



2021 Annual Report

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2021



TOWN OF UPTON

CENSUS

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

Incorporated June 14, 1735 - Approximately 50 Families

Town Comprises 21.81 Square Miles

Land - 13,853.3 acres

Water 104.7 - acres

Town Highways - 74 miles

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

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

MASSACHUSETTS OFFICIALS

U.S. SENATORS

Ed Markey
Elizabeth Warren

CONGRESSMAN 2nd DISTRICT

James McGovern

STATE SENATOR, SECOND WORCESTER DISTRICT

Michael O. Moore

REPRESENTATIVE, NINTH WORCESTER DISTRICT

David K. Muradian, Jr.

SHERIFF OF WORCESTER COUNTY

Lewis Evangelidis

CHAIRMAN & CEO WORCESTER REGIONAL RETIREMENT

Kevin P. Blanchette

CLERK MAGISTRATE WORCESTER COUNTY SUPERIOR COURT

Thomas J. Noonan

REGISTER OF PROBATE AND INSOLVENCY

Stephanie K. Fattman

REGISTER OF DEEDS, WORCESTER COUNTY

Anthony J. Vigliotti, Esq.

DISTRICT ATTORNEY, WORCESTER COUNTY

Joseph D. Early Jr.

IN MEMORIAM

The Town Report of 2021 recognizes the following individuals who served the Town of Upton with commitment and distinction.



James A. Brochu

March 15, 1960 ~ December 18, 2021

*Selectman, On-Call Firefighter/EMT, Trust Fund
Commissioner, Municipal Community Center Building
Committee, Chair.*



John Lewis Martin

April 4, 1928 ~ April 28, 2021

Volunteer to the Upton Fire Department- Ambulance Fund

TOWN OFFICERS

ELECTED

BOARD OF ASSESSORS OF TAXES

James Earl	term expires 2023
Kelly A. McElreath	term expires 2024
Bill Taylor	term expires 2022

BOARD OF HEALTH

Richard Desjardins	term expires 2023
Alfred C. Holman	term expires 2024
Stedman Briggs	term expires 2022
* Patricia Parent, RNA, BsN, <i>Agent/ Town Nurse/Infection Control</i>	
* Michael Moran, <i>Animal Control Officer</i>	
* Kelly A. McElreath, <i>Burial Agent</i>	
* Andrew Pickering, <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

Maureen L. Dwinnell	term expires 2022
Stephen A. Matellian	term expires 2023
Brett A. Simas	term expires 2024

CEMETERY COMMISSION

Glenn H. Fowler	term expires 2022
Ed Phillips	term expires 2024
Robert Pray	term expires 2023

COMMISSIONER OF TRUST FUNDS

James Brochu	term expires 2023
Robert Fleming	term expires 2022
Deborah Teta (<i>resigned</i>)	term expires 2024

CONSTABLES

James R. Bates Jr.	term expires 2022
Steven P. Driver	term expires 2022
Michael G. Moran	term expires 2022

FINANCE COMMITTEE

Stephen Bern (<i>Moderator</i>)	term expires 2022
Shawn Craig (<i>Selectmen</i>)	term expires 2024
Nicholas Ensko (<i>Moderator</i>)	term expires 2022
Paul T. Flaherty (<i>Selectmen</i>)	term expires 2024
Richard McGuire (<i>Elected</i>)	term expires 2023

CAPITAL BUDGET COMMITTEE

Appointed by the Board of Selectmen

Daniel Lazarz	term expires 2024
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Krystyn Moen	term expires 2022
David O'Brien	term expires 2023
Justin Pollard	term expires 2022

Appointed by the Finance Committee

Nick Ensko	term expires 2024
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Appointed by the Planning Board

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

Philip J. DeZutter	term expires 2023
Vikki Ludwigson	term expires 2024
Dorothy Scally	term expires 2022

MODERATOR

David C. Loeper	term expires 2022
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PLANNING BOARD

Gary M. Bohan, Jr.	term expires 2023
Paul Carey	term expires 2024
Margaret Carroll	term expires 2022
Thomas C. Davidson	term expires 2025
Katherine Robertson	term expires 2026
William Tessmer, <i>Associate Member</i>	term expires 2023

*M. Denise Smith *Department Coordinator*

PUBLIC LIBRARY TRUSTEES

Charlotte L. Carr	term expires 2023
Anne C. O'Brien	term expires 2022
Judith Katz-Goodman	term expires 2022
Debra Amorelli	term expires 2023
Michelle Antinarelli	term expires 2022
John Robertson, Jr.	term expires 2024
William Taylor	term expires 2024
Laurie Wodin	term expires 2024
Sadalit Van Buren	term expires 2022

RECREATION COMMISSION

Debbie Amorelli	term expires 2024
Richard Gazoorian	term expires 2023
Richard Porter Jr.	term expires 2022
<i>*Andrew St. George Recreation Director (resigned)</i>	
<i>*Maria Tonry Recreation Director</i>	

UPTON HOUSING AUTHORITY

Linda M. Jones	term expires 2026
Richard P. Kennedy	term expires 2024
Mildred F. Galeone	term expires 2021
Rena Richard	term expires 2025

APPOINTED BY THE BOARD OF SELECTMEN

AFFORDABLE HOUSING TRUST

Brett Simas	term expires 2022
Richard Desjardins	term expires 2021
Al Holman	term expires 2024

CENTRAL MASSACHUSETTS REGIONAL PLANNING DELEGATE

Gary Bohan (Planning Board Delegate)	
James R. Bates Jr. <i>Alternate</i>	term expires 2022

COMMUNITY PRESERVATION COMMITTEE

Appointed by the Board of Selectmen

Dave Adams (<i>resigned</i>)	term expires 2023
Richard Desjardins	term expires 2022
Joan Scribner	term expires 2024

Appointed by the Conservation Commission

Chris Scott	term expires 2024
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Appointed by the Historical Commission

Russell Wood	term expires 2024
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Appointed by the Housing Authority

Rena Richard	term expires 2022
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Appointed by the Open Space Committee

Mike Penko	term expires 2022
<i>Appointed by the Planning Board</i>	
Paul Carey	term expires 2024
<i>Appointed by the Recreation Commission</i>	
Rich Gazoorian	term expired 2022

CONSERVATION COMMISSION

Tom Jango	term expires 2022
Sandra Lajoie	term expires 2022
Alan Miano	term expires 2024
Mary Overholt	term expires 2022
Michael Penko	term expires 2023
Christine Scott	term expires 2023
Marcella Stasa	term expires 2022
David Szczebak, <i>Associate Member</i>	term expires 2024

**Trisha Marvelle Department Assistant*

**David Pickart Conservation Agent*

Land Stewardship Committee

Scott J. Heim	term expires 2022
Mary Overholt	term expires 2022
Michael Penko	term expires 2022
Libba Moore	term expires 2022

Eric Reustle	term expires 2022
Marcella Stasa	term expires 2022
William Taylor	term expires 2022

Open Space Committee

Tom Dodd	term expires 2022
Alan Miano	term expires 2022
Mike Penko	term expires 2022
Christine Scott	term expires 2022
William Taylor	term expires 2022

COUNCIL FOR THE AGING

Myra Bigelow	term expires 2022
Elizabeth Consigli	term expires 2024
Laura Fantini	term expires 2023
Paula Lepore	term expires 2024
Greg Manning	term expires 2024
Lori McGann	term expires 2024
Josephine McLaughlin	term expires 2022
Richard Provost	term expires 2023
Linda Sanders	term expires 2022
Margaret Watson	term expires 2023

CULTURAL COUNCIL

Jennifer Conrad	term expires 2022
Alice Gentili	term expires 2024
Lyn Haggerty	term expires 2024
Robin Jokela	term expires 2024
Megan Ronzio	term expires 2024
Shelly Ryan	term expires 2022

CUSTODIAN OF TAX TITLE PROPERTIES

Deborah Teta	term expires 2024
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DISABILITY AFFAIRS GRIEVANCE COORDINATOR

Janice Read Nowicki	term expires 2022
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DISABILITY COMMISSION

Michelle Antinarelli	term expires 2024
Robert Carnegie	term expires 2022
Paula Lepore	term expires 2024
Janice Read Nowicki	term expires 2023
Christine Scott	term expires 2024

DPW FEASIBILITY COMMITTEE (*DISSOLVED NOV 2021*)

Daniel Lazarz	term expires 2022
Andy Leonard	term expires 2022
Richard McGuire	term expires 2022
Jonathan Moen	term expires 2022

David O'Brien term expires 2022

ECONOMIC DEVELOPMENT COMMITTEE

Gene Bernat	term expires 2022
David Brooks	term expires 2022
Donna Desjardins	term expires 2022
Steven Rakitin	term expires 2022
David Ross	term expires 2022
Craig Weinfuss	term expires 2022
Katherine Worsham	term expires 2022

FIRE & EMS ADVISORY COMMITTEE

Mathew Kerr	term expires 2022
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FOREST FIRE WARDEN

Fire Chief Michael Marchand	term expires 2022
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GREEN COMMUNITY DESIGNATION COMMITTEE

Robert Jordan	term expires 2022
Phil Kazlauskas	term expires 2022
Dominique Ross	term expires 2022
Bill Taylor	term expires 2022

HISTORICAL COMMISSION

Maureen Byrne <i>Associate Member</i>	term expires 2022
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Joan Burrell	term expires 2024
Donna Desjardins	term expires 2024
Howard Glassman	term expires 2022
Donna Kempton	term expires 2022
Don Spargo	term expires 2023
Katherine Worsham	term expires 2023
Russell W. Wood	term expires 2022

MOSQUITO CONTROL BOARD

Ted Briggs (BOH)	term expires 2022
Brett Simas (BOS)	term expires 2022
Chris Scott (Conservation Member)	term expires 2022
Marcella Stasa (Sustainable Upton Member)	term expires 2022
Gavin Jones	term expires 2022
Alisa Bernat	term expires 2022

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

James Brochu	term expires 2022
Paul Flaherty	term expires 2022
Dee Hakala	term expires 2022
Mike Howell	term expires 2022
Justin Pollard	term expires 2022
Steve Rakitin	term expires 2022
Don Spargo	term expires 2022

MUNICIPAL COMMUNITY CENTER STEERING COMMITTEE

Debbie Amorelli	term expires 2022
Gregg Manning	term expires 2022
Matthew Bachtold	<i>ad hoc member</i>
Janice Nowicki	<i>ad hoc member</i>

OTHER POST EMPLOYMENT TRUST COMMISSIONERS

Kenny Costa, Town Accountant	term expires 2022
Deborah Teta, Treasurer	term expires 2023
Maureen Dwinnell, Chair BOS	term expires 2021

PERSONNEL BOARD

Maria Glynn	term expires 2024
Marcia Kasilowski	term expires 2024
Scott van Raalten	term expires 2023
Michelle Rivers	term expires 2022
John Westerling	term expires 2022

RECORDS ACCESS OFFICER

Chief Michael Bradley	term expires 2022
Kelly McElreath	term expires 2022

REGISTRAR OF VOTERS

Kelly A. McElreath (U)	Ex-Officio Clerk
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Joseph Poirier (R)	term expires 2024
Cynthia Robertson (D)	term expires 2022
Vacant	

SENIOR WORK-OFF PROGRAM COORDINATOR

Janice Read Nowicki	term expires 2022
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TECHNOLOGY COMMITTEE

Charles Borghetti	term expires 2022
John Bouthiette	term expires 2022
David Brooks	term expires 2022
Steve Rakitin	term expires 2022

TREE WARDEN

Dennis E. Westgate	term expires 2022
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TRENCH PERMITTING AUTHORITY

Patrick Roche	term expires 2022
Steve Johnson	term expires 2022

TOWN COUNSEL

KP LAW	term expires 2022
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TOWN MANAGER

Derek S. Brindisi	Contractual
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VETERANS' GRAVES

Patrick Morris

term expires 2022

ZONING APPEAL BOARD

Bill Andrews

term expires 2022

Stedman Briggs

term expires 2023

Richard Desjardins

term expires 2023

Robert Humes Associate Member

term expires 2022

Eric Reustle Associate Member

term expires 2024

*M. Denise Smith *Department Assistant*

APPOINTED BY THE TOWN MANAGER

OFFICE OF THE TOWN MANAGER

Derek S. Brindisi, Town Manager

Sandra J. Hakala, Director Human Resources, Executive Assistant

Paul Dell'Aquila, Economic Development Coordinator/Town Planner

COUNCIL FOR THE AGING

Janice Read Nowicki, Director

Department Specialist

Bernadette Denson

Social Services Coordinator

Darynn Khuth

CODE ENFORCEMENT

Patrick H. Roche, Building Commissioner

Local Inspector

Stephen Johnson

Department Coordinator

Diane Judd

Department Assistant (ZBA)

M. Denise Smith

Plumbing & Gas Inspector

Thomas E. French

Plumbing & Gas Inspector, Assistant

Kenneth Salsman

Wiring Inspector

John Poirier

Wiring Inspector, Assistant

David Stanley

FINANCE DEPARTMENT

Kenny Costa, Director of Finance, Town Accountant

Deborah Teta, Treasurer Collector

Heather Holmes (<i>resigned</i>)	Assistant Treasurer Collector
Samantha Lubke	Assistant Treasurer Collector
Joy Foster	Department Assistant

FIRE & EMS DEPARTMENT

Mark DiFronzo, Fire & EMS Chief (*retired*)

Michael Marchand, Operational Fire Chief

Financial Assistant	Barbara Harris
Captain	Daniel Lazarz
Fire Lieutenant (Acting)	David Cialdea
Fire Lieutenant (Acting)	Doug Cook
Fire Lieutenant	Bonnie Lopez
Fire Lieutenant	Shaun Marchand
Career Firefighter	James Earle EMT-P
Career Firefighter	Robert Fadgen EMT-P
Career Firefighter	Jacob Hertz EMT-P
Career Firefighter	Bonnie Lopez EMT-B
Career Firefighter	Shaun Marchand EMT-P
Career Firefighter	Blake Montequin EMT-P

Career Firefighter	Thomas Norton EMT-P
Call Firefighter	Jason Basoli EMT-B
Call Firefighter	Anthony Cervassi
Call Firefighter	Gwen Costello EMT-B
Call Firefighter	Seth Grill EMT-B
Call Firefighter	Nader Hamed
Call Firefighter	James Hill
Call Firefighter	Mathew Kerr
Call Firefighter	Jonathan Moen
Call Firefighter	Scott Rivers
Call Firefighter	Peter Schrafft EMT-P
Call Firefighter	Conner Shults EMT-B
Call Firefighter	Gary Shults
Call Firefighter	Scott Young
Call Firefighter	Timothy Wagner
Call EMT	Barbara Harris EMT-B
Call EMT	Patrick Hazard EMT-B
Call EMT	Mark Maljanian EMT-B
Call EMT	Jack McCabe EMT-B
Call EMT	Jared Plumb EMT-B

POLICE & COMMUNICATIONS DEPARTMENT

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

Department Coordinator	Paula Deiana
Police Lieutenant	Vacant
Police Sergeant	Michael D. Benjamin
Police Sergeant	Vacant
Police Sergeant	Paul Mansfield
Detective	John Bergstrom
Patrol Officer	Ian Boroczky
Patrol Officer	Mason Brown
Patrol Officer	Kyle Bishop
Patrol Officer	Cory Eugster
Patrol Officer	Michael Gonsalves
Patrol Officer	Michael F. Lupachini
Patrol Officer	Erik M. Mager
Patrol Officer	Ciara O'Connor
Patrol Officer	Isaiah R. Poxon
Patrol Officer	Matthew R. Rankins
Patrol Officer	Javier Valdivieso
Part time Officer	Robert J. Miller
Part time Officer	Thomas B. Stockwell
Reserve Officer	Carl Ambrosino
Reserve Officer	Alan Cyr
Reserve Officer	Bruce Rivard
Reserve Officer	Lisa C. Vass

Communications Officer	Victoria L. Burnham
Communications Officer	Gwen Costello
Communications Officer	Patrick Cozza
Communications Officer	Jessica Negrotti
Communications Officer	Jared Vitale
Communications Officer	Patrick Sheridan
Communications Officer	Maryellen Palmieri

PUBLIC WORKS DEPARTMENT

Dennis Westgate, Director

Department Specialist	William Taylor
Department Assistant	Patricia Marvelle
Supervisor of Highways/Parks	John Johnson
Supervisor Water/Wastewater	Joseph Marcinkus

TOWN CLERK

Kelly McElreath, Town Clerk/Assistant to the Town Manager

Assistant Town Clerk	M. Denise Smith
Custodian	Paul Marchand
PEG Access Provider/UCTV Producer	Glenn Fowler
Cable Access Assistant	Paul Norton

VETERANS' SERVICES

Patrick Morris, Director

WARRANTS & PROCEEDINGS

ANNUAL TOWN MEETING WARRANT / 08 MAY 2021

Worcester, SS.

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet at said **Nipmuc Regional High School, Football Field, 90 Pleasant Street, Upton, MA** on Saturday, **May 8, 2021 punctually at Nine o'clock in the morning, (Rain date Saturday May 15, 2021)** to act on the Articles in the warrant.

ARTICLE 1: To hear reports of all Town Officers and Appointed Committees; or, to take any other action relative thereto.

Explanation/Submitted by: Town Reports/Board of Selectmen

ARTICLE 2A: Withdrawn

ARTICLE 2B: To see if the Town will vote to fix the salaries and compensation of all officers of the Town as provided by M.G.L. Chapter 41, §108, and to raise and appropriate or transfer from available funds¹, such sums as may be necessary to defray expenses of the Town Departments for FY 2022; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

¹ Note that this warrant uses the words "transfer from available funds" to refer to transfers from Free Cash (previously described as "appropriate from available unappropriated funds in the Town Treasury") and/or

transfers from appropriations made at prior Town Meetings (previously described as “transfer”).

ARTICLE 3: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund as set forth below for FY 2022; or, to take any other action relative thereto.

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

Wages & Salaries	\$271,350
Expenses	377,639
Capital Outlay	0
Debt	290,081
Extra/Unforeseen	50,000
Total	\$989,070

And that **\$989,070.00** be raised for such purposes as follows:

Department receipts	\$794,030
Retained Earnings	50,000
*Tax Levy	145,040
Free Cash	-0-

*(NOTE: As raised and appropriated under Article 2)

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

Recommendation: Favorable Action Finance Committee

ARTICLE 4: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Wastewater Enterprise Fund as set forth below for FY 2022; or, to take any other action relative thereto.

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

Wage & Salaries	\$263,760
Expenses	364,167
Capital Outlay	100,000
Debt	10,537
Extra/Unforeseen	30,000
Total	\$768,464

And that **\$768,464** be raised for such purposes as follows:

Department receipts	633,196
Retained Earnings	130,000
Tax levy	5,268*
Free cash	-0-

* (NOTE: As raised and appropriated under Article 2)

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Board of Health "Curbside Waste and Recycling Fund"	\$15,000
Board of Health "Title V Fund"	\$10,000
Conservation Commission "Wetlands Revolving Fund"	\$20,000
Conservation Commission "Storm Water By- Law Fund"	\$7,000
Council on Aging Programming	\$10,000
Land Stewardship Committee	\$2,000

“Community Garden Fund”	
Land Stewardship Committee “Land Stewardship Fund”	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$260,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

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

Recommendation: Favorable Action Finance Committee

ARTICLE 5: To see if the Town will vote to approve annual spending limits for FY 2022 for revolving funds established in Section 7 of Title 2, Chapter 25, of the General Bylaws, in accordance with G.L. Chapter 44, §53E ½, and for the Treasurer/Collector Tax Title Revolving Fund, in accordance with M.G.L. Chapter 60, §15B, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Board of Selectmen, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all as set forth below; or to take any other action relative thereto:

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

Recommendation: Favorable Action Finance Committee

ARTICLE 6: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for PEG Access and Cable Related Fund as set forth below for FY 2021; or, to take any other action relative thereto.

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

Wage & Salaries	\$44,000
Expenses	\$3,200
Capital Outlay	\$20,000
<u>Extra/Unforeseen</u>	<u>\$10,000</u>
Total	\$77,200

And that **\$77,200** to be raised for such purposes as follows:

Department receipts	\$77,200
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Explanation/ Submitted by: In November 2019, the town voted to accept the provisions of General Laws Chapter 44, Section 53F 3/4, establishing a special revenue fund known as the PEG Access and Cable Related Fund in order to reserve cable franchise fees and other cable related revenues for appropriation by Town Meeting to support PEG access services and oversight and renewal of the cable franchise agreement.

Recommendation: Favorable Action Finance Committee

ARTICLE 7: To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of Four Hundred Thirty-Six

Thousand Four Hundred Ninety-Seven dollars (\$436,497), or any other sum, for the purposes of funding the Town's additional assessment from the Mendon Upton Regional School District for the fiscal year beginning July 1, 2021; or to take any other action relative thereto.

Explanation/Submitted by: MURSD additional operational appropriation/Board of Selectmen

Recommendation: Unfavorable Action Finance Committee

ARTICLE 8: To see if the Town will vote to accept and expend such sum or sums of money allotted or to be allotted to the Town from the Commonwealth of Massachusetts under the provisions of M.G.L. Chapter 90 or under any other state roadway reimbursement programs for FY 2020, 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 Commonwealth/Board of Selectmen

Recommendation: Favorable Action Finance Committee

ARTICLE 9: Withdrawn

ARTICLE 10: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of fifty Thousand dollars (\$50,000) to fund the snow and ice deficit for FY 2021; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee up to 100K

ARTICLE 11A: To see if the Town will vote to appropriate, borrow or transfer from available funds, the sum of Twelve Million Dollars (\$12,000,000) or any sum of money to be expended under the direction of the Board of Selectmen for the purpose of paying costs of the project management, site preparation, construction, equipping and furnishing a new Community Center building located at 0 Milford Street Map 201 Lot 053, including the payment of all incidental and related costs and authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow said sum under M.G.L. Chapter 44, or any other enabling authority, and that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of the issuance of such bonds or notes, may be applied to payment of costs approved by this vote in accordance with G.L. c. 44 § 20 of the General Laws, thereby reducing the amount to be borrowed to pay such cost by a like amount and further provided that said appropriation shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2½), or take any other action relative thereto.

Explanation/Submitted by: During the Winter of 2020, the Board of Selectmen appointed a 7-member Building Committee to hire an owner's project manager and an architect to develop and design engineered plans to construct a 21st-century community center to be located in the heart of the Town's center. The proposed Community Center will replace the aging public non-ADA compliant Library and outdated Senior Center in one central location as part of the vision for an active and vibrant downtown.

Recommendation: Favorable Action Finance Committee

ARTICLE 11B: To see if the Town will vote to authorize the Board of Selectmen to enter into a lease agreement or sign any other instruments with the VFW in accordance with the Shared Parking Agreement or take any other action relative thereto.

Explanation/ Submitted by: The Board of Selectmen alongside of the Building Committee have negotiated a long-term lease agreement with the VFW for “shared parking” agreement if the Community Center were to be built on 0 Milford Street.

Recommendation: Favorable Action Finance Committee

ARTICLE 12 A: To see if the Town will vote to transfer up to Five Hundred and Sixty Thousand dollars (\$560,000) from the Community Preservation Undesignated Fund Balance to fund the construction of a new playground with the new Community Center located at 0 Milford Street Map 201 Lot 053; including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: Part of the design and engineering of a 21st century Community Center, a proposed new playground is scheduled to be co-located to rear of the property. The Building Committee has requested the use of CPC funds to support the construction of such playground/Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 12 B: To see if the Town will vote to transfer from the undesignated fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY21:

- Historic Resources Account - \$73,515
- Open Space Account - \$73,515

- Community Housing Account - \$73,515

and to place any remaining FY2021 CPA Trust Fund matching revenues in a so-called “FY2021 Undesignated Budgeted Reserve”, or, to take any other action relative thereto.

Explanation/Submitted by: We are requesting the transfer of 10% of local and CPA trust fund revenues to the three reserve accounts as required by law. Anticipated local revenue is \$473,692 and CPA trust fund matching grant is \$261,455 for a total of \$735,147. We request that \$73,515 be transferred to the Open Space, Historic Preservation and Affordable Housing Reserve Accounts and that the remainder stay in the undesignated fund/Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 12 C: To see if the Town will vote to act on the report of the Community Preservation Committee on the FY 2021 community preservation budget, and to appropriate the sum of Fifteen Thousand dollars (\$15,000), or any other amount, from the Community Preservation Fund FY 2022 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2022; or, to take any other action relative thereto.

Explanation/Submitted by: To transfer an amount from estimated annual revenues for the administrative and operating costs of the Community Preservation Committee for FY 2022. /Community Preservation Committee.

Recommendation: Favorable Action Finance Committee

ARTICLE 12 D: To see if the Town will vote to transfer the total sum of Two Hundred Sixty-Six Thousand Four Hundred Seventy-Eight dollars (\$266,478.00) from the Community Preservation Fund to meet the ninth-

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 ninth-year principal and interest payments (with 11 years remaining) on the Town Hall bonds, to be paid from CPA monies consistent with the Town's vote to authorize the project / Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 12 E: To see if the Town will transfer the sum of two hundred ten thousand two hundred forty-eight dollars (\$210,248) from the CPA Undesignated Fund to the CPA Open Space Reserve Account. This is the reimbursement received from the Division of Conservation Services for expenses incurred during the Robertson Conservation Restriction Project, or, to take any other action relative thereto.

Explanation/Submitted by: Upon completion of the Robinson Conservation Restriction Project, the CPA Undesignated account received \$210,248 in land grant funds from the Division of Conservation Services to reimburse the Town's CPA fund for expenses incurred. The initial expenditure was sourced from the CPA Open Space Reserve Account. This transfer will transfer the reimbursement to the proper account from which the original funds were expended/Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 12 F: To see if the Town will vote to transfer the sum of Two Thousand One Hundred dollars (\$2,100) from the CPA Undesignated Fund for the purpose of purchasing and installing a park bench in honor of Barbara Burke at Heritage Park, or, to take any other action relative thereto.

Explanation/Submitted by: The Historic Commission would like to honor the commitment and dedication of Ms. Barbara Burke by purchasing a granite bench to be placed at Heritage Park/Community Preservation Committee

Recommendation: Favorable Action Finance Committee

ARTICLE 13: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Five Thousand dollars (\$5,000), or any other sum, to supplement the Town's "Conservation Fund"; or, to take any other action relative thereto.

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

Recommendation: Favorable Action Finance Committee

ARTICLE 14: To see if the Town will vote to renumber and recaption the General Bylaws of the Town by (a) assigning a chapter/article number to each of the General Bylaws; (b) renumbering each section of each bylaw accordingly; (c) inserting chapter, article, section and subsection titles; and (d) updating internal references to reflect the new numbering system, all as set forth in the Final Draft of the Code of the Town of Upton dated April 2021, on file with the Town Clerk, or take any other action relative thereto.

Explanation/Submitted by: General Bylaws were reviewed and codified by a consultant for accuracy and to ensure bylaws adhered to current State law. Boards/Commissions/Staff reviewed the recommendations of the consultant to ensure bylaws reflected current practices. The recommended changes reflect current practice and State law/Town Clerk.

Recommendation:

ARTICLE 15: To see if the Town will vote to renumber and recaption the Zoning Bylaw of the Town by (a) designating the Zoning Bylaw as Chapter 300 of the Code of the Town of Upton; (b) renumbering each section and subsection of the bylaw accordingly; (c) inserting article, section and subsection titles; and (d) updating internal references to reflect the new numbering system, all as set forth in the Final Draft of the Code of the Town of Upton dated April 2021, on file with the Town Clerk, or what it will do in relation thereto.

Explanation/Submitted by: Zoning Bylaws were reviewed and codified by a consultant for accuracy and to ensure bylaws adhered to current State law. Boards/Commissions/Staff reviewed the recommendations of the consultant to ensure bylaws reflected current practices. The recommended changes reflect current practice and State law/Town Clerk.

Recommendation:

ARTICLE 16: To see if the Town will vote to amend the Zoning By-law as set forth in the Summary of Zoning By-law Amendments on file with the Town Clerk, or what it will do in relation thereto.

Explanation/Submitted by: Zoning By-laws were reviewed and codified by a consultant for accuracy and to ensure by-laws adhered to current State law. Boards/Commissions/Staff reviewed the recommendations of the consultant to ensure by-laws reflected current practices. The recommended changes reflect current practice and State law/Town Clerk.

Recommendation:

ARTICLE 17: To see if the Town will vote to amend the General By-laws as set forth in the Summary of General By-law Amendments on file with the Town Clerk, or take any other action relative thereto.

Explanation/Submitted by: General By-laws were reviewed and codified by a consultant for accuracy and to ensure by-laws adhered to current State law. Boards/Commissions/Staff reviewed the recommendations of the consultant to ensure by-laws reflected current practices. The recommended changes reflect current practice and State law/Town Clerk.

Recommendation:

ARTICLE 18: To see if the Town will vote to transfer the care, custody, management and control of the property shown below from the Town Treasurer for tax title purposes including sale at auction to the Board of Selectmen for general municipal purposes, for the purpose of conservation, and for the purpose of conveyance; and further, to authorize the Board of Selectmen to execute any and all instruments as may be necessary to effectuate the vote taken hereunder.

Description	Map	Lot
0 North Street	2	1
0 North Street	1	10
0 North Street	1	10.01

Or take any other action relative thereto.

Explanation/Submitted by: To secure the parcels at 0 North Street for future consideration of the Town. -Board of Selectmen

Recommendation: Favorable Action/Board of Selectmen, Favorable Action Finance Committee

ARTICLE 19: To see if the Town will vote to amend the Town's Zoning By-laws by inserting the underlined language as follows:

Section 300-5.12G Section 5.12.7 Signs in General Business Districts, Upton Center Business District, and Commercial & Industrial Districts. The following signs pertaining to permitted buildings, structures and uses on the premises are allowed as of right on a building, subject to any additional regulations or prohibitions set forth in this By-Law:

or take any other action relative thereto.

Explanation/Submitted by: When Town Meeting approved the Upton Center Business District (UCBD) all necessary changes were made to the Zoning Bylaws except for Section 5.12 (SIGNS). This proposed change will add the UCBD into the appropriate section of the Town's Zoning Bylaws thereby allowing signage in the UCBD/Economic Development Committee/ Planning Board

Recommendation:

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 Fifty-Five Thousand dollars (\$55,000), or any other sum, to purchase a replacement pickup truck for the Water & Wastewater Divisions, or, to take any other action relative thereto.

Explanation/Submitted by: The funding is necessary to replace a 2011 pickup and plow used daily by the Water & Wastewater Divisions. In addition, the truck assists the Highway Division with winter operations and snow removal. The current truck will be transferred to the Highway Division to replace a 2006 pickup truck used by all Divisions within the DPW including Water & Wastewater, snow plowing, and seasonal staff. That 2006 pickup truck will be placed in the Town's auction/DPW Director.

Recommendation: Favorable Action 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 one Twenty-Four thousand dollars (\$24,000.00), or any other sum, to purchase fire records management system, for the Fire Department, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Fire Department seeks to upgrade its records management system to better integrate with the Police Department system as a way to automate reporting and dispatching of calls/Fire Department.

Recommendation: Favorable Action 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 Eleven Thousand and Five Hundred dollars (\$11,500.00), or any other sum, to purchase 3 sets of personal protective firefighter gear (PPE) including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: NFPA 1851, Standard on Selection, Care and Maintenance of Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting, states that all “ensembles and ensemble elements shall be retired...no more than 10 years from the date the ensembles or ensemble elements were manufactured.” This includes helmets, hoods, coats, pants, gloves, and boots. The intention of the department is to continue its long term and ongoing replacement plan so that turnout gear will meet this standard at all times/Fire Department.

Recommendation: Favorable Action Finance Committee

ARTICLE 23: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Seven Thousand

dollars (\$7,000.00), or any other sum, to fund a Canada Geese Management program for Kiwanis Beach recreation area, and all incidental and related costs, and or to take any other action relative thereto.

Explanation/Submitted by: This past summer Kiwanis Beach bathing area had to be closed on multiple occasions due to high levels of coliform bacteria. Non-migratory Canada Geese have made this recreation area their home and subsequently have become a leading contributor of bacteria and the degrading water quality at the pond/Town Manager.

Recommendation: Favorable Action 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 Ten Thousand dollars (\$10,000.00), or any other sum, to purchase a large colortrac scanner including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Board of Health is respectively requesting \$10,000.00 funding for the purchase of a large colortrac scanner. This scanner would be utilized to copy large septic designs into our electronic data base. These plans are then used for review during Board meetings as well as provide an electronic version to homeowners and contractors. This scanner would also be available for other town departments wishing to scan large plan documents/Board of Health.

Recommendation: Favorable Action Finance Committee

ARTICLE 25: To see if the Town will vote to accept as a public way the roadway known as Azalea Lane, as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled "Layout Plan of Azalea Lane 'J.R. Estates' Upton, Mass.," dated August 22, 2019, prepared by

Guerriere & Halnon, Inc., and on file with the Town Clerk, and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Azalea Lane for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements related thereto; or, to take any other action relative thereto.

Explanation/Submitted by: To accept Azalea Lane as a public way per the agreement between the Upton Planning Board and D&F Afonso Builders/Board of Selectmen.

Recommendation:

ARTICLE 26: Citizens Petition

We, the citizens of The Town of Upton, MA., submit the article for the Warrant to be submitted for the Annual Town Meeting for 2021, currently scheduled for May 6, 2021.

To see if the town will vote to fund from free cash an accessible ramp and entrance into the first floor of the Risteen Building in the amount of forty-five thousand dollars (\$45,000.00) or any other amount to provide immediate access to the Upton Public Library.

JUSTIFICATION: The Upton Public Library remains out of compliance with the Americans with Disabilities Act of 1990, and subject to legal action at any time. More importantly, people with physical mobility impairments cannot physically access our library, a source of both shame and sadness within our community. One of the founding members of the Disability Commission, an active community servant and resident of Upton for more than fifty years, died without ever entering our library. While a ramp and accessible entrance will not provide full accessibility within the library, this renovation will facilitate simple access

as we develop a Town-wide Accessibility Transition Plan and/or build a new facility, should that be approved. /Lynn Hagerty et. al

Recommendation: Unfavorable Action Finance Committee

ARTICLE 27: Citizens Petition

We, the citizens of The Town of Upton, MA., submit the article for the Warrant to be submitted for the Annual Town Meeting for 2021, currently scheduled for May 6, 2021.

To see if the Town will vote to annually budget and appropriate the Actuarial Determined Employer Amount for the Other Post-Employment Benefits Trust Fund (OPEB), which for FY21 is \$930, 620.00.

JUSTIFICATION: The OPEB Trust Fund is currently well below full funding, with an annual budget allocation of \$100 thousand against a current unfunded liability of approximately \$7.8 million dollars (June 2020). This is for the retirement benefits contractually promised to CURRENT town employees AT THIS TIME. As we hire new employees and expand our work force with new positions, our OPEB obligations increase. As current employees retire, our annual contribution will need to increase proportionally. The regional school budget includes appropriate funding and protection of their pensions and other retirement benefits, and our town employees deserve this same protection of their retirement plans.

While we are not the only municipality in this position of woefully under-funded OPEB trust funds, a laissez-faire attitude toward our town employees and their promised post-retirement benefits speaks poorly of our commitment to their future. Should we depend upon some kind of state or federal bailout of this fund, we run the risk of pennies on the dollar, a sudden and significant reduction in the benefits promised to these employees. This will also have an impact on the quality of future

employees should they realize we may not meet our fiscal obligations to them. This historical and chronic under-funding of this liability, money owed, also impacts our bond rating for municipal loans. /Michelle Antinarelli et al.

Recommendation: Unfavorable Action Finance Committee

ARTICLE 28: Citizens Petition

To see if the town will vote to enact term limits on all elected offices for municipal positions, such that any and all elected officials serving terms from the date that this bylaw is enacted, serve no more than three successive terms, at which point the official may not run for or take office through a write-in campaign for the same office for the length of a full term for that same office.

JUSTIFICATION:

The Town of Upton is currently governed and administered by thirteen boards or commission consisting of some or only elected officials. By limiting the successive length of service from our citizens in any one role, we open up more opportunities for all of our residents to become active and invested in town government, fostering greater understanding of local process. /Michelle Antinarelli et al.

ARTICLE 29: Citizens Petition

To see if the town will vote to enjoin the Board of Selectmen, Moderator, and any other appointing authority to proactively prioritize the appointment of new candidates to uncompensated volunteer town committees or commissions over reappointment of members who have served three consecutive terms on that same committee or commission.

JUSTIFICATION:

The Town of Upton is currently supported by many committees in commissions consisting of long-serving members who are automatically reappointed. By limiting the successive length of service from our citizen servants in any one role, we open up more opportunities for all of our residents to become active and invested in town government, fostering greater understanding of local process. /Michelle Antinarelli et al.

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 do return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this 13th day of April in the year of our lord two thousand twenty-one.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN MEETING / 08 MAY 2021

Called to order at 9:00 am by Moderator David Loeper. The meeting was adjourned until 9:15 am.

During this meeting, 386 voters were checked in to the athletic field located at Nipmuc Regional Middle/High School by Tracey Tardy and M. Denise Smith, meeting the necessary quorum of 40 voters.

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

By unanimous vote, guests present were: Derek Brindisi, Town Manager; David Jenkins & Jared Collins, Town Counsel; Janice Nowicki, COA Director; Dennis Westgate, DPW Director; Mark DiFronzo, Fire Chief; Matthew Bachtold, Library Director; Kenny Costa, Town Accountant; Andrew St George, Recreation Director; Paul Dell'Aquila, Town Planner; Joseph Maruszczak, Superintendent, Maureen Cohen, Asst Superintendent MURSD; Michael Fitzpatrick, BVT; Paul Marchand, Town Employee; Peter & Libby Turowski, Architects; Steven Kirby, OPM; Linnea Lof, Lauren Young.

Moderator David Loeper detailed protocols for the Town Meeting. Meeting is being held outside due to COVID-19 protocols. Moderator announced he would be making each of the motions.

Point of Order:

Michelle Antinarelli asked some questions in regards to a reconsideration vote and other technical questions.

Consent Calendar: Upon motion of David Loeper, it was moved the Town vote by unanimous consent the following Articles that have not been requested "hold"; those (consent calendar) Articles being: 1, 3, 4, 6, 8, 12B, and 12C.

The Moderator declared the motion carried unanimously

Approval of Annual Town Report

ARTICLE 1: Unanimous consent: voted the Town to accept reports of all Town Officers and Appointed Committees, as written in the 2019 Town Report.

FY2022 Budget

ARTICLE 2B: Upon motion of David Loeper, 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 \$25,352,659.00 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 2022 Budget Recommendation" for all those items not requested "hold", and as amended, if applicable, by vote of Town Meeting for those items requested "hold".

Favorable recommendation from Finance Committee

Following lines items were held: 433, 990.

The Moderator declared the motion carried unanimously EXCEPT for held line items

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$120,000 for line item 433–Waste Removal - Disposal

The Moderator declared the motion carried by unanimously

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$465,000 for line item 433 – Waste Removal – Curbside Services

The Moderator declared the motion carried unanimously

Upon motion of Paul Flaherty, it was moved to raise and appropriate the sum of \$100,000 for line item 990 – Other Financing Uses Transfers Out

The Moderator declared the motion carried by majority

Water Enterprise Budget

ARTICLE 3: Unanimous consent, the Town voted to approve Article 3 as set forth in the warrant, appropriating funds to operate the Water Enterprise Fund for FY 2022.

Printed in Warrant: That the following sums be appropriated for the Water Enterprise Fund:

Wages & Salaries	\$271,350.00
Expenses	377,639.00
Capital Outlay	0.00
Debt	290,081.00
Extra/Unforeseen	50,000.00
Total	\$989,070.00

And that **\$989,070.00** be raised for such purposes as follows:

Department receipts	\$794,030.00
Retained Earnings	50,000.00
Tax Levy	145,040.00**
Free Cash	-0-

** (NOTE: As raised and appropriated under Article 2)

Wastewater Enterprise Budget

ARTICLE 4 Unanimous consent, the Town voted to approve Article 4 as set forth in the warrant, appropriating funds to operate the Wastewater Enterprise Fund for FY 2022.

Printed in the Warrant: That the following sums be appropriated for the Wastewater Enterprise Fund:

Wage & Salaries	\$	263,760.00
Expenses		364,167.00
Capital Outlay		100,000.00
Debt		10,537.00
Extra/Unforeseen		30,000.00
Total		\$768,464.00

And that **\$768,464** be raised for such purposes as follows:

Department receipts	\$633,196.00
Retained Earnings	130,000.00
Tax levy	5,268.00**
Free cash	-0-

** (NOTE: As raised and appropriated under Article 2)

Revolving Funds

ARTICLE 5: Upon motion of David Loeper, it was moved the Town voted to approve Article 5 as set forth in the warrant, establishing annual spending limits for FY2022 revolving funds established in Section 6 of Title 2, Chapter 25, of the General Bylaws and for the Treasurer/Collector Tax Title Revolving Fund, with such expenditure limits to be applicable for each fiscal year until such time as Town Meeting votes otherwise.

Printed in Warrant:

Authorized Revolving Funds (G.L. c.44, §53E ½)	Fiscal Year Expenditure Limit
Board of Health “Curbside Waste and Recycling Fund”	\$15,000
Board of Health “Title V Fund”	\$10,000
Conservation Commission “Wetlands Revolving Fund”	\$20,000

Conservation Commission “Storm Water By- Law Fund”	\$7,000
Council on Aging Programming	\$10,000
Land Stewardship Committee “Community Garden Fund”	\$2,000
Land Stewardship Committee “Land Stewardship Fund”	\$10,000
Town Library Fund	\$6,000
Recreation Commission	\$260,000
Authorized Revolving Fund (G.L. c.60, §15B)	Fiscal Year Expenditure Limit
Treasurer/Collector Tax Title	\$15,000

Moderator declared the motion passed unanimously

PEG Access Funding

ARTICLE 6: Unanimous consent, the Town voted to approve Article 6 as set forth in the warrant, raising and appropriating the total sum of \$72,270 to operate the PEG Access and Cable Related Fund for FY 2022.

Wages & Salaries	\$	44,000.00
Expenses		3,200.00
Capital Outlay		20,000.00
Extra/Unforeseen		10,000.00
Total		\$77,200.00

And that \$77,200 be raised for such purposes as follows:
 Department receipts \$77,200.00

MURSD Additional Funding

ARTICLE 7: Upon motion of David Loeper, it was moved the Town vote to transfer from Free Cash the sum of Four Hundred Thirty-Six Thousand Four Hundred Ninety-Seven dollars (\$436,497), for the purposes of funding the Town's additional assessment from the Mendon Upton Regional School District for the fiscal year beginning July 1, 2021.

Unfavorable recommendation from Finance Committee

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion passed by majority

Chapter 90 Approval

ARTICLE 8: Unanimous Consent the Town voted to approve Article 8 as set forth in the warrant, providing for the acceptance and expenditure of so-call Chapter 90 funds.

ARTICLE 9: Withdrawn

Snow/Ice Deficit Funding

ARTICLE 10: Upon motion of David Loeper, it was moved the Town vote to transfer from Free Cash the sum of fifty Thousand dollars (\$50,000) to fund the snow and ice deficit for FY 2021.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Community Center Funding

ARTICLE 11A: Upon motion of David Loeper, it was moved the Town vote to authorize the transfer of \$800,000 from Free Cash and the borrowing

of \$11,036,000 to be expended under the direction of the Board of Selectmen for the purpose of paying costs of the project management, site preparation, construction, equipping and furnishing a new Community Center building located at 0 Milford Street Map 201 Lot 053, including the payment of all incidental and related costs and authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow said sum under M.G.L. Chapter 44, and that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of the issuance of such bonds or notes, may be applied to payment of costs approved by this vote in accordance with G.L. c. 44 § 20 of the General Laws, thereby reducing the amount to be borrowed to pay such cost by a like amount; and further provided that this appropriation shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2½).

Favorable recommendation from Finance Committee
Unfavorable recommendation from Capital Budget

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion passed by 2/3 majority

Shared Parking Lot Agreement

ARTICLE 11B: Upon motion of David Loeper, it was moved the Town vote to authorize the Board of Selectmen to enter into a lease agreement or sign any other instruments with the VFW in accordance with the Shared Parking Agreement.

Moderator declared the motion passed by majority

Playground Funding from CPA

ARTICLE 12A: Upon motion of David Loeper, it was moved the Town vote to transfer up to Five Hundred and Twenty Thousand dollars (\$520,000) from the Community Preservation Undesignated Fund Balance to fund the construction of a new playground with the new Community Center located at 0 Milford Street Map 201 Lot 053; including all expenses incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Community Preservation Committee

Favorable recommendation from Capital Budget

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion passed by majority

Reserve Account Funding for CPA

ARTICLE 12B: Unanimous consent, the Town vote to transfer from the fund balance of the Community Preservation Fund the following sums to the specified Community Preservation Fund reserve accounts to meet the requirements of M.G.L. Chapter 44B, §6, for FY21:

- Historic Resources Account - \$73,515
- Open Space Account - \$73,515
- Community Housing Account - \$73,515

Administrative Funding for CPA

ARTICLE 12C: Unanimous consent, the Town vote to act on the report of the Community Preservation Committee on the FY 2022 community preservation budget and appropriate the sum of \$15,000 from the Community Preservation Fund FY 2022 estimated annual revenues to the Community Preservation Committee Administrative Expense Account for all necessary and proper administrative expenses of the Committee for FY 2022.

Town Hall Debt Payment

ARTICLE 12D: Upon motion of David Loeper, it was moved the Town vote to transfer the sum of Two Hundred Sixty-Six Thousand Four Hundred Seventy-Eight dollars (\$266,478.00) from the Community Preservation Fund to meet the ninth-year payment of debt service owed on the General Obligation Town Hall Renovation Bonds.

Favorable recommendation from Finance Committee
Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed unanimously

Open Space Reimbursement Funding

ARTICLE 12E: Upon motion of David Loeper, it was moved the Town vote to transfer the sum of two hundred ten thousand two hundred forty-eight dollars (\$210,248) from the CPA Undesignated Fund to the CPA Open Space Reserve Account.

Favorable recommendation from Finance Committee
Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed unanimously

Barbara Burke Bench CPA Funding

ARTICLE 12F: Upon motion of David Loeper, it was moved the Town vote to transfer the sum of Two Thousand One Hundred dollars (\$2,100) from the CPA Undesignated Fund for the purpose of purchasing and installing a park bench in honor of Barbara Burke at Heritage Park.

Favorable recommendation from Finance Committee
Favorable recommendation from Community Preservation Committee

Moderator declared the motion passed unanimously

Conservation Funding

ARTICLE 13: Upon motion from David Loeper, it was moved the Town vote to transfer from Free Cash the sum of Five Thousand dollars (\$5,000) to supplement the Town's "Conservation Fund.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

General Bylaws Renumbering

ARTICLE 14: Upon motion of David Loeper, it was moved the Town vote to renumber and recaption the General Bylaws of the Town by (a) assigning a chapter/article number to each of the General Bylaws; (b) renumbering each section of each bylaw accordingly; (c) inserting chapter, article, section and subsection titles; and (d) updating internal references to reflect the new numbering system, all as set forth in the Final Draft of the Code of the Town of Upton dated April 2021, on file with the Town Clerk.

Moderator declared the motion passed unanimously

Zoning Bylaws Renumbering

ARTICLE 15: Upon motion of David Loeper, it was moved the Town vote to renumber and recaption the Zoning Bylaw of the Town by (a)

designating the Zoning Bylaw as Chapter 300 of the Code of the Town of Upton; (b) renumbering each section and subsection of the bylaw accordingly; (c) inserting article, section and subsection titles; and (d) updating internal references to reflect the new numbering system, all as set forth in the Final Draft of the Code of the Town of Upton dated April 2021, on file with the Town Clerk.

Favorable recommendation from Planning Board

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Zoning Bylaws Codification Amendments

ARTICLE 16: Upon motion of David Loeper, it was moved the Town vote to amend the

Zoning By-law as set forth in the Summary of Zoning By-law Amendments on file with the Town Clerk.

Favorable recommendation from Planning Board

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

General Bylaws Codification Amendments

ARTICLE 17: Upon motion of David Loeper, it was moved the Town vote to amend the General By-laws as set forth in the Summary of General By-law Amendments on file with the Town Clerk.

Moderator declared the motion passed unanimously

North St Property to BOS Authority

ARTICLE 18: Upon motion of David Loeper, it was moved the Town vote to transfer the care, custody, management and control of the property shown below from the Town Treasurer for tax title purposes including sale at auction to the Board of Selectmen for general municipal purposes, for the purpose of conservation, and for the purpose of conveyance; and further, to authorize the Board of Selectmen to execute any and all instruments as may be necessary to effectuate the vote taken hereunder.

Description	Map	Lot
0 North Street	2	1
0 North Street	1	10
0 North Street	1	10.01

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Sign Zoning Bylaw Amendment

ARTICLE 19: Upon motion of David Loeper, it was moved the Town vote to amend the

Town's Zoning By-laws as printed in the Warrant under Article 19.

Favorable recommendation from Planning Board

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Purchase of DPW Truck

ARTICLE 20: Upon motion of David Loeper, it was moved the Town vote to transfer from Water and Wastewater Retained Earnings the sum of

Fifty-Five Thousand dollars (\$55,000), to purchase a replacement pickup including all expenses incidental and related.

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by majority

Purchase of Fire Records Management

ARTICLE 21: Upon motion of David Loeper, it was moved the Town vote to transfer from Free Cash the sum of one Twenty-Four thousand dollars (\$24,000.00), to purchase fire records management system, for the Fire Department including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Purchase of Firefighter Gear

ARTICLE 22: Upon motion of David Loeper, it was moved the Town vote to transfer from Free Cash the sum of Eleven thousand dollars (\$11,500.00), to purchase 3 sets of personal protective firefighter gear, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funding for Geese Management

ARTICLE 23: Upon motion David Loeper, it was moved the Town will vote to transfer from Free Cash the sum of Seven Thousand dollars (\$7,000.00), to fund a Canada Geese Management program for Kiwanis Beach recreation area, and all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

ARTICLE 24: Upon motion of David Loeper, it was moved to pass over Article 24.

Moderator declared the motion passed unanimously

Azalea Lane Acceptance

ARTICLE 25: Upon motion of David Loeper, it was moved the Town vote to accept as a public way the roadway known as Azalea Lane, shown on a plan entitled “Layout Plan of Azalea Lane ‘J.R. Estates’ Upton, Mass.,” dated August 22, 2019, prepared by Guerriere & Halnon, Inc., and on file with the Town Clerk, and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Azalea Lane for all purposes for which public ways are used in the Town of Upton and any drainage, utility and/or other easements.

Favorable recommendation from Planning Board

Moderator declared the motion passed unanimously

Citizen Petition: Funding for Ramp for Risteen Building

ARTICLE 26: Upon motion of David Loeper, it was moved the Town vote to fund from Free Cash and accessible ramp and entrance into the first floor of the Risteen Building in the amount of forty-five thousand dollars (\$45,000) to provide immediate access to the Upton Public Library.

Unfavorable recommendation from Finance Committee

Favorable recommendation from Capital Budget Committee

Moderator declared the motion passed by majority

Citizen Petition: Funding for OPEB

ARTICLE 27: Upon motion of David Loeper, it was moved the Town vote to annually budget and appropriate the Actuarial Determined Employer Amount for the Other Post-Employment Benefits Trust Fund (OPEB), which for FY21 is \$930,620.

Unfavorable recommendation from Finance Committee

Upon motion of Michelle Antinarelli, it was moved to table Article 27

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Citizen Petition: Enact Term Limits

ARTICLE 28: Upon motion of David Loeper, it was moved the Town vote to enact term limits on all elected offices for municipal positions, such that any and all elected officials serving terms from the date that this bylaw is enacted, serve no more than three successive terms, at which point the official may not run for or take office through a write-in campaign for the same office for the length of a full term for that same office.

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion lost

Citizen Petition: Enact Limits on Volunteers for Committees

ARTICLE 29: Upon motion of David Loeper, it was moved the Town vote to enjoin the Board of Selectmen, Moderator and any other appointing authority to proactively prioritize the appointment of new candidates to uncompensated volunteer town committees or commission over

reappointment of members who have served three consecutive terms on that same committee or commission.

Upon motion of William Andrews, it was moved to question

Moderator declared a 2/3 majority is required

Moderator declared the motion passed unanimously

Moderator declared the motion lost.

David Loeper, Town Moderator recited the following in regards from Town Meeting: "Our town meeting of today is the end product of a continuous evolution in local government which has been going on uninterruptedly for well over 1500 years, of which the last 1000 are reasonably well documented. To understand town meetings fully, we should review this evolution. We will find that the town meeting has been perfected by trial and error over the centuries to become a nearly perfect medium by which individuals may exercise effective control over their immediate environments."

Upon motion of John Robertson, it was moved to dissolve this warrant and adjourn the Annual Town Meeting at 12:59 pm.

Motion passed unanimously.

A True Copy.

Attest:

Kelly A. McElreath

Town Clerk

ANNUAL TOWN ELECTION WARRANT / 11 MAY 2021

THE COMMONWEALTH OF MASSACHUSETTS

WORCESTER, SS

To the Constables of the Town of Upton, in the county of WORCESTER,

Greetings:

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections to vote at the Upton Town Hall, 1 Main Street, in Upton on Tuesday, the eleventh day of May 2021 from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

Moderator for 1 year

Selectman for 3 years

Assessor of Taxes for 3 years

Mendon-Upton Regional School District Committee member for 3 years

Cemetery Commission for 3 years

Board of Health for 3 years

Recreation Commissioner for 3 years

Trustees of the Public Library (3) for 3 years

Trustees of the Public Library for 1 year

Planning Board for 5 years

Upton Housing Authority for 5 years

Board of Commissioner of Trust Funds for 3 years

Question 1: Shall the Town of Upton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds to be issued in order to pay costs of the project management, site preparation, construction, equipping and furnishing of a new Community Center building located at 0 Milford Street Map 201 Lot 053, including the payment of all incidental and related costs?

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 do return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meeting, as aforesaid.

Given under our hands this 13th day of April in the year of our lord two thousand twenty-one.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF ANNUAL TOWN ELECTION WARRANT / 11 MAY 2021

Denise Smith, Warden, declared the polls open at 7:00 am at Upton Town Hall. Diane Judd was the Election Clerk for precinct one and Megan Ronzio was Election Clerk for precinct two. This election occurred during the COVID-19 pandemic. The voting booths were set up 6 feet apart and cleaned throughout the day. Precautions were taken throughout the day to ensure safety for the election workers and voters.

Due to the COVID-19 pandemic, one clerk for check in and check out was employed for each precinct. Throughout the day, election clerks on duty at the check-in table for precinct one were Lauren Montenegro and Robyn Sharp. Elections clerks on duty at the check-in table for precinct two were Karen Varney and Lynne Gruber. Agnita Knott and Joan Burrill were on duty at the checkout table for precinct one throughout the day. Also, Donna Desjardins and Kathy Ramsey 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 DS200 tabulation machines. There were 1,551 votes (769 for precinct one and 782 for precinct two).

The following are the results of the election:

***Indicates Incumbent

Moderator (1 yr)

**David C. Loeper, 18 Nelson St, Upton	1,272
Write In - Other	7
Blanks	272

Selectmen (3 yrs)

Brett A. Simas, 7 Barbara's Path, Upton	1,279
Write In – Other	9
Blanks	263

Assessors of Taxes (3 yrs)

**Kelly A McElreath, 13 Church St, Upton	1,147
Write In - Other	3
Blanks	358

Mendon Upton Regional School Committee (1 yr)

Vikki L. Ludwigson, 9 Josiah Dr, Upton	1,147
Write In – Other	8
Blanks	396

Cemetery Commission (3 yrs)

Edward Phillips, 35 Oak Dr, Upton	1,190
Write In – Other	3
Blanks	358

Board of Health (3 yrs)

**Alfred Holman, 48 Mechanic St, Upton	857
Michelle J Antinarelli, 148 South St, Upton	542
Write In - Other	5
Blanks	147

Recreation Commission (3 yrs)

Debra J. Amorelli, 28 Merriam Way, Upton	738
Amy Mullins, 35 Florence Cir, Upton	507
Write In – Other	1
Blanks	305

Trustees of the Public Library (3 for 3 yrs)

**John Robertson Jr, 59 Mechanic St, Upton	1,121
**William W. Taylor, 211 North St, Upton	1,065
**Laurie S. Wodin, 7 Nelson St, Upton	1,098
Write In - Other	14
Blanks	1,355

Trustees of the Public Library (1 for 1 yr)

Sadalit Van Buren, 113 Mendon St, Upton	1,061
Write In – Lyn Haggerty	9
Write In - Other	29
Blanks	452

Planning Board (5 yrs)

Michelle J. Antinarelli, 148 South St, Upton	443
Katherine Robertson, 59 Fowler St, Upton	917
Write In - Other	1
Blanks	190

Upton Housing Authority (5 yrs.)

Linda M. Jones, 4 Hartford Ave S, C03 Upton	1,156
Write In – Other	1
Blanks	394

Board of Commissioner of Trust Funds (3yrs)

Debra Scherer-Teta, 2 Chapin Rd, Upton	1,138
Write In - Other	3
Blanks	410

Ballot Question 1:

Shall the Town of Upton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds to be issued in order to pay costs of the project management, site preparation, construction, equipping and furnishing of a new Community Center building located at 0 Milford Street Map 201 Lot 053, including the payment of all incidental and related costs?

Yes 806 No 727 Blanks 18

The total number of ballots voted was 1,551 out of 6,064, (26% turnout). This included 310 absentee/early vote ballots (250 in person early

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 vault at 8:45 pm.

SPECIAL TOWN MEETING WARRANT / 2 NOVEMBER 2021

IN THE NAME OF THE COMMONWEALTH OF MASSACHUSETTS, you are hereby directed to notify and warn the inhabitants of said Town, qualified to vote in Elections and in Town affairs, to meet at said Nipmuc Regional High School, 90 Pleasant Street, Upton, MA on Tuesday, November 2, 2021, punctually at Seven o'clock in the evening, to act on the Articles in the warrant.

ARTICLE 1: To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow the sum of Forty Thousand dollars (\$40,000), or any other sum, to fund and implement the cost items of the first fiscal year of the collective bargaining agreements between the Town of Upton and various Unions, or, to take any other action relative thereto.

Explanation/Submitted by: To fund the cost items in the first fiscal year of the Police and DPW Unions collective bargaining agreement/Board of Selectmen

ARTICLE 2A: To see if the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for cemetery purposes, the fee simple interest in, a parcel of land, containing 20.2 acres, more or less, together with the buildings and improvements thereon, being Assessor's Map 024-017, located at 0 Maple Ave, described in a deed recorded with the Worcester Registry of Deeds as Plan Book 957 Plan 101, also known as Maplewood Cemetery, said property to be held in the care and custody of the Upton Cemetery Commission; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition, and to place said property, together with the buildings and improvements thereon, in the care, custody and

control of the Upton Cemetery Commission; or, to take any other action relative thereto

Explanation/Submitted by: The Upton Cemetery Commission is requesting the acceptance of Maplewood Cemetery from the Maplewood Cemetery Association as a gift to the town of Upton. The Commission has engaged in a fruitless multi-year search for new land to expand and extend the available cemetery space in town due to rapidly declining space at Lakeview cemetery currently projected at between 15 and 20 years. Maplewood Cemetery Association will transfer any and all remaining funds in their possession to the town of Upton for the purpose of maintaining Maplewood cemetery, currently estimated at approx. \$20k. Maplewood cemetery is an approx.158-year-old cemetery located on the east side of Maple Ave., bordering Pleasant Street on the south, Blackstone Valley Tech on the east and Victoria Drive on the north and contains 20.18 acres. It has approx. 925 burials in 300 separate lots. The cemetery commission has estimated the cemetery will provide more than 50 years of useful burial space for the town and probably much more/Cemetery Commission

ARTICLE 2B: To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow the sum of Thirty-Five Thousand dollars (\$35,000), or any other sum, for the purpose of purchasing a 1-ton dump truck for the upkeep and maintenance of Maplewood Cemetery including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: Maplewood Cemetery consists of approximately 20.18 acres of which, approximately 10 acres is currently used for internments, 4 acres is partially cleared of trees and mowed, and 6 acres is wooded. The 10-acre piece currently used contains numerous mature trees, steep hills, 2 ponds, 2 small structures for storage, and multiple gravel/grass roadway throughout.

In addition, the property contains storm water infrastructure and outfalls connecting the ponds as well as wooden picket fence on three sides and a stone & mortar wall spanning the front of the property/Cemetery Commission

ARTICLE 2C: To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow the sum of Seventeen Thousand dollars (\$17,000) or any other sum, for the purpose of hiring a new full-time employee in the DPW from April 1, 2022, to June 30, 2022, or, to take any other action relative thereto.

Explanation/Submitted by: The addition of Maplewood Cemetery responsibilities to the Department of Public Works will require additional resources including equipment and staff. This Article represents one (1) new employee including benefits from roughly April 1 to June 30. Thereafter, the DPW operating budget will require the appropriate increase to accommodate the full-time employee during the next fiscal year/Public Works

ARTICLE 2D: To see if the Town will vote to transfer the sum of Forty Thousand dollars (\$40,000) from the Community Preservation Act Historic Preservation account for the rehabilitation and stabilization of the historic stone wall at Maplewood Cemetery, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Cemetery Commission has plans to restore the wall along Maplewood Cemetery/Cemetery Commission

ARTICLE 3: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Four Hundred Thirty-Six Thousand Four Hundred Ninety-Seven dollars (\$436,497.00), or any other sum, into the Stabilization Fund, or to take any other action relative thereto.

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

ARTICLE 4: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Eleven Thousand One Hundred dollars (\$11,100), or, any other sum, to be used for the purchase of ten replacement bullet proof vests including all incidental and related expenses, or to take any other action relative thereto.

Explanation/Submitted by: The Police Department must replace its bullet proof vests every five years. The Chief hopes to offset the costs of this article with grant funding when the Federal Bullet Proof Vest Grant Program opens for applications during the next (federal) fiscal year /Police Department

ARTICLE 5: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Two-Hundred Thirty-five thousand dollars (\$235,000), or any other sum, to fund the procurement of 25% complete design documents and services (schematic design) for the proposed renovation and addition to the Public Works Facility building, and all incidental and related costs, and further to authorize the Board of Selectmen and appropriate Town officials to take all related actions necessary or appropriate to carry out the vote taken hereunder; such project to be managed by a DPW Building Committee appointed by the Board of Selectmen, or to take any other action relative thereto.

Explanation/Submitted by: To fund the schematic design (a milestone of 25% of design completion) for the updated and more modern DPW facility. This 25% complete design milestone delivers design documents and services along with an independent schematic cost estimate. This design milestone addresses regulatory requirements, site planning, and geotechnical work such as, storm water, core soil samples, preliminary code reviews, etc. The schematic design documents will be brought forward to a future town meeting for a go-ahead decision to proceed with stage 2 and 3 design work which delivers construction drawings and an independent final cost estimate/ DPW Feasibility Committee

ARTICLE 6: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Thirty Thousand dollars (\$30,000), or any other sum, to be used for the hiring of a consultant to assist in determining the future use of, and associated renovation costs, the Knowlton-Risteen Building, or, to take any other action relative thereto.

Explanation/Submitted by: The EDC believes that for Town Meeting Members to make an informed decision on the future of the Knowlton-Risteen building all pertinent information should be gathered and presented. Therefore, the EDC is requesting funding for an outside consultant(s) to help the Town determine 1) How does Knowlton-Risteen fit into a redeveloped and reenergized downtown and 2) What are the projected costs to renovate Knowlton-Risteen in order to safely and productively fill this vision? /Economic Development Committee

ARTICLE 7: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Seventy-Five Thousand dollars (\$75,000.00), or any other sum, to convert an existing room on the first floor of the Knowlton-Risteen building into a single user unisex accessible toilet room, as recommended in the

Town of Upton 2021 Self-Evaluation and Transition Plan, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Board of Trustees is requesting \$75,000 funding to provide a single user unisex accessible toilet room on the first floor of the Knowlton-Risteen building, as identified in the Town of Upton 2021 Self-Evaluation and Transition Plan. All existing bathrooms in the Knowlton-Risteen building are “wholly non-compliant with inadequate clearances for wheelchair maneuverability and no accessible components,” according to the transition plan. This project would evaluate the feasibility of either combining the two existing bathrooms on the first floor into a single accessible bathroom, or converting the existing kitchenette room into an accessible bathroom, and fund the implementation of the preferred solution/Library Trustees

ARTICLE 8: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Six Thousand dollars (\$6,000.00), or any other sum, to make accessibility improvements to the first floor of the Knowlton-Risteen building as identified in the Town of Upton 2021 Self-Evaluation and Transition plan, including widening door openings, replacing door hardware and door closers, or any other items identified in the transition plan, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: Among items in the town ADA transition plan, door opening widths, door hardware and door closers were identified as obstacles that limit access. These funds would widen one doorway, replace door hardware on seven interior doors, adjust interior and exterior door closing speeds, and if funding is sufficient, address other recommendations of the transition plan. Completion of these specific items would allow the public access to the library Gathering Room, which could then be used for municipal programs

and be available for public use. This room is currently out of service due to accessibility obstacles/Library Trustees

ARTICLE 9: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Three Thousand Five Hundred dollars (\$3,500.00), or any other sum, to complete an air quality and mold assessment of the current library facility, located on the first floor of the Knowlton-Risteen building, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Board of Trustees is requesting \$3,500 funding to perform an air quality assessment and mold survey in the current library space on the first floor of the Knowlton-Risteen building. A previous assessment was performed in 2014 and led to various mold and moisture remediation efforts, including carpet and drywall replacement. In 2020, we added additional air filters and ventilation in the library space. The library continues to observe excessive moisture and mold / mildew odors within the building. This assessment will measure the effectiveness of our previous remediation efforts and provide recommendations for further actions for either the library or whatever entity occupies this building in the future/Library Trustees

ARTICLE 10: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Fifteen Thousand dollars (\$15,000.00), or any other sum, for the purpose of consolidating records at Town Hall and creating a database for retention purposes, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The creation of the database will ensure records are stored and maintained pursuant to the State's retention

schedule. Additionally, the consolidation will allow for additional storage of records/Town Clerk

ARTICLE 11: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Eight Thousand dollars (\$8,000.00), or any other sum, for the purchase of a model DS200 Scanner, optical scan vote tabulation system and other election materials for the use at Town Elections, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: This additional machine and other materials are needed because the law requires the Town of Upton to increase one voting precinct in Town as a result of recently available census information/Town Clerk

ARTICLE 12: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Five Thousand Eight Hundred dollars (\$5,800) for the purpose of upgrading the door access program for the Town Hall; including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: Town Hall door access program is running on software from 2010 and needs to be updated. By upgrading the door access, it will provide more capability to control the doors at Town Hall/Facility Manager

ARTICLE 13: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Fifty Thousand dollars (\$50,000) to fund the contract for annual maintenance and reporting, interim year property valuation adjustments and quinquennial update, and certification of real and personal property

valuations for the Assessor's office, including all expenses incidental and related or, to take any other action relative thereto.

Explanation/Submitted by: Boards of Assessor's current contract will expire. Vendor has been selected using procurement procedures and these funds are needed to fund the contract/Board of Assessors

ARTICLE 14: To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for enactment of special legislation to establish a senior citizen property tax exemption, all as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto:

AN ACT AUTHORIZING THE TOWN OF UPTON TO ESTABLISH A MEANS TESTED SENIOR CITIZEN PROPERTY TAX EXEMPTION

SECTION 1. With respect to each qualifying parcel of real property classified as class one, residential in the town of Upton, there shall be an exemption from the property tax in an amount to be set annually by the board of assessors of the town, as provided in section 3. The exemption shall be applied to the domicile of the taxpayer only. For the purposes of this act, "parcel" shall mean a unit of real property as defined by the board of assessors of the town under the deed for the property and shall include a condominium unit. The exemption provided for in this act shall be in addition to any other exemptions allowed under the General Laws.

SECTION 2. Real property shall qualify for the exemption pursuant to section 1 if: (i) the qualifying real property is owned and occupied by

a person whose prior year's income would make the person eligible for the circuit breaker income tax credit pursuant to subsection (k) of section 6 of chapter 62 of the General Laws; (ii) the qualifying real property is owned by a single applicant age 65 or older at the close of the previous year or jointly by persons either of whom is age 65 or older at the close of the previous year, if the joint applicant is 60 years of age or older; (iii) the qualifying real property is owned and occupied by the applicant or joint applicants as their domicile; (iv) the applicant or at least 1 of the joint applicants has been domiciled and owned a home in the town of Upton for at least 10 consecutive years before filing an application for the exemption; (v) the assessed value of the qualifying real property is not greater than the prior year's maximum assessed value for qualification for the circuit breaker income tax credit pursuant to said subsection (k) of said section 6 of said chapter 62, as adjusted annually by the department of revenue; and (vi) the board of assessors has approved the application.

SECTION 3. The board of assessors of the town of Upton shall annually set the exemption amount provided for in section 1; provided that, the amount of the exemption shall match the amount of the circuit breaker income tax credit pursuant to subsection (k) of section 6 of chapter 62 of the General Laws for which the applicant qualified in the previous year. The total amount exempted by this act shall be allocated proportionally within the tax levy on all taxpayers.

SECTION 4. A person who seeks to qualify for the exemption pursuant to section 1 shall, before the deadline established by the board of assessors of the town of Upton, file an application, on a form to be adopted by the board of assessors, with the supporting documentation of the applicant's income and assets as described in the application. The application shall be filed each year for which the applicant seeks the exemption. The board of assessors may deny an application for an exemption pursuant to section 1 if they find the

applicant has excessive assets that place the applicant outside the category of intended recipients of the exemption under this act.

SECTION 5. No exemption shall be granted under this act until the department of revenue certifies a residential tax rate for the applicable tax year where the total exemption will come out of the overlay account and borne by all taxpayers.

SECTION 6. The exemption provided for in this act shall expire 3 years after the effective date of this act.

SECTION 7. This act shall take effect upon its passage.

Explanation/Submitted by: Board of Assessors have reviewed similar programs in other Towns. This program will provide additional tax relief to seniors in Upton who qualify for the State's Circuit Breaker/Board of Assessors

ARTICLE 15: To see if the Town will authorize the Board of Selectmen to petition the General Court for special legislation to amend Chapter 263 of the 1989 Acts and Resolves "An Establishing a Department of Public Works in the Town of Upton", by amending the first paragraph of section 1 thereby allowing the hiring authority to enter into an employment contract with the director for a period not to exceed 5 years, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or, to take any other action relative thereto.

AN ACT RELATIVE TO THE EMPLOYMENT CONTRACT FOR THE DIRECTOR OF PUBLIC WORKS IN THE TOWN OF UPTON

AMENDMENT: The hiring authority may enter into an employment contract with the director for a period not to exceed 5 years.

Explanation/Submitted by: To enable the Town to enter into an employment contract with the Director of Public Works of up to five years in length. The current legislation allows for a contract of up to three years for the Director of Public Works/Town Manager

ARTICLE 16: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of Two Hundred Ninety-Three Thousand Eight Hundred Seventy-Five Dollars (\$293,875), or any other sum, to fund the purchase of a replacement 10-wheel dump truck including snowplow/spreader, including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: The Highway Division currently utilizes five (5) large dump trucks for treating over 70 miles of roadway during snow & ice events – three 6-wheel and two 10-wheel. These trucks are crucial for the success of the Division in regard to not only snow & ice operations, but also hauling road-building materials such as gravel and asphalt, transporting woodchips from roadside tree removal, and numerous other DPW related tasks that smaller dump trucks cannot handle. Town Meeting's approval will allow enough time for the truck to be ordered, built, and received by the Upton DPW in time for the next winter season. The current truck VIN # 1HTWHAAT65J004723 will then be placed in the Town's auction/Public Works

ARTICLE 17: Withdrawn

ARTICLE 18: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of One Hundred

Sixty-Nine Thousand Five Hundred Eighty-Three dollars (\$169,583), 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.

ARTICLE 19: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of Thirty-Eight Thousand dollars (\$38,000), or, any other sum, to be used for the inspection, permitting, and aquatic weed treatment at Lake Wildwood, Pratt, and Taft ponds including all expenses incidental and related, or, to take any other action relative thereto.

Explanation/Submitted by: Currently, the Town appropriates \$13,000 annually for the inspection, permitting, and treatment of Pratt and Taft ponds. Lake Wildwood receives a Sonar treatment that lasts between 3 & 5 years, and it has been roughly 5 years since the last treatment. The goal of this Article is two-fold. It will allow Pratt & Taft to be treated in early spring (April/May) for \$13,000 and Lake Wildwood to receive a Sonar treatment for \$25,000 at the same time. This will allow the \$13,000 annual appropriation received in July as part of the normal operating budget to be used for the next April/May treatment and place Pratt & Taft on the correct treatment schedule/Public Works

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

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

Given under our hands this seventeenth (7th) day of October in the year of our lord two thousand twenty-one.

UPTON BOARD OF SELECTMEN

PROCEEDINGS OF SPECIAL TOWN MEETING WARRANT / 2
NOVEMBER 2021

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

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

During this meeting, 99 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 Jared Collins, Town Counsel, Derek Brindisi, Town Manager; Dennis Westgate, DPW Director; Matthew Bachtold, Library Directory; Kenny Costa, Town Accountant; Janice Nowicki, COA Director; Paul Dell'Aquila, Town Planner, Brenda Crowell, Town Crier; State Representative David Muradian; Wayne Phipps, Maplewood Cemetery Trustee, Michael and Catherine Dunleavy.

Collective Bargaining Agreements Funding

ARTICLE 1: Upon motion of Stephen Matellian, it was moved the Town vote to fund and implement the cost items for the first fiscal years of the collective bargaining agreements the Town has with Teamsters Local 170, such agreement for a term beginning July 1, 2021, and ending on June 30, 2024, and with Mass Coalition of Police Local 162, such agreement for a term beginning July 1, 2021, and ending on June 30, 2024, as follows:

- raise and appropriate the sum of \$ 24,000 to the police department budget appropriated under Article 2B of the 2021 Annual Town Meeting;
- raise and appropriate the sum of \$ 8,238 to the public works department budget appropriated under Article 2B of the 2021 Annual Town Meeting;

- increase the Water Enterprise budget voted under Article 3 of the 2021 Annual Town Meeting by \$ 15,911, which shall be funded by water user fees, and
- increase the Wastewater Enterprise Budget voted under Article 4 of the 2021 Annual Town Meeting by \$15,310, which shall be funded by wastewater user fees.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Acquire Maplewood Cemetery

ARTICLE 2A: Upon motion of Stephen Matellian, it was moved the Town vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for cemetery purposes, the fee simple interest in, a parcel of land, containing 20.2 acres, more or less, together with the buildings and improvements thereon, being Assessor's Map 024-017, located at 0 Maple Ave, described in a deed recorded with the Worcester Registry of Deeds as Plan Book 957 Plan 101, also known as Maplewood Cemetery,; and further to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out this acquisition, on such terms and conditions as the Board of Selectmen shall, in its discretion, deem reasonable, and to take all related actions necessary or appropriate to effectuate such acquisition.

Finance Committee recommended to move forward

Upon motion of Laura Hebb, it was moved to table the motion

Moderator declared a 2/3 majority is required

Moderator declared the motion lost

Upon motion of William Andrews, it was moved to question
Moderator declared a 2/3 majority is required
Moderator declared the motion passed by 2/3 vote

Moderator declared the motion passed by majority

Maplewood Cemetery Equipment Funding

ARTICLE 2B: Upon motion of Brett Simas, it was moved the Town vote to transfer from Free Cash the sum of \$35,000.00 to fund the purchase and equipping of a 1-ton dump truck for use by the DPW Parks/Forestry/Cemetery Division primarily for, amongst other things, the upkeep and maintenance of Maplewood Cemetery, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

DPW Personnel Funding for Maplewood Cemetery

ARTICLE 2C: Upon motion of Brett Simas, it was moved the Town vote to raise and appropriate the sum of \$17,000 for the costs of salary and benefits for hiring a new full-time employee in the DPW from April 1, 2022, to June 30, 2022

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

CPC Funding for Stonewall at Maplewood Cemetery

ARTICLE 2D: Upon motion of Rena Richard, it was moved the Town vote to transfer the sum of \$40,000.00 from the Community Preservation Fund Historic Preservation Reserve Account to fund the repair of the stone wall at Maplewood Cemetery, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Stabilization Funding

ARTICLE 3: Upon motion of Paul Flaherty to transfer to the Stabilization Fund the sum of \$436,497 from the amounts previously appropriated under Article 7 of the 2021 Annual Town for the Mendon Upton Regional School District annual assessment, which funds are no longer needed for that purpose.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Bullet Proof Vest Funding

ARTICLE 4: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of \$11,100.00 to purchase 10 bullet-proof vests, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

DPW Facility Design Funding

ARTICLE 5: Upon motion of Richard McGuire, it was moved the Town will vote to transfer from the Capital Stabilization Account the sum of \$200,000 and to transfer an additional \$35,000 from Free Cash, for a total appropriation of \$235,000, to fund the procurement of 25% complete design documents and services (schematic design) for the proposed renovation and addition to the Public Works Facility building, and all incidental and related costs, and further to authorize the Board of Selectmen and appropriate Town officials to take all related actions necessary or appropriate to carry out the vote taken hereunder; such

project to be managed by a DPW Building Committee appointed by the Board of Selectmen.

Moderator declared a 2/3 majority is required

Favorable recommendation from Finance Committee

Favorable recommendation from Capital Budget

Moderator declared the motion passed by 2/3 majority

Retention Database Funding

ARTICLE 10: Upon motion of Kelly McElreath, it was moved the Town vote to transfer from Free Cash the sum of \$15,000.00 for the purpose of consolidating records at Town Hall and creating a database for retention purposes, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Election Funding for Additional Precinct

ARTICLE 11: Upon motion of Kelly McElreath, it was moved the Town vote to transfer from Free Cash the sum of \$8,000.00 for the purchase of a model DS200 Scanner optical scan vote tabulation system, or its equivalent, and for other election materials for the use at Town Elections, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funding for Town Hall Door Access

ARTICLE 12: Upon motion of Kelly McElreath, it was moved the Town vote to transfer from Free Cash the sum of \$5,800 for the purpose of

upgrading the door access program for the Town Hall; including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Funding for Assessment Valuation Services

ARTICLE 13: Upon motion of Kelly McElreath, it was moved that the Town vote to transfer from Free Cash the sum of \$23,585.00 to fund the contract for annual maintenance and reporting, interim year property valuation adjustments and quinquennial update, and certification of real and personal property valuations for the Assessor's office.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Senior Tax Relief Special Legislation

ARTICLE 14: Upon motion of William Taylor, it was moved the Town vote to authorize the Board of Selectmen to petition the General Court for enactment of special legislation to establish a senior citizen property tax exemption, as printed in the warrant under Article 14; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Favorable recommendation from Finance Committee

Moderator declared the motion passed unanimously

Printed in Warrant:

**AN ACT AUTHORIZING THE TOWN OF UPTON TO ESTABLISH A
MEANS TESTED SENIOR CITIZEN PROPERTY TAX EXEMPTION**

SECTION 1. With respect to each qualifying parcel of real property classified as class one, residential in the town of Upton, there shall be an exemption from the property tax in an amount to be set annually by the board of assessors of the town, as provided in section 3. The exemption shall be applied to the domicile of the taxpayer only. For the purposes of this act, "parcel" shall mean a unit of real property as defined by the board of assessors of the town under the deed for the property and shall include a condominium unit. The exemption provided for in this act shall be in addition to any other exemptions allowed under the General Laws.

SECTION 2. Real property shall qualify for the exemption pursuant to section 1 if: (i) the qualifying real property is owned and occupied by a person whose prior year's income would make the person eligible for the circuit breaker income tax credit pursuant to subsection (k) of section 6 of chapter 62 of the General Laws; (ii) the qualifying real property is owned by a single applicant age 65 or older at the close of the previous year or jointly by persons either of whom is age 65 or older at the close of the previous year, if the joint applicant is 60 years of age or older; (iii) the qualifying real property is owned and occupied by the applicant or joint applicants as their domicile; (iv) the applicant or at least 1 of the joint applicants has been domiciled and owned a home in the town of Upton for at least 10 consecutive years before filing an application for the exemption; (v) the assessed value of the qualifying real property is not greater than the prior year's maximum assessed value for qualification for the circuit breaker income tax credit pursuant to said subsection (k) of said section 6 of said chapter 62, as adjusted annually by the department of revenue; and (vi) the board of assessors has approved the application.

SECTION 3. The board of assessors of the town of Upton shall annually set the exemption amount provided for in section 1; provided that, the amount of the exemption shall match the amount of the circuit breaker income tax credit pursuant to subsection (k) of section 6 of chapter 62 of the General Laws for which the applicant qualified in the previous year. The total amount exempted by this act shall be allocated proportionally within the tax levy on all taxpayers.

SECTION 4. A person who seeks to qualify for the exemption pursuant to section 1 shall, before the deadline established by the board of assessors of the town of Upton, file an application, on a form to be adopted by the board of assessors, with the supporting documentation of the applicant's income and assets as described in the application. The application shall be filed each year for which the applicant seeks the exemption. The board of assessors may deny an application for an exemption pursuant to section 1 if they find the applicant has excessive assets that place the applicant outside the category of intended recipients of the exemption under this act.

SECTION 5. No exemption shall be granted under this act until the department of revenue certifies a residential tax rate for the applicable tax year where the total exemption will come out of the overlay account and borne by all taxpayers.

SECTION 6. The exemption provided for in this act shall expire 3 years after the effective date of this act.

SECTION 7. This act shall take effect upon its passage.

DPW Director 5 Year Contract Special Legislation

ARTICLE 15: Upon motion of Maureen Dwinnell, it was moved the Town vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend Chapter 263 of the 1989 Acts and Resolves "An Establishing a Department of Public Works in the Town of Upton", by amending the first paragraph of section 1 thereby allowing the hiring authority to enter into an employment contract

with the director for a period not to exceed 5 years, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Moderator declared the motion passed unanimously

10 Wheel Dump Truck Funding

ARTICLE 16: Upon motion of Maureen Dwinnell, it was moved the Town vote to transfer from Free Cash the sum of \$293,875 to fund the purchase and equipping a 10-wheel dump truck with a snowplow/spreader, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Road Funding

ARTICLE 18: Upon motion of Brett Simas, it was moved the Town vote to transfer, for the construction and/or improvement of Town roads, the sum of \$169,583 from the amounts previously appropriated under Article 2B of the 2021 Annual Town Meeting for the Mendon Upton Regional School District annual assessment, which funds are no longer needed for that purpose.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Aquatic Weed Control Funding

ARTICLE 19:Upon motion of Stephen Matellian, it was moved the Town vote to transfer from Free Cash the sum of \$38,000 for the inspection, permitting, and aquatic weed treatment at Lake Wildwood, Pratt, and Taft ponds, including all expenses incidental and related.

Favorable recommendation from Finance Committee

Moderator declared the motion passed by majority

Upon motion of Russell Wood, it was moved to dissolve this warrant and adjourn the Special Town Meeting at 8:31 pm.

Motion passed unanimously.

A True Copy.

Attest:

Kelly A. McElreath

Town Clerk

TOWN OFFICERS & COMMITTEE REPORTS

BOARD OF SELECTMEN / TOWN MANAGER

The year 2021 began with federal, state, and local government continuing to respond to the consistent presence of COVID-19. The difference between 2020 and 2021 was the development of the FDA-approved vaccines to counter the spread of the virus. Massachusetts became a national leader in COVID-19 vaccinations, with over 94% of eligible residents have received at least one dose. Over 89% of the entire Massachusetts population has at least one dose, and 74% of the whole population is fully vaccinated. Businesses began to reopen, and local government was able to return to normal operations by mid-year. The Coronavirus continued to disrupt society throughout the year with multiple variants causing restrictions to move back and forth based upon disease trends within that time period. We believe this virus will now forever be in society, much like influenza and other global diseases.

In response to the need to support local and State government, the Coronavirus Aid, Relief, and Economic Security Act, or CARES Act, was passed by Congress on March 27, 2020. This bill allotted \$2.2 trillion to provide fast and direct economic aid to the American people negatively impacted by the COVID-19 pandemic. The Town was a recipient of CARES Act support in \$700,000. Allocation of these funds supported the Town's need to maintain continuity of government by developing online customer service platforms, implementing public health and safety measures, and supporting public education.

The 2021 election declared Selectman Brett Simas the winner, which confirmed his second term on the Board of Selectmen. Congratulations to Selectman Simas! Selectman Simas has been a steady voice on the Board over the past three years and, with his reelection, will continue to lead the Town into the future.

After three years serving this great community, Chief Mark DiFronzo announced his retirement effective September 3, 2021, from the Upton

Fire-EMS Department. Chief DiFronzo, was a 39 -year veteran in the Fire Service, having served in multiple communities throughout his long and tenured career. During his time with the Town of Upton, Chief DiFronzo acquired tens of thousands of dollars in Assistance to Firefighter (AFG) grants while also deploying the Rescue Pumper Fire apparatus, all in his vision to upgrade the equipment within the Department.

Chief DiFronzo's departure leads the Board and Town Manager to consider a new model in delivering first-class public safety services. The model began with appointing Chief Bradley as the Town's first-ever Public Safety Director. Chief Bradley's responsibilities are to provide direct oversight, supervision, and management of the Police, Communications, Fire/EMS, Emergency Management Division. Chief Bradley is a proven leader, having moved the Police Department to be one of the first accredited Police Departments in Massachusetts over 12 years ago. Additionally, Chief Bradley is a well-known commodity across the State as he assumed the role of President of the Mass Chief's Association in December. The residents of Upton are fortunate to have him because of his abilities to provide the necessary leadership to our various public safety disciplines.

Through this reorganization, the Town Manager then tapped Michael Marchand, Deputy Fire Chief, as the Town's newest Fire Chief. As a certified EMT and proven incident commander at numerous ground operations, Chief Marchand's 40 years of experience and leadership will serve the Department well. His hard work and commitment to this community are worthy of admiration which excites me to know that Chief Marchand is willing to accept this responsibility and lead the Department into its next phase.

As we continue to find ways to improve internal efficiencies, we started the year by moving away from a dated, unreliable tracking system and moved to a town-wide platform, allowing employees to track time and see accruals in real-time. At year's end, we expanded another current

platform to empower employees to make changes to their personal information in a controlled manner. We will move to a paperless system in early 2022. We are also developing an Onboarding portal to welcome new hires and allow them to complete all new hire paperwork and documentation necessary from our office, remotely or independently.

This past year, MIIA awarded the Town a \$10,000 pilot grant to conduct a facilities assessment as a risk management tool to predict capital needs within our Town buildings. Subsequently, the Town entered into a contract with Dude Solutions which partnered with ALPHA Facilities Solutions, LLC. (ALPHA) to provide facility condition assessment and implementation services for their "Predictor," a Cloud-based capital planning tool, to forecast facility needs and justify funding requirements. The project was completed by a team consisting of engineers, architects, and construction professionals. Data collected during the Facility Condition Assessment phase of the project was input into a "Predictor" program to estimate current and future funding requirements for facility sustainment. This predictive approach to asset management is now part of our Capital Planning and will be used to anticipate funding and maintenance needs for many years into the future.

After a year-long effort to conserve the 67-acre Kelly Property in the eastern part of Upton, the Town of Upton purchased three parcels of the property, and Metacomet Land Trust (MLT) purchased the fourth. This acquisition was nothing short of complex, pulling together multiple non-profit organizations and Boards and Committees to execute surveys, a phase 1 environmental analysis, and coordinate a State grant. The property will now become part of the adjacent Peppercorn Hill Conservation Area for generations to enjoy.

The Cemetery Commission recognized that Lake View Cemetery had limited space to bury its residents many years ago. The Town would need to identify the location of a new cemetery. Through a mutually beneficial plan, the Commission and the Maplewood Cemetery Association were

able to work together to ensure Upton would be able to provide such space for the next 50 to 75 years. In November, Town Meeting approved the transfer of ownership of Maplewood Cemetery to the care and custody of the Town.

In 2017 the Town was notified by the Estate of Mr. Harvey Trask that he left a tract of land for the Town to use for recreation purposes. After a lengthy delay, the Board of Selectmen signed the Deed and now has care, custody, and control of this real estate. The real estate located at 142 Mendon Street and the nine-plus acres on the opposite side of the street is "to be utilized as a park, recreation and athletic facility known as 'The Harvey Julian Trask Park.' The Board plans to work with the community on the best recreation use for this land in the coming years.

The Town is excited to have been donated the wooded tract of land that runs between the now closed portion of Warren Street and the brook. This donation made by Mr. Dan Moroney will allow the Town to design a pocket park from the paved area on Warren down to the wooded parcel. The vision of a family-oriented park with a gazebo and space for outdoor concerts all contribute to the goal of making the town center into a welcoming place for the entire community.

After many years of planning, Town Meeting approved the construction of a \$12.3 M Community Center in May. After groundbreaking in December and with a projected 12-month construction period, the Town will finally have replaced the aging public non-ADA compliant Library and outdated Senior Center in one central location in the heart of the town center. This building is the cornerstone of the vision to create an active and vibrant downtown.

In closing, the Board of Selectmen would like to recognize and thank the departments, Board, and Committees for their commitment to continually evaluate service needs and financial requests in our promise to maintain an affordable community to our taxpayers. As a result of this

ongoing process, the Town has certified Free Cash each of the last three years of ~\$2,200,000, which has allowed the Town to continue to invest in the capital improvement program without having to borrow and incur unnecessary interest costs. The Board of Selectmen and Finance Committee's "Financial Policy" has been the guiding framework that has positioned the Town into another AA+ Bond Rating and has put the Town into its best financial position in history. The Board of Selectmen has committed to staying the course to meet the needs of this growing community and ensure these limited tax dollars are used most appropriately.

Respectfully submitted,

Maureen Dwinnell, Chair

Stephen A. Matellian, Member

Brett A. Simas, Member

Derek S. Brindisi, Town Manager

AFFORDABLE HOUSING TRUST

The Upton Affordable Housing Trust did not meet in 2021.

ANIMAL CONTROL OFFICER

During the year 2021, I answered 503 calls regarding domestic and wildlife animals for the year 2021. I responded to 351 incidences regarding domestic and wildlife animals for the year 2021.

As the ACO, I issued 10 quarantines. There were 22 violations in 2021. The Town conducted 0 dangerous dog hearing2.

Due to Covid 19 there were no barn inspections done during the year 2021.

The Town of Upton has 3 dog kennel licenses issued. There are 721 dogs that are licensed in the Town of Upton. There about approximately 320 dogs unlicensed.

Respectfully submitted,

Mike Moran
ACO

ASSESSORS

In November the Department of Revenue (DOR) approved Upton's FY2022 tax rate of \$16.77 per \$1,000 of assessed value. This is an increase of \$.17 per thousand over the FY2021 tax rate of \$16.60. DOR also approved the FY 2022 assessed value of the real and personal property in Upton of \$1,361,562,381, a 3.42% increase over the FY 2021

assessed value of \$1,316,591,366. The increase includes new growth and changes in the assessed value of existing property. The new growth amount was determined by applying last year's tax rate to increases in the current year total assessed value associated with new construction, additions, renovations, condo conversions, subdivision of land, new personal property, and conversion of exempt property to taxable property. It was included in the formula for calculating the new property tax levy limit.

Upton has a single tax rate for all property classes. The FY 2022 assessed value of real and personal property consists of 94.25% residential, 1.93% commercial, and .94% industrial real property, and 2.88% personal property.

The FY2022 tax rate is based on the amount raised through the property tax levy to fund the FY2022 budget and other financial expenditures approved at Town Meetings. For FY2022 this is \$22,833,401.13 after local revenues are accounted for.

Upton property tax bills are paid quarterly (Aug, Nov, Feb, May). The first two payments are considered preliminary bills as they are due before the new tax rate and assessed value are set and are based on the FY 2021 tax rate and assessed value. The second two payments are based on the actual FY 2022 tax rate and assessed value. As such, the second two payments are greater than the first two preliminary payments. All payments include the CPA surcharge. The final two quarterly bills are mailed in late December and are due by February 1st and May 1st.

The FY2022 tax rate of \$16.77 also includes four previously approved debt exclusions. The exclusions account for \$0.38, or 2.3%, of the \$16.77 tax rate.

Tax Rate Components	Amount	Matures
Tax rate within Prop 2½	\$16.39	

Debt Exclusions:

- Memorial School	.23	2024
- Miscoe Hill Middle School	.06	2025
- Blackstone Valley Tech	.01	2025
- Third Water Source	.08	2033

The responsibilities of the Board include reviewing and making decisions on real and personal property tax abatement applications. In 2021, the Board reviewed 29 abatement applications and approved 25 of them.

The Board also processed and approved:

- 270 vehicle excise tax abatements
- 51 blind, senior and veteran property tax exemptions
- 36 applications to enroll land in one of the Chapter 61 current use programs
- 20 senior tax work-off property tax abatements

In 2019, the Board of Selectmen voted to assess supplemental tax on new construction. A supplemental tax assessment is made when an occupancy permit is issued during the fiscal year and the value of the new construction increases the assessed value of the real estate by over 50% of its value on the January 1 assessment date.

In 2021, the Board committed 22 supplemental tax bills totaling \$63,152.59 (including CPA surcharges of \$1,452.35). To prepare the supplemental tax bills, the Assistant Assessor collected data on new construction, determined the new property values, and calculated the supplemental taxes. While it is additional work, supplemental billing brings much needed tax revenue to the Town.

The Board tracks and reports new growth for the town. This past year, new growth for FY 2022 was calculated at \$486,047.

Lastly, the Board would like to thank our Assistant Assessor, Tracey Tardy, for her hard work this past year and for the support she provided the Board.

Respectfully submitted,

Bill Taylor, Chairman

James Earl

Kelly McElreath

BOARD OF HEALTH

The Board of Health respectfully submits the following report for the year 2021. Board members were as follows; Chairman Stedman (Ted) Briggs, Al Holman Member, and Member Richard Desjardins.

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

Animal Control Officer	Mike Moran
Burial Agent	Kelly McElreath
Assistant Burial Agent	Andrew Pickering
Housing 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. Jeff Lukas

During the year 2020, 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 designs and permit applications.

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 indicated the establishments are clean and operational with only minor violations. These inspection reports are available to view at the Board of Health office.

The local swimming area, Kiwanis Beach is tested on a weekly basis for coliform, during the summer swim season as required by Massachusetts state laws.

As Covid-19 continued to show its stamina to the world during 2021, the local, state and federal public health system worked as one force to combat the virus offering covid-19 vaccine clinics, education, directives, counseling and so much more. Vaccine clinics popped up throughout Upton and the Blackstone valley community, in which the Upton Board of Health played a strong role. BOH staff often worked a schedule of 6 to 7 days a week to support the battle to vaccinate MA residents against the virus. Local school systems generously opened the doors of their facilities, for clinic use. These efforts proved fruitful as mandates were slowly lifted throughout MA in the spring of 2021, and residents found a little bit of normalcy returning once again.

The town nurse was heavily absorbed in the fight to free us all of the COVID-19 virus. Contract tracing and clinics became a task that required not only the services of the town nurse, but we also relied heavily on local nurses, EMT's, paramedics, and others in the medical service who donated their valuable time to make the Covid-19 clinics function extremely well. This virus has shown us all once again, that having a town nurse in Upton is not a luxury but a necessity to the town's residents.

There were 855 confirmed and probable cases of COVID-19 in Upton by 12/31/2021. Variants of the virus have reared their ugly head during the latter part of the year, causing a rapid increase in positive cases once

again. These variants generated the need for booster vaccines, and the BOH answered with booster clinics for area residents.

The following permits were issued under the BOH during 2021

Food	89
Garbage & Offal	8
Tobacco Permits	7
Installers	30
Well	21
Septic permits	39
Perc & Deephole	20
Dumpster	23
Trash Bags Sold	148,750
Complaints Received	37

Respectfully submitted,

Stedman Briggs, Chairman
Al Holman
Richard Desjardins

CABLE ADVISORY COMMITTEE

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

Respectively submitted,
Cable Advisory Committee

CABLE TELEVISION

A report was not submitted.

CAPITAL BUDGET COMMITTEE

The Capital Budget Committee (CBC) conducted seven (7) meetings from January 2021 thru October 2021. The COVID-19 Pandemic continued to present several barriers to progress on some committee activities and goals. The CBC was very active in the Community Center and DPW Feasibility, Planning and Design efforts in calendar year 2021.

The Committee continues to use a presentation-oriented meeting format we started in January 2020 to allow us to fulfill our committee mission in response to the continued Required Remote Participation model imposed by Governor Baker's Order on the Suspension of the Open Meeting Law provisions issued on March 12, 2020.

The Committee reviewed and provided recommendations on the Capital requests and warrant articles for the May Annual Town Meeting (ATM) and the November Special Town Meeting (STM).

Below is a summary of the committee's activities and accomplishments in calendar year 2021:

- The Committee Chair continued dialogue of what projects and priorities should be considered and planned for the FY-2023 through 2033 Capital Improvement Plan.
- The Committee has continued to actively review existing and new reports, planning documents & studies as well as Board and Committee requests to help inform the committee in development of a 10-year Capital Improvement Plan (CIP).
- CBC members have been actively serving as Committee Members for the DPW Feasibility Committee and the Community Center Building Committees.

As outlined in the 2021 Committee Annual Report the FY 2017-2022 CIP addressed Capital Projects for Town Departments but did not comprehensively address all possible Capital Projects from the Economic Development Committee (EDC), Recreation Commission, Cemetery Commission, Open Space & Land Trust Committees. While Town Departments drive most Capital Project needs it is certainly not inclusive of all the identified projects and needs. Additionally, the new CIP Plan needs to be coordinated with Capital needs and requests from the Mendon-Upton Regional School District (MURSD) and the Blackstone Valley Regional Vocational Technical High School (BVT).

Looking forward to 2022 the CBC will continue to focus on helping support both the budgeting and planning steps and co-hosting a Town Department, Board & Committee Workshop to help inform the development of a CIP for the FY 2023-2033 decade.

Summary

CBC looks forward to continuing to work on the following goals and objectives with the Manager, BOS and Town Committees to:

- Implement in the CY2022 annual consent calendar and schedule coordinated with the planning calendars published by the Town Manager. The committee will continue to work to advance the goal of migrating the Capital Project Planning and review/evaluation process by CBC to the fall as recommended by the Division of Local Services Branch of the Department of Revenue.
- Participate in and facilitate in an inaugural Annual Capital Planning Workshop for the new CIP in coordination with the Board of Selectmen and the Town Managers Office.
- Complete a close-out review of the FY 2017-2022 CIP to include transition of projects not started or implemented

or projects that are in process. This effort will also strive to implement a lessons-learned process to improve the new CIP Plan and delivery of Capital Projects.

- Improve coordination with the Finance & Community Preservation Committee's to address Capital Project funding in the next CIP to better inform the Town's long term budget planning process. The Committee's newly adopted CIP Guideline provides a clear and well communicated expectations for planning, prioritization, initiation, monitoring and closeout of Capital Projects.
- Work with the Town Manager and Director of Finance to continue to research and recommend the implementation of software(s) for Asset Management and Capital Planning Analysis. This is a previous calendar year goal the committee has not progressed from the previous year.
- Continued CBC member participation in Building Committees, Feasibility Committees, and BOS Initiatives and Work Groups as required to support Town Departments, Boards, Commissions and Committees in developing, initiating, monitoring, and following up on close-out of Capital Projects.

Respectfully submitted,

Daniel J Lazarz, Member - Chair

David O'Brien, Member – Vice Chair

Nicholas Ensko, Member - Secretary

Justin Pollard, Member

Krysten Moen, Member

Katherine Robinson, Member

John Westerling, Member

CEMETERY COMMISSION

There were 31 burials and 16 lots sold at Lakeview and 7 burials and 0 lots sold at Maplewood this fiscal year.

Financials Ending 6/30/21

Revenue:

Sale of Lots	\$ 4,550.00
Perpetual Care	\$16,675.00
Open & Close Graves	<u>\$24,650.00</u>
Total:	\$45,875.00

Above as recorded by the commissioners

Expenses:

Sundry Expenses	\$19,208.66
Salaries	\$ 1,750.00
Dues/Fees	<u>\$ 100.00</u>
Total:	\$21,058.66

Ledger Balance:

Perpetual Care (non-expendable)	\$597,575.76
Change In Value	\$126,872.32
Interest Earned	\$ 13,270.94
Perpetual Care (expendable)	\$104,315.83
Accumulated from Sale of Lots	\$ 11,829.23

The commissioners want to thank the DPW staff for their excellent support with timely responses to our requests for various services such as grave openings and closings, placement of memorial plaques, grass mowing, leaf removal, collection of tired adornments, pavement maintenance, snow plowing, etc.

We continue working to improve our cemetery record keeping using a database in Microsoft Access. We also continue to explore professionally available cemetery management software solutions and have decided we need to improve our Access database record keeping system first. With

burial records existing only back to the early 1950s we are reviewing earlier records available from a variety of sources including the annual town reports and state death records in an effort to rebuild our records back to the earliest date possible in the mid nineteenth century. Efforts are continuing to improve section mapping and lot numbering and additional lot pins will be ordered to replace missing pins and to correct lot numbers on the ground at Lakeview.

Concurrently, work continued on the transcription of records from Maplewood Cemetery to add to our Access database as was done with all cemetery records for the town of Upton.

The multi-year efforts to locate another parcel of land in town for a new cemetery transitioned to discussions with the trustees of Maplewood Cemetery on Maple Ave. Discussions began earlier in the year of the prospects of acquiring Maplewood which has been owned by Maplewood Cemetery Association for the past 128 years. In May the trustees formally asked our commission to accept the cemetery as a gift to the town.

Significant efforts began to restore the infrastructure of the cemetery including removal of dead and fallen trees, restoration of the nearly half-mile long white picket fence, restoration of stone structures near several water features, pouring new foundations for several fallen headstones, repairs to the historic gazebo, and plans were put in place to paint the historic chapel and to restore the 600' long stone wall. Tentative layouts of unused areas of the cemetery were drawn up in an effort to estimate the possible useful lifespan of the cemetery which was estimated at more than 3500 burials providing for more than 60-70 years of useful life and probably much more.

Over the past couple years, the commissioners have evaluated purchasing a columbarium for cremation urns to be installed at Lakeview. It is believed this will reduce the number of lots sold for the purpose of burying cremation urns, thereby increasing the useful life of the

cemetery. A design was drawn up for an earthen platform required to install the columbarium and approval by the conservation commission was obtained in order to place it next to Pratt Pond. The DPW will construct the platform over the coming winter and spring. The Commissioners plan to send out a request for quote to several columbarium manufacturers next year.

The commissioners conducted the “first annual inspection of cemeteries” in April. Old North Cemetery (Braddish) was visited and found to have a large dead hardwood tree, half of Old First Cemetery was overgrown with small trees and brush, while both Second Cemetery (Pine Grove) and Lakeview were found in good order. The DPW agreed to remove the tree at Old North and the commissioners plan to prepare a request for quote to locate a landscaper to clear Old First Cemetery. Additionally, a small burial ground on South Street known as the Daniel Wood Burial ground was visited and found overgrown with a couple large pine trees. The burial grounds are on private property and have never been maintained. Plans to seek an easement from the property owners will be undertaken so that the DPW and commissioners can access the burial grounds. After an easement is secured plans to remove the large pines will be undertaken next year.

Respectfully submitted,

Edward Phillips, Chair
Glenn Fowler, Member
Robert Pray, Secretary

CODE ENFORCEMENT DEPARTMENT

The past year continued to be an active one for the Department, despite the challenges brought about by the ongoing Pandemic. We became well versed in developing safe strategies for continuing with construction and

inspections of same so as not to hold up ongoing projects. Despite this, we saw an additional 10% increase in the number of Building Permits issued over the previous year. Also, most likely a result of the Pandemic and people spending more time at home, we saw dramatic increases in home improvement projects, such as In-ground pools, the number of which doubled. Construction continues at Upton Ridge, a 139 Unit Subdivision, and construction is underway for the Preserve at Dean Pond as well as the Community Center. As of this writing there are several more subdivisions in the offing.

CODE ENFORCEMENT

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

PERMITS ISSUED

Building Division		Wiring Division	
New Home Construction	56	New Home Construction	47
Accessory Building	18	Accessory Building	7
Additions	8	Additions	10
Alterations/Remodels	49	Alterations/Remodels	26
Basement Finish	21	Basement Finish	19
Decks	20	Central AC	29
Demolition	1	Commercial	6
Doors & Windows	49	Appliances	6
Garage	4	Furnace/Oil Burner	13
Insulation	76	Garage	8
Other	12	Generator	22
Pools	17	Pools	12
Porch	3	Rewires	35

Repairs	40	Septic	2
Roof	54	Service Change	15
Sheet Metal	47	Solar	41
Solar	40	Security Alarm	3
Temporary Structure	4	Temporary Service	7
Solid Fuel	6	Other	13

PERMITS ISSUED

Building Permits	505
Wiring Permits	321
Plumbing Permits	151
Gas Permits	172
Building Permit Revenues	\$ 255,073.00
Wiring Permit Revenues	\$ 38,220.00
Plumbing & Gas Permit Revenues	\$ 35,825.00
Total Revenue	\$ 329,118.00

ZONING BOARD OF APPEALS

Stedman Briggs, Jr.	Chairman
William Andrews	Member
Richard Desjardins	Member
Robert Humes	Alternate
Eric Reustle	Alternate

Denise Smith	Department Assistant
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<u>Variances</u>	15	<u>Special Permits</u>	8
Accessory Structures		Accessory Apt. (In-Law)	2
- Apartment	w/d	Frontage & Height	1
- Farm Structures	1	Business	3
- Pool Deck	1	Class 2 License	1
- Pool House	1	Town House Dev.	Cont.
- Sheds	3		

Access (Frontage)	1		
Addition/Renovation	3		
Demo House & Rebuild	2		
Garage Door	1		
In-ground Pool	2		
Signs	1		
Variances Granted	14	Special Permits Granted	7
Variances Denied	00	Special permits Denied	0
Variances Withdrawn	01	Special Permits Cont.	1

As always, a special thank you 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. The Code Enforcement Department also wishes to thank Diane Judd, our Department Coordinator, for her outstanding support in the office. Diane keeps the office running on a day-to-day basis and works diligently to resolve any issues that may arise. She goes above and beyond to try and help the contractors and citizens of the town.

My thanks also to our Town Manager as well as the Board of Selectmen for their ongoing support of the Code Enforcement Department over the years.

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

Respectfully submitted,
 Patrick H. Roche, Building Commissioner / Zoning Officer

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) meets the first Wednesday of each month, unless otherwise posted, generally at the Upton Town Hall at 7:30 p.m. in the Ground Floor Conference Room. During this pandemic year, most meetings were conducted virtually but have transitioned to hybrid meetings in the conference room. We thank the Town Clerk for her assistance.

In accordance with state law, the appropriate Community Preservation Act (CPA) funds comprised of local surcharge revenues and CPA state matching trust funds of \$73,515 were transferred to each of the required designated accounts, namely: historic resources, community housing and open space.

The ninth-year payment (\$266,478) of debt service on the general obligation Town Hall Renovation Bonds was approved at the Annual Town Meeting.

The major project approved at the Annual Town Meeting was the request for \$520,000 from the Municipal Center Building Committee for the relocation and reconstruction of the town playground. At the November special Town Meeting, a request from the Cemetery Commission for \$40,000 to repair the historic stone wall at recently acquired Maplewood Cemetery was approved as was a request for \$2,100 to install a granite bench in Heritage Park to honor Barbara Burke who championed the establishment of the park in 2006.

In November of 2021, the Town received \$374,679 from the Community Preservation Act Trust Funds. This was a 76.4% match of projected town revenues of \$490,186. An additional disbursement of \$43,415 was made in January which resulted in a total matching grant for FY 2022 of

\$418,094 which is an 85.3% match. This grant brings the total of CPA trust funds to the Town of Upton over the last 18 years to \$3,778,719.

We accepted with regret Dave Adams' resignation. Dave was the original member of the CPC from the Recreation Commission. He was away for a few years but returned as a Selectman's appointee. We appreciate his years of service and keen insight and wish him the best.

In conjunction with town revenues, CPA 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 several 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.

Respectfully submitted,

Rena M. Richard, Chair

Paul Carey, Vice-Chair

Richard Desjardins

Richard Gazoorian

Mike Penko

Chris Scott

Joan Scribner

Russell Wood

CONSERVATION COMMISSION

The Commission administered the Massachusetts Wetlands Protection Act, the Town Wetland Protection Bylaws and the Town Stormwater Bylaw. Regular public meetings were generally conducted bi-weekly and

numerous site inspections were held during the year. Due to the pandemic, these meetings were held remotely. Any sites were reviewed and approved for building permit application signoffs by the Conservation Commission Agent. The Intermunicipal Agreement with Northbridge to share the agent's position was revised and finalized at the beginning of the fiscal year.

Major projects that were reviewed and permitted included the Preserve at Dean Pond Subdivision, Phase 2 of the Hartford Avenue North/High Street/Hopkinton Road Transportation Improvement Project, the Town's community center, and Cobbler's Creek senior housing development on North Street were also permitted. Projects under construction monitored by the Commission in 2021 included: the Upton Ridge senior housing development, the Preserve at Dean Pond subdivision, and Phase 1 of the High Street/Hopkinton Road Transportation Improvement. One enforcement order was issued with associated fines levied. The Commission resolved several other violations of the Wetland Protection Act and/or the town wetland bylaw. The land subject to the Conservation Restriction at Kenneth Village was inspected. A baseline documentation report for the Rockwood Meadows Conservation Restriction was funded.

The Commission welcomed our new administrative assistant, Patricia Marville. Scott Heim declined to be reappointed to the commission after 18 years of service. Scott, a professional wildlife biologist, was the principal author of the 2018 North Upton Open Space Stewardship Plan and managed the Warren Brook Watershed Conservation Area forest harvest. His expertise will be greatly missed.

The Commission, working with the Sudbury Valley Trustees and Metacomet Land Trust, preserved four parcels on Peppercorn Hill. Three parcels are now owned by the town: the "Walleston Conservation Area", the "Kelly Family Conservation Area", and a parcel yet to be

named. An additional parcel was acquired and is managed by the Metacomet Land Trust (MLT) and is named the “Donald and Anne Kerr Memorial Preserve”. Funding for the purchase of these parcels was through a Conservation Partnership Grant to MLT, CPA funds appropriated at a 2020 town meeting, foundation grants, and private donations. The Commission also used the Conservation Fund to acquire a small parcel with frontage on Lake Wildwood and committed to help fund an Agricultural Preservation Restriction on the Town Line Dairy Farm.

The Commission and Town Manager received a Municipal Vulnerability Preparedness Planning Grant administered by the Massachusetts Executive Office of Energy and Environmental Affairs. The MVP Findings Report was completed, and the town is now eligible to apply for MVP Action Grants.

Applications/Requests received

- Notice of Intent (NOI) = 16
- Requests for Determination (RDA) = 7
- Abbreviated Notice of Resource Area Delineation (ANRAD) = 0
- Request for Certificate of Compliance (COC) = 10
- Order of Conditions (OOC) Extensions = 2
- Emergency Permit Request = 0
- Stormwater Management Permit Application = 0
- Erosion Control Permit Application = 3

Decisions/Actions issued by the Commission

- Order of Conditions (OOC) issued = 16 (no denials)
- Determinations = 7
- Order of Resource Area Delineation (ORAD) = 0
- Certificate of Compliance = 9 (including 2 partial)
- Order of Conditions Extension = 1
- Enforcement Orders = 1
- Emergency Certifications = 0

- Erosion Control Permits = 3
- Stormwater Management Permits = 0

The Commission with the Board of Health administered town funds allocated for beaver control. Funds were expended to maintain existing pond levelers to regulate the water levels at several locations.

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 2021, the pond was ice free on March 20th. Ice-In, defined as first day in fall or winter when Pratt Pond is entirely ice covered from a vantage point near the intersection of School Street and North Main Street, occurred on December 24th.

Respectfully submitted,

Christine Scott, Chairperson

Mike Penko, Vice-Chairperson

Sandra Lajoie, Treasurer

Thomas Jango, Member

Alan Miano, Member

Mary Overholt, Member

Marcella Stasa, Member

David Szczebak, Associate Member

David Pickart, Conservation Agent

Patricia Marville, Department Assistant

COUNCIL ON AGING

This year, the Upton Center continued to face unusual challenges as the pandemic continued. Our doors remained closed for most in person

programs from January through May, which required us to find creative means of connecting with our seniors during trying times of extended isolation. We reached out to provide support and encouragement in new ways, including:

- Increasing our food pantry offerings
- Providing numerous meals and activities on a “to go” basis
- Coordinating financial assistance through the Town’s Neighbor to Neighbor program
- Working with the Board of Health to provide vaccine information, registration and clinics at the Center
- Reaching out with check in calls to our seniors to address social isolation
- Providing weekly Facebook Friday updates to keep our seniors well informed
- Continuing transportation services throughout the pandemic for doctor appointments and groceries.
- Providing virtual programs links to keep our seniors engaged from home
- Maintaining Meals on Wheels throughout
- Coordinated volunteer program to assist seniors with grocery shopping

Our doors reopened in June, and we were thrilled to welcome our seniors back. We continued to work closely with the Board of Health to make our Center as safe as possible for staff and visitors alike. We pivoted once again in late December, closing to the public in response to a COVID spike, and adapting our programming as a result.

In addition to our reopening, true highlights of the year for us included the approval of the new Community Center at the Annual Town Meeting and Annual Town Elections held in May. The Ground Breaking Ceremony held December 12 was also a significant milestone.

Staffing

Staffing changes in 2021 included the addition of Rick Vernon driver. A decision was made not to fill the Social Services position at the start of the year since our doors remained closed. Our existing staff covered the extra duties from January through July, adapting our schedules and working remotely when needed to continue serving our residents while ensuring a safe work environment for all. We were happy to welcome a new Social Services Coordinator, Darynn Khuth.

Social Services

Darynn Khuth has quickly become an integral part of our team since joining us in August. Darynn brings a wealth of experience from her many years of work in various outreach positions. We know her advocacy skills and knowledge of community resources will allow her to be a great help to the people of Upton.

Throughout the year, we continued to assist residents with a variety of applications including fuel assistance, SNAP (food stamps) and our Senior/Veterans Tax Work-off Program. We also continued to oversee Upton's Neighbor to Neighbor program. The Town collaborated with community groups and churches to start this program to address the financial needs of residents due to COVID-19. Assistance has been provided for housing, utilities, heat, food, prescriptions, and medical expenses. We have worked closely with Accounting and provided all necessary paperwork to expedite N2N payments to our residents in need.

Transportation

Throughout the pandemic, we have had to review and adapt our guidelines with input from the Town Nurse and Board of Health to offer the safest transportation services possible. At times we have had to limit the number of passengers on our van to adapt to the current stage of the pandemic. However, we recognize that our transportation is a vital service for many of our town residents, and we are proud that we have

been able to keep the service going throughout the year to provide trips for essential medical appointments, prescription pick-up and grocery shopping. Our drivers John Saulen, Rick Vernon and volunteer Driver Jim Earl have stepped up to ensure that cleanliness and appropriate social distance guidelines were followed for the safety of all riders.

Programs & Newsletter

With our doors remaining closed to the public for the first five months of the year, we limited in person programs to essential services only, such as food pantry access, podiatry appointments, blood pressure checks, vaccinations, tax preparations and social services by appointment. But we recognized it was important to find creative ways to go beyond our walls to connect with our seniors. At that stage of the pandemic, we knew the ongoing isolation was truly impacting them – we could hear it through our phone calls, and we knew the importance of finding resourceful ways to reach them.

Department Specialist Bernadette Denson coordinated a number of “to-go” programs during those challenging months, including holiday dinners to go, craft kits to go, Valentines Celebration to go, Mardi Gras to go, St. Patty’s Day celebration to go, Men’s Club Supper to go, Spring Has Sprung Celebration to go, Easter Meal to go, and Older Americans Gift Bags to go, among others. Seniors were treated to muffins, desserts, birthday treats, tea and cookies, and more, all on a “to go” basis to help keep their spirits lifted.

We encouraged our seniors to take advantage of virtual programs as well, including topics such as Online Safety, Tai Chi, Exploring Arts & Culture, Planning for Medicare, Better Sleep, Healthy Living, and Boosting Immunity. We also provided resource and referral information on numerous topics such as Bullying Prevention, Mental Health Awareness, Depression Screenings, Alzheimer’s Awareness, and Heart Health.

We continued to utilize social media, including regular “Facebook Friday” live updates to keep our community aware of the latest news at the Center. In 2021 we introduced an “interview” feature on some of our Facebook Friday calls, giving seniors a chance to hear from guest speakers like our Strength & Stretch instructor Wendy Reid, our Mindfulness instructor Robin Natanel, and our Tai Chi instructor Reverend Helen Morin. We also featured a session with Attorney Margaret Hoag covering legal tips for seniors. For those not accessing our Facebook videos, we created flyers highlighting our programs which were shared on the town’s cable station each month.

Our newsletter was adapted each month to include a balance of “to go” and “quarantine friendly” activities when our doors were closed, and appropriate in person programs as we opened in June. We started with small group programs such as knitting, cards, crafts, mindfulness class and tai chi when we first reopened our doors. We spruced up our patio with new plantings, umbrellas and seating and encouraged people to gather outdoors for a safer option to socialize. Gradually, we worked our way back to holding social gatherings, lunch trips, and the long-awaited Bingo. We were happy to be back to our full offering of programs by the fall.

Food Pantry & Meals on Wheels

Our food pantry was permanently relocated from our social services office to our main room where it is more easily accessible to all. We continue to see a strong demand for the pantry this year, and we routinely sought donations to meet the need. We also continued to reach out to seniors to promote the availability of the pantry, and we continued to offer deliveries of food items as needed.

Al Vautour continued to manage delivery of Meals on Wheels, but congregate meals remained on hold while the Center was closed.

Congregate meals resumed when the Center reopened in June, but so far attendance has not returned to pre-pandemic levels.

Thank You's

Once again, we were amazed at the generous donations and gifts given to our seniors through the Upton Men's Club collection for the Salvation Army, the Unibank collection, St. Gabriel's Giving Tree, and the Bloomer Girls. We are so thankful to these individuals and organizations. A special thanks to our COA Board Members as well, who continued to adapt to both virtual and in person meeting schedules as they served our community. We are also very grateful for the help of our office volunteers, Karen Varney, and Deb Saulen.

It has been another unpredictable year and we look forward to getting past this latest closure to welcome our seniors back to the Center once again.

Respectfully submitted,

Janice Read Nowicki
Director of Elder and Social Services

CULTURAL COUNCIL

The Upton Cultural Council (UCC) respectfully submits the following report for the year 2021. Council members are as follows: Co-Chair Megan Ronzio; Co-Chair Shelley Ryan; Treasurer Lyn Haggerty; Secretary Alice Gentili; Members, Jen Conrad, and Robin Jokela.

UCC is a Local Cultural Council funded by the Massachusetts Cultural Council (MCC). The largest grassroots cultural funding network in the nation, the Local Cultural Council (LCC) Program enriches the cultural life

of all cities and towns in Massachusetts. Led by municipally appointed volunteers, LCCs award over \$4 million every year, supporting 6,000 cultural programs that include everything from field trips to lectures, festivals, and dance performances.

UCC Mission Statement

The Upton Cultural Council seeks to enrich Upton and nearby communities to the best of our ability. This year, the UCC gave priority to:

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

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

- How well the program meets our local priorities. community support and involvement.
- Evidence of positive track record and dedication of the applicant.
- Demonstrated planning.
- The council encourages organizations to seek additional funding support for their programs and projects.
- New applications and innovative proposals are encouraged.
- Council funds will not be used to substitute for or replace existing publicly funded programs.
- Applicants will not be discriminated against on the basis of race, sex, religion, creed, color, national origin, disability or age.

(Developed 8/25/21)

The Massachusetts Cultural Council (MCC) awarded UCC \$5800.00 in funding for FY 2021.

2021 Grant Recipients

The following projects were fully or partially funded in 2021 by the UCC, a local council funded by the MCC:

Grantees	Funds Awarded
Art Heals-The BVT Chalk Art Festival	\$1000.00
Dr. "The Machine" Jesse Green Chainsaws and Cheese Burgers and Rock'n'roll	\$500
Jean Francos Millet's Dandelions: How to Pastels, (two sessions held) Greg Maichack	\$1030
Greater Milford Community Chorus, Keeping GMCC Alive & Relevant during COVID-19.	\$400
To Life! Celebrations in Story, Song & Music (two sessions held)	\$850
Sheryl Faye Presents Historical Women Memorial PTO	\$425
A Musical Journey Through the Years, Tommy Rull, two sessions held	\$700
Virtual Baby Sign Language, Upton Town Library, two sessions held	\$960
Blackstone Valley Art Program	\$350
UCC Programs	<u>\$1396</u>
Total:	<u>\$7261</u>

Additional funding information:

Unencumbered funds accrue for various reasons, typically because previously approved projects were completed for less than the amount

awarded, were not completed at all, or simply did not request reimbursement.

MCC updated guidelines also allows the Local Cultural Councils to retain funding of up to 15% to bring Cultural Programs to the Community that are not being met.

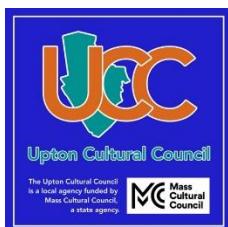
2021 COVID impact saw fewer requests for grants as well as requests that did not meet MCC guidelines, therefore UCC awarded additional funding to programs that would most benefit and serve the Upton Community. We also reached out to several organizations to bring cultural programs to the community at large.

We appreciate all the efforts of Grantees in these difficult times, who rescheduled many times to bring forth programs.

Through the efforts of Robin Jokela, the UCC was able to bring the community a Massachusetts Audubon Society, “Backyard Birds of New England” event which was held in the Upton Town Hall on October 20, 2021. This event was well attended and enjoyed. Two other events were scheduled and subsequently canceled due to circumstances outside our control: a presentation by a local member of the Nipmuc tribe, and a flutist performance for a local holiday craft show.

Visibility

Additional achievements this year in visibility was the design of a UCC logo. The logo design, donated by Alice Gentili, incorporates an outline



map of Upton embedded between the “U” and the “C” in the acronym “UCC” for the Upton Cultural Council. The colors mirror those of the color version of the Mass Cultural Council logo. The logo has been added as an avatar to social media accounts and to marketing materials, including a display banner.

The UCC appointed Alice Gentili as our Social Media coordinator. Alice updated social media accounts on [Facebook](#), [Instagram](#), and [Twitter](#) to stay in contact with the community and share updates in real-time.

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

Community Engagement: Survey

UCC developed and distributed a Community Survey, collecting feedback to help us better identify and respond to community needs, and to set our funding priorities for the next few years.

Surveys were distributed at the November Special Town Meeting as well as the Library and Senior Center, and asked questions around community awareness, target populations, funding priorities, and challenges facing cultural organizations. Megan Ronzio is transferring the data into a google document. Survey collection is ongoing. This information will help us meet the community needs and is also a requirement of our Massachusetts Cultural Council Annual Report.

The UCC once again raised funds by selling 'Entering Upton' stamped tile coasters created by UCC co-chair Megan Ronzio. Entering Upton, glasses created by members: Jenn Conrad and Alice Gentili. Sales of the coasters and glasses took place at the Upton Heritage Day, an annual festival which we attended under safe distancing practices, as well as via our new Facebook page.

The Cultural Council also had a booth the December annual United Parish Christmas Fair selling items to raise funds for more programs to bring to the community. Surveys were also available at this event. UCC's goal is to bring more cultural events to our community.

We would like to thank Megan Ronzio, Jenn Conrad and Alice Gentili for their creative support and the Upton Historical Society for providing the UCC a complimentary booth at the event.

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

Respectfully submitted,

Megan Ronzio, Co-Chair
Shelley Ryan, Co-Chair
Lyn Haggerty, Treasurer
Alice Gentili, Secretary
Jen Conrad
Robin Jokela

DISIBILITY COMMISSION

The Disability Commission spent the majority of 2021 monitoring the completion and distribution of a Self-Evaluation and Transition Plan, which outlined the needs of the Town of Upton for meeting federal and state accessibility requirements across public infrastructure, facilities, and practices. This plan creates a foundation for thoughtful remediation of current barriers, and information to avoid barriers in years to come. Although the commission grant application to the Massachusetts Office of Disability for funding to address primary remediation needs was unsuccessful, the commission takes pride in their collaborative efforts to initiate action on these needs. Additionally, the commission worked with stakeholders to identify and provide some emergency tools and support for seniors, with continuing work on inclusive town-wide emergency management practices and plans. As part of these efforts the commission coordinated an effort for seniors, a collection and distribution with

Nipmuc High School of flashlights and portable cell chargers. As part of its advocacy role, the commission endorsed a citizen's warrant article for a ramp into the Knowlton Risteen (current library) building which passed at the annual town meeting. Although their work has been somewhat slowed by the ongoing pandemic, the Disability Commission continues to work collaboratively with town officials and residents to promote access to all public activities and venues, recognizing this is a marathon and not a sprint.

Respectfully submitted,

Robert Carnegie, Chair

Michelle Antinarelli

Paula Lepore

Janice Nowicki

Christine Scott

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works enhances the quality of life and provides uninterrupted, effective, and efficient municipal services to the residents of Upton. Our Divisions include Water, Wastewater, Highway, and Parks/Forestry/Cemetery. These Divisions work together as one cohesive Public Works Department in order to meet the many needs of the community, improve infrastructure, and advance town projects. The Department consists of sixteen full-time employees including a Director, 1 Department Assistant, 2 Superintendents, 1 Parks/Forestry/Cemetery Foreman, 1 Mechanic, 5 Water/Wastewater Operators, 4 Truck Driver/Heavy Equipment Operators, and 1 Parks/Forestry/Cemetery Laborer. The Department also employs 1 part-time Department Specialist and 4 seasonal employees.

The Department of Public Works hereby respectfully submits its Annual Report for the year ending December 31, 2021.

HIGHWAY DIVISION

Mission Statement

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

The winter of 2020 – 2021 brought a typical New England winter with a more normal snowfall amount than the previous year. The temperatures were favorable for snow accumulation and the DPW responded to 19 events throughout the season. Total snowfall accumulation equaled 61.5 inches in comparison to 28.5 inches received the prior winter. The Highway Division worked tirelessly in their effort to keep the roads and sidewalks safe and clear for motorists, pedestrians, and emergency vehicles. Other completed projects by the Highway Division include

- Roadway repair (patched) various locations throughout Town.
- Painted stop bars and crosswalks throughout the Town.
- Collaborated efforts with National Grid for hazard trees removal on all public ways.
- Cleaned and reshaped drainage trenches throughout Town.
- Conducted extensive roadside brush cutting so to provide safe sight distance for motorist, cyclist and pedestrians.

- Submitted annual MS4 report in accordance with the Town's NPDES permit.
- Swept 75 miles of roadway.
- Cleaned 858 catch basins.
- Replaced asphalt berms at various locations.
- Addressed beaver issues at 6 locations.
- Installed drainage on Fiske Mill.
- Responded to numerous washouts during the rainy season.
- Replaced stormwater cross pipe on Ridge Road.
- Tested and disposed of approximately 335 yards of catch basin and street sweeping debris.
- Replaced various types of street and traffic signs throughout Town

The Highway Division was not able to maintain its annual aggressive paving program as funding was not provided for the 2020-paving season. However, the Town committed to re-establishing funding for the Road Management Program in subsequent years. In light of the decrease in funding, only Ridge Road received a complete cold plane and overlay. Other notable items the Highway Division completed this past year:

- Assisted the Water/Wastewater Divisions with various tasks.
- Repaired/replaced 18 catch basins and manhole structures.
- Repaired roadway deficiencies at various locations throughout Town.
- Performed road and drainage repairs as needed and/or request by residents.
- Cleaned several large catch basins.

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

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

PARKS, FORESTRY, & CEMETERY DIVISION

Mission Statement

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

The Parks, Cemetery and Forestry Divisions maintains 28 acres of Town owned property at Kiwanis Beach, Leland Field, West River athletic field; as well as the three Town cemeteries; 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 & Fire Stations, Heritage Park, Wildwood Park, and street islands located throughout Town. Other tasks performed by the **Parks Division** includes the following.

- Performed routine maintenance of irrigation systems at all municipal sites.
- Continued the Invasive Aquatic Species Program.
- Annual spring and fall cleanup.
- Brush clearing and chipping.

- Mow, fertilize, lime, aeration, over seeding, and application of compost top dressing on all fields throughout the growing season.
- Dam maintenance, monitored water level throughout year.
- Shrub and Tree trimming.
- Soil analysis.
- Town beach water quality – sampling and maintenance, performed weekly.
- Pesticide and herbicide applications.
- Fencing, yard, and wall repairs as needed.
- Playground equipment safety inspections and maintenance.
- Collect trash in the 25 barrels located throughout Town, performed weekly.
- Annual installation and removal of docks at Kiwanis Beach.
- Refinished picnic tables and trash barrels.
- Submission of Annual Report to the Massachusetts Department of Agricultural Resources for the application of pesticides and herbicides.
- Replaced backboards and nets at Memorial School basketball court.
- Assisted the Highway Division with beaver dam removals.
- Assisted the Highway Division with tree removal throughout town.
- Assisted the Highway Division with snow & ice operations.

Tasks performed at **Lakeview Cemetery** include:

- Application of Grub control in portions of the cemetery.
- Extensive brush trimming throughout all three Town cemeteries.
- Extensive loaming and seeding at Lakeview Cemetery.
- 23 full burials.
- Paved approximately 315 feet of roadway.
- 16 cremations.
- Installation of 11-foot stones.

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

- Removal of dozens of dead, diseased, and hazardous trees throughout Town.
- Additional days of tree work related to storm damage.
- Removal of several tree stumps through a stump-grinding process.

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

WASTESWATER DIVISION

Mission Statement

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

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

- Successfully presented the DEP with an Inflow and Infiltration (I/I) Study identifying areas requiring further investigation.
- Upgraded to energy efficient VFD pumps at the Josiah Drive Pump Station.
- Installed new fence at Josiah Pump Station.
- Repaired failing valves at the Wastewater Treatment Facility.
- Painted the interior at Crosswinds Sewer Station.
- Presented the Board of Selectmen with a new rate plan eliminating the quarterly Surcharge.
- Continued to update the SCADA system to maintain compliance with the DEP and EPA.
- Staff continue to refurbish and maintain older equipment in an effort to utilize less electricity, water, and other resources.
- Continued training staff on safety focused maintenance.
- Sent staff to classes for Continuing Educational Units (CEU) to maintain all licenses and certifications.

WATER DIVISION:

Mission Statement

The mission of the Water Division is to provide the highest quality drinking water and fire protection at the lowest possible cost. The goal of the Division is to be recognized by the townspeople as an effective and efficient operation within the Town Government. The Water Division operates on the principles of craftsmanship and integrity. We are constantly seeking new and creative ways to improve the quality of the water and the efficiency of the operation. Consisting of a Water/Wastewater Superintendent, one Cross Connection/Backflow Prevention Inspector, three licensed Operator's, all of whom are cross trained, licensed, and shared with the Wastewater Division, and one Apprentice. The Water Division is responsible for approximately thirty-three miles of water line, two water tanks with a combined 1.5-million-gallon capacity, three pump stations/treatment facilities, and two booster

stations. The Division distributes approximately one hundred twenty-five million gallons annually.

- Replaced the roof at the Glen Ave Pump Station.
- Completed the annual spring and fall Hydrant-Flushing Program as well as our annual Leak Detection Program.
- Painted equipment at the Glen Ave Pump Station.
- Responded and repaired 2 major water main breaks on School Street, and 125 Main St. in front of Prime Gas.
- Presented the Board of Selectmen with a new rate structure eliminating the quarterly Surcharge.
- Exercised and cleaned all water gate valves within the system.
- Continue training staff on safety focused maintenance.
- Sent staff to classes for Continuing Educational Units (CEU) to maintain all licenses and certifications.

Water/Wastewater Performance

- The Water Division pumped and treated 118.2 million gallons of water from three well fields this year in accordance with federal, state, and local regulations and safety requirements.
- The Wastewater Division treated and discharged 106.5 million gallons of wastewater.
- Processed and disposed of 40 dry tons of waste sludge.
- Staff responded to 31 after hour water and wastewater calls.

I would like to thank Joe Marcinkus, Water/Wastewater Superintendent, and his team in the Water/Wastewater Division, as well as Department Specialists, Bill Taylor and Patricia Marville for their hard work and dedication throughout the year.

Respectfully submitted,
Dennis E. Westgate Jr, Director of Public Works

DPW FEASIBILITY COMMITTEE

In January of 2019, the Board of Selectmen (BOS) appointed a DPW Feasibility Committee to review the August 20, 2018 feasibility study to identify an alternate approach to renovating and expanding the public works facility in order to meet current and future needs of the Department of Public Works (DPW) while balancing DPW needs and town finances.

The committee reviewed the previous study, toured the DPW facility to re-evaluate its needs, interviewed town officials plus the DPW director along with DPW personnel. The original study identified deficiencies and concerns regarding the DPW facility including employee safety issues, environmental/regulatory agency noncompliance issues, operational inefficiencies, plus non-ADA compliance.

The DPW Feasibility Committee recommends a two-phase implementation approach to deliver a 28,700 sq. ft. facility which is 10% less than the proposed facility of August 2018. This proposed two-phased approach utilizes a linear building layout with modular expansion capability. This 28,700 sq. ft. facility and phased implementation plan was presented to the Board of Selectman on October 6, 2020.

The Phase 1 implementation plan delivers the top prioritized goals of employee safety, building code as well as regulatory compliance, plus, department efficiency and effectiveness.

Phase 1 renovates the existing building of 9000 sq. ft for administrative and employee support, a workshop, plus equipment storage; phase 1 also constructs an 11,000 sq. ft. building for vehicle storage, a new wash bay, plus a new vehicle maintenance area consisting of two bays. Phase 1 also builds a new salt shed, relocates the fabric structure, and provides a hookup to Town of Upton water and sewer. The Phase 1 implementation

delivers a 20,000 sq. ft. facility for \$9.7 million (based upon Calendar Year 2020 dollars) or \$401 per sq. ft.

Phase 2 constructs a new building extension of 8,700 sq. ft. for additional equipment and vehicle storage along with 1 additional bay for vehicle maintenance. Phase 2 delivers an implementation plan and building extension for \$4.1 million or \$372 per sq. ft. The phase 2 cost estimates are based upon the second phase beginning in 2023 and uses 2023 estimated costs including adjustments for escalation charges. Phase 2 construction could begin 2 years after the initial construction work commences or could be delayed 5 or more years based upon town finances or other critical capital priorities.

The DPW Feasibility Committee recommends proceeding with Phase 1; the DPW Feasibility Committee also advocates for adding the Phase 1 facility project to the capital budget cycle and contracting for independent cost estimates for this project - both a conceptual cost estimate and a schematic design cost estimate. The independent cost estimate will deliver a more accurate cost profile, and the DPW Feasibility Committee firmly believes that the independent cost estimate will lower the overall cost of the project.

On February 11, 2021, the DPW Feasibility Committee presented the two-phase implementation plan to the Capital Budget Committee with a recommendation to proceed with the Phase 1 implementation plan. The Capital Budget Committee approved the Phase 1 implementation plan for the DPW Feasibility project and placed this project as a Top 5 Priority Capital project.

The Special Town Meeting of November 2, 2021 approved warrant article (#5) for \$235,000 to fund the procurement of 25% complete design documents and services (schematic design) for the proposed renovation and addition to the Public Works facility. The 25% design milestone,

independent cost estimates for design Stage 1, and OPM costs are included in this \$235,000 Stage 1 project.

The Stage 2 and 3 design projects for the Phase 1 implementation plan for the DPW facility are estimated to cost \$675,00. The complete design consisting of Stage 1, 2, and 3 is estimated to cost \$910,000 in September 2021 dollars. The schematic design documents and independent cost estimates of the 25% complete design milestone (Stage 1) will be brought forward to a future town meeting for a go-ahead decision to proceed with Stage 2 and 3 design work along with an associated funding request.

Respectfully submitted,

Rick McGuire, Chair

ECONOMIC DEVELOPMENT COMMITTEE

The EDC was happy to welcome aboard Paul Dell'Aquila, AICP as the Town's first Economic Development Coordinator/Town Planner. Working closely with Mr. Dell'Aquila the Committee had a productive year.

The EDC presented a final draft of the Town's first Economic Development Plan to the BoS in early January. This was followed by a public comment period during the spring. The Committee reviewed all submitted comments, made updates, and presented a final plan which the BoS accepted in August.

The approved ED Plan outlines 5 major goals for economic development in the coming years:

1. Implement Upton Center Revitalization
2. Identify Potential Improvements for West Upton Center
3. Streamline Municipal Procedures

4. Foster Business Growth
5. Leverage Existing Cultural Resources and Public Utilities

The Town was awarded a Local Rapid Response Grant from the State. Working with KARP Strategies the EDC and Town officials were able to determine 5 key initiatives to undertake to help local economic activity rebound more quickly in the downtown area.

1. Build Pedestrian Bridges Across Center Brook
2. Create a Business Registry and Business Outreach Strategy
3. Identify a Marketing Approach for Mixed-Use Projects on Town-Owned Parcels
4. Link Local Retailers and Service-Providers to Online Marketplaces
5. Provide Façade Improvement Grants

The Town has received additional guidance and support from Stantec and CMRPC on how to procure grants and other sources of outside funding for Pedestrian Bridges and Façade Improvement Grants.

The EDC has formed subcommittees to begin working on the goals in both the ED Plan and the LRR Plan. At this time the committee is focused on developing a revised RFP for the downtown, creating a new business directory, and preparing applications for the new One Stop grant portal from the State.

The EDC voted in favor of the new Community Center project which was approved at the annual Town Meeting and annual Town Election. The new building will serve as one of the cornerstones of a redeveloped and revitalized downtown.

The EDC negotiated the gift of a parcel of land located on Warren Street (adjacent to the Town Hall parking lot). With this generous donation the Town will be able to expand the Town Hall parking lot and when

combined with a \$35,000 appropriation of ARPA funds secured in part by Mr. Dell'Aquila and Sen. Moore, the Town will be able to begin design and construction of a “pocket park” for the downtown.

Respectfully submitted,

Gene Bernat

David Brooks

Donna Desjardins

Steven Rakitin - Secretary

David Ross – Chairperson

Craig Weinfuss

Katherine Worsham

FINANCE DEPARTMENT

TOWN ACCOUNTANT

Combined Balance Sheet- All Fund Types and Account Group

Town of Upton						
Combined Balance Sheet - All Fund Types and Account Groups as of June 30, 2021						
(Unaudited)						
	Governmental Fund Types		Proprietary Fund Types	Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	(Memorandum Only)
ASSETS						
Cash and cash equivalents	4,911,160.07	4,080,063.88	1,072,299.12	2,782,571.90	9,304,646.08	0.00
Receivables:						
Personal property taxes	57,707.00	0.00	0.00	0.00	0.00	57,707.00
Real estate taxes	705,611.02	0.00	0.00	0.00	0.00	705,611.02
Allowance for abatements and exemptions	(601,340.05)	0.00	0.00	0.00	0.00	(601,340.05)
Community Preservation Act	0.00	14,308.39	0.00	0.00	0.00	14,308.39
Tax liens	502,102.11	0.00	0.00	0.00	0.00	502,102.11
CPA Tax liens	0.00	7,344.82	0.00	0.00	0.00	7,344.82
Tax foreclosures	344,632.47	0.00	0.00	0.00	0.00	344,632.47
Motor vehicle excise	208,293.31	0.00	0.00	0.00	0.00	208,293.31
User charges	0.00	0.00	0.00	115,687.37	0.00	115,687.37
Utility liens added to taxes	0.00	0.00	0.00	13,149.10	0.00	13,149.10
Due from other governments	0.00	115,825.11	261,095.88	0.00	0.00	377,920.99
Departmental	0.00	0.00	0.00	0.00	112,192.20	0.00
Amounts to be provided - payment of bonds	0.00	0.00	0.00	0.00	0.00	6,136,100.00
Bonds authorized	0.00	0.00	0.00	0.00	0.00	11,914,702.00
Total Assets	6,128,165.93	4,218,542.20	1,333,393.00	2,911,408.37	9,416,838.28	18,050,802.00
						42,059,091.78
LIABILITIES AND FUND EQUITY						
Liabilities:						
Warrants payable	329,605.35	121,274.82	27,029.31	37,279.45	3,991.70	0.00
Accrued payroll and withholdings	221,589.93	27,677.11	0.00	16,711.19	21,782.00	0.00
Other liabilities	5,119.59	0.00	0.00	0.00	0.00	5,119.59
Deferred revenue:						
Real and personal property taxes	161,977.97	0.00	0.00	0.00	0.00	161,977.97
Tax liens	502,102.11	0.00	0.00	0.00	0.00	502,102.11
Foreclosures/Possessions	344,632.47	0.00	0.00	0.00	0.00	344,632.47
Motor vehicle excise	208,293.31	0.00	0.00	0.00	0.00	208,293.31
Community Preservation Act	0.00	14,308.39	0.00	0.00	0.00	14,308.39
CPA Tax liens	0.00	7,344.82	0.00	0.00	0.00	7,344.82
User charges	0.00	0.00	0.00	115,687.37	0.00	115,687.37
Utility liens added to taxes	0.00	0.00	0.00	13,149.10	0.00	13,149.10
Agency Funds	0.00	0.00	0.00	0.00	395,590.13	0.00
Notes payable	0.00	0.00	1,700,000.00	0.00	0.00	1,700,000.00
Bonds payable	0.00	0.00	0.00	0.00	0.00	6,136,100.00
Bonds authorized and unissued	0.00	0.00	0.00	0.00	0.00	11,914,702.00
Total Liabilities	1,773,320.73	170,605.14	1,727,029.31	182,828.11	421,363.83	18,050,802.00
						22,325,949.12
Fund Equity:						
Reserved for encumbrances	11,183.44	0.00	0.00	0.00	0.00	0.00
Reserved for continuing appropriations	820,996.10	0.00	0.00	819,745.76	0.00	0.00
Reserved for expenditures	436,497.00	0.00	0.00	180,000.00	0.00	0.00
Reserved for COVID-19 deficit	0.00	(97,343.84)	0.00	0.00	0.00	(97,343.84)
Reserved for premiums	2,306.00	0.00	0.00	0.00	0.00	2,306.00
Reserved fund balance	0.00	2,829,716.84	(893,694.31)	0.00	0.00	2,486,022.53
Undesignated fund balance	3,083,862.66	1,315,564.06	0.00	0.00	8,995,474.45	0.00
Unreserved retained earnings	0.00	0.00	0.00	1,728,834.50	0.00	0.00
Total Fund Equity	4,354,845.20	4,047,937.06	(893,694.31)	2,728,580.26	8,995,474.45	0.00
						19,733,142.66
Total Liabilities and Fund Equity	6,128,165.93	4,218,542.20	1,333,393.00	2,911,408.37	9,416,838.28	18,050,802.00
						42,059,091.78

Encumbrances Summary

Debt - FY14 ATM 5/9/2013 A9 Town Hall Renovations	2,062.18
ATM FY14 5/09/2013 Electronic Permitting System	1,355.04
ATM FY14 5/09/2013 A15 Classification and Compensation Plan Review	2,875.00
FC STM FY17 11/15/2016 A17 TC Tax Title -Rem. Contents from 28 Hartford Ave	2,320.00
FC STM FY17 11/15/2016 A8 DPW Purchase Various Roadway Signs	3,198.53
FC STM FY18 11/14/2017 A5 Planning Board - Participate in CMPRC Program	9,750.00
FC STM FY18 11/14/2017 A6 DPW TIP Required Easements	64,400.00
FC STM FY18 11/14/2017 A7 DPW - Hire Consultant for TIP Project	25,000.00
FC ATM FY18 05/03/2018 A18 Assessors - Purchase E-Permitting Software	3,500.00
FC STM FY19 11/13/2018 A6 Building - Police Station Roof & HVAC Improvements	90,627.39
STM FY19 11/13/2018 A7 Building - Fire Station Roof Design & Repair	45,221.76
STM FY19 11/13/2018 A16 DPW Feasibility Study	12,500.00
FC ATM FY19 05/02/2019 A18 BOS - Brooks Street Survey & Record Land	5,000.00
FC ATM FY19 05/02/2019 A13 Assessors - Recertification Work Ongoing	8,794.95
FC ATM FY19 05/02/2019 A28 IT - Computer Systems Upgrade	10,000.00
FC ATM FY19 05/02/2019 A32 BOS-Economic Development Com - Business development costs	4,046.00
FC STM FY20 11/05/2019 A3 BOS - Purchase 6 Main Street and related costs	16,073.00
FC STM FY20 11/05/2019 A4 BOS - Municipal Community Center Design Documents	168,885.44
STM FY20 11/05/2019 A10 IT - Provide IT Support Services Related to Security	7,500.00
FC ATM FY20 06/23/2020 A13 BOA - Recertification Work	11,000.00
FC ATM FY20 06/23/2020 A15 BOA - Utility Appraiser	4,000.00
FC ATM FY20 06/23/2020 A20 Fire/EMS - Repair & Replacement of Heating and HVAC Systems	2,919.03
FC ATM FY20 06/23/2020 A22 DPW - Used Replacement Forklift	1.00
FC ATM FY20 06/23/2020 A25 DPW - Replacement Turf Truck	262.68
FC ATM FY20 06/23/2020 A29 BOS/TM - Purchase Software for Tracking Personnel Time	8,950.00
ATM FY21 06/23/2020 A9 DPW - Town Roads Construction and Improvements	173,113.28
FC STM FY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	50,140.82
FC ATM FY21 05/08/2021 A21 Fire/EMS - Purchase Records Management System	24,000.00
FC ATM FY21 05/08/2021 A22 Fire/EMS - Purchase 3 sets of Personal Protective Firefighter Gear - PPE	11,500.00
FC ATM FY21 05/08/2021 A23 BOS - Canada Geese Management Program for Kiwanis Beach	7,000.00
FC ATM FY21 05/08/2021 A26 Building - Library ADA accessibility	45,000.00
Total \$ 820,996.10	

General Fund Expense Summary

TownMeeting	Elections	22,264.08	New Equipment	35,183.14	Veteran Service - Wages	9,548.59
Moderator Salary		500.00	Ambulance Service Supplies	27,325.79	Veterans Service Expense	0.00
Moderator Expense		20.00	Amb. Service - Licensing and Certification	2,500.00	Veterans Benefits	15,494.20
Selectmen-Wages		286,580.90	Paramedic Expense	373.61	Library Wages	180,878.87
Selectmen - Salaries		1,750.00	Ambulance Billing	6,713.98	Library - Salaries	4,250.00
Selectmen Expenses		6,582.94	Code Enforcement - Wages	162,598.85	Library - Postage Expense	0.00
TownManager Expense		5,787.79	Code Enforcement Expense	11,580.04	Library Expense	65,763.00
TownManager Misc. Expense		48,073.56	EmergencyManagement - Expense	2,515.65	Recreation - Salaries	0.00
Finance Committee Expense		1,000.00	EmergencyMgmt - Reverse 911 System	4,500.00	Recreation - Beach	24,462.40
Finance Committee Reserve		0.00	Animal Control Wages	13,599.05	Recreation - Misc Exp. Beach Programs	6,938.00
TownAccountant Wages		49,174.72	Animal Disposal Services	0.00	Recreation - Site Improvements	14,176.36
Audit Financial Records		19,000.00	Keenl Rental	0.00	Historical Commission Expense	45.87
Town Accountant - GASB 74/75 Compliance		6,000.00	Animal Control Expense	1,015.93	Long Term Principal	83,900.00
Town Accountant-Accounting Program Master		3,551.59	DPW Parks Forestry& Cem. - Wages	151,810.30	Short Term Interest	17,127.29
Town Accountant Expense		948.94	DPW Parks - Lawn Maintenance	31,837.38	Long Term Interest	7,077.14
Capital Budget Committee Expenses		0.00	DPW Parks Forestry& Cemetery - Aquatic We	12,297.65	Air Pollution Control	2,575.00
Assessors-Wage		55,347.95	DPW Parks - ForestryExpense	47,000.00	Boston Metro District	54,526.00
Assessors - Salaries		1,750.00	DPW Parks - Training	200.00	RMV Surcharge	3,800.00
Assessor - Software/Hardware		8,400.00	DPW Parks - General Expense	3,679.60	Worc Cty Retirement Pension Fund	635,584.00
Assessors - Interim Valuations		12,000.00	DPW Parks Forestry& Cem - Vehicle Fuel	0.00	Unemployment Compensation Fund	20,024.57
Assessors - Mapping		3,500.00	DPW Parks Forestry& Cem - Veh. Maint. Rep	556.62	Medicaid	77,653.27
Assessors - Training		446.51	DPW Parks - Clothing Allowance	1,159.10	Board Town Offices	853.00
Assessor Expense		1,989.09	MURSD - Salaries	0.00	Insurance	843,897.98
TreasColl - Wages		64,295.19	BVT - Salaries	500.00	Trust Fund Committee Salaries	1,750.00
TreasColl - Salary		64,313.56	Mendon-Upton Operating Expense	12,223,378.00	Other Financing Uses Transfers Out	1,224,304.00
TreasColl Expense		39,835.83	Mendon-Upton Debt Exclusions	418,875.00	ATM FY16 06/2015 A29 Assessor Revaluation	2,900.95
Town/Counsel Expense		43,578.29	Blackstone Valley Operating Expense	1,323,812.00	FC STMFY17 11/15/2016 A3 DPW Purchase Various Roadway Signs	479.10
Personnel Committee Expense		0.00	Blackstone Valley Capital Assessment	15,829.00	FC STMFY18 11/14/2017 A3 DPW IIP Required Easements	61,900.00
Human Resources Expenses		7,015.29	DPW - Wages	485,623.00	ATM FY18 05/04/2017 A17 DPW Transportation Improvement Program - Eng & Design	4,432.61
Tax Title Audit on Expense		0.00	DPW Consultant	13,343.18	ATM FY18 05/04/2017 A17 BOA Future Recertifications	11,000.00
Tax Titles Foreclosures		616.50	DPW Building Utilities	24,241.40	STMFY19 11/13/2018 A17 Building - Fire Station Roof Design & Repair	16,850.00
Management Information Systems - Expense		104,333.98	DPW Building Maintenance	8,359.52	ATM FY19 05/03/2018 A13 BOA Future Recertifications	11,000.00
Town/Clerk - Wages		161,124.02	DPW - Contracted Services	27,205.32	FC ATM FY19 05/02/2019 A13 Assessors - Recertification Work Ongoing	2,025.05
Town/Clerk Expense		5,441.85	DPW - Animal Disposal Services	0.00	FC ATM FY19 05/02/2019 A21 Clerk-ZBA - Codification of General & Zoning Bylaws	5,001.00
Registrar of Voters Expense		4,272.03	DPW - Stormwater Management Plan	51,779.53	FC ATM FY19 05/02/2019 A16 DPW - Fowle Street Bridge Repair	300,757.10
Conservation Comm - Clerk Wages		43,946.57	DPW - Training	440.00	FC ATM FY19 05/02/2019 A17 Fire - Portable Radio Equipment	10,000.00
Conservation Commission Expense		8,944.09	DPW Expense	23,303.22	FC ATM FY19 05/02/2019 A20 BOE-Economic Development Com - Bus. Dev. costs	444.00
Bearer Control		1,024.00	DPW Veh/deFuel	16,004.58	ATM FY20 05/02/2019 A9 DPW - Town Roads Construction and Improvements	97,470.12
Planning Board - Salaries		2,750.00	DPW Veh/de Maintenance	50,029.35	FC STMFY20 11/05/2019 A1 BOS - Purchase 6 Main Street and related costs	2,287.00
Planning Bd Clerk Wages		20,022.90	DPW - HighwayMaterial	17,058.40	FC STMFY20 11/05/2019 A1 BOS - Municipal Community Center Design Documents	531,114.56
Regional Planner		2,213.80	DPW - Oiling Paving	10,099.85	FC STMFY20 11/05/2019 A16 Fire EMS - Purchase 2 Replacement Ambulance Laptops	3,977.18
Planning Board Expense		3,268.31	DPW - Clothing Allowance	3,777.90	FC ATM FY20 06/23/2020 A15 BOA - Utility Appraiser	6,000.00
Housing Authority - Salaries		1,000.00	Snow Removal	304,220.59	FC ATM FY20 06/23/2020 A18 Fire EMS - Purchase Portable Radio Equipment	159,000.00
Town/Mdg. Expense		85,395.83	Waste Removal - Disposal	106,481.06	FC ATM FY20 06/23/2020 A19 Fire EMS - Purch. 3 Sets of Firefighter Gear - PPE	11,070.00
Police Wages		1,534,633.66	Waste Removal - Carbide Services	451,726.43	FC ATM FY20 06/23/2020 A20 Fire EMS - Repair of Heating and HVAC Systems	22,080.97
Police Utilities		40,216.66	Cemetery Commission - Salaries	1,750.00	FC ATM FY20 06/23/2020 A22 DPW - Used Replacement Forklift	9,999.00
Police Building Maintenance		26,033.01	Cemetery Maintenance	19,308.66	FC ATM FY20 06/23/2020 A23 DPW - Replacement Turf/Truck	29,737.32
Police Training		12,815.20	HealthBoard - Wages	63,540.43	FC ATM FY20 06/23/2020 A25 BO/TM - Purch. Software for Tracking Personnel Time	4,050.00
Police Expense		28,972.62	HealthBoard - Salaries	1,750.00	ATM FY21 06/23/2020 A9 DPW - Town Roads Construction and Improvements	389,266.72
Police Cruiser Gas		25,852.96	HealthBoard - Food Inspections	2,819.25	FC STMFY21 11/10/2020 A1 BOS - Purchase 0 Grove St & Environmental Remediation	159,839.18
Police Cruiser Maintenance		11,674.02	Demolition of Building	0.00	Total Expenditures	\$ 25,625,809.51
Police Clothing Allowance		19,424.77	Board of Health Expense	2,850.00		
Police Capital - New Cruiser		55,000.00	HealthBoard - TrashBags	23,194.20		
Fire EMS Dept - Wages		974,653.25	BOH - Hazardous Waste	0.00		
Fire EMS Dept - Utilities		38,141.69	Beaver Management	0.00		
Fire EMS Dept - Bldg. Maintenance		23,051.34	Nurse Wages	37,912.00		
Fire EMS Dept - Training		6,532.87	Nurse Wages - Blackstone IMA	9,360.00		
Fire EMS Dept. Expenses		28,438.64	Health Service Expense	1,546.99		
Fire EMS Dept-Vehicle Fuel		9,992.35	Council on Aging - Wages	121,024.29		
Fire EMS Dept. Vehicle Maint		47,656.75	COA - Building Maintenance	8,466.13		
Fire EMS Dept. Clothing Allowance		10,474.10	COA Expense	3,672.12		

Parks Revolving Summary

Beginning Balance 7-1-20 \$ 3,661.59

Revenue \$ 15,850.00

Expenditures \$ 19,323.14

Ending Balance 6-30-21 \$ 188.45

General Fund - Revenue Summary

Personal Property	\$638,883
Real Estate	\$20,942,241
Tax Liens	\$133,351
Motor Vehicle Excise	\$1,320,912
Payments in lieu of taxes	\$184
Penalties/Interest	\$155,617
Fees	\$158,794
Other Dept Revenue	\$566,955
Licenses and Permits	\$345,853
State - Cherry Sheet	\$852,325
Fines and Forfeits	\$2,810
Misc. Revenue	\$5,810
Invest Income	\$20,208
Transfers In	\$259,699
Total General Fund Revenue	\$25,403,642

Enterprise Funds Summary

WATER ENTERPRISE**Revenue**

Interest	8,009.77
Water Usage Charges	1,054,726.07
Water Liens	52,701.09
Connection Fees	103,196.21
Misc. Revenue	26,405.31
Other Financing Sources - Transfers In	148,897.00
Total	1,393,935.45

Expenses

General Labor	255,104.44
Worcester Cty Retirement Pension Fund	31,560.00
Water Expenses	313,533.41
Capital Outlay	226,081.64
Debt Service Expenses	325,818.53
Other Financing Uses - Transfers Out	40,000.00
Total	1,192,098.02

WASTEWATER ENTERPRISE**Revenue**

Interest	5,505.48
Connection Fees	177,500.00
Waste Water Charges	631,191.76
Waste Water Liens	48,141.76
Misc. Revenue	179.77
Other Financing Sources - Transfers In	5,407.00
Total	867,925.77

Expenses

General Labor	250,562.22
Worcester Cty Retirement Pension Fund	31,560.00
Wastewater Expenses	305,094.23
Capital Outlay	45,421.85
Debt Service Expenses	21,625.00

Total 654,263.30

Revolving Funds

FUND	Balance Forward	Current Year	Current Year	Funds Available	Expenditure	Expenditure
	7/1/2020	Other Receipts	Expenditures	6/30/2021	Limit	Limit
RECREATION REVOLVING	\$ 70,391.77	\$ 233,858.53	\$ 205,183.26	\$ 99,067.04	\$ 260,000.00	\$ -
LIBRARY REVOLVING	\$ 174.35	\$ 525.00	\$ 534.31	\$ 165.04	\$ 6,000.00	\$ -
COA REVOLVING	\$ 12,252.68	\$ 3,987.00	\$ -	\$ 16,239.68	\$ 10,000.00	\$ -
UPTON WETLAND BYLAW FEE REVOLVING	\$ 12,323.05	\$ 22,950.00	\$ 3,000.00	\$ 32,273.05	\$ 20,000.00	\$ -
BOH BULK ITEM REVOLVING	\$ 56,111.45	\$ 15,018.50	\$ 5,953.50	\$ 65,176.45	\$ 15,000.00	\$ -
STORM WATER BY-LAW FUND - CON. COMM.	\$ 2,000.00	\$ 100.00	\$ -	\$ 2,100.00	\$ 7,000.00	\$ -
COMMUNITY GARDEN FUND	\$ 304.86	\$ 10.00	\$ -	\$ 314.86	\$ 2,000.00	\$ -
LAND STEWARDSHIP REVOLVING	\$ 852.17	\$ 21,858.00	\$ 10,546.00	\$ 12,164.17	\$ 10,000.00	\$ -
TAX TITLE COLLECTION REVOLVING FUND	\$ 4,357.11	\$ 13,756.14	\$ 13,947.00	\$ 4,166.25	\$ 15,000.00	\$ -
BOH - TITLE V REVOLVING FUND	\$ 25,286.60	\$ 13,575.00	\$ 12,065.00	\$ 26,796.60	\$ 10,000.00	\$ -
	<u>\$ 184,054.04</u>	<u>\$ 325,638.17</u>	<u>\$ 251,229.07</u>	<u>\$ 258,463.14</u>		

Respectfully submitted,

Kenny Costa
Finance Director/Town Accountant

TREASURER/COLLECTOR

Fiscal Year End June 30, 2021

TREASURER'S GENERAL FUND CASH ACCOUNT

Beginning Balance, June 30, 2020	incl. trusts	\$ 19,416,522
Receipts FY2021		\$ 34,305,968
GF Interest FY2021		\$ 20,208
CPA Int/Earnings		\$ 57,050
Trust Fund Int. Earnings		\$ 1,288,868
Warrants FY2021		\$ (32,937,935)
Ending Balance, June 30, 2021	incl. trusts	\$ 22,150,681

BORROWINGS

Type	Purpose	FY 21 Principal	FY21 Ending	Fiscal Year
		Retired Amount	Balance	Ending Term
GOB	Ambulance	\$ 18,500	\$ 18,500	2022
GOB	Dump Truck	\$ 18,500	\$ 18,500	2022
GOB	Town Hall Renovation	\$ 200,000	\$ 3,370,000	2034
GOB	Main Street Water Line & Equipment	\$ 91,000	\$ 684,500	2032
GOB	Pump Station	\$ 17,000	\$ 108,220	2028
GOB	3rd Water Source	\$ 147,000	\$ 2,145,500	2033
GOB	Glenn Well Repair	\$ 28,000	\$ 28,000	2022
BAN	Quint Fire,TIP Water, Fowler Bridge	\$ 705,000	\$ 1,700,000	Annual
TOTAL		\$ 1,225,000	\$ 8,073,220	

Authorized and Unissued

Chapter 90 Roads	\$ 878,702
New Community Center	\$ 11,036,000
TOTAL	\$ 11,914,702

Interest/Fees Collected FY2021

Interest/Demand fees from R.E. and P.P.	\$ 60,567
Interest/Demand fees from MV Excise Taxes	\$ 24,767
Interest/Demand fees from Tax Title	\$ 70,283
Treasurer/Collector fees	\$ 12,325
Water/sewer enterprise interest	\$ 13,514

Respectfully submitted,
 Deborah Teta
 Treasurer/Collector

2021 PAYROLL - CALENDAR YEAR

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Acciavatti	Travis	DPW	56,796.28	6,945.17		63,741.45
Acker	Joseph	Recreation	4,670.33			4,670.33
Acker	Carolyn	Recreation	729.00			729.00
Ambrosino	Carl	Police	332.68		32,464.00	32,796.68
Amorelli	Debra	Recreation	500.00			500.00
Austin	Micaela	Library	17,151.82			17,151.82
Bachtold	Matthew	Library	80,586.81			80,586.81
Barry	Lisa	Police	222.32		1,248.00	1,470.32
Bartlett	David	School	500.00			500.00
Basoli	Jason	Fire/EMS	3,887.84			3,887.84
Benjamin	Michael	Police	101,585.73	39,792.19	41,910.76	183,288.68
Bergstrom	John	Police	82,785.91	10,513.33	17,700.75	110,999.99
Boermeester	Meghan	Recreation	3,376.00			3,376.00
Bohan Jr	Gary	Planning Board	500.00			500.00
Bolton	Delaney	Recreation	10,498.49	369.75		10,868.24
Boroczky	Ian	Police	72,668.57	6,568.22	24,134.00	103,370.79
Bradford Jr.	Michael	Fire/EMS	1,096.72			1,096.72
Bradley	Michael	Police	169,599.61	5,628.10	18,267.00	193,494.71
Briggs	Stedman	Board of Health	500.00			500.00
Brindisi	Derek	BOS	188,307.60			188,307.60
Broberg	Todd	DPW	68,070.89	10,500.62		78,571.51
Brochu	James	Trust Fund Comm	750.00			750.00
Brown	Mason	Police	83,473.80	7,132.57	4,830.00	95,436.37
Burrell	Joan	Elections	76.50			76.50
Carey	Paul	Planning Board	500.00			500.00
Carr	Charlotte	Library	500.00			500.00
Carroll	Margaret	Planning Board	750.00			750.00
Carron	Christopher	DPW	9,990.00			9,990.00
Cervassi Sr.	Anthony	Fire/EMS	8,329.78			8,329.78
Chamberlain	Scott	DPW	51,563.94	5,652.35		57,216.29
Chase	Skylar	Library	5,742.34			5,742.34
Cialdea	David	Fire/EMS	8,355.41			8,355.41
Connors	Ryan	Fire/EMS	1,613.06			1,613.06
Cook	Douglas	Fire/EMS	7,408.99			7,408.99
Costa	Kenny	Finance	49,229.62			49,229.62
Costello	Gwyneth	Dispatch	18,236.24			18,236.24
Cote	Michelle	Recreation	3,591.00			3,591.00
Cowen	Michael	DPW	53,062.73	5,584.94		58,647.67
Cozza	Patrick	Dispatch	59,579.70	8,495.13	12,733.00	80,807.83
Cyr	Alan	Police	220.72		43,572.25	43,792.97

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Davidson	Thomas	Planning Board	500.00			500.00
Deiana	Paula	Police	56,511.68	12,229.14		68,740.82
DeJesus	Elizabeth	Recreation	762.75			762.75
Dela Motte Jr	Edward	DPW	61,087.70	10,003.48		71,091.18
Dell'Aquila	Paul	BOS	76,708.72			76,708.72
Denson	Bernadette	Council on Aging	22,156.35			22,156.35
Denson	Samuel	Recreation	3,746.25			3,746.25
DesJardins	Donna	Elections	76.50			76.50
Desjardins	Richard	Board of Health	500.00			500.00
DeZutter	Caroline	Recreation	2,619.00			2,619.00
Dezutter	Daniel	Recreation	4,853.50	293.25		5,146.75
DiFronzo	Mark	Fire	93,068.97			93,068.97
Dishington	Judah	Recreation	3,908.25			3,908.25
Drainville	Hannah	Recreation	4,929.88			4,929.88
Dunham	Jack	Recreation	2,740.50			2,740.50
Dunster	Reed	Recreation	3,321.00	81.00		3,402.00
Dwinnell	Maureen	BOS	500.00			500.00
Earl	James	Assessor	500.00			500.00
Earle Jr.	James	Fire	86,747.91	25,299.16		112,047.07
Edmonds	Robert	Fire/EMS	700.00			700.00
Eugster	Corey	Police	79,398.04	5,584.42	25,279.25	110,261.71
Fadgen	Robert	Fire	68,994.24	11,644.52		80,638.76
Fallon	Megan	Recreation	3,952.13			3,952.13
Fedor	Noelle	Recreation	2,328.75			2,328.75
Fedor	Michael	Recreation	540.00			540.00
Ferrandino	Jason	Recreation	3,813.75	50.63		3,864.38
Fienberg	Alexis	Recreation	499.50			499.50
Fleming	Robert	Trust Fund Comm	500.00			500.00
Foster	Marjorie	Finance	22,072.93			22,072.93
Fowler	Glenn	Cemetery	9,325.46			9,325.46
French	Thomas	Bldg Insp	20,876.04			20,876.04
Furnari	Francesco	Recreation	486.00			486.00
Gallagher	Victoria	Dispatch	65,509.07	4,910.13	7,848.13	78,267.33
Gallagher	R Neil	DPW	53,446.06	5,894.67		59,340.73
Gingras	Oliver	Recreation	445.50			445.50
Goncalves	Michael	Police	70,602.76	4,014.07	34,232.00	108,848.83
Gould	Richard	DPW	7,423.20			7,423.20
Grill	Seth	Fire/EMS	3,842.84			3,842.84

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Gruber	Lynn	Elections	76.50			76.50
Hakala	Sandra	BOS	74,286.47			74,286.47
Hamed	Nader	Fire/EMS	3,098.89			3,098.89
Harper	Gary	DPW	72,956.20	11,253.36		84,209.56
Harris	Barbara	Fire	61,145.31	10,808.05		71,953.36
Hartwig	Liam	Recreation	1,752.00			1,752.00
Hazard	Patrick	Fire/EMS	3,886.46			3,886.46
Henderson S	Richard	DPW	635.00			635.00
Hertz	Jacob	Fire	72,872.38	15,280.09		88,152.47
Hill	James	Fire/EMS	5,695.59			5,695.59
Hodge	Dylan	Recreation	3,196.13			3,196.13
Holman	Alfred	Board of Health	750.00			750.00
Holmes	Heather	Finance	23,812.74			23,812.74
Hope	Carson	Recreation	266.00			266.00
House	Bennett	Recreation	2,872.13			2,872.13
Hutton	Timothy II	Fire/EMS	1,800.00			1,800.00
Johnson	Stephen	Bldg Insp	21,646.98			21,646.98
Johnson	John	DPW	83,438.40	23,748.62		107,187.02
Jones	Linda	Housing Authority	500.00			500.00
Judd	Diane	Bldg Insp	53,243.73	137.62		53,381.35
Julian	Allison	Recreation	3,044.25			3,044.25
Katz	Judith	Library	500.00			500.00
Kerr	Matthew	DPW	74,820.00	13,624.03		88,444.03
Khuth	Darynn	Council on Aging	17,668.70			17,668.70
King	Ashley	Recreation	1,964.25			1,964.25
King	Logan	Recreation	1,964.25			1,964.25
Knott	Agnita	Elections	102.00			102.00
Laden	Sidney	Recreation	681.75			681.75
Lazarz	Daniel	Fire/EMS	14,518.64			14,518.64
Lazarz	Jason	Recreation	2,733.75			2,733.75
Loeper	David	Moderator	500.00			500.00
Lopez	Bonnie	Fire	81,465.78	9,961.04		91,426.82
Lubke	Samantha	Finance	4,028.80			4,028.80
Lupachini	Michael	Police	78,164.62	1,405.20		79,569.82
Mager	Erik	Police	82,495.36	3,875.99	54,423.25	140,794.60
Maljanian	Mark	Fire/EMS	8,579.94			8,579.94
Mann	Nolan	Recreation	708.75			708.75
Mansfield	Paul	Police	98,082.08	28,357.08	58,160.75	184,599.91
Marchand	Paul	Town Clerk	46,248.24	9,563.87		55,812.11

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Marchand	Michael	Fire	35,754.69			35,754.69
Marchand	Shaun	Fire	79,468.00	11,571.97		91,039.97
Marcinkus	Joseph	DPW	82,644.40	10,211.12		92,855.52
Marvelle	Patricia	DPW	32,672.01			32,672.01
Matellian	Stephen	BOS	500.00			500.00
McCobb	Megan	Recreation	918.00			918.00
McElreath	Kelly	Town Clerk	87,333.24			87,333.24
McMahon	Michelle	Recreation	3,746.25			3,746.25
McManus	Mark	Recreation	3,827.25			3,827.25
Merchant	Nathaniel	DPW	3,672.00			3,672.00
Mespelli	Jillian	Recreation	4,596.75			4,596.75
Miller	Brennan	Recreation	2,413.13			2,413.13
Moen	Jonathan	Fire/EMS	1,541.66			1,541.66
Montenegro	Lauren	Elections	108.38			108.38
Montequin	Blake	Fire	76,779.97	31,901.75		108,681.72
Moran	Michael	Animal Control	12,823.89	2,659.82		15,483.71
Morris	Patrick	Veterans Services	9,789.39			9,789.39
Murphy	LeeAnn	Library	52,537.27			52,537.27
Nadolski	Emma	Recreation	1,930.50			1,930.50
Negrotti	Jessica	Dispatch	59,764.04	4,342.01	4,816.00	68,922.05
Niane	Marie	Recreation	978.75			978.75
Norton	Thomas	Fire	71,846.59	23,262.48		95,109.07
Norton	Paul	Cable	6,200.53			6,200.53
Nowicki	Janice	Council on Aging	73,079.47			73,079.47
O'Brien	Anne	Library	500.00			500.00
O'Connor	Ciara	Police	71,530.54	9,922.43	18,785.75	100,238.72
Ott	Alex	Recreation	2,484.00			2,484.00
Pajak	Amanda	Recreation	1,795.50			1,795.50
Palmer	John	DPW	2,916.00			2,916.00
Palmieri	Mary Ellen	Dispatch	161.00			161.00
Parker	Dean	DPW	61,978.36	7,943.36		69,921.72
Patrick	Liana	Recreation	1,815.75			1,815.75
Paul	Abigail	Recreation	930.25	30.38		960.63
Perkins	Ann	Finance	4,207.35			4,207.35
Pfeiffer	Susan	Library	16,440.69			16,440.69
Phillips	Edward	Cemetery	500.00			500.00
Pickart	David	Conservation	42,568.04			42,568.04
Pierce	Cameron	Recreation	4,353.75			4,353.75
Pighetti-Pare	Patricia	Town Nurse	55,352.61			55,352.61

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Plumb	Jared	Fire/EMS	10,161.01			10,161.01
Poirier Jr.	John	Bldg Insp	25,946.04	1,260.00		27,206.04
Pollen	Emily	Recreation	4,864.00			4,864.00
Pollen	Katherine	Recreation	5,626.50	74.25		5,700.75
Poxon	Isaiah	Police	94,593.44	9,866.56	13,389.00	117,849.00
Pray	Robert	Cemetery	750.00			750.00
Ramsey	Kathleen	Elections	76.50			76.50
Rankins	Matthew	Police	84,379.49	8,423.91	21,207.00	114,010.40
Richard	Rena	Elections	500.00			500.00
Richie	Jackson	Recreation	1,042.88			1,042.88
Rick	Timothy	DPW	44,651.52	2,714.89		47,366.41
Rivard	Bruce	Police	220.72		45,415.25	45,635.97
Rivers	Scott	DPW	56,519.32	8,034.84		64,554.16
Rivers	Felicia	Recreation	742.50			742.50
Robertson	John	Library	500.00			500.00
Roche	Patrick	Bldg Insp	33,848.04			33,848.04
Roecker	Susan	Library	11,930.14			11,930.14
Ronzio	Megan	Elections	105.00			105.00
Salsman	Kenneth	Bldg Insp	3,567.48			3,567.48
Saulen	John	Council on Aging	7,548.41			7,548.41
Scherer-Teta	Deborah	Finance	71,242.03	2,611.15		73,853.18
Schrafft	Peter	Fire/EMS	8,539.51			8,539.51
Sharp	Robyn	Elections	70.13			70.13
Sheridan	Patrick	Dispatch	1,465.96			1,465.96
Shults	Conner	Fire/EMS	17,521.42			17,521.42
Shults	Gary	Fire/EMS	8,182.58			8,182.58
Sicurella	Gabriel	Recreation	405.00			405.00
Simas	Brett	BOS	750.00			750.00
Smith	Mary	Town Clerk	51,162.28			51,162.28
Smith	Raymond	Planning Board	500.00			500.00
St..George	Andrew	Recreation	40,157.99			40,157.99
Stanley	David	Bldg Insp	5,517.48			5,517.48
Steele	Katelyn	Recreation	796.50			796.50
Studley	Sophia	Recreation	6,940.00	253.13		7,193.13
Swain	Holly	Recreation	2,747.25			2,747.25
Tardy	Tracey	Finance	55,666.10			55,666.10
Taylor	William	DPW	52,040.64	1,140.17		53,180.81
Tiernan	Diane	Board of Health	65,902.03	300.20		66,202.23
Tonry	Maria	Recreation	2,915.55			2,915.55

Last Name	First Name	Department	Regular	Overtime	Detail	Total Wages
Tucker	Denoid	Recreation	2,052.00			2,052.00
Uthoff	Ava	Recreation	3,606.63	125.81		3,732.44
Uthoff	Gretchen	Recreation	729.00			729.00
Valdivieso	Javier	Police	83,480.24	2,082.46	12,382.75	97,945.45
Vanassee	Sydney	Recreation	3,213.00			3,213.00
VanBuren	Sadalit	Library	500.00			500.00
Varney	Karen	Elections	102.00			102.00
Vernon	Richard	Council on Aging	4,798.10			4,798.10
Vitale	Jared	Dispatch	55,622.79	9,283.35	9,125.50	74,031.64
Wagner	Timothy	Fire/EMS	8,436.41			8,436.41
Westgate	Dennis	DPW	129,780.13			129,780.13
Winchenbach	Abigail	Recreation	2,254.50			2,254.50
Wodin	Laurie	Library	500.00			500.00
Young	Scott	Fire/EMS	4,845.23			4,845.23
Young	Regina	Library	16,808.00			16,808.00
Zufriategui	Nestor	DPW	51,563.58	5,499.16		57,062.74

FIRE AND EMERGENCY MEDICAL SERVICES

Calls for Service/Activity 2021

Inspectional Services & Permits

Blasting	2
Burning Permits	354
Oil Burner	15
Propane	46
Smoke Detector	181
Tank Truck	2
Tank Removal	26

Fire Response – Active Fire

Structure other than building	2
Cooking fire	15
Chimney fire	2
Fuel burner/boiler	2
Vehicle fire	2
Brush fire	3
Excessive heat with no ignition	1

Rescue & EMS Incident

Medical assist, assist EMS crew	20
Hazardous condition (no fire)	17
Combustible gas	1
Gasoline liquid spill	2
Gas leak (natural gas or LPG)	13
Carbon monoxide incident	4
Electrical wiring	2
Power line down	2
Arcing, shorted electrical equip	7
Vehicle accident cleanup	45

Service Calls

Water problem	5
Water evacuation	6
Water or steam leak	2
Smoke or odor removal	5
Public service assistance	5
Assist police or other agency	3
Unauthorized burning	17
Dispatched – no service needed	
cancelled enroute	17
No incident found on arrival	6
Authorized controlled burning	5
Steam, other gas	2
Odor of smoke	1

False alarm

Smoke detector malfunction	33
Alarm system malfunction	33
CO detector malfunction	18
Unintentional detector activation	
	10
Unintentional alarm activation	21
Severe weather standby	2

EMS Calls for Service

BLS Transports	318
ALS Transports	334
Refusals, lift assists	87

EMS Training:

February 2021, March and April – Vaccine Training (2 Hours)

- Members underwent state required training for EMT's to administered COVID vaccine. In total members supported Southern Worcester County COVID – 19 Vaccination Clinic and multiple Upton Vaccination Clinics.

May 2021 – Protocol Updates (1 Hour)

- Every April, Massachusetts Office of Emergency Medical Services releases update to the statewide treatment protocols. This is a required in-service training outlining new protocols for EMT's and Paramedics

May 2021 – BLS Check and Inject (1 Hour)

- Upton EMT's are certified to give epinephrine via IM injection, similar to the COVID Vaccines. Twice every year, each EMT has to recertify on giving this medication. Epinephrine can be used for allergic reactions, asthma, COPD and other bronchospasms.

June 2021 – Airway Management Techniques (2 Hours)

- Both basic and advanced members took advanced training in airway adjuncts, supraglottic airways, intubation and CPAP. Upton EMT's are certified in the use of CPAP (Continuous Positive Airway Pressure) which can be used for a variety of reasons including Congestive Heart Failure, Bronchospasm and Carbon Monoxide Poisoning.

August 2021 – CPAP In-service (2 Hours)

- Because CPAP for BLS providers is a special protocol regular in-service training and retraining has to be held. August 2021 was the first class to certify all EMT-Basics in the use of CPAP in a prehospital environment.

September 2021 – Sick / Not Sick (2 hours)

- Members refined their through-the-door skills in a hands-on approach to taking a rapid initial assessment.

October 2021 - Ballistic Vest and Helmet In-Service (2 Hours)

- Members of Upton Police held a training session for the safe and correct uses of ballistic equipment for active threat environments.

November 2021 – BLS/ALS National Core Competency Program (48 Hours)

- EMT and paramedics are required to take biannual “refresher” programs designed to outline and update new treatment science, changes in treatment modalities and refine HALO (High acuity low occurrence) skills.

December 2021 – ATIC – 2 Hours

- Upton Fire and Police Department held a combined training of Active Threat Integrated Response designed to better prepare emergency personnel when responding to an incident together.

In addition to regular monthly department trainings, members took part in monthly M&M Rounds held by Milford Regional Medical Center. Paramedics must do four, 2-hour sessions annually and EMT's attend 2 sessions per year.

Fire Training:

- Search & Rescue - Down firefighter rescue, large area search and rescue
- Hazmat Decontamination (FR1) - Online program from FireRescue1.com to review decon process for Hazmat Ops level personnel.
- Cold Water Rescue & Long-lug out - Review ice rescue equipment, practice L.L.O. in apparatus bay.
- Ropes & Knots, PPV Operations - Review rope/knots, review PPV fans and proper technique.
- R.I.T. Equipment & Skills - Review RIT packs, review operations for down FF.
- SCBA Review SCBA, members perform skills course until out of air.

- Wildland Fires Review Br1, Br2, E3, review portable pumps and equipment.
- Wildland & Ground Fires - Online program from FireRescue1.com assigned for month.
- Pump Operator Training - Grant class from FDSS, 2 hours classroom, 2-8-hour practical days.
- Box 5 Evolutions - Simulated structure fire operations with hydrants. Live fire event in training trailer.
- Rural Water Supply (Drafting) - E3 drafted and pumped LDH to T36 and E1.
- Long-line Operations Deployed long line off E2 around station and connected second 1.75" to wye.
- Rural Water Supply (Turbo-Draft) - T1 reviewed Turbo-draft system, E1 drafted, both supplied T36. Estimated 1,700 GPM flow.
- Rural Water Supply (Rural Hitch) - T1 to Hopedale with crew for tanker drill, rural hitch system used.
- Water Rescue reviewed boat operations, throw-rope bags, PFD's.
- ERG Book Updates (FR1) - Online program from FireRescue1.com to review the updates to the 2020 ERG book.
- Rural Water Supply (Folding Tanks) E2, T1, T2, B1, set up supply operation at DPW, flowed 350 GPM 30 min without flow interruptions.
- Foam System Operations - Review foam trailer operations, review 350 gpm and 95 gpm educators.
- Foam Trailer Operations - Foam trailer requested by Northbridge for training. Reviewed trailer operations & equipment.
- Box 5 Evolutions - Simulated structure fire operations with hydrants. Live fire event in training trailer.
- Ballistic Vest & Helmet Training - Combined fire/EMS training. PD Officer Lupachini provided class on donning equipment.
- Aerial & Ground Ladders Review - Group 1 performed ground ladder operations and group 2 performed T36 operations.

- Aerial & Ground Ladders Review - Groups swapped and performed same evolutions as on 11/1/2021.
- Active Shooter Training - Classroom program followed by practical exercise.
- Paratech & Rescue Jack Training - Group 1 reviewed vehicle stabilization with Paratech, group 2 with Rescue Jack system.
- Driver Training Program - Driver training for members on all apparatus over the year.
- Fire Instructor Certification - District 7 sponsored MFA Instructor I certification program. 5 members attended the program.
- Fire Officer I Certification - District 7 sponsored MFA Fire Officer I certification program. 3 members attended the program.

Grants:

The Upton Fire – EMS and Emergency Management Departments received the following grants for 2021:

- **FY21 Emergency Management Performance Grant \$2,900.00**
Funding was provided by the Massachusetts Emergency Management Agency to purchase equipment associated with emergency planning.
- **FY21 Firefighter Safety Equipment Grant \$12,500.00**
Funding was provided by the Massachusetts Department of Fire Services to purchase firefighter safety equipment.
- **FY2020 Assistance to Firefighters Grant \$30,171.43**
Funding was provided by the Federal Emergency Management Agency for safety upgrades to Fire Headquarters. Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.

- **DFS Safe Grant: \$6,726.81**

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

Personnel:

2021 was a year of change for the Upton Fire-EMS Department. Chief Mark DiFronzo retired on September 3, 2021 after 3 years of dedicated service to the Town of Upton and over 30 years of service to the fire service in various communities. We thank Chief DiFronzo for his leadership and service to the Town of Upton. On September 3, 2021, Chief Michael J. Bradley, Jr. was named Public Safety Director overseeing Police, Fire-EMS and Emergency management. Also on that date, Michael J. Marchand was named Fire Chief. Chief Marchand was formally sworn in at a ceremony at the fire station on October 19, 2021.

During this transition to the Public Safety Model, Chief Bradley and Chief Marchand set forth the following short- and long-term goals for the department:

Short Term Goals

Complete and internal EMS feasibility study

- Cost/Response time/Call Volume/Capabilities
- Return on Investment – Response/Quality of Care
- Billing rates, are they competitive?
- Long term staffing models

GURR Expansion Project oversight

- Compliance with Fire/Building Codes
- Emergency Response Plans

Long Term Goals

Written Directive System

- Emergency Response Plans
- Model Policy and Procedures
- Standard Operating Procedures and Guidelines
- Employee Rules and Regulations
- Performance Appraisals and Goals and Objectives

Emergency Management

- Comprehensive Emergency Management Plan Update
- Table Top Exercises for GURR & School Incident Response
- Engage with the Disability Commission on emergency response for vulnerable populations

Conclusion:

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

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

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

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

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

Respectfully submitted,

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

GREEN COMMUNITY COMMITTEE

In 2021 the Green Community Committee, with the help of the Central Massachusetts Regional Planning Commission, completed the fiscal year 2021 annual report to the Green Communities Division. The annual report confirms the town's compliance the five Green Communities designation criteria: progress towards meeting the goal of reducing energy use by 20% over five years, purchasing fuel-efficient non-exempt vehicles, ensuring homes and certain commercial buildings are built in accordance with the stretch energy code, and permitting by-right large-scale, ground-mounted solar photovoltaic systems within a year.

The annual report shows for fiscal year 2021 a 9.3% decrease in energy use over our baseline year of 2013 before weather normalization and a 3.7% decrease after weather normalization. The weather normalized 3.7% decrease is significantly different from prior years and the committee plans to review the underlying data and weather

normalization calculations to confirm its accuracy. The weather normalization calculations are made by the state's Mass Energy Insight data collection system. Upton met the rest of the Green Community designation criteria.

The committee also works with the Town Manager and other town departments to identify energy conservation projects and on applying for grants from the Green Communities Division of the Department of Energy Resources to fund the measures. In 2021 the committee did not identify any grant opportunities. In December the committee started investigating the feasibility of purchasing the town's streetlights from National Grid and replacing the high-pressure sodium streetlights with LED technology. If feasible, the committee intends to seek grants and/or incentives to help fund the conversion. Converting to LED technology can reduce electric usage by 50% to 70%. The longer-lasting LED fixtures can also reduce maintenance costs.

The Mendon-Upton Solarize Mass Plus program ended in July 2021. The program, sponsored by the Massachusetts Clean Energy Center (MassCEC), was designed to increase residential purchase of solar photovoltaic systems, battery storage, solar hot water systems, air-source heat pumps, ground-source heat pumps, and electric vehicles. The Covid-19 pandemic generally limited outreach efforts to remote participation events but the program was generally a success with a meaningful number of solar PV, solar hot water and air-source heat pumps installations arising from the program. ACE Solar, the solar PV installer selected for the program, offered to donate the benefits of a 25-kW solar PV system to a nonprofit if the program exceeded 250 kW of installed solar capacity in Mendon and Upton. The program reached that threshold and Mendon, and Upton volunteers are working with Ace to identify a non-profit or non-profits to receive the benefits of the 25-kW system (Upton's contribution to meeting that goal was 15 systems installed with a capacity of 159 kW).

The committee is exploring ways provide information and other resources to residents interested in using less energy, reducing greenhouse gas emissions, and adopting other climate-friendly practices. We have met, and plan to meet regularly, with members of Green Community, Energy and Sustainability committees and citizens groups from surrounding communities to discuss how we can work together to help our communities achieve those goals.

Respectfully submitted,

Robert Jordan

Phil Kazlauskas

Dominique Ross

Bill Taylor, Chair

HISTORICAL COMMISSION

The Historical Commission respectfully submits the following report for the year 2021. Commission members were Don Spargo, Chair; Katherine Worsham, Co-Chair; Howard Glassman, Treasurer; Joan Burrell, Donna Desjardins, Donna Kempton, and Russell Wood, and alternate member Maureen Byrne (through April).

This report provides the highlights of the topics undertaken by the Commission in 2021.

- Glass Negatives - Joan Burrell coordinated with the Upton Historical Society who scanned the glass negatives acquired by the commission in 2021 and created digital copies. A digital copy of these files was placed in the safe as well as being stored at the UHS.
- Barbara Burke Memorial - A granite memorial bench and a site for it in Heritage Park were chosen, and an inscription composed by the

Commission. Howard Glassman coordinated the acquisition of the bench, and it was delivered to the Department of Public Works. The DPW will install it at Heritage Park in the spring of 2022.

- Files in the Town Hall - Donna Kempton sorted through all the Historical Commissions' retained files in the Town Hall and made decisions on what files best to keep. The files were placed into new file folders for a more efficient filing system that can be more accessible to members going forward.

The Commission looks forward to completing and undertaking more projects in 2022.

Respectively submitted,

Katherine Worsham, Vice-Chair

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

Rena Richard, Chairperson

Linda Jones

Richard Kennedy

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 - \$50,350.00 and two persons - \$57,550.00.

Office

Upton Housing Authority located at 4 Hartford Avenue North. Office hours are as follows:

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

Anyone interested in applying for housing can apply online at The CHAMP website (Common Housing Application for Massachusetts Public Housing) <https://www.mass.gov/applyforpublichousing>

If you are unable to apply online, you may call the office at 508-529-3293 for an application to be mailed to you.

Respectfully submitted,
Betty Roche
Executive Director

LAND STEWARDSHIP COMMITTEE

There are nearly 20 miles of trails on town-owned conservation areas and open space in Upton. The Land Stewardship Committee (LSC) dedicated multiple work dates to clearing trails plus building and repairing boardwalks. Trail clearing and improvements will continue in 2022 as is safe and practical.

Because of increased interest in spending time outdoors due to Covid-19 the town lands have seen unprecedented use. This clearly demonstrates that open space is important to and appreciated by the public. Members of the LSC kept an eye on the various parcels to ensure access to and to maintain the trails. Despite some heavy winds, there were not too many blowdowns or debris on the trails, and these were cleared as quickly as possible.

While the interest in passive recreation is good to see, we have also seen an increase in motorized vehicle use. This disrupts wildlife, damages trails, and disturbs trail-users. The Peppercorn Hill Conservation Area is particularly affected. The LSC has placed signs indicating that motorized

vehicles are prohibited and is working in partnership with the Upton Police Department to curtail use of motorized vehicles. Upton officers have been trained to use off-highway vehicles and will be working with the LSC in 2022.

The Rockwood Meadows open space area is private property surrounding the Rockwood Meadows development that includes a public parking area on East Street in Hopkinton (near the Upton border) and an easement for a public trail that connects the parking lot to the trails in the Peppercorn Hill Conservation Area. It is subject to conservation restrictions held by the Upton Conservation Commission and the Hopkinton Area Land Trust. Additional boardwalks were constructed there this year to allow for passage through a wet area. Snow plowing of the parking lot by a private contractor has been arranged by the LSC. This parking area is well used so keeping it accessible in the winter is important for safety and to discourage parking on private property or roadsides.

The LSC continued to implement the 2007 Land Stewardship Plan for the Stefans Farm Open Space and is in the process of updating it to reflect improvements made on the property. These include trail development, maintenance of open fields and expansion of the Community Garden. The LSC continued to investigate options for vehicular access to Stefans Farm. A boardwalk over a wet section of trail was constructed by Eagle Scout candidate Doug Cook, with help from members of Upton Troop #132.

The Stefans Farm community garden is now at full capacity. Interest in gardening plots continues to increase. Plots at the community garden are available to Upton residents who have been asked to pay a participation fee to help defray costs. Fees are deposited in the Community Garden Revolving Fund. A water line to the garden has been installed. This was funded through Community Preservation Act (CPA) funds appropriated at

a 2020 town meeting. Allison Perry was the Community Garden coordinator through the 2021 growing season.

Portions of the Warren Brook Watershed Conservation Area underwent a forestry management harvest which necessitated the closing of trails off Grafton Street for a time. A new trail was constructed from the Grafton Road trailhead. Completion of the forestry project was delayed due to wet conditions but is expected to be completed in early 2022.

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

Kristin O'Brien of the Sudbury Valley Trustees (SVT) conducted routine yearly monitoring of the Fivefork Farm, (formerly Sweetwilliam Farm) Conservation Restriction. Due to Covid-19 concerns, LSC members did not accompany SVT on its yearly monitoring of the Whitney Conservation Area Conservation Restriction.

Tufts University researchers continue to study a population of Baltimore checkerspot butterflies at the Howarth Glen Conservation Area field. They plan to continue their studies in future years.

The 48-acre Robertson Family Conservation Area is now protected with a Conservation Restriction through funding with CPA funds appropriated at a 2019 town meeting, and state funding from the Division of Conservation and Recreation and a LAND grant. Kiosks at each of the three trailheads for this parcel were constructed and installed by Eagle Scout candidate Sean Hurley, with help from members of Upton Troop #132. The parking area on Warren Street can accommodate two cars and

is partially complete and usable. A sign has been installed at the parking area and a trail about one mile long has been established. A consultant was hired to prepare a conceptual design and cost estimate for a trail bridge over Warren Brook. The bridge is planned to be built in 2023 to connect trails on either side of Warren Brook, which flows through the property.

Stream temperature data loggers were installed in Warren Brook, the Mill River and Mill River tributaries at Peppercorn Hill to determine if the streams provide coldwater fish habitat.

More data will be collected in 2022. Water temperature in the upper reaches of Warren Brook, a MA DFW designated coldwater stream, were generally cold (less than 70 degrees F), while lower reaches of the brook were warmed by beaver impoundments.

Volunteers and LSC members contributed an estimated 303.5 hours to maintain trails, oversee the community garden, prepare trail maps, conduct studies, perform administrative work and other management activities. Based on the 2020 Independent Sector report on the value of volunteer hours in Massachusetts, the contribution to the town by ULSC volunteers is valued at \$10,000.

We would like to acknowledge and thank the following for their assistance in maintaining the LSC managed parcels.

Doug Cook

Toby Teller

Tom Dodd

Laurie Wodin

Sean Hurley

Laura Zimmer

Lurissa Marston

Upton Boy Scout Troop #132

Upton Police Department

Upton Department of Public Works

Respectfully submitted,

Scott Heim
Libba Moore
Mary Overholt
Mike Penko-Secretary

Eric Reustle
Marcella Stasa, Chair
William Taylor

LIBRARY DIRECTOR

In 2021, Upton Town Library continued to adapt its services to the changing conditions of COVID-19 and vaccine availability. Funding for the construction of a Community Center building to house the library department was approved by town voters. This decision will shape the future of the Upton Town Library for the next decade.

COVID-19 Response: As vaccines became widely available in spring and summer of 2021, the library gradually restored in-person services. Visitor counts remain at 50% or less of pre-pandemic numbers. No-contact pickup, digital materials and home deliveries kept circulation numbers higher, at 84% of FY19.

COVID-19 Timeline 2021:

March 16 – Library reopens for visitors and browsing with time and occupancy limits. 20-minute visits, no more than 8 occupants.

May 11 – Public computer workstations available for use.

June 1 – Time and occupancy limits removed. Masks required for all visitors.

July 13 – Masks optional for fully vaccinated visitors. Adult in-person programs and children's outdoor programs resume.

September 14 – Masks again required for all visitors due to spike in local case counts.

December 2 – Indoor in-person children's programs resume.

December 27 – Other town buildings close to visitors due to rising local case counts. Library remains open, but all programs returned to virtual and remote formats.

Community Center Approved: In May 2021, the Community Center Building Committee presented schematic plans and a cost estimate for constructing a 15,134 square foot, \$12.4 million building located at 9 Milford Street to house the library and Elder and Social Services departments, including a renovated playground and shared parking agreement with the abutting VFW.

Funding from free cash, community preservation funds and an \$11,036,000 debt exclusion was approved by a 2/3 majority vote at the Town Meeting May 8, 2021.

The debt exclusion was approved at the Town Election on May 11, 2021 by a vote of 806 Yes and 727 No.

The construction contract was put out to bid on Sept 8, awarded to Hutter Construction on Oct 19, and a groundbreaking ceremony was held on Dec 12.

Access Ramp: At the May 8 town meeting, a citizen's petition was approved to appropriate \$45,000 to construct an ADA compliant access ramp to the current library facility. A location and design for the ramp has been developed and interior plumbing and electrical work completed. The project is waiting for delivery of a door, estimated for January 2022.

Strategic Plan: The Library Trustees approved a new mission and values statement, and a new long-range plan to guide the library as we move our services into a new facility.

Personnel: We created a new position on the library staff: Digital Resources Specialist. This position performs graphic design, social media and publicity work. Skylar Chase was hired into the position on April 29, 2021. During the summer and fall she created a new library website, revised patron brochures and established consistent branding with original logos for library programs.

Summer Reading: 79 children registered for the 2021 Summer Reading Program, Tails & Tales. Our registration, reading logs and most events were held virtually using Google Forms, Zoom and YouTube platforms. Significant funding for the program was donated by UniBank and the Friends of the Upton Town Library.

Revolving Fund: The library is authorized by Town Meeting to maintain a revolving fund to purchase library items and materials. In FY2021, this fund started with \$479, received \$525 in income, expended \$627, and had an ending balance of \$377. The balance of the fund never exceeded \$6,000.

Library Holdings: The library continued to add new physical items and remove outdated items with little net change in total holdings. In November, we added a subscription to Hoopla digital materials. Print Books – 20,390. Volumes of Periodicals – 76. Audio Materials – 1,692. Video Materials – 4,400. Downloadable materials – 169,871

Library Usage and annual change for FY2021:

3,848 Upton residents are registered borrowers at the Upton Town Library (+3.9%), 2,730 visits were made to the library (-86%), 1,406 people attended programs (-49%) and the library was open 1,804 hours (+14%).

Borrowing of physical items: Print Books: 25,281 (-2.9%). Volumes of Periodicals: 366 (-47%). Audio Materials: 690 (-52%). Video Materials: 4,492 (-50%).

Downloads of electronic items: 11,257 (+18%).

Future: In 2022, as the community center is built, the library will plan how to transition our services into the new facility.

Respectfully submitted,

Matthew R. Bachtold
Library Director

LIBRARY TRUSTEES

It was a tumultuous year for the Upton Public Library, with both highs and lows. The residents of Upton voted at the 2021 Annual Town Meeting to authorize funding of the new Community Center, which includes a new library. Staff and patrons weathered the ongoing Covid - 19 pandemic. Overall, the Town showed strong support for the library by putting both temporary and long-term measures in place to ensure access to this valuable resource.

Covid-19 Pandemic

Coming into the summer months, with the deployment of the vaccines, it seemed that we might safely resume pre-COVID library operations sometime this year. The Omicron variant prevented that from happening and the Trustees left the controls established prior to the outbreak of the Omicron variant in place (masks required for staff and for all patrons over three, social distancing in the library, high-quality air filtration, and circulation of fresh air). Prior to the outbreak of the Omicron variant, the Library Director and Library Trustees decided to conduct in-person programs. After the outbreak we resumed offering programs exclusively

through remote participation. Contactless pick-up of library materials was offered throughout the year. The Director and Trustees monitored the COVID situation throughout the year and will continue to modify operating procedures as needed.

Community Center Building

The Community Center is projected to open in December 2022. Voters at the 2021 Annual Town Meeting authorized the funding for its construction. In September a building contractor was hired and on December 12th a ground-breaking ceremony was held, at which John Robertson, who has served as a Trustee for 26 years, made remarks on behalf of the Trustees.

The new library is the end of a long journey. Over the last twenty years three attempts were made to build a library. The Trustees thank everyone who made the new library possible.

While the Community Center is under construction, Matthew Bachtold, Library Director, Janice Nowicki, Elder and Social Services Director, Kelly McElreath, Facilities Manager, and a representative from the VFW Post are meeting to draft policies and procedures for the Community Center. The Library Director will consult with the Trustees as needed.

In December, Jim Brochu, the Chair of the Building Committee, passed unexpectedly. His service on the Building Committee was just one instance of his many contributions to Upton. Jim's service to the town included six years as a Selectman and service on several other committees. He will be missed.

Long-Range Plan

The Director and Trustees completed a Long-Range Plan, which is available to the public through the Library's website. The Long-Range Plan is a prerequisite for eligibility for grants offered by the Massachusetts Board of Library Commissioners.

Access Ramp

Voters at the 2021 Annual Town Meeting voted to fund an access ramp and entrance into the library. As of the time of this report, an opening had been made in the interior wall across from the circulation desk for a new door, which is on backorder. Once the door is installed the ramp can be built. It is expected that the door and ramp will be installed by the end of February. The new door and ramp will allow programs to be held in the library (the COVID situation permitting.) In-person programs otherwise must be held in locations that are accessible.

Library Director and Staff

The Trustees thank the Director and library staff for their efforts over another difficult year. They have continued to deal with and adjust to the constraints imposed by the pandemic to provide much needed and appreciated library services safely and with poise. Our patrons continued to respond in kind. The Trustees could not be more pleased.

Respectfully submitted,

Debbie Amorelli, Vice Chair

Michelle Antinarelli

Charlotte Carr, Secretary

Judith Katz

Anne O'Brien

John Robertson

Bill Taylor, Chair

Sadalit Van Buren

Laurie Wodin

MODERATOR

It was my privilege to preside at the Annual Town Meeting on May 8th and a Special Town Meeting on November 2nd. While the ATM is typically

held on the first Thursday in May (May 6 for 2021), the Board of Selectman decided to have the meeting two days later on Saturday May 8 so that the football field could be used because of the continuing pandemic. While it turned out to be a chilly day, many citizens in the community braved the weather and voted on important issued concerning the town of Upton. For the STM on November 2, it was held in the High School auditorium with continued precautions being used regarding the pandemic. There was a joint STM called by the Mendon-Upton Regional School Committee on Aug. 12th if it became necessary to address the funding for the annual budget. The finances were worked out so that the meeting became moot.

Moving forward in a world were precautions for public meetings continue to be ongoing and changing, we will address those needs to make all town meetings as save as possible. On a positive note, I decided to have motions once again read by the sponsors of specific articles (after discussions with health officials.) One change that was made in 2020 that I have decided to keep for town meetings is the use of the green/red cards as a substitute for voice votes.

My appointments to the Finance Committee are Nicholas Ensko and Stephen Bern.

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

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

NEVER forget this!

Respectfully submitted,

David C. Loeper,
Town Moderator

MOSQUITO CONTROL BOARD

In 2016 and 2019 Upton residents voted against joining the Central Massachusetts Mosquito Control Project. When the Commonwealth of Massachusetts began to do mosquito adulticide spraying to control for mosquito-borne illnesses, residents became concerned about chemical exposure and its environmental impacts. As a result, the citizen's group, Sustainable Upton, investigated the possibility of opting out of aerial spraying, offering alternatives to control mosquito populations and proposed the formation of a Mosquito Control Board.

On June 1st, 2021 the Upton Selectboard voted unanimously to create the Upton Mosquito Control Board (UMCB) to consist of 7 members with at least one representative of the Conservation Commission, a Selectboard member, a Board of Health member, a member of Sustainable Up-ton, and 3 other interested individuals.

The mission statement included educating the public about mosquitos, mosquito borne illnesses, and ways to discourage the presence of breeding grounds.

The mission statement in full reads as follows:

The goal of Mosquito Control Task Force or committee is to support a mosquito monitoring and control plan in order to prevent the spread of mosquito-borne diseases. This plan is intended to be presented as an alternative to aerial spraying by the Commonwealth of Massachusetts

and as a viable alternative to participation in the Central Massachusetts Mosquito Control Project. The plan may include options for educating the public, monitoring, and testing mosquitos, options for control of disease-carrying mosquito populations, and the proposed budget to implement the Plan on an annual basis.”

The UMCB has moved forward in preparing and submitting the state application to opt out of state spraying for mosquitoes in the Town. At the submission time of this report, the draft of the application is being reviewed by the Town Manager in preparation of being presented to the Selectboard in January.

Respectfully submitted,

Marcella Stasa, Chair
Christine Scott
Alisa Bernat
Stedman Briggs
Brett Simas

MUNICIPAL COMMUNITY CENTER BUILDING COMMITTEE

The Committee met 28 times in 2021 as a committee and with other Town Boards and Departments.

The CPC voted at their April 7, 2021 public hearing to request Town Meeting approve funding for the playground portion of the project.

In March, a public comment period on the proposed project was held to receive comments from residents. The comments received were compiled and responded to individually with a posting on the Town website.

On Saturday May 8, the Annual Town Meeting was held outdoors at NRHS. At this meeting, the voters approved funding for both the Community Center and the playground. At this same meeting, the voters approved the Board of Selectmen to enter into a parking agreement with the VFW for the new building.

On September 7, the VFW Parking agreement was executed. This agreement took extraordinary efforts by Jim Brochu and Town Manager Derek Brindisi.

In October, the Planning Board approved the site plan for the new community center. Project documents were made available to perspective bidders on September 8. 7 General Contractor bids were received October 6th. On October 13th, the committee voted unanimously to recommend awarding the GC bid to the lowest bidder Hutter Construction of New Ipswich NH. The Board of Selectmen voted to execute the contract on October 19, 2021

A formal groundbreaking ceremony for the project was held on Sunday December 12, 2021 and was well-attended by many who came out to support this project. It is anticipated the building will be substantially completed in 13 months.

Respectfully submitted,

James Brochu, Chair

Justin Pollard

Paul Flaherty, Vice-chair

Steven Rakitin, Clerk

Dee Hakala

Don Spargo

Mike Howell

Sadly, on December 18, 2021 our Chairman Jim Brochu unexpectedly passed away. His leadership and dedication to this project (as was well for the Town in general) will surely be a lasting legacy. His input for this project will not be replaced.

MUNICIPAL COMMUNITY CENTER STEERING COMMITTEE

The Municipal Community Center Steering Committee did not meet in 2021.

OTHER POST EMPLOYMENT BENEFITS

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

Given the foregoing:

- The Committee has received the OPEB actuarial valuation report for the date of June 30, 2021. Per GASB and the Town's schedule, that is the most recent evaluation date required. It was noted by the Committee that the overall unfunded liability has remained steady since the last valuation in 2020 and it is now just over \$8.6 million. The actuarial determined contribution has changed slightly from \$820,000 per year to over \$930,000. A new evaluation will be conducted for FY2022.
- The Committee had adopted an investment strategy of aggressive-moderate option that consisted 65% of Equity Securities and 35% of Fixed Income Securities. The OPEB Trust portfolio return on investment was 25.89% over the past year and 9.80% since the inception date of November 8, 2016.
- OPEB Trust fund balance at the end of FY2021 was \$989,615.

Respectfully submitted,

Deb Teta, Treasurer/Collector

Maureen Dwinnell, Selectman Chair

Kenny Costa, Finance Director/Town Accountant

Vacant, Member

OPEN SPACE COMMITTEE

Summary

In 2021 two land protection projects were completed, the purchase of 66 acres within the Peppercorn Hill Conservation Area (CA) and the purchase of a 1.7-acre parcel that abuts Lake Wildwood and has frontage on Williams Street.

At the Annual Town Meeting, the care, management, custody, and control of the town-owned 104-acre Forest Heights parcel, which was acquired by a tax-taking, was transferred to the Board of Selectmen for, among other purposes, conservation purposes. The committee will be working with the BOS to determine what part of that land can be used for conservation purposes.

Finally, the Conservation Commission committed to contribute \$12,000 towards the joint purchase by the town and the MA Department of Agriculture of an Agricultural Preservation Restriction on the agricultural land of the Town Line Dairy Farm on Williams Street (about 28 acres).

Peppercorn Hill Conservation Area Parcels

The purchase of the parcels within the Peppercorn Hill Conservation Area (CA) A was a joint effort between the town and two local land trusts, the Sudbury Valley Trustees (SVT) and Metacomet Land Trust (MLT). Funding came from the Community Preservation Fund, a state grant, a private foundation grant, and private donations. The Open Space Committee thanks SVT, MLT and the Department of Conservation and Recreation for

their invaluable help – financial, technical and with publicizing the opportunity – in preserving this land.

In June, the town, through its Conservation Commission, completed its purchase of three parcels totaling 42.8 acres. The purchase and related acquisition costs of \$193,000 were funded with Community Preservation Funds. Town Meeting approved \$207,000, so \$14,000 will be returned to the Open Space account for future projects.

Also in June, the Metacomet Land Trust completed its purchase of a 23.5-acre parcel for \$103,000. The MLT purchase was funded with a Division of Conservation Services Conservation Partnership grant, a foundation grant to SVT, and private donations.

The town-owned land is subject to a Conservation Restriction (CR) held by SVT. The land owned by MLT is subject to a CR jointly held by SVT and the Upton Conservation Commission.

The four parcels are located within the Peppercorn Hill CA. The existing trail system includes trails that go over these properties. One of the parcels includes the view from the top of Peppercorn Hill looking west. This acquisition ensures that these resources will be available to the public in perpetuity.

Williams Street and Lake Wildwood Property

In August the Conservation Commission purchased a 1.7-acre parcel on Williams Street. The parcel provides access to Lake Wildwood and has the potential to provide access to trails on about 559 acres of conservation land owned by the Town of Grafton and the Grafton Land Trust located northwest of the parcel. The purchase price of \$6,500 was funded from the Conservation Commission's Conservation Fund.

Forest Heights Land

In 2021 the town completed the tax-taking of 104 acres off North Street, formerly owned by the Forest Heights Corp, and the May Annual Town Meeting transferred the care, management, custody, and control of the land to the Board of Selectmen for, among other purposes, conservation purposes. Members of the committee and Christa Collins of the Sudbury

Valley Trustees met with the Board of Selectmen prior to the Annual Town Meeting to discuss the land's conservation value and there was a general agreement that at least some of the land would be used for conservation purposes, which was reflected in the warrant article. The Open Space Committee will work with the Board of Selectmen on conservation options as they determine what to do with the land. One development option that they have considered is selling part of the land for a 7- to 10-unit open space subdivision while preserving the rest of the land.

Respectfully submitted,

Tom Dodd, Secretary
Alan Miano
Mike Penko

Chris Scott
Bill Taylor, Chair

PERSONNEL BOARD

The Board began this year with 5 members – Chairperson Scott van Raalten, Vice Chairperson Michelle Rivers and members Marcia Kasilowski, and Maria Glynn, and John Westerling.

The Board conducted regular meetings throughout the year virtually under the guidance of Governor Baker's orders. Overall this was a very quiet year for the Board.

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

Recreation Department Director
Water Wastewater Operator
Assistant Treasurer Collector
Social Services Coordinator

Digital Resource Coordinator

Discussed Job Description:

Police Chief

Fire Chief

Recreation Department Director

The Board discussed and made recommended updates to the Personnel Policies & Procedures Manual under Section 2.1-3 Recruitment.

The Board wishes to thank Derek Brindisi and Sandra Hakala for all their hard work and assistance to the Board during this year and to the Board of Selectmen for allowing us to serve.

Respectfully submitted,

Scott van Raalten, Chair

Maria Glynn

Michelle Rivers, Vice Chair

John Westerling

Marcia Kasilowski

PLANNING BOARD

Summary

Throughout the calendar year 2021 the Planning Board reviewed or continued the review process of various subdivisions, special permits, and site plan approval applications despite the challenges that COVID-19 continued to present. Town Hall was reopened to the public in May. The Planning Board, along with other boards and committees, continued to conduct its meetings and hearings on a remote meeting platform throughout the entire year.

With assistance from Paul Dell'Aquila, Town Planner, other Town Boards & Committees, and the Central Massachusetts Regional Planning

Commission (CMRPC) we continued to implement items from Upton's Master Plan (adopted 2005) and to review and amend zoning bylaws and regulations as applicable.

Proposed Zoning Bylaw amendments

The Board held a public hearing on April 13, 2021 for the proposed amendment and codification of the Zoning Bylaws.

Upon close of the public hearing the Board voted to recommend the amendment and codification be accepted at the annual town meeting; both were accepted at the town meeting on May 8, 2021.

Definitive Subdivision Plans reviewed/in progress:

"East Street Estates" 16-lot definitive plan located off East St.; the applicant withdrew the original application in August 2021 and re-filed the application and plans in November 2021. A new public hearing was opened, and abutters were notified. The Board continued its review of the plans.

"Whitney Farms" 8-lots located off Grove St. Infrastructure is complete; all houses are built and occupied.

"Hartford Highlands" 4-lots located off Hartford Ave. South. Infrastructure is complete; all houses have been built and are occupied.

"Sylvan Springs" 54-lots located off Northbridge Rd. in Mendon; 6 houses located in Upton and 48 houses in Mendon. Infrastructure and many homes have been completed on the Mendon side; no work has begun in Upton to date.

Special Permits reviewed/in progress:

Common Driveways:

Application for a common driveway to serve 2 new house lots located off Mendon St. The Board reviewed and approved the plan.

Application for a common driveway to serve an existing house and a potential new house on a second lot. During review the application was withdrawn by the applicant.

Large Lot Frontage Reduction:

An amended Special Permit application was submitted relative to a revised driveway plan for the previously approved LLFR plan at 274 – 280 Mendon St. Upon review the Board approved the amended plan. The cul-de-sac and driveway have been built through the binder coat. Top coat is to be completed by November 2022.

Application for 2 reduced frontage lots located off Breton Rd/Warren St. One lot for the existing house at 12 Breton Rd and second is for new construction. Upon review the plan was approved.

Application for one reduced frontage lot located on land off North St and Westboro Rd. Upon review the plan was approved.

Large-Scale Ground Mounted Solar Installation:

Application (including Site Plan Approval) for a 2.5 MW array on property located off Westboro Rd. was filed in 2018. After review the Special Permit was denied (2019). An appeal of the decision was filed by the applicant. In January 2021 both parties agreed to dismissal of the appeal.

Mixed-Use Development:

March 2021 Rushford & Sons Brewery, located at 8 Grove St, filed an amendment to their previously approved special permit to allow temporary outdoor seating due to COVID restrictions. Upon review the Board approved the amendment. November 2021 another amendment was filed to allow an indoor taproom to replace the outdoor seating area. The Board approved the amendment to allow 40 seats indoors and 0 seats outdoors.

Open Space Residential Subdivision:

“JR Estates” 5-lots located off West River St on Azalea Ln. All houses have been built, sold and occupied. The applicant petitioned the Town again in 2021 for acceptance of Azalea Ln. The Planning Board held a public hearing and recommended acceptance at town meeting. At the May 2021 town meeting the street was accepted. To the Board’s knowledge the plans and documents were not recorded.

“The Preserve at Dean Pond” 14-lots located off Hopkinton Rd on Claflin Farm Rd.; The subdivision was approved in 2020. Infrastructure work has been completed and houses are under construction with several completed to date.

Senior Housing Residential Community:

“Upton Ridge North & Upton Ridge South” 139-unit (including 10 affordable units) Senior Housing Community located off Hartford Ave. South. Site clearing and infrastructure work has begun per phasing plan. Construction continued throughout 2021 and many units are complete and occupied.

“Cobbler’s Creek” 59 single-family unit Senior Housing Community located off North St/Westboro Rd/Eames Ln. Application was filed in April 2021. Upon review and multiple public hearings, the Board approved the project in November 2021.

“Governor’s Landing” A conceptual plan for a Senior Housing Community and townhouse development was under discussion with the Board and various town departments. A formal application was submitted in November 2021 for a 110-unit Senior Housing Community and 34-unit Townhouse Development to be located off Milford St. A public hearing has been opened and review has begun for this project.

Site Plan Approval Applications reviewed/in progress:

Application for the Upton Community Center to be located at 9 Milford St was filed in March 2021. The Board opened the public hearing and reviewed the project. The Site Plan was approved by the Board in September 2021.

Application of Upton’s Little Saints Christian Preschool located at 100 South St was filed in September 2021. This application was for a new driveway and parking areas for the expanded preschool. Upon holding a public hearing and reviewing the application the Board approved the application.

Plan Review

The data table below summarizes the Board's review activity for CY2021.

<u>Plan Type</u>	<u>Reviewed</u>	<u>Lots/Parcels</u>	<u>Fees Collected</u>
81P (ANR)	5	4 new lots 4 revised	\$400.00
Definitive Plans	1*	16 lots	NA
Site Plans	2	NA	\$500.00
Special Permits	8	NA	\$34,150.00
Street Acceptance	1	NA	NA

*Withdrawn and resubmitted Definitive Subdivision

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 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 pm; meetings continue to be held virtually.

In February 2021 Raymond Smith announced his retirement from the Board. Mr. Smith was elected to the Planning Board in 1986 and served continuously for 35 years. His dedication and commitment to the Board and the Town of Upton were exemplary. During his tenure on the Board,

he participated in shaping the Town of Upton through growth and development. The members of the Planning Board wish to thank Mr. Smith for his years of participation and involvement and hope that he enjoys a well-deserved retirement!

At the Annual Town Election in May 2021 Katherine Robertson was elected to a 5-year term. William Tessmer was re-elected by joint vote of the Planning Board and Board of Selectmen for another 2-year term as Associate Member. Paul Carey continues to represent the Planning Board on the Community Preservation Committee. Gary Bohan continues to serve as the delegate to the CMRPC, and Katherine Roberson was chosen 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,

Paul Carey, Chair

Thomas Davidson, Vice-Chair

Katherine Roberson, Treasurer

Gary Bohan, Clerk

Margaret Carroll, Member

William Tessmer, Associate Member

Denise Smith, Department Coordinator

POLICE AND COMMUNICATIONS DEPARTMENT

Calls for Service/Activity 2021

Abandoned 911 Call	457
Alarm	149
Animal Complaint	65
Animal Injured	24
Assault and Battery	18
Assist EMS	496
Assist Fire Department	261
Assist Other Agency	193
Assist Other P.D.	788
Assist with Pedestrian Traffic..	25
Assist with Traffic	37
ATV Complaint	24
Breaking and Entering	9
Building Check	4112
Car Seat Installation	20
Disabled Motor Vehicle	104
Disorderly Person	1
Disturbance	52
Deliver Message	8
Domestic Disturbance	7
Extra Patrols Requested	17
Found Property	28
Fraud/Forgery	22
Fundraiser Scam	30
General Assistance	680
Harassment Prevention Order	10
House Check	40
Hunter Complaint	2
Illegal Dumping	16
Larceny	39

Lockout House	10
Lockout Motor Vehicle	36
Lost Animal	36
Lost/Missing Person	3
Lost/Missing Property	39
Loud Music Complaint	18
Motor Vehicle Crash	171
Motor Vehicle Violation	3001
Motor Vehicle Complaint	201
Neighbor Dispute	15
Obstruction in Roadway	195
Open Door	7
Overdose	1
Parking Complaint/Violation	30
Power Outage	7
Restraining Order Viol	2
Restraining Order Issued	16
Serve Legal Process	43
Shots Fired	6
Solicitation	7
Suicidal Person	11
Suspicious Motor Vehicle	120
Suspicious Person	46
Threats	7
Traffic Enforce Assignments	565
Trespassing	12
Vandalism	14
Water Leak	7
Well Being Check	77
Wires Down	50
911 Hopedale	842

Offenses 2021

Sexual Assault	3	False Pretenses	5
Indecent Assault.....	1	Impersonation.....	21
Aggravated Assault	3	Identity Theft	11
Simple Assault.....	14	Embezzlement.....	1
Intimidation.....	10	Destruction of Property	16
Breaking and Entering.....	9	Drug Narcotic Violations	21
Theft from a Building	4	Weapon Law Violations	1
Theft from a Motor Vehicle	13	Disorderly Conduct	3
All Other Larceny	22	Driving Under the Influence....	25
Motor Vehicle Theft.....	6	Liquor Law Violations.....	13
Counterfeiting / Forgery	1		

Arrests by Shift

Day Shift (8AM-4PM)	38
Evening Shift (4PM-12AM).	124
Night Shift (12AM-8AM)	43

Arrests by Day of Week

Sunday.....	38
Monday	38
Tuesday	22
Wednesday	19
Thursday.....	33
Friday.....	26
Saturday	29

Offenses by Month

January	58
February	59
March	48
April.....	39
May	63
June	45

July	49
August	62
September.....	58
October	46
November	43
December.....	32

Top Ten Offenses Charged

1. Criminal MV Violations
2. Operating Under the Influence
3. Drug offenses
4. False Pretense/Fraud
5. Simple Assault
6. Intimidation
7. Destruction of Property
8. Larceny
9. Breaking and Entering
10. Trespass

Motor Vehicle Violations 2021

Arrests.....	29
Civil Violations.....	230
Criminal Complaint	150
Written Warning	927
Verbal Warning	1925

Top Ten Violations Cited

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

MV Accidents by Location Over \$1,000 Damage

Chestnut Street	1	Maple Avenue	4
Christian Hill Road	3	Mendon Street	12
Church Street	2	Milford Street	15
Cider Mill Lane	2	North Main Street	1
East Street	3	North Street	2
Elm Street	1	Pleasant Street	12
Florence Circle	1	Pond Street	1
Forest Street	4	Prospect Street	1
Farm Street	2	River Street	1
Glen View Street	1	School Street	6
Hartford Avenue North	6	Taft Street	2
High Street	7	West Main Street	1
Hopkinton Road	19	Warren Street	2
Kiwanis Beach Road	1	Westboro Road	6
Main Street	30	Williams Street	3

Motor Vehicle Crashes by Day of Week

Sunday	21
Monday	24
Tuesday	26
Wednesday	22
Thursday	20
Friday	25
Saturday	14

Top Five Driver Contributing Code for Motor Vehicle Accidents

1. Driver Inattention
2. Failure to Yield Right of Way
3. Speed Greater Than Reasonable
4. Following Too Closely
5. Failure to Keep In Lane

Motor Vehicle Accident Injury Status

Fatal Injury	1
Incapacitating.....	.3
Visible injury.....	23
Minor injury	12
No visible injury.....	269

Age and Gender Breakdown of Operators

	Male	Female	Total
<19	13	24	37
19-21	9	8	17
22-25	5	7	12
26-35	25	16	41
36-45	18	20	38
46-60	42	15	57
>60	30	9	393
Total	142	99	241

Training:

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

- Firearms Training (Pistol and rifle qualification)
- C.P.R., First Responder Training, Nasal Naloxone Training and EPI Pen
- A.E.D. (Automatic External Defibrillator) Training
- Educational Incentive Program (EIP) Class Training (monthly)
- Policy Manual Testing (monthly)
- Defensive Tactics Training
- Conflict of Interest Law Training
- Legal Updates
- Domestic Terrorism
- Implicit Bias
- Pandemics and Similar Emergencies

- Longevity in Law Enforcement
- Taser Training Academy X2 Recertification

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

- Alice Instructor Certification
- APCO CTO 5th Edition Recertification
- APCO EMD 5th Edition, Version 3
- APCO PST1, 7th Edition
- ATV Safety Institute E-Course
- DCJIS CJIS & NCIC training
- FBI-LEEDA Supervisor Leadership Institute
- MA State Police Buccal DNA Collection Training
- MPI 2-Day Search Warrant Prep
- Basic Digital Crime Scene & Forensic Evidence
- Public Records Law Certification
- Multi-Agency Response to Active Shooters & Hostile Events
- Understanding Human Trafficking
- De-escalation & nonverbal cues for L.E. Officers
- Implicit Bias for Dispatchers & Call Takers
- Sexual Assault Investigator
- NASRO 40 hrs. SRO Basic Training Course
- Specialized Front Line Leadership

Grants:

The Upton Police & Communications Departments received the following grants for 2021:

- **State 911 Department Support Grant: \$239,003.00**

Funding was provided by the Massachusetts State 911 Department for equipment purchases within the communication center and for wage reimbursement for 911 call takers.

- **911 Training Grant: \$37,397.00**
Funding was provided by the Massachusetts State 911 Department for E911 approved courses and overtime replacement costs for employees attending training.
- **MIIA Grant: \$5,000.00**
Funding for upgrade existing cruiser camera.
- **Commonwealth Security Trust Fund Grant: \$6,671.36**
Funding for an all-band radio for mutual aid response.

Community Policing & Special Programs:

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

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

Conclusion:

The Upton Police Department provides Law Enforcement Services to the Town of Upton and

Emergency 911 Dispatch Service to the Towns of Upton and Hopedale. The Police Department employs fourteen full-time personnel which includes a Police Chief, Police Lieutenant, three Sergeants, one Detective, one School Resource Officer, seven Patrol Officers and one Department Coordinator. Our Communications Department employs four full-time Dispatchers and four part-time Dispatchers.

The Upton Police Department is a fully Accredited Police Department, meeting the operational and policy standards of the Massachusetts Police

Accreditation Commission. This prestigious designation provides the following benefits:

- Provides a norm for an agency to judge its performance.
- Provides a basis to correct deficiencies before they become a public problem.
- Requires agencies to commit their policies and procedures to writing.
- Promotes accountability among agency personnel.
- Provides a means of independent evaluation of agency operations for quality assurance.
- Enhances the reputation of the agency and promotes public confidence in the agency.

The Department operates eight police vehicles; including five fully marked vehicles and three unmarked vehicles, with annual calls for service/activity levels of approximately fourteen thousand five hundred incidents. The Upton Police Department is fully committed to the concept of Community Policing and engages its citizens through proactive police contacts, community partnerships, social media and special events.

Mission Statement

"The Upton Police Department is dedicated to providing quality and professional policing to our community. Through the use of proactive community policing programs, we strive to reduce crime, the fear of crime and to enhance the quality of life for all residents. We value honesty, integrity, compassion, and fairness, while delivering police services in partnership with the community we serve."

Respectfully submitted,

Chief Michael J. Bradley, Jr.

RECREATION COMMISSION

This year had its challenges but at the end of the day, was a successful one for Recreation. In 2020, despite the challenges of Covid which caused many towns to cancel their summer programs, we were able to run Kids@Play thereby attracting children from other towns. This was due in large part to the efforts of our former Recreation Director, Andrew St, George, who created a safe environment for participants. In 2021, we retained a number of those children because they and their parents enjoyed our program.

Continuing to follow the state and Board of Health's Covid guidance, Kids@Play attendance increased by approximately 35% with an average of 88 participants a week. Our Leaders in Training Program (LIT), Next Gen 01568, which trains participants for leadership roles now and in the future, also increased by the approximately the same percentage averaging 18 participants per week which is close to the maximum we can have in the program. As part of LIT, we had Lunch with Leaders where various leaders in our community spent time talking about what leadership means and what is required in both the public and private sectors in today's evolving world. Thanks to all who gave their time to participate, it was much appreciated.

Activity at Kiwanis Beach reverted back to pre-Covid levels. Our team of Lifeguards and Gate Keepers did a fantastic job of keeping the beach running safely. The lifeguards provided several assists or rescues this past season and due to their diligence and training, were able to prevent any serious injury. Special thanks to Fire, EMS, and Police for their quick response to these incidents over the summer!

Our concert series was shortened due to several thunderstorms on Wednesday evenings. While we try to hold each concert, we generally have to make a decision by 2:000 pm as to whether or not the concert

will go on. Often times it is bright and sunny when we make the decision to cancel because the multiple weather forecasting sites that we follow indicate serious thunderstorm activity is coming. This year the Board of Selectmen approved the selling of beer (within a controlled space) at our concerts which was well received by concert goers. Rushford and Sons, a local brewery, sold beer at several of our concerts. Thanks to our BoS for granting us their approval.

Our summer programming concluded with no reported incidents of COVID while serving hundreds of program participants, as well as beach and concert goers. The Recreation Commission thanks everyone who made that possible from the recreation staff to the various boards and departments who collaborated with us.

The fields were heavily used again this year. The DPW did an excellent job maintaining the fields to keep them in good condition and their efforts are appreciated.

This year Andrew St. George resigned as Recreation Director. We thank Andrew for all he did to raise our programming to new levels and wish him well in his new endeavors. We are excited to welcome Maria Tonry as our new Recreation Director. Maria has some interesting and exciting ideas on how to build upon what has been created while expanding offerings to a greater number of Upton Residents.

One of the aspects of expanding programming is having a new building at Kiwanis Beach. Our Master Plan recognized that to fully serve all the residents we need a facility where we have control of programming space. While still in the planning stages, it is envisioned that the new building would house a court large enough for basketball, indoor pickleball and soccer, a yoga studio, arts and crafts studio, a game room, handicap accessible bathrooms for beach goers, and more. To assist parents of school age children, we would also like to provide after school programming.

We are also looking for residents to join our Friends of Upton Recreation group which will work with the Recreation Commission. If you would like more information, feel free to email recreation@uptonma.gov.

Respectfully submitted,

Rich Gazoorian, Chairman

Rick Porter

Debbie Amorelli

Summary of Recreation Commission Financials (Calendar 2021)

Recreation Revolving Account

Balance 1/1/20	\$ 70,438.05
Total Income	\$ 161,277.74
Total Expenses	\$ (208,250.95)
Balance 12/31/20	\$ 23,464.84

Parks DPW Revolving Fund

Balance 1/1/20	\$ 23,244.65
Total Income	\$ 32,977.80
Total Expenses	\$ (32,012.58)
Balance 12/31/20	\$ 24,209.87

Recreation Site Improvement

Balance 1/1/20	\$ 15,650.02
Funding	\$ 16,000.00
Expenses	\$ (8,019.16)
Return to General Fund	\$ (8,984.08)
Balance 12/31/20	\$ 14,646.78

Recreation Beach Salary (Lifeguards)

Balance 1/1/20	\$ 3,645.00
Funding	\$ 24,650.00
Expenses	\$ (23,873.26)
Balance 12/31/20	\$ 4,421.74

Recreation Beach Programs (Concerts)

Balance 1/1/20	\$ 3,500.00
Funding	\$ 7,000.00
Expenses	\$ (3,900.00)
Return to General Fund	\$ (3,500.00)
Balance 12/31/20	\$ 3,100.00

REGISTRAR OF VOTERS

I respectfully submit the following report for year ending 2021:

The members of the Board of Registrar are Joseph Poirier (R), Cynthia Robertson (D), Kathleen Robertson (D), and Kelly A. McElreath (U).

In 2021, the only election was the Annual Town Election. The Board of Registrars held extended registration hours for this election. We encourage residents to register to vote and participate in all elections.

The voter turnout for the Annual Town Election on May 10, 2021: Ballots voted was 1,551 out of 6,064 (26% turnout). This included 60 absentee/early vote ballots. Due to the ballot question to fund the Community Center, the Board of Selectmen voted on the Town Clerk's recommendation to conduct in person early voting. 250 voters took advantage of this and voted early.

As noted last year, the automatic voter registration program through the Registry of Motor Vehicles has affected our daily work. Each voter registration received needs to be reviewed to ensure there is a change in voter status before the registration can be processed. The Board of Registrars are thankful for the assistance of Denise Smith, Assistant Town Clerk. Denise works very hard to keep voter information updated on the Central Voter Registration system. Please note, Denise also updates the CVR with information received from the annual town census and other sources.

Lastly the Board of Registrars reviewed and signed multiply petitions signed by Upton voters to add questions to the State Election to be held in November 2022. There was an estimate of 500 petitions submitted to the office where we checked to ensure the signatures were registered voters in the Town of Upton.

At the end of 2021, there were 6,108 registered voters in the Town of Upton. The breakdown is as follows:

Unenrolled	4,104	Democrats	1,090
Republicans	826		
All other	88		

Respectfully submitted,

Kelly A. McElreath
Ex-Officio Clerk to Registrars

TECHNOLOGY COMMITTEE

The Technology Committee was formed in December of 2017. Two new members (Chuck Borghetti and Rob Bruno) were appointed in the summer and fall of 2021. Member Dominic Coombe had to resign. We appreciate all of his support over the past years. The committee especially appreciates the support provided by Kelly McElreath, Town Clerk and Assistant to the Town Manager.

The committee adopted the following mission statement at our February meeting:

The mission of the Committee is to advise the Town Manager, the Board of Selectmen, and the Town on all aspects of information technology, and to proactively lead the Town in developing and implementing an information technology strategy.

Summary of Accomplishments

On-going Staffing Issues with IT Managed Services Provider

The town's IT Managed Services provider (RetroFit) has gone through many staffing upheavals over the course of the past year. As a result, several issues have negatively impacted the town – the most significant being the Office 365 Migration.

The plan to migrate to Office 365 had been in the planning stages for several months while the town worked out funding sources. The server was re-booted (against the recommendation of the Town Clerk) and crashed. At least two days of town employee e-mails were lost. As a result, an emergency Office 365 migration project began.

As a result, the Technology Committee has decided to identify potential alternatives for managing Town IT services.

Five Year Plan

The committee has developed a five-year plan for identifying technology that may need to be replaced as well as other related issues. Since this task was not completed by RetroFit, the committee decided to do this ourselves. We currently discuss and update this plan at every meeting.

Replaced Fire Station Server

In the spring, RetroFit installed a new server at the Fire Station using a grant that Town Clerk was able to secure for this purpose.

Planning IT/AV for new Community Center

The design on the Community Center progressed during the course of the year and required a significant amount of time from the committee since the Town does not have a staff IT Director.

The committee identified a local Audio-Visual design consultant to help develop the design for the A-V aspects of the building. In addition, using the extensive IT expertise of committee members,

the committee designed the networking infrastructure needed to support the A-V design as well as support the IT and internet access requirements for the building.

Potential Resource Sharing with MURSD

As part of our plan to find alternatives to RetroFit, the committee has had several discussions with the MURSD IT Director about potential resource sharing opportunities. These discussions are on-going.

Cable License Renewal

Over the summer, the committee discussed assuming responsibility for the defunct Cable Advisory Committee and becoming involved in the Cable License renewal process. The BoS approved a motion to allow the Technology Committee to act as the Cable Advisory Committee at their August 31, 2021 meeting.

A required public hearing on the renewal of the Charter/Spectrum cable license was held on December 15, 2021.

Incident Response Planning

Given the growing number of cybersecurity attacks against municipalities, the committee decided to develop an incident response plan for the Town.

Using resources from the state as well as other sources, the committee is in the process of developing a comprehensive plan for dealing with a cybersecurity incident.

Improving Internet Access and Reliability for Town Residents

The committee has been investigating options for improving internet access and reliability for town residents. The COVID pandemic has illustrated the importance of having fast, reliable and affordable internet access. The committee has researched

several options including 5G technology and will be sharing some information with the Planning Board in order to help them develop a suitable zoning by-law that would enable 5G technology to be deployed in the town.

The committee is also investigating options for expanding the fiber network that connects to Memorial School. We are looking at options for connecting all town buildings using fiber technology and grant funding.

Lastly, we are planning to conduct an informal Internet Service Provider survey to get input from town residents regarding their current views on internet service.

IT Managed Services Vendor

RetroFit's contract expires next summer. We are actively working on options to find appropriate alternatives.

Respectfully submitted,

Charles Borghetti
John Bouthiette
David Brooks, Secretary
Rob Bruno
Steven R. Rakitin, Chair

TOWN CLERK

I respectfully submit the following report for year ending 2021:

In 2021, we were still dealing with the effects of COVID-19. As Assistant to the Town Manager, I worked on different projects including but not limited to the following:

- Continued to support Town services to include ensuring technology was available to all employees to work remotely if needed; Managed remote/virtual meetings for all boards and commissions to ensure meetings occur. Assisted with the finalization of the CARES Act/FEMA funding tracking so eligible expenses are reimbursed appropriately
- Assisted Department Managers with their budget into our accounting system VADAR to ensure accurate budget numbers for the Annual Town Meeting.
- Due to the fact our contract with our IT vendor, RetroFit ending in June 2022, I worked with the Technology Committee to develop plans to begin sharing IT services with MURSD.
- I have continued to attend the Community Center Building Committee to assist with the planning of the new facility when the funding was approved in May 2021.
- Supported the DPW Feasibility Committee to finalized conceptual plans and develop a funding article of \$250,000 for the conceptual design of this facility at the Special Town Meeting in June.

In 2021, the Town Clerk's office continued to process voter registrations. With Automatic Voter Registration, additional work is required to ensure our voter list is up to date on a weekly basis. We also worked to fulfill request for certified vital certificates. This was mostly done through online and mail.

With the support of the Town, I continued my membership to 4 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. This past year, I participated in virtual trainings to keep up to date on changes with laws affecting the Town Clerk's office. Once again, this year, I participated in the Mentoring program and have facilitated training for new Town Clerks. I have

enjoyed these training opportunities and plan to continue in this program and mentoring new clerks in the Commonwealth.

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 2021:

VITAL STATISTICS

70 Births
51 Marriages
66 Deaths

DOG LICENSES

832 Dog licenses
10 Kennel licenses

The Town Clerk's office generated approximately \$10,000.00 in revenue for 2021. 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 – 4:00, Fridays 8:00 – 12:00.

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, your dedication and support to the Town Clerk's office is beyond measure and I appreciate your hard work.

Respectfully submitted,

Kelly A. McElreath
Town Clerk/Assistant to the Town Manager

TRUST FUND COMMISSIONERS

It is with sadness I report that the Trust Fund Commission has lost one of its members due to the tragic death of its Chairman James Brochu on December 18, 2021.

Jim was a special friend and dedicated member, who was liked and respected by all who knew him. Born and raised in Upton, he gave back to his community in many roles, serving as a Fireman, EMT, a Selectman for six years, Chair of the Town's Community Center project and as Chair of the Trust Fund Commission. There are no words to express his loss, only that his passing will forever have a personal effect on our town.

"Some people come into our lives and leave footprints on our hearts, and we are never, ever the same".

Flavia Weedin

With Commissioner Deb Teta assuming a new role in town government, it put her in conflict as a commissioner, (based on state law), with her position within the Treasurer Collector's office and as member of the Trust Fund Commission. Deb submitted her resignation on October 6, 2021. I thank her for her dedication and contributions in the actions of the Commission. She continues to be an asset in her advisory role.

The Trust Fund Commissioners met monthly through this past year and on a quarterly basis, have met with our financial advisors, RBC Wealth Management. Through this process we reviewed the trust funds performance with respect to asset allocation and risk factors.

After analysis of performance of each trust we reallocate to maximize yield, while at the same time being cognizant of market factors, maintaining our asset allocation that has performed well in the past.

Because there are two types of funds, expendable, and non-expendable the investments are managed differently. For expendable funds it is important to maintain a more conservative approach investing in short

term fixed income securities, because these funds are of short duration and are used by the town for possible appropriation. For Non-expendable, funds are also invested in fixed income investments, with emphasis on equity investments to maximize yield.

The performance of the funds over the past five years are:

<u>Expendable Funds</u>	<u>Non-Expendable Funds</u>
2021 +1.17%	2021 +12.34%
2020 +3.98%	2020 +14.48%
2019 +7.71%	2019 +19.83%
2018 -1.43%	2018 -7.22%
2017 +3.53%	2017 +12.75%

The year 2020 has been an unusual year for the market based on Covid and supply chain issues. It is our belief, that as we enter 2022 our diversification and investment strategy is the prudent approach in protecting the town's trust.

Because I sit as the only elected member, The Board of Selectmen are as I write this, seeking members to be appointed to fill the two vacant seats. It is hoped this will be accomplished by February 2022.

Respectfully submitted,

Robert Fleming, member

VETERANS' SERVICES

Upton maintains a Department of Veterans' Services through which the municipality makes available to its residents the services of a Veterans' Service Officer (VSO). Upton's VSO is here to assist all qualified veterans and their dependents in accessing Federal, State, and local benefits and services to which they are entitled.

Upton supports its residents through various programs, whether seeking assistance with employment, housing, Massachusetts Chapter 115 benefits, education, or numerous other referral programs.

Any veteran or veteran family members are encouraged to contact the Veterans' office in the Town Hall.

We are here to serve.

Respectfully submitted,
Patrick D. Morris
VSO

SCHOOL REPORTS

BLACKSTONE VALLEY VOCATIONAL REGIONAL SCHOOL DISTRICT

A Message from our Superintendent Director:

It's become our custom to go beyond simply sharing financial and statistical data with you in our annual report. While it is a fundamental part of our operation, our student achievements and District successes truly exemplify the very essence of our mission. Therefore, you will find a variety of those stories in the pages that follow.

Thanks to you and our dedicated District School Committee and our instructional team's harmonious and consistent work, our students receive an outstanding vocational-technical education. We value and appreciate your continued support and investment in your regional vocational-technical school system.

In FY21, we carried out our mission in innovative ways while following all protocols. Despite the challenges of the ongoing pandemic, we never stopped striving to achieve our best. Therefore, we have chosen to share with you how our school system worked to return to school and accomplish in-person learning.

Our students, administrators, and staff didn't miss a beat during a year that presented all educators with unprecedented change and challenges beyond expectation. Instead, we embraced the seasons of change by allowing ourselves to grow in all the places we thought we never would. In the process, our students excelled. They even exceeded the statewide average for attendance during the pandemic.

Demonstrating what is achievable with their high-quality education, our students are our best ambassadors for vocational-technical education. With an open mind and skilled hands, they shape our future workforce. I encourage you to read on to learn more.

Dr. Michael F. Fitzpatrick
Superintendent-Director

COVID-19: Seasons of Change

In FY21, we witnessed and embraced a tremendous amount of change as the pandemic continued to impact our lives, schedules, and routines that we had known prior. As a result, the summer, fall, winter, and spring were seasons of change in which we all had to adapt and modify how we learn, work, and play.

Before we could welcome our students for in-person and distance learning in the fall, our administrative team worked over the summer to develop a comprehensive Return to School Plan that met and addressed all health and safety requirements. In addition to completing our traditional summer projects, we had to prepare our school building and our students for a safe and successful return to school during a pandemic. Some of the preparedness measures in direct response to COVID-19 included:

- Modifying our school nurses' health care suite to reconfigure an isolated care center separate from the designated routine medical care space.
- Installing clear plexiglass barriers in pre-identified areas.
- Replacing air filtration systems with high-efficiency MERV-13 air filters.
- Placing COVID-19 signage designed by our Painting & Design program in the cafeteria, classrooms, and common areas.
- Maximizing usable space to meet the social distancing requirements.

Not Your Average Kind of Summer

With summer camps and programs canceled due to COVID-19, we successfully ran a free Summer Learning Series, which offered 22 online courses specifically designed to motivate our student's minds with a daily dose of creativity, exploration, and shared learning.

With all the camaraderie and social benefits of staying connected with friends and classmates without going to an in-person summer camp, the learning series allowed our STEAM enthusiasts an engaging, fun, and structured experience. There was a little something for everyone, from art-making and language to science, history, and technology tricks and tips. There was even a session for incoming freshmen where members of our National Honor Society and National Technical Honor Society shared their perspectives on what it was like being a new student at BVT.

Participation was optional, but students eagerly attended as many one-hour sessions that interested them. Over 460 students and teachers who successfully participated in the series, avoided the summer slide and had a boatload of fun!

Our Return to School Plan

The ongoing pandemic continued to present challenges for all educators. As a result, we were committed to balancing in-person learning, quality of education, and the safety of our students and staff by designing an essential blueprint for our entire 2020-21 school year with our Return to School Plan.

Our dedicated team of administrators developed the plan to include orientation days for our freshmen, a transition week, and a six-tiered operational model. It successfully addressed the message from the Massachusetts Commissioner of Education, Jeffrey C. Riley, to safely bring back as many students as possible to in-person learning.

The six-tiered operational model would allow our school to move from tier to tier as needed, which empowered our BVT families with the ability to plan with predictability regardless of the tier status. And by design, it was meant to increase the rigor and expectations of our students to return to a pre-March 2020 system of grading and assessment and focus on "live instruction" utilizing a daily schedule of classes for both academics and shop.

Our Tier Levels

Our six operational tier levels were determined by the most current information from the State of Massachusetts on phased reopening guidelines and by our administration, who continuously monitored the health and safety of our students and staff within our daily operations.

Tiers	BVT	Distance Learning (DL)	Level Notes
Tier 1	No Students at BVT	All Students in DL	
Tier 2	One Grade at BVT	Three Grades in DL	One Grade in Shop
Tier 3	Two Grades at BVT	Two Grades in DL	One Grade in Shop One Grade in Academic
Tier 4	Three Grades at BVT	One Grade in DL	Two Grades in Shop One Grade in Academic
Tier 5	Four Grades at BVT	No Students in DL	Heavy Restrictions on non-classroom activities
Tier 6	All Students at BVT	No Students in DL	Rolling Back Restrictions

Our 'Beavers' Head Back-to-School

After a summer of strategic planning to design our Return to School Plan,

our administrators, teachers, instructors, and support staff had to mask their excitement as the new school year began. The mandatory face coverings and hand sanitizing stations at our school entrances were the more noticeable precautions in place as we kicked off the school year with our Freshman Orientation Days on August 27th and 28th.

The in-person orientation was held over two days to reduce capacity, with only half of our freshman class scheduled to attend a full day of school on each of their assigned dates. That allowed students and staff to get to know each other while practicing our Return to School COVID-19 Guidelines and reviewing our transportation procedures as buses ran their scheduled routes. In addition, students met their academic and vocational teachers, enjoyed a complimentary lunch, familiarized themselves with our campus, walked through their academic schedules, and visited their exploratory shops.

The week of August 31st was an in-person transition week designed to help all of our students and staff focus on the latest standards of operations, health procedures, and learning expectations required to attend school during a pandemic. The week began with our seniors attending on Monday, followed by the junior, sophomore, and freshman classes reporting on each consecutive day, which allowed for one transition day per grade level.

Operating under Tier 2, the first day of classes for our students was September 8th. After that, on a rotating two-week basis, one grade level was on campus for in-person learning under safe conditions that were fully compliant with all guidelines, precautions, and protocols. The other three grade levels were in distance learning.

Our COVID-19 Health Guidelines

In FY21, we had to follow numerous guidelines and instructions based on guidance from the MA, DPH, DESE, and the CDC. As a result, health and safety practices were a top priority and part of our expectations for the

opening of school for in-person learning in the fall. It included self-screening responsibilities, masks and face coverings, physical distancing, and proper hand hygiene.

Keeping Our Students Focused on Learning

Thanks to a Remote Learning Technology Essentials grant awarded by the Baker-Polito Administration, we purchased over 100 Dell laptops. This grant was one of several funding sources designed to help Massachusetts school districts address COVID-19 related costs. The supplemental funds ensured our students had access to the technology they needed, strengthen instruction at home and in the classroom.

Drive-Up and Meal Delivery Service

Nutritious meals are vital to the health and well-being of our students, whether they're on campus or in distance learning. To help with that effort, we developed a weekly free drive-up meal service that allowed parents to pre-order breakfast and lunch to have at home when their child was in distance learning. Parents could access the online order form every Thursday morning and submit it by Monday at noon, allowing our foodservice team time to prepare the meals for pick-up each Wednesday. We further expanded access to our school meals with a grant from No Kid Hungry, which took our Drive-Up Meal Service off-campus and on the road. The delivery service was open to all our students and addressed food access issues and economic inequalities many students faced during the pandemic.

Our COVID-19 Dashboard

Our dashboard was a helpful tool created during the pandemic to help keep the lines of communication open with our school community. It allowed for transparency while sharing accurate and timely information regarding COVID-19 cases on campus. The dashboard clearly and concisely reflected statistics outlining weekly data on active cases, transmissions on campus, those in quarantine, a total percentage of positive cases, and the cumulative data since the start of the school year.

Annual Superintendent's Dinner

A Taste of Moscow, A Taste of Success

Each year, our Culinary Arts students look forward to the Annual Superintendent's Gourmet Dinner. Last year, we were excited to host the dinner in March of 2020, but it was just not possible with the state-imposed school closure due to COVID-19.

At the beginning of this school year, we did not know if it would be allowable or even possible to have the annual dinner in 2021 with the ongoing pandemic. But our administrative team and instructors remained committed to exploring all options and finding a way to hold the dinner.

The planning and production of the gourmet dinner give students a taste of what skills are necessary for success in the food, beverage, and hospitality industry. During the pandemic, that also meant learning to follow industry standards and COVID-19 protocols.

From researching themes to planning a menu and testing recipes to plating and serving expertly prepared cuisine - our students and staff demonstrated their adaptability to making modifications that allowed for a smooth, safe, and professional presentation of our 27th Annual Superintendent's Gourmet Dinner on May 12th. Check out all the tasty details that went into making this annual event successful:
www.valleytech.k12.ma.us/superintendentsdinner.

Get Social With Us!

As part of our continuous commitment to bring school news and time-sensitive information to our community, we enjoy connecting, engaging, and sharing mindfully through BVT's official Twitter and Instagram sites. We've enjoyed thousands of comments and connections with our students, parents, alumni, and community through our social media channels. We like that you enjoy sharing with us across our social media platforms too.

Whether we are sharing a student success story, posting our Quote of the Day (#QOTD), addressing a concern, or accepting a compliment, we are always pleased to have an opportunity to get social with you.

Follow Us!

www.twitter.com/BVTHighSchool

Share with Us!

www.instagram.com/bvt_highschool

Here are a couple of our social media posts that were liked by our growing community of followers:

#BVTQuoteoftheDay, September 11, 2020 – 101 ❤

“Today is a reminder that life is fleeting, impermanent, and uncertain. Therefore, we must make use of every moment and nurture it with affection, tenderness, beauty, creativity, and laughter.” – Deepak Chopra

#BVTQuoteoftheDay, November 19, 2020 – 74 ❤

“So often you find that the students you’re trying to inspire are the ones that end up inspiring you.”

We've Got Spirit, Yes We Do!, September 2, 2020 – 364 ❤

Thanks to our Student Council for hosting a fun drive-up t-shirt parade to welcome our freshmen to BVT with a complimentary spirit shirt.

Freshmen, wear your new spirit shirt and school colors proudly on your first day as the Class of 2024 at BVT.

Celebrating the Class of 2021

Celebrating Our Seniors on Their Journey to Commencement

Spring can be a bittersweet time for our seniors as they finish their high school careers and prepare to graduate. For the Class of 2021, the journey to commencement was an ideal time to enjoy every last moment

that we had together. See how we celebrated our seniors and all of their achievements:

It's A Celebration!

After a year of embracing the unexpected and because life can be full of beautiful moments just waiting to surprise you, we surprised our seniors with a special delivery — Senior Lawn Signs + a little celebration = memories to last throughout the years. Thanks to our teachers, instructors, administrators, and support staff who traveled throughout the District on April 14th to help deliver the lawn signs. A quick hello, a wave, a honk from a safe distance had everyone smiling under their face masks. www.valleytech.k12.ma.us/celebratingourseniors

Marking a Milestone

We celebrated our graduates and said farewell as they embarked on their next great adventure. The Class of 2021 Graduation Ceremony was held on our athletic field on the evening of May 27th. We welcomed extended family and friends to view the live stream at www.valleytech.k12.ma.us/classof2021.

Scholarships & Awards Ceremony

We were excited to recognize and celebrate the achievements of the Class of 2021 at their scholarships & awards ceremony on May 25th. The ceremony was held outdoors under a tent at BVT, which allowed for an in-person celebration with immediate family members. Take a peek at the achievements: www.valleytech.k12.ma.us/scholarshiprecipients2021.

Hi Ho Hi Ho, It's Off to Work They Go!

Congratulations to all of our co-op and career placement students going directly into high-skill, high-wage employment. Our Career Signing Day celebrated future career plans. See where some of our students are going to work at www.valleytech.k12.ma.us/careersigningday.

Class of 2021: Upton Graduates

NHS: National Honor Society**NTHS: National Technical Honor Society**

Grace Emily Bernero, Cosmetology; Jake Poirier Campbell, Automotive Technology; Kyrsten Elizabeth Chapman, Information Technology; Kirsten Jeannette Dinsmore (NHS/NTHS), Culinary Arts; Mark Benjamin Driver, Multimedia Communications; Patrick Ryan Dunham, Automotive Technology; Cameron Michael Eugster, Construction Technology; Lauren Elizabeth Flynn, Multimedia Communications; Benjamin Joseph Hardcastle, Information Technology; Trever Jacob Harper, Automotive Technology; Susan Elizabeth Houskeeper, Advanced Manufacturing and Fabrication; Elizabeth Ann Howell (NHS), Health Services; Adam Reney Jeronymo, Construction Technology; John Richard Lemieux (NHS), Electronics & Engineering Technology; Richard Jacob Randall, Construction Technology; and Kaitlyn Lianne Rankins, Culinary Arts.

Career, College & Life Ready

College is a continuation of learning. Many of our students simultaneously pursue a post-secondary education while working in their vocations.

Class of 2021

300 Graduates

Girls: 48 percent (143)

Boys: 52 percent (157)

Apprenticeship Program: 7.00 percent (21)

Military: 1.67 percent (5)

Year off: 2.67 percent (8)

Workforce: 6.33 percent (19)

4 Year College/Tech College: 72.67 percent (218)

2 Year College/Certificate Program: 9.67 percent (29)

Class of 2020

298 Graduates

Girls: 51 percent (152)

Boys: 49 percent (146)
Apprenticeship Program: 9.06 percent (27)
Military: 1.34 percent (4)
Year off: 2.35 percent (7)
Workforce: 8.39 percent (25)
4 Year College/Tech College: 67.45 percent (201)
2 Year College/ Certificate Program: 10.07 percent (30)
Unknown: 1.34 percent (4), due to the pandemic some 2020 data is missing.

Class of 2019

301 Graduates

Girls: 48 percent (144)
Boys: 52 percent (157)
Apprenticeship Program: 10.29 percent (31)
Military: 1.66 percent (5)
Certificate Program: 0.33 percent (1)

Year off: 0.33 percent (1)
Workforce: 5.32 percent (16)
4 Year College/Tech College: 77.42 percent (232)
2 Year College: 5 percent (15)

Off to work they go, building credentials, pursuing industry licenses, certifications, and degrees. Assumption College, B Luxe Hair & Make-up Studio, Baystate Outdoor Personia, Blackstone Valley Machine, Bridgewater State University, Bryant University, Costal Carolina University, Dean College, Emerson College, Georgia Institute of Technology, Imperial Ford & Chevrolet, JJ Mechanical, Johnson & Wales University, Lincoln Tool & Machine Corporation, Maine College of Art, Massachusetts College of Art and Design, Massachusetts Maritime Academy, Millibar, Inc., MPC Services, New England Institute of Technology, Precision Heating & Cooling, Renaud Electric, Rochester Institute of Technology, Wagner Mercedes-Benz, Wentworth Institute of

Technology, Worcester Polytechnic Institute, and Worldband.

FY21 – An Incredible Year of Achievements

Our students continue to display mastery of rigorous academic studies and industry-validated vocational-technical competencies, despite the challenges presented by the ongoing pandemic.

Members of the Class of 2021 earned more than 345 scholarships and awards with a collective renewable value exceeding 7.9 million.

A total of 273 juniors and sophomores participated in the fall PSAT/NMSQT and early spring PSAT-10 test administrations. The tests designed by the College Board are an early indicator of potential student success on the SATs and in the Advanced Placement program.

We went to great lengths to provide our students with a traditional testing experience despite pandemic obstacles. In May, all Advanced Placement students took their AP College Board Exams in person. These traditional and difficult exams are designed for students to earn college credit for an AP class. In Spring 2021, 359 AP course exams were given to 232 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Calculus BC, Computer Science A, Computer Science Principles, Human Geography, Psychology, Physics 1, Physics C: Mechanics, and Spanish Language & Culture.

For the past 22 years, the Massachusetts Comprehensive Assessment System (MCAS) exams have played an important role in the achievement level of students in the state. Spring 2019, the Department of Elementary and Secondary Education (DESE) instituted the Next-Gen MCAS, an updated, more rigorous, computer-based exam to determine a student's readiness for career and college. This system of tests also incorporates altered scoring tiers.

As schools throughout Massachusetts struggled to keep student learning on task using hybrid models of remote and in-person instruction, DESE had to alter its fall and spring standardized testing schedule with all MCAS tests administered in person, following COVID-19 restrictions and protocols. In May, our sophomores participated in the Next-Gen MCAS in ELA and Mathematics, and our advanced freshmen took the Legacy MCAS in Science. Also, DESE offered juniors an optional computer-based Legacy MCAS for college admissions and scholarship opportunities, and nearly 100 of our juniors opted to take the ELA and Math tests.

Students are required to achieve a Competency Determination, a graduation requirement, on the Next-Gen MCAS test. Although in FY21, the Massachusetts Board of Education voted to waive some of those requirements. Our students, who have a 22-year history of exemplary achievement on the MCAS exams, remained vigilant in their participation and will have an opportunity to continue that trend during the 2021-22 school year as the DESE works to reschedule MCAS for those who still need to meet mandates.

Looking Ahead...

As educators and DESE aim to return to a more traditional classroom learning environment during the 2021-22 school year, students will have to concentrate on meeting standardized testing requirements. Unfortunately, there has been a significant interruption in gathering valid assessment data on Massachusetts enrolled students. However, state officials are confident that because of the dedicated administrators and staff in MA school districts, students will continue to be near the top levels compared to other K-12 students nationally and internationally. BVT is proud to have an enviable history of high student growth and achievement that most certainly will be evident when the new data is available.

Art Heals Creativity for a Cause

Our Visual Arts Department hosted Arts Heals: The Senior Perspective on May 7th. The sidewalk outside of our school was transformed with color, creativity, and meaning during the event as our senior artists created unique chalk murals on the theme of resilience and showcasing how art heals. The weather cooperated, and our students and faculty were also able to view the finished artwork.

The creative event was open to all seniors, not just those taking an art class. It served as an in-school field trip for 143 seniors and a formative assessment for those enrolled in Honors Art School Prep and Senior Art Studio. Non-art students had to preregister to reserve their chalk and 3'x3' square space to create their masterpiece. All students had to submit a concept for review before participating. The creative process from concept sketches to the final chalk murals emphasized resilience and the healing power of art. Robin Brown, LICSW, a Mental Health Counselor in our School Based Health Center, also spoke with the art classes about the importance of mental health and creativity.

Isabella Pimentel of Uxbridge, a senior in our Painting & Design Technology program, enjoyed participating in the Art Heals fundraiser. She said, "I had many different ideas, but the concept of human connection and the healing power of earth was something I wanted to explore. Each day in this world is a new day to learn, grow, and be resilient. When I'm having a tough day, I go outside to feel the sun on my skin. It brings me peace. I hope my artwork inspires others."

"It is exciting to see a thriving Art program with so many students engaged in creating meaningful artwork," said visiting artist Arielle Gordon, a 2017 graduate of BVT, a senior in her last semester at Massachusetts College of Art and Design in Boston.

Our Visual Arts Instructors empower students to make a difference by using their creative voices. "We are immensely proud of our seniors who used their creativity for a cause by participating in the event to build

awareness and support for teen suicide prevention," said Visual Arts Instructors Ashley Maclure and Kelly Garabadian. "A big thank you to everyone who helped make the event a success, from our staff chaperones, our alumni mentor, and of course, our generous sponsors."

This event raised over seven hundred dollars with all proceeds to benefit the mission of the National Center for the Prevention of Youth Suicide. It was supported in part by grants from the Cummings School Service Fund, the Blackstone, Millville, Northbridge, and Upton Cultural Councils, local agencies supported by the Mass Cultural Council.

Our Students Shine at SkillsUSA

The annual SkillsUSA competition series is a showcase for vocational technical education where students test their competency by competing with each other in hands-on technical exams designed and judged by industry leaders and experts.

In 2021, our students proved their technical skills are among the best in the country by earning 190 medals at the district, state, and national levels.

Massachusetts District V Conference

37 Gold, 38 Silver, 26 Bronze

Massachusetts State Leadership & Skills Conference

39 Gold, 18 Silver, 14 Bronze

National Leadership & Skills Conference

8 GOLD

- Gabriel Chaves-Silva of Hopedale
- Myra Dehestani of Millville
- Logan Hampson of Douglas
- Cullen Jacene of Northbridge
- Maggie McCann of Grafton

- Khushi Patel of Uxbridge
- Adam Pratt of Uxbridge
- Mandolin Simpson of Blackstone

2 SILVER

- Catherine Rozanas of Grafton
- Madison Gannon of Uxbridge

8 BRONZE

- Julia Drapeau of Millbury
- Casey Goyette of Uxbridge
- Benjamin Judson of Sutton
- Ashley King of Hopedale
- Andrew Konicki of Blackstone
- Christopher Mason of Milford
- Kyle Penta of Blackstone
- Chloe Terrell of Upton

NATIONAL VOTING DELEGATES

Carter Beard of Hopedale, Jessica Brown of Douglas, Hunter Claflin of Douglas, Kirsten Dinsmore of Upton, Abby Kelly of Hopedale, Aysia Parent of Douglas, Madeleine Poitras of Hopedale, and Samantha Stephens of Mendon.

STATE OFFICER

Elected to serve in the 2021-2022 school year:

- Hunter Claflin

Activities & Clubs

Lions and Beavers, Oh My!

With numerous extracurricular activities and clubs to choose from, our students get to follow their passions, have fun with their classmates, and flex their creative muscles. By joining groups like the LEO Club, National and Technical Honor Societies, Art Club, and Student Council, our

students can serve their community and lend their neighbors a helping hand.

Our Leo Club Walk for Sight

The Walk for Sight was held on our track from 8:00 a.m. to 1:30 p.m. on June 17th. The well-attended event raised \$1,000, benefiting the Mass Lions Eye Research Fund, a great way to end the school year.

Our Leos Roar, Again!

The BVT Leo Club earned impressive recognition, named Lions District 33A Leo Club of the Year for the 2nd year in a row. Additionally, the Club Officers were named Leos of the Year: Emma Conkey, Andrew Corbett, Myra Dehastani, Riley Holt, and Kyle Penta.

A Spooktacular Event!

It was an unseasonably cold Halloween for the young ghouls who dared to join us at our Leo Club Drive-Thru Trick or Treat. Dressed as ghosts, goblins, and witches galore, wearing required face masks, they came in all sorts of creative and colorful costumes hoping for candy, of course.

With the traditional Halloween celebration of trick-or-treating looking a little different due to COVID-19, our Leo Club wanted to offer younger siblings of our students and staff a fun, festive alternative. There were no tricks for those who signed up, just good spirits and sweet treats at this school event. Even Sporty the Beaver stopped by and had a wildly good time.

Accolades & Awards

Celebrating Excellence: The accomplishments of our students and staff included numerous awards and recognitions in FY21.

MVA Outstanding Non-Traditional Student of the Year

Each year, the Massachusetts Vocational Association award salutes

outstanding Career & Technical students from Massachusetts. The award recognizes the student's commitment to their career & technical education program, projects, related work experience, success in academics, character, and leadership involvement in school and community activities. Vivian Staheli of Hopedale, a senior in Heating, Ventilation, Air Conditioning, and Refrigeration, is the 2021 MVA Outstanding Non-Traditional Student of the Year.

Walter J. Markham Award Recipient

This prestigious award is presented to a Massachusetts vocational school senior who has demonstrated excellence in their technical, academic, and personal achievements. Rohit Kaushik of Hopedale, a senior in our Information Technology program, was the sole recipient of the 2021 Walter J. Markham Award. This impressive achievement complements his remarkable resume.

Academic Growth & Student Leadership Award

Meghan Griggs of Northbridge, a senior in our Engineering & Robotics program, and Rohit Kaushik of Hopedale, a senior in our Information Technology program, earned the National School Development Council's Award for Academic Growth and Student Leadership. This commendation acknowledges the positive contributions students make to their schools as well as their admirable character and academic accomplishment.

Nationally Recognized Student Council

Our student council was recognized for the third consecutive year as a 2021 National Gold Council of Excellence by the National Student Council for an exemplary record of leadership, service, and activities that serve to improve their school and community. Even with distance learning, they adapted their efforts to display the highest standards of leadership successfully.

A Perfect Score Earned

Assessments are a powerful tool when used to evaluate and strengthen student learning. The End-of-Course (EoC) Assessment offers our Project Lead the Way students a way to prove their strengths and showcase their potential to teachers, higher education institutions, and employers. The following students earned a perfect score on their EoC exams:

Principles of Engineering Exam

- Katelyn Steele of Upton, a sophomore in Engineering & Robotics

AP Computer Science Principles Exam

- Nathan Dynko of Bellingham, a senior in Information Technology

Civil Engineering and Architecture Exam

- Madison Gannon of Uxbridge, a senior in Engineering & Robotics
- Casey Goyette of Uxbridge, a senior in Engineering & Robotics
- Matthew Trenholm of Northbridge, a senior in Engineering & Robotics

Digital Electronics Exam

- Riley Holt of Uxbridge, a junior in Engineering & Robotics
- Cullen Jacene of Northbridge, a junior in Engineering & Robotics

MAVA/MVA Outstanding Vocational Student of the Year

Each year, this award is presented by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA) to one student from each vocational-technical high school in Massachusetts. The award recognizes students who have made significant contributions to their local school district and the statewide vocational education system. Recipients must have excellent attendance, a minimum of a 3.5 GPA, and vocational-related work experience. In addition, the students must demonstrate leadership qualities, technical competence, involvement in the community, and extracurricular activities. Madeleine Poitras of Hopedale, a senior in Multimedia Communications, a well-rounded and dedicated student, has earned the

2021 MAVA/MVA Outstanding Vocational Student of the Year award.

Community Investments

Our students participate in community projects each year, which provide a tangible return on investment for District residents and provide our students with invaluable hands-on, real-world experience. Whether it's reconstructing a playground, creating a sign for your business, or remodeling a public building or local landmark, we believe in giving back by using our vocational training and skills to enhance the communities that support our students. BVT's work on capital improvement projects throughout our 13-town District is a welcome source of financial relief for local budgets by utilizing in-house talent and resources. We're proud to provide additional savings to District residents by welcoming our stakeholders to enjoy discounted services in our student-run restaurant, salon, and design and print center.

In FY21, a total of 230 projects and services resulted in notable savings for our District, with \$122,340 in total savings to District taxpayers.

A few examples of the FY21 community projects include:

American Legion Hall

Members of the Roger L. Wood American Legion Post 355 in Mendon reached out to BVT when major interior improvements were needed. As a result, juniors in our Construction Technology program, under the supervision of their instructor Michael Swanick began the deconstruction process in January FY20 to prepare for a 2020-21 school year rebuild. For every job that involves knocking down a wall, there's another that calls for putting one up. So, in FY21, students returned and worked on putting up interior walls and partitions.

Our Electrical Instructors Craig Allen and John Mitchell, with their sophomore students, installed a new electrical service, meter socket, and panel in June. To move electricity from its source at the service panel to

its destination, students had an opportunity to run the interior wiring needed to power up the plugs and lighting. Now the American Legion Hall can shine its lights brightly.

Uxbridge Dog Park Kiosk

When the Uxbridge Dog Park needed an outdoor bulletin board, they reached out to BVT to discuss their needs. Construction Technology instructor Michael Swanick led a team of students excited to use their vocational skills to construct and install a kiosk that not only met the park's requirements but would enhance the visitor experience. Students built the 5'x10' structure with a shingled roof and a 48"x36" plexiglass enclosure to weather-protect a bulletin board. This beautiful new kiosk will keep printed materials protected from the elements. The Uxbridge Dog Park at 375 Sutton Street is open to all responsible dog owners in the Blackstone Valley.

Return on Investment

Our Budget Maximizes Federal and State Funds to Enhance Student-Focused Learning

Our School Committee crafted the District's FY21 budget in a manner that provided diverse skill development opportunities for our students through relationships with local businesses and industry while also adhering to strict state requirements. This year, the COVID-19 pandemic continued to present unique challenges for our administration, faculty, and support staff to find creative ways to deliver education through a combination of distance and hybrid learning. With the assistance of gifts, grants, private funding, and a minor increase in state aid, the District kept the operating budget to a 3.90% increase. Additionally, to mitigate the state's continued increase of our member town's minimum contributions (5.59% for FY21), our School Committee authorized the use of \$225,000 in available reserve funds to help offset the impact.

Our administration, faculty, and students continuously search out ways

to streamline processes, reduce waste by recycling, and reduce energy consumption while delivering quality education. Through targeted professional development opportunities, we strive for teacher excellence and continue to promote the importance of a healthy lifestyle with our students and staff alike, which continues to enhance our positive learning environment.

The FY21 operating budget of \$25,602,950 was funded primarily by \$9,415,987 in Chapter 70 & 71 State Aid and \$15,744,963 in Member Assessments. A dedicated and fiscally responsible partner, BVT remains committed to assisting our District towns through fiscal management, austerity, and planning to present a single, consolidated annual request to operate within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Complementing Community Support

BVT complements community support by pursuing non-taxpayer resources through the aggressive pursuit of available public and private grants or donations to enhance learning and support programs and services for its students. In FY21, local assessments were complemented by nearly \$2 million in grants, private sector support, and efficiencies.

With the support of a two-year MA Skills Capital Grant, BVT planned to implement a new Biotech Chapter 74 Program utilizing its Biotech/Chemistry Labs for the academic sciences to enhance and expand student career education opportunities. To date, the Baker-Polito Administration has awarded BVT six out of the seven Workforce Skills Capital Grants offered. In total, this administration has awarded over \$2.46 million to our school through this program.

The District received much needed COVID-19 support in FY21 to prepare and respond to student, faculty, and staff needs related to distance, hybrid, and in-person learning. For example, BVT received a \$279,450 Coronavirus Relief Fund School Reopening (CvRF) grant, which helped

provide essential personal protective equipment and supplies to sanitize facilities and fund innovative efforts within academic classrooms and vocational shops to prevent the spread of the virus.

Additionally, we used a portion of the CvRF grant, a competitive \$116,735 Remote Learning Technology Essentials grant, and a \$31,964 Elementary and Secondary School Emergency Relief grant to purchase educational technology, hardware, and software to help ease distance and hybrid learning transitions.

To ensure our students in distance learning had access to nutritious meals, the District secured a \$75,000 No Kid Hungry grant to improve food security measures and took its current free Drive-Up Meal Service off-campus to deliver school meals.

In addition to FY21 grants, eleven member towns agreed to donate a portion of their CARES ACT funding to the District with COVID-19 in-kind donations. The \$339,716 contribution allowed us to purchase of laptops to assist with 1:1 technology initiatives and distance learning for students. BVT also received support from several local banks to help with transportation vans, which are essential for educational field trips and community projects where students have an opportunity to apply the skills learned at school out in the community.

Our School Committee

Our School Committee is comprised of 13 dedicated individuals, elected district-wide, with representation from each of our member towns. With many years of experience in fields ranging from business and industry to law and education, they provide invaluable expertise in overseeing operations and setting District policy.

Chairman: Joseph M. Hall, Bellingham

Vice Chairman: Gerald M. Finn, Millville

Assistant Treasurer: Chester P. Hanratty, Jr., Millbury

Secretary: Anthony M. Yitts, Grafton

Joseph A. Broderick, Blackstone

John C. Lavin, III, Douglas*

Mitchell A. Intinarelli, Hopedale

Dennis P. Braun, Mendon*

Paul J. Braza, Milford

Jeff T. Koopman, Northbridge

Julie H. Mitchell, Sutton

David R. Bartlett, Upton

James H. Ebbeling, Uxbridge

Superintendent-Director: Dr. Michael F. Fitzpatrick

Assistant Superintendent – Director/Principal: Anthony E. Steele, II

Business Manager: Lorna M. Mangano

District Treasurer: Barbara A. Auger

Recognition of Retirement and Welcoming New Members*

With sincere appreciation, we thank Mr. Lavin and Mr. Braun for their years of service and dedication as District School Committee members. We offer warm wishes and congratulations on their retirement. On May 20, 2021, the School Committee appointed and welcomed two new members: Mark J. Potter, Douglas, and Edward D. Cray, III, Mendon.

Thank You for Your Support

The success of our mission wouldn't be possible without the ongoing support of the residents and business partners of our District. Blackstone Valley Regional Vocational Technical High School, based in Upton, Massachusetts, proudly serves the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge.

Thanks to support from District towns, advisory committees, business partners, and local stakeholders, Blackstone Valley Tech offers expert

training in the following vocational programs:

Advanced Manufacturing & Fabrication
Automotive Collision Repair & Refinishing
Automotive Technology
Biotechnology
Business & Entrepreneurship*
Construction Technology
Cosmetology
Culinary Arts
Dental Assisting
Drafting & Design Technology
Electrical
Electronics & Engineering Technology
Engineering & Robotics
Health Services
Heating, Ventilation, Air Conditioning & Refrigeration
Information Technology
Multimedia Communications
Painting & Design Technology
Plumbing

**Closing spring of 2022, no longer taking enrollment.*

We also offer Moonlight Programs for adult learners:

Advanced Manufacturing Foundational Skills
Practical Nursing (Post-Secondary)

MENDON-UPTON REGIONAL SCHOOL DISTRICT

Interim Superintendent's Annual Report 2021

Dr. Maureen Cohen

Dear Mendon and Upton Communities:

This past year has been like no other as we adapted and changed our approaches for delivering instruction and supporting our students' well-being amidst a global pandemic. Thank you to our amazing and supportive Mendon and Upton school community whose collective efforts have created learning environments where our students excel and achieve. Thank you to our District School Committee and our District Leadership Team who have gone above and beyond to provide thoughtful and forward-thinking leadership through unprecedented times. Thank you to our teachers and staff who have become masterful in sustaining high-quality learning experiences for our students whether in virtual, remote, hybrid, asynchronous, synchronous, or in-person settings, all of which we have experienced this past year.

Our District's Mission "*We Empower All Learners to Thrive*" took on a different meaning in the course of this past year, as empowering all learners to thrive went beyond academic achievement and meaningful personalized learning. It also required increased attention to food insecurity, mental health supports, access to technology, trauma-informed care, family support, housing and transportation assistance, health and safety guidance, and so much more. The following core values to help us prioritize our work:

Building Strong School Community Relationships: Foster strong relationships with our students, families, and staff to create a safe and supportive environment where all members can thrive and have a strong sense of belonging.

Prioritizing Health and Well-Being: Prioritize the health and safety of students, staff, and the community, adapting as needed to shifting health metrics and local, state, and federal guidelines.

Supporting All Learners: Support all learners to ensure they receive high-quality, engaging instruction of grade-level standards with just-in-time scaffolds when needed.

Pursuing our Strategic Vision for Learning: Create learning environments and programs where our students will engage in deeper learning experiences that are grounded in authentic tasks and meaningful connections to our Portrait of a Learner Competencies.

The following are highlights of proactive steps the district enacted in furthering our strategic goals:

Building Strong School Community Relationships

- *Thrively* platform to better understand our students' strengths, interests, and skills
- Live streaming of school events and meetings to engage more participants both in-person and at home
- District newsletter with highlights of teaching and learning and informational updates
- Zoom meetings in parent-teacher conferences, special education meetings, and groups to increase accessibility and parent forums to answer questions in changing instructional models and COVID protocols
- District social media accounts for communication and engagement

Prioritizing Health and Well-Being

- Air filters in all facilities and upgrades to our HVAC ventilation systems

- Universal screeners in social-emotional learning and well-being
- Vaccination clinics for staff, students, and community members
- Provisions of PPE (masks, cleaning, plexiglass, etc.) across all schools
- Health data tracking and monitoring to inform decision-making
- Breakfast and lunch provided for free to students

Supporting All Learners

- Return to School Services with adjustment counselors at the middle and high school to provide short-term, transitional support, for students returning to classes after an extended absence
- Academic screening and diagnostic assessments in ELA and Math
- Equity, diversity, and inclusion vision, beliefs and expectations developed to meet the needs of all our learners
- Multi-tiered Systems of Support to meet the needs of all our students
- Positive Behavioral Intervention System (PBIS) implementation in grades K-8
- *Inspired Learning in Unimagined Times*, return to school guidebook to address student social-emotional and learning needs

Pursuing our Strategic Vision for Learning

- Expansion of Project Lead the Way (PLTW) programming at the middle and elementary schools
- Participation in DESE Kaleidoscope Collective to develop innovative approaches in deeper learning
- EPIC Engineering Challenges, BVExcel courses, Science Symposiums, Project-Based Learning, Career Shadowing
- New high quality instructional materials in math (K-5) and science (5-8)

- Civics action projects at the middle and high school

We are able to continue to provide a high-quality education for our students due to the financial commitment of our two communities and our students. Thank you for your investment in their future success. The landscape of education looks extremely different from what it did when many of us were in school and the future we are preparing our students for requires an entirely new set of competencies and skills. These critical skills and mindsets are developed when we collectively support a future-driven educational model steeped in innovative practices, redesigned curriculum, and authentic learning experiences. This year we have seen how communities can come together with resilience, flexibility, and focus on health and well-being. Next year we look forward to a healthier year, with a renewed focus on community partnerships, personalized learning, and strengthened relationships.

As always, thank you for your active engagement and unwavering support.

Sincerely Yours,

Dr. Maureen M. Cohen
Superintendent of Schools

Mendon–Upton Regional School District
Interim Assistant Superintendent's Report
Dr. Cheryl Kirkpatrick

Department of Teaching Learning:

The Department of Teaching and Learning is responsible for coordinating the following activities:

- Professional development for the district faculty and staff
- Curriculum review, revision, and alignment to the Massachusetts Curriculum Frameworks
- 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 Educator Evaluation System
- Evaluation and recommendations of instructional materials, methods, and programs to support curriculum
- Analysis of student performance using multiple data sources
- English Language Learner programming
- Implementation of Department of Elementary and Secondary Education (DESE), state, and federal regulations

Our mission to *empower all learners to thrive* continues to guide us as we navigate keeping our schools open and safe through the pandemic. Our goals have been focused on building a multi-tiered system of support (MTSS) to provide equitable access to strong, grade-appropriate instruction, reconnecting with our students using strength-based approaches, and incorporating authentic learning experiences that integrate Portrait of a Learner competencies and engage students in deeper learning. These goals acknowledge the challenges students have faced during the pandemic that, in some cases, have impacted students in ways that create barriers for their learning. As such, with the return of students to full, in-person learning in April 2021, we prioritized attending

to students' social-emotional needs to engage them in rigorous learning experiences, in line with DESE's Acceleration Roadmap. This focus has also guided the district's professional learning for the year which has followed the theme, "Understanding, supporting and engaging our students," and has included opportunities for staff to learn more about using data and curriculum to address student needs while maintaining grade-level rigor.

Curriculum, Instruction, and Assessment

The curriculum review process provides the Mendon-Upton Regional School district with a process for the systematic ongoing evaluation of curriculum, instruction, and assessment across all content areas. High-quality, standards-aligned curriculum are essential to supporting the teaching and learning process. Our district believes that exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and diverse world.

Multi-tiered System of Support: Our district continues to solidify its multi-tiered system of support (MTSS) to ensure that every student receives a high-quality educational experience. Within the MTSS, universal screening is the first step in identifying the students who need additional support, intervention, and extension. This year we utilized i-Ready, an assessment and targeted instruction platform, to enable student screening and monitor student progress aligned to state standards in reading and math. The i-Ready platform uses student assessment results to provide personalized instruction to meet each student's needs. In addition to i-Ready, we administered a universal screener for social-emotional learning (SEL) competencies and well-being through Panorama Education. This data helps to identify our students' overall well-being and mental health, providing educators with ways to prioritize the supports that students need. True to the MTSS framework, educators rely on both SEL indicators and academic indicators to identify tiered supports for students. As a compliment to these assessment platforms, the district

introduced Thrively, a personalized learning platform that identifies students' strengths and interests. Thrively provides another vehicle for educators to better understand and support their students, and also provides a curriculum that can be personalized to students' interests.

Equity, Diversity, and Inclusion Team (EDI): As part of our long-term district goals around social-emotional learning, one of our targeted improvement areas is to establish an implementation plan around equity and inclusion. Our EDI Team was formed in 2021 to guide these plans by first establishing the shared beliefs that guide our work: Committing to living our mission of empowering all learners to thrive by ensuring that each member of our community is known, valued, celebrated and nurtured; Believing in ensuring educational equity where all students receive what they need to develop their full academic, social and emotional potential; Creating systems to ensure that all students have equal access to opportunities regardless of their background. Our teaching and learning efforts will enact these beliefs by supporting culturally responsive and sustaining school and classroom practices, creating programming to foster our Portrait of a Learner competency of global citizenship, ensuring the use of diverse and inclusive curricula and instructional materials, and ensuring equity and access for all learners through tiered systems of support. The EDI Team led a professional learning session in May 2021 at which they asked all members of the MURSD community to commit to various action steps such as reflecting on their own beliefs, creating psychologically safe classrooms, addressing microaggressions, engaging students in conversations about equity, diversity, and inclusion, dispelling stereotypes and bias from curriculum materials, assessments, and classroom décor, and fostering positive relationships with families and colleagues. Educators received the book Culturally Responsive Teaching and the Brain, by Zaretta Hammond, and the district conducted two book studies. This year, educators also received professional learning on anti-bias and culturally responsive teaching practices and started an equity audit designed to inform our next steps in this area.

Mentoring and Induction

The district implements a multi-year induction program for its newest educators. This program matches educators who are new to the district with more experienced mentors. New educators take part in a seminar for new teachers that meets five times over the course of the year and focuses on topics like parent engagement, culturally responsive teaching, and self-care. Mentors are trained in areas like providing feedback, asking questions, and supporting adult learners. They meet with new educators regularly and observe them teaching. Part of our new teacher induction also includes inviting second and third-year educators to participate in learning walks that happen in partnership with Milford Public Schools and Ashland Public Schools.

Grants

In 2021, the district received a variety of entitlement and competitive grants. We received over \$600,000 this past year in grants, many of which were federal and state COVID-19 Relief grants. The Curriculum and Instruction Office is responsible for the writing and management of many of the district grants, which provide supplemental funding for our programming. We are always seeking additional funds from external sources to meet the growing needs of our students and schools. Below is a listing of some of the entitlement grants and competitive grants received:

- Title I Grant: targeted assistance to students in reading, writing, and mathematics to students through Title I tutors at Memorial Elementary School, and Miscoe Hill Middle School
- Title IIA Grant: teacher quality/mentoring program and professional development
- Title IV Grant: innovative practices and social-emotional learning system of supports
- Summer Learning Grant: support for academic and social well-being of students who are at risk
- ESSER Grant: digital textbooks, personal protective equipment, and online assessment system

- Acceleration Math Grant: i-Ready Math assessments and personalized learning
- StMath Grant: launch of StMath for students in grades K-4
- PLTW Grant: expansion of Project Lead the Way programming to grades 5-8

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 with the goal of improving teacher practice and student outcomes. Through our district strategic planning, and guided by the district's PD Committee, we identify professional development to support our district initiatives. The professional development we provided in 2021 focused on the following areas: 1) The implementation of new curriculum, 2) Instruction in using new assessments to assess student needs and progress, 3) Understanding and implementing the MTSS framework, 3) Social-Emotional Learning, 4) Developing practices and systems that are more equitable and inclusive, 5) Mandated state and federal training in bullying, cyberbullying, child abuse, discrimination, FERPA, sexual harassment, and health emergencies.

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. We have various district partnerships to provide ongoing professional development for all staff. Some of our affiliations include Blackstone Valley Curriculum Consortium, Local Staff Development Opportunities (LSDO), Primary Source, Curriculum Leadership Council, SafeSchools and Exceptional Child, The Master Teacher: Paraeducator Online Training, MA Partnerships for Youth, and the Global Online Academy. To view our district professional development website, go to: www.murstdpd.weebly.com

Cordially,

Dr. Cheryl L. Kirkpatrick
Interim Assistant Superintendent of Schools

Mendon-Upton Regional School District
Director of Student Support Services' Report

The Student Support Services Department of the Mendon-Upton Regional School District provides a continuum of services, accommodations, and modifications designed to meet the unique needs of each student identified through the IEP process. Our district is dedicated to providing meaningful instructional practices to ensure high-quality learning for all students within the least restrictive environment. Services are provided for students eligible for special education from the ages of 3-22 years. The Mendon-Upton faculty and administration adhere to our shared vision to create an inclusive classroom environment that complements all ability levels and learning styles. The Student Support Services department is committed to collaborating with families, general and special educators, related services providers, administrators and community partners to ensure equity and access for all students. Updates to support our collaboration include addition of a school psychologist working between Memorial and H.P. Clough Elementary schools, the implementation of Pearson's Digital Assessment Library and electronic signature software to ensure the timely implementation of services through the IEP process.

The Mendon-Upton Regional School District recognizes the importance of Least Restrictive Environment (LRE) outlined in the IDEA and substantiated by decades of research that show that the more normative the environment the better the outcomes for children. To this end, each of our four district school buildings promote collaborative planning, teaching and assessing student progress among general and special educators, service providers and paraeducators in the general education setting. The co-teaching model consists of a general educator and special educator working as equal partners sharing instructional responsibility for all students in a single classroom. Students with significant skill deficits in the areas of reading, written

language, spoken language, and/or math skills may also receive explicit instruction in a small group setting at the elementary and middle school levels. In this small, specialized setting, information is presented in a highly structured, organized manner, using a multi-sensory approach to support both written and spoken language comprehension emphasizing key concepts and main ideas.

The Mendon-Upton Regional School District offers an Integrated Pre-Kindergarten Program that provides a structured learning environment for children both with and without disabilities. The Integrated Pre-Kindergarten Program provides identification, educational and support services for preschool age children. Pre-kindergarten classes are located at the H.P. Clough and Memorial Elementary Schools and typically enroll 15 to 16 students at each location. New to our integrated pre-kindergarten this year is the implementation of the World of Wonders curriculum which aligns with our K-4 Wonders curriculum. The World of Wonders curriculum provides developmentally appropriate instruction for young learners including cross-curricular activities, focus on socio-emotional development, and preparation for kindergarten and beyond. Children with disabilities are provided additional support and specialized instruction as directed by their Individualized Education Programs. A comprehensive range of services is provided by the pre-kindergarten staff as well as related service providers including speech language therapist, occupational therapist, and physical therapist as needed in an integrated service learning approach. The district works collaboratively with early intervention programs to ensure eligible students are ready to receive specialized instruction and/or related services starting on their third birthday.

In addition to a comprehensive inclusion model, the district also offers more intensive programming to meet the needs of students with significant disabilities requiring a varied learning environment to make effective progress. The elementary and secondary levels offer the STAR

Program (Success through Alternative Resources) for students who require intensive behavioral, academic and communication support. The instructional practices in the STAR classrooms are primarily based on the principles of Applied Behavioral Analysis (ABA), which feature teaching methods including task analyzed instruction, discrete trial training, fluency-based instruction, incidental teaching methods, and behavior reduction strategies. The STAR program offers behavioral interventions, student specific inclusion opportunities, family support and engagement, as well as consultative support to general educators. As recipients of the Doug Flutie Jr. Foundation for Autism's Allison Keller Education Technology Grant, the district was able to purchase the Edmark Reading Program and updated versions of Boardmaker. Both programs are integral pieces of our curriculum in the STAR classrooms. We are appreciative of the generosity of the Doug Flutie Jr. Foundation for Autism.

Nipmuc Regional High School also offers the Vista Program providing individualized services, programming and instruction to students relevant to their needs. The Vista curriculum is provided in a small group setting but allows for inclusion opportunities as well as community-based activities to maximize the potential and independence of each student. Academically, core content instruction focuses on reading, written language, mathematics, social studies, and science as the base curricula within each day. A life skills component related to current events, health, nutrition, safety, money handling skills, and community involvement, including travel within the area, is also part of this comprehensive curriculum. In addition, transition services are offered for VISTA and STAR students from the ages of 18 through 21. The transition curriculum covers a wide range of functional skills that students will need to lead independent and productive adult lives. Core elements of the instruction integrate specific academic, social, communication, self-determination, and activities of daily living skills into a variety of learning environments including school, community, home, and vocational training sites. The transition

curriculum provides a foundational bridge for school services to adult services.

The Mendon-Upton Regional School District's Special Education Parent Advisory Committee (SEPAC) meets regularly across the context of the school year. SEPAC meetings provide a forum for parents to share relevant information and create a network of support. SEPAC contact information and meeting schedule can be found on the district's website.

The mission of the Mendon-Upton Regional School District, in partnership with our communities, is to deliver a progressive, modern learning educational experience focused on the unique needs of each child, providing them a competitive advantage in the 21st century. The Student Support Services department affirms this commitment and uses this goal as a benchmark when developing and maintaining programs worthy of distinction. These programs, described in the aforementioned paragraphs, provide all students with an education that promotes intellectual rigor, responsible citizenship, and lifelong learning.

Respectfully submitted,

Jennifer D'Angelo
Director of Student Support Services

Mendon-Upton Regional School District
Administrator's Report
Nipmuc Regional High School

Throughout the 2020-2021 school year, Nipmuc Regional High School continually adapted to the challenges of the COVID-19 health crisis, demonstrating the perseverance, resilience, flexibility, and caring of our learning community. Through the collective efforts of the community, Nipmuc overcame the obstacles of the pandemic to bring learning to life for our students.

Inspired Learning in Unimagined Times

In the summer of 2020, a district-wide committee of students, parents, and staff members digitally convened to design and publish *Inspired Learning in Unimagined Times*, a guide for returning to school that addressed students' health, safety, well-being, and learning needs. Following the publication of this document, Nipmuc's faculty and staff convened to design an academic guidebook, containing a variety of strategies to engage our students, connect them to our teachers and their peers, and help them reflect on their learning in the midst of the pandemic. These strategies supported students and teachers in maximizing virtual, hybrid, and in-person learning opportunities throughout the year.

Health and Safety Protocols

Throughout the year, Nipmuc relied on school nurses Leslie McInnis and Nancy Robbins to lead our work in designing health and safety protocols to allow us to return to in-person learning as quickly and safely as possible. With their leadership, Nipmuc designed guidelines based on research-based best practices to provide thoughtful solutions to challenges including classroom seating design, hallway travel, mask breaks & lunches, COVID symptom awareness, contact tracing, testing, vaccination clinics, and more. With their knowledge, frequent communication, and creative problem-solving, Nipmuc was able to ease

the concern of students, staff, and parents while limiting the spread of the virus throughout the community.

Flexible Schedules

One of the strengths of the Nipmuc community during these uncertain times was the ability to adapt flexibly to the ever-changing health concerns. The school year opened in a fully virtual format in which all students participated in a full day of lessons via videoconferencing. In October, the school transitioned to a hybrid schedule in which students weekly participated in a fully synchronous half-day of virtual learning each Wednesday, in-person learning at Nipmuc for two days, and two at-home asynchronous learning days. In April, all students returned to school for full-time, in-person learning.

Student Life and Activities

Despite the challenges presented by the pandemic, Nipmuc's clubs, activities, and student life found flexible solutions to provide opportunities for co-curricular learning, relationship-building, and fun. Nipmuc athletics offered a full range of competitive teams, providing nearly 500 athletes over three seasons with the chance to compete as part of the program. The Nipmuc Drama Guild presented a live virtual performance of the play *Everything Seems Like Maybe*, which focused on the experience of teenagers during the pandemic. The Fine Arts Festival provided senior artists with the chance to showcase their portfolios to friends and family. The Nipmuc Band and Chorus each adapted to the challenges of the pandemic by streaming live concerts, moving performances outside, or finding alternate venues for concerts.

Celebrating the Class of 2021

Despite the challenges of the COVID-19 health crisis, the Nipmuc community rallied around the Class of 2021 to provide senior events and celebrations to honor our students. Some of the recognition of our seniors included delivering Class of 2021 yard signs, hosting a Senior Fest celebration, holding a senior breakfast, continuing the tradition of the

senior drive-around, and hosting a senior walk-in which graduates visited each school in the district to the applause and congratulations of students and staff. On June 5, 2021, Nipmuc celebrated the graduation of the Class of 2021 with an outside ceremony highlighted by student speeches and performances. Finally, on June 10 Nipmuc hosted the senior prom at Lakeview Pavilion in Foxboro, providing a send-off to the seniors as they begin their lives after high school.

Kaleidoscope Collective for Learning

Nipmuc Regional continued its participation in the Department of Elementary and Secondary Education's (DESE) Kaleidoscope Collective for Learning (KCL). Nipmuc was one of twenty-one schools across the state chosen to lead the exploration of deeper learning, which DESE Commissioner Riley defines as "engaging students in lessons that are thoughtful, creative, imaginative, and, frankly, exciting". Through the 2020-2021 school year, Nipmuc's KCL team participated in professional training, received grant funding, and collaborated with a cohort of forward-thinking schools from across the state. At the culmination of the partnership with DESE, Nipmuc's KCL team designed deeper learning experiences to be incorporated into the curriculum at Nipmuc.

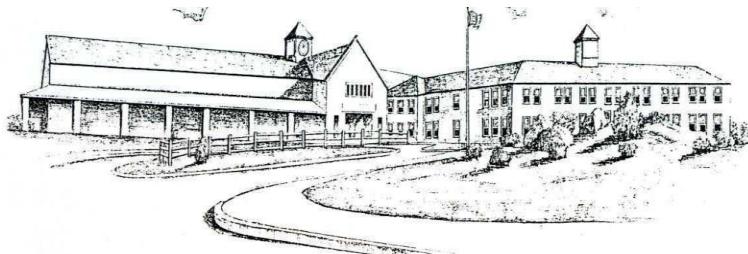
Reflection

Although this year presented many challenges, we look back on 2020-2021 with a sense of gratitude. The Nipmuc community demonstrated resilience, flexibility, and an unwavering commitment to the social, emotional, health, and learning needs of our students. We look forward to the upcoming year with appreciation for the strength of our community and hope for a healthier future.

Respectfully submitted,

John Clements and Mary Anne Moran
Co-Principals

Sixty-first Annual Commencement Exercises



Mendon-Upton Regional School District
**Nipmuc Regional High
School**
Upton, Massachusetts

Saturday, June 5, 2021

10am

Kyrollos Edward Abedelnour
Josephine Kayla Mai Abongwa
Paige Elizabeth Alcott
Luany Leite Alencar
Paige Katherine Allen
Larissa Nacif Marcal Alves
Nicholas Francis Antonelli
Amelia Elizabeth Arthur
Joseph Sifin Aziz
Megan Theresa Bailey
Amelia Ruth Ball
Alex Carneiro Baptista
Lucas John Basile
Alison Kathleen Susan-Rose Beaupré
Lucas William Beder
Abigail Marie Benoit
Lily Jing Bigelow
Olivia Law Black
Allison Grace Bohan
Samuel Robert Bombara
Katelyn LeeAnn Bottoms
Aidan Roger Bowman
Ciara Rose Boyle
Paige Kathleen Breen
Owen James Brigham
Tomás Enrique Bruckett-Delgado
Christopher James Broe
Nolan Patrick Brown
Shane Marcus Brown
Sarah Michelle Burroughs
Itallo Jacinto Carrijo Campos
Murillo Jacinto Carrijo Campos
Cassidy Isabella Candela
Jacqueline Rose Capalucci
Kelsey Grace Casamento
Catherine Elizabeth Casey
Josephine Rosalie Ceruti
Jackson Adam Chace
Tyler Franklin Chesters
Sarah Ashley Clark
Lauren Lynne Clish
Jacob Matthew Collard
Kali Shea Comer
Shayla Rose Comfort
Atlanta Ava Raine Compton
Morgann Lenore Conley
Michelle Rose Cote
Alexander William Cummings
Jordan Elizabeth Davidson
Thomas Gary Deguire
Jonathan Ryan Dorr
Catherine Hazel Doyle
Cicely Grace Dunster

Rachel Noelle Dupre
Caroline Hobbs Emond
Emmerson Jo Fitts
Caitlin DeBev Flanagan
Aiden John Fournier
Matthew David Fraser
Imad Sami Gadrouz
Jaylin Laura Gummel
Tobias Alexander Genova
John Montgomery Ghiorse
Jenna Louise Giardini
Joshua Matthew Giglietti
Brooke Eve Glasier
Rachel Marie Goodwin
Danya Paige Duvall Greene
Nathaniel Oscar Greer
Grace Camille Harvey
Jared Devon Heather
Kiara Rae Hentz
Kellen Elizabeth House
Zachary Scott Huestis
Gabriel James Hughes
Kendall Victoria Jason
Niurca Sherlin Jimbo Veliz
Elizabeth Rae Kerber
Christopher Benjamin Kinsley
Nicolas Finn LaCortiglia
Christopher Michael Lavoie
Jason Thomas Edward Lazar
Joseph Thomas LeClaire
Ethan Bernard Lefebvre
KylaMarie Segredo Lima
Jordan Elizabeth Lindquist
Kaylee Ann Lukasek
Kristopher Rafael Marrero
Aaliyah Arasely McGovern
Grace Linda McGuire
Michelle Joan McMahon
Jenna Meryl Meleedy
Jillian Angela Mespelli
Christopher James Miller
Jaiden Marie Miller
Benjamin Henry Moeckel
Madelyn Leigh Moore
Maren Joie Morrice
Bennet MacLeod Morrill
Charles Leavitt Morrill
Zoe Emily Morrison
Brendan Paul Murphy
Brynn Noelle Murphy

Jacob Demontah Newton
Saphie Mikoto Niane

Jessica Lynne Noel
Patrick Robert O'Connell
Ryan Thomas O'Connell
Triston Thomas O'Hagan
Brenden William O'Neil
Caleb Edward Oakley
Leah Margaret Palinkas
Nicolas Richard Parrotta
Jacob Jay Patzer
Abigail Marie Paul
Kamilly Vitoria Paza Ribeiro
Walker Kulik Penfield
Olivia Rose Perrone
Shayne Kenneth Peters
Howard Francis Phipps III
Lindsey Rose Plumb
Emily Ann Pollen
Meghan Skye Porter
Michael Kenneth Quinn
James Reid Rhodes
Robert Patrick Roach
Grace Marie Roberts
Kristina Marie Russo
Elizabeth August Salenius
Brynnna Laurel Harp Seligman
Maria Bassem Gamal Shaker
Marilyn Morgan Shilale
Chet Aiden Simpson
Benjamin Carl Skiba
Myles Anthony St. Jean
Grace Elizabeth Stewart
Keri Maria Stewart
Tessa Marion Stewart
Kurstin Kaitlin Taft
Kyle Lawrence Tewksbury
Jack Connor Thompson
Erin Rohan Toomey
Daniel Lawrence Torres-Muldoon
Daniel Quinn Trainor
Victoria Rose Trainor
Ava Jonja Cate Uthoff
Evellyn Cristyne Lemos Vaz
Sophie Isobel Hayden Vincens
Joshua Paul Watson
Gianna Julianne Weed
Miles Kenneth Whalen
Ethan Michael White
Hailey Marie Willis
Connor Durham Woods

PROGRAM

* Processional.....Nipmuc High School Band
"Pomp and Circumstance" by Sir Edward Elgar, arranged by Merle J. Isaac

* National Anthem.....All Present
"The Star Spangled Banner" arranged by Steve Smith

WelcomeAbigail Paul
We Are Resilient
Class President Senior

Principals' Address.....John K. Clements and Mary Anne Moran

Nipmuc Principals

Musical Selection.....Nipmuc High
School Band
"With Each Sunset (Comes the Promise of a New Day)" by Richard L. Saucedo

Essay.....Maryn Shilale
Don't Blink

Musical Selection.....Jenna Meleedy, Maren Morrice and Abigail Paul
"Slipping Through My Fingers" by Benny Andersson & Bjorn Ulvaeus

Essay.....Brynnna Seligman
Creating Your Own Path

Essay.....Walker Penfield
Dare to Dream

Remarks.....Joseph P. Maruszczak, Ed.D.

Superintendent of Schools

Presentation of DiplomasVikki Ludwigson

School Committee Chair

*Recessional.....Nipmuc High School Band
"Marche Romaine" by Charles Gounod, arranged by John Cacavas

* Audience Standing

Congratulations to the Class of 2021

CLASS OFFICERS

President	Abigail Paul
Vice President	Maryn Shihale
Secretary	Owen Brigham
Treasurer	Lily Bigelow

CLASS ADVISORS

Johanna Annunziata
Kate Reardon

CLASS MOTTO

“Do not go where the path may lead, go instead where there is no path and leave a trail.”
-Ralph Waldo Emerson

NIPMUC ADMINISTRATION

John K. Clements, M.Ed., Co-Principal
Mary Anne Moran, M.Ed., Co-Principal

DISTRICT ADMINISTRATION

Joseph P. Maruszczak, Ed.D., Superintendent of Schools
Maureen M. Cohen, Ed.D., Assistant Superintendent of Schools
Jay Byer, B.A., Director of Finance and Operations
Jennifer D'Angelo, M.B.A., M.Ed., Director of Student Support Services
David J. Quinn, M.A.T., Director of Technology Integration
Joseph S. Leacu, B.A., Director of Technology Operations

SCHOOL COMMITTEE

Erick Brown, Philip De Zutter, Kerry Laurence, Vikki Ludwigson, Sean Nicholson, Dorothy Scally

NIPMUC REGIONAL HIGH SCHOOL FACULTY

Julie Ahmed-Jussaume, M.Ed.	Efraim Diamond, M.A.T.	Leslie E. McInnis, BSN, RN
Sandra N. Alibozek, M.Ed.	Katy A. Dreher, M.A.T.	Matthew Merten, M.Ed.
Patrick J. Allen, M.Ed.	Erin K. Ellis, B.S.	Robert Messick, M.B.A.
Johanna M. Annunziata, B.A.	Christopher Evans, M.A.T.	Leigh-ann Miklavic, M.A.
David C. Antonelli, B.A., CAES	Kerry A. Fagan, MSW, LICSW	Brian Moloney, B.A.
Emily Ayers, M.S.	Jennifer C. Field, M.A.T., M.F.S.	Tricia E. Moloney, M.Ed.
Lori Beaudoin, M.Ed.	Amy E. Gilchrist, M.Ed.	Bonnie Nieves, M.Ed.
Bruce Bisbee, M.B.A.	James J. Gorman, M.S.	Gary E. Perras, M.B.A., M.Ed.
Lauren S. Blackburn, M.Ed.	Simon P. Harding, M.M.Ed	Lauren R. Plante, B.S.
Meagan M. Brazil-Sheehan, M.Ed.	Meredith J. Hefez, M.Ed.	Kathryn M. Reardon, M.A.
Kevin M. Campbell, M.Ed.	Courtney Henry, M.Ed.	Christopher P. Schmidt, M.Ed., CMAA
Alison L. Clish, M.Ed., M.F.A.	Gina Keniry, M. Ed.	Whitney M. Simmonds, M.M.
Ronald A. Cochran, M.Ed.	Mary Ellen Kennedy, M.B.A.	Ana M. Soto, M.Ed.
Ryan J. Cody, M.B.A.	Melissa Kinkela, M.Ed.	Roy Spindel, M.A., CAGS
Shelley A. Cook, M.Ed.	Courtney M. Leja, M.A.	Kendra C. Swenson, M.Ed.
Deborah Coyle, M.Ed.	Chelsea LeMaire-Boucher, M.A., M.A.T.	Allison J. Towne, M.Ed.
Steven DellaRovere, M.S.	Daniel MacIsaac, M.Ed.	Justin P. Townsend, M.Ed.
Kathleen Deschenes, M.Ed., BCBA	Christine D. Manzella, M.Ed.	Cari A. White, M.S.
		Samantha Tolys, M.Ed.

NIPMUC REGIONAL HS CLASS OF 2021
FUTURE PLANS

Kyrollos Edward Abedelnour

Future Plans: Massachusetts Bay Community College

Josephine Kayla Mai Abongwa

Nipmuc School Spirit Award
Future Plans: Massachusetts Bay Community College

Paige Elizabeth Alcott

Fordham Loyola Scholarship
Fordham University Grant
National Honor Society
National English Honor Society
Nipmuc Student Council Public Relations
Spanish Honor Society
The Zenie Foundation Scholarship
Future Plans: Fordham University

Luany Leite Alencar

Bryant Black and Gold Award
Massachusetts Seal of Biliteracy
National Honor Society
Spanish Honor Society
Future Plans: Bryant University

Paige Katherine Allen

Joan M. Scribner Leadership Award
John and Abigail Adams Scholar
Mendon-Upton Regional Teachers Association Scholarship
Milford Chamber of Commerce Scholar
National Honor Society
Nipmuc Humanities Scholar
Nipmuc Student Council Leadership Award
Nipmuc Student Council President
Spanish Honor Society
Top 10% Nipmuc Class of 2021
University of Maine Merit Scholarship
Future Plans: University of Maine

Larissa Nacif Marcal Alves

Massachusetts Seal of Biliteracy
Spanish Honor Society
Future Plans: Bridgewater State University

Nicholas Francis Antonelli

First Unitarian Society of Upton Scholarship
Mendon Lions Club Dean Scholarship
Mendon-Upton Regional Teachers Association Scholarship
My One Wish Scholarship
Roger Williams Community Scholarship
Upton Bloomer Girls Scholarship
Upton Police Union Association Scholarship

Future Plans: Roger Williams University

Amelia Elizabeth Arthur

Broadway Youth Dance Theater Scholarship
Nick Zinno Memorial Scholarship
Nipmuc Portrait of a Learner Scholar
Nipmuc School Spirit Award
Future Plans: Pennsylvania State University

Joseph Sifin Aziz

Future Plans: Framingham State University

Megan Theresa Bailey

Albertus Magnus Scholarship
Dean Bank Scholarship
First Unitarian Society of Upton Scholarship
Italian Honor Society
John and Abigail Adams Scholar
National Business Honor Society
National Honor Society
Upton Bloomer Girls Scholarship
Upton Men's Club Scholarship
Future Plans: Providence College

Amelia Ruth Ball

Massachusetts Seal of Biliteracy
National Business Honor Society
National Honor Society
Spanish Honor Society
Spanish Immersion Scholar
Future Plans: Northeastern University

Alex Carneiro Baptista

Future Plans: Apprenticeship Program

Lucas John Basile

Jack Gaskill Award
Nick Zinno Memorial Scholarship
Future Plans: Framingham State University

Alison Kathleen Susan-Rose Beaupré

Western New England University Success Grant
Future Plans: Western New England University

Lucas William Beder

Nipmuc Gridiron Scholarship
Future Plans: University of New Hampshire, Durham

Abigail Marie Benoit

Bentley University Provost's Scholarship
Bentley University Women's Leadership Scholarship
French Honor Society
National Business Honor Society
National Honor Society
Nipmuc Portrait of a Learner Scholar
Future Plans: Bentley University

Lily Jing Bigelow	Nipmuc Class of 2021 Treasurer John and Abigail Adams Scholar Milford Chamber of Commerce Scholar Nipmuc Portrait of a Learner Scholar Spanish Honor Society Top 10% Nipmuc Class of 2021 <i>Future Plans: University of Massachusetts, Amherst</i>
Olivia Law Black	Italian Honor Society <i>Future Plans: Providence College</i>
Allison Grace Bohan	Spanish Honor Society University of Tampa Merit Scholarship <i>Future Plans: The University of Tampa</i>
Samuel Robert Bombara	Spanish Honor Society <i>Future Plans: Framingham State University</i>
Katelyn LeeAnn Bottoms	John and Abigail Adams Scholar Spanish Honor Society Nipmuc Student Council Fall Events Chair University of Massachusetts Boston Beacon's Merit Scholarship <i>Future Plans: University of Massachusetts, Boston</i>
Aidan Roger Bowman	<i>Future Plans: Framingham State University</i>
Ciara Rose Boyle	John and Abigail Adams Scholar Spanish Honor Society <i>Future Plans: The University of Arizona</i>
Paige Kathleen Breen	College of Charleston Merit Scholarship Spanish Honor Society <i>Future Plans: College of Charleston</i>
Owen James Brigham	Nipmuc Class of 2021 Secretary John and Abigail Adams Scholar Mendon-Upton Regional Teachers Association Scholarship Spanish Honor Society <i>Future Plans: University of Massachusetts, Amherst</i>
Tomás Enrique Brockett-Delgado	Denison University Alumni Award Italian Honor Society John and Abigail Adams Scholar National English Honor Society <i>Future Plans: Denison University</i>

Christopher James Broe	Spanish Honor Society MURSD Spanish Immersion Scholar <i>Future Plans: Florida State University</i>
Nolan Patrick Brown	<i>Future Plans: Massachusetts Bay Community College</i>
Shane Marcus Brown	First Unitarian Society of Upton Scholarship Italian Honor Society National Honor Society <i>Future Plans: University of Massachusetts, Boston</i>
Sarah Michelle Burroughs	Italian Honor Society National Business Honor Society <i>Future Plans: University of Massachusetts, Amherst</i>
Itallo Jacinto Carrijo Campos	<i>Future Plans: Pima Medical Institute</i>
Murillo Jacinto Carrijo Campos	<i>Future Plans: Apprenticeship Program - Architecture</i>
Cassidy Isabella Candela	French Honor Society National Honor Society Simmons University Trustee Scholarship <i>Future Plans: Simmons University</i>
Jacqueline Rose Capalucci	Jesse A. Taft Scholarship Spanish Honor Society <i>Future Plans: University of Massachusetts, Amherst</i>
Kelsey Grace Casamento	Italian Honor Society National Business Honor Society National Honor Society <i>Future Plans: Boston College</i>
Catherine Elizabeth Casey	National Honor Society Nipmuc Senior Leadership Award Spanish Honor Society Warriors Club Scholarship William Leaver Leadership in Athletics Scholarship <i>Future Plans: University of Massachusetts, Amherst</i>
Josephine Rosalie Ceruti	Allan Frederick Rawson Memorial Scholarship Italian Honor Society Jack Gaskill Award Massachusetts School Administrators' Association Award

Mendon-Upton Regional Teachers Association Scholarship
Mendon-Upton Youth Soccer Association Scholarship
Future Plans: Salem State University

Jackson Adam Chace

John and Abigail Adams Scholar
Nipmuc Portrait of a Learner Scholar
Spanish Honor Society
Future Plans: Clark University

Tyler Franklin Chesters

Future Plans: Framingham State University

Sarah Ashley Clark

Italian Honor Society
John and Abigail Adams Scholar
Mendon-Upton Regional Teachers Association Scholarship
National Honor Society
Future Plans: University of North Carolina, Wilmington

Lauren Lynne Clish

Mendon-Upton Regional Teachers Association Scholarship
Quinnipiac University Trustee Award
Spanish Honor Society
Nipmuc Student Council Winter Events Chair
Future Plans: Quinnipiac University

Jacob Matthew Collard

Deborah Beltramini Memorial Scholarship
Spanish Honor Society
Future Plans: The American Musical and Dramatic Academy

Kali Shea Comer

University Fund Grant
University of Rhode Island Presidential Scholarship
Future Plans: University of Rhode Island

Shayla Rose Comfort

Framingham State Honors Program Scholarship
Italian Honor Society
Nipmuc Physical Education Medal Award
Future Plans: Framingham State University

Atlanta Ava Raine Compton

Future Plans: Undecided

Morgann Lenore Conley

Massachusetts Seal of Biliteracy
Milford Federal Bank Scholarship
National Honor Society
Nipmuc Director's Award for Chorus
NTID Foundation Fund Scholarship
Spanish Honor Society
Future Plans: Rochester Institute of Technology

Michelle Rose Cote	All-Nipmuc Team Award French Honor Society National Business Honor Society National Honor Society <i>Future Plans: University of Massachusetts, Amherst</i>
Alexander William Cummings	Nipmuc Art Society Scholarship Nipmuc Artistic Creativity Medal Award Nipmuc Portrait of a Learner Scholar University of Massachusetts Dartmouth Dean's Scholarship University of Massachusetts Dartmouth University Grant <i>Future Plans: University of Massachusetts, Dartmouth</i>
Jordan Elizabeth Davidson	French Honor Society <i>Future Plans: Quinsigamond Community College</i>
Thomas Gary Deguire	Eileen Lucier Award <i>Future Plans: University of New Hampshire, Durham</i>
Jonathan Ryan Dorr	<i>Future Plans: Undecided</i>
Catherine Hazel Doyle	MURSD Spanish Immersion Scholar University of Maine Merit Scholarship <i>Future Plans: University of Maine, Orono</i>
Cicely Grace Dunster	Massachusetts Seal of Biliteracy Spanish Honor Society Spanish Immersion Scholar Nipmuc Student Council Secretary <i>Future Plans: University of Surrey - Guildford School of Acting</i>
Rachel Noelle Dupre	John and Abigail Adams Scholar National Honor Society Nipmuc Portrait of a Learner Scholar Nipmuc STEM Scholar Spanish Honor Society <i>Future Plans: University of New England</i>
Caroline Hobbs Emond	<i>Future Plans: University of New Hampshire, Durham</i>
Emmerson Jo Fitts	John and Abigail Adams Scholar Massachusetts Seal of Biliteracy MURSD Spanish Immersion Scholar

Future Plans: University of Rochester

Caitlin DeBev Flanagan

MURSD Spanish Immersion Scholar
University of Kentucky - Bluegrass Spirit Academic Scholarship
Future Plans: University of Kentucky

Aiden John Fournier

Massachusetts Seal of Biliteracy
MURSD Spanish Immersion Scholar
Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Matthew David Fraser

All-Nipmuc Team Award
Chad Ghelli Memorial Scholarship
John and Abigail Adams Scholar
Nipmuc Athletics Senior Leadership Award
Spanish Honor Society
University of Tampa Marine Science - Biology Award
William Leaver Leadership in Athletics Scholarship
Future Plans: The University of Tampa

Imad Sami Gadrouz

Future Plans: Massachusetts Bay Community College

Jaylin Laura Gemmel

Future Plans: Framingham State University

Tobias Alexander Genova

John and Abigail Adams Scholar
Peter T. Paul Scholars Merit Scholarship
Spanish Honor Society
University of New Hampshire Trustee's Scholarship
Future Plans: University of New Hampshire, Durham

John Montgomery Ghiorse

French Honor Society
Future Plans: Stonehill College

Jenna Louise Giardini

Spanish Honor Society
Future Plans: University of Massachusetts, Boston

Joshua Matthew Giglietti

Future Plans: Quinsigamond Community College

Brooke Eve Glasier

John and Abigail Adams Scholar
Northeastern University Dean's Scholarship
Spanish Honor Society
Future Plans: Northeastern University

Rachel Marie Goodwin

All-Nipmuc Team Award
First Unitarian Society of Upton Scholarship
Jill M. Carboni Memorial Scholarship
Michael G. Anderson Scholarship

Roger Williams University Presidential Scholarship
Spanish Honor Society
Future Plans: Roger Williams University

Danyka Paige Duvall Greene

Future Plans: Employment

Nathaniel Oscar Greer

Future Plans: Undecided

Grace Camille Harvey

George Pepperdine Achievement Award
Future Plans: Pepperdine University

Jared Devon Heather

Andrew Sala Memorial Scholarship
Elden H. Barrows Memorial Scholarship
Elks National Foundation Scholarship
John and Abigail Adams Scholar
Massachusetts Seal of Biliteracy
Mendon-Upton Youth Soccer Association Scholarship
MURSD Spanish Immersion Scholar
National Honor Society
Nipmuc Portrait of a Learner Scholar
Nipmuc Scholar Athlete Award
Nipmuc Youth Baseball - Christopher DiLorenzo Scholarship
Spanish Honor Society
University of Vermont Presidential Scholarship
Warriors Club Scholarship
Future Plans: University of Vermont

Kiara Rae Hentz

Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Kellen Elizabeth House

French Honor Society
National Honor Society
Future Plans: Sarah Lawrence College

Zachary Scott Huestis

Future Plans: Entrepreneurship

Gabriel James Hughes

Future Plans: Carpentry Apprenticeship Program

Kendall Victoria Jason	Bentley University President's Scholarship Bentley University Women's Leadership Program French Honor Society John and Abigail Adams Scholar Milford Chamber of Commerce Scholar National Honor Society Nipmuc DECA Program Proficiency Award Top 10% Nipmuc Class of 2021 <i>Future Plans: Bentley University</i>
Niurca Sherlin Jimbo Veliz	<i>Future Plans: Employment</i>
Elizabeth Rae Kerber	John and Abigail Adams Scholar Nipmuc Portrait of a Learner Scholar Northeastern University Dean's Scholarship Spanish Honor Society <i>Future Plans: Northeastern University</i>
Christopher Benjamin Kinsley	<i>Future Plans: Undecided</i>
Nicolas Finn LaCortiglia	John and Abigail Adams Scholar <i>Future Plans: University of Massachusetts, Dartmouth</i>
Christopher Michael Lavoie	Massachusetts Seal of Biliteracy with Distinction MURSD Spanish Immersion Scholar National Honor Society Spanish Honor Society <i>Future Plans: North Carolina State University, Raleigh</i>
Jason Thomas Edward Lazarz	John and Abigail Adams Scholar Massachusetts Seal of Biliteracy MURSD Spanish Immersion Scholar National Honor Society Nipmuc Artistic Craftsmanship Medal Award Spanish Honor Society Upton Fire & EMS Association, Inc. Scholarship Upton Men's Club Scholarship <i>Future Plans: Siena College</i>
Joseph Thomas LeClaire	National Honor Society Spanish Honor Society Upton Bloomer Girls Scholarship <i>Future Plans: University of New Hampshire, Durham</i>
Ethan Bernard Lefebvre	Air Force ROTC High School Scholarship

	DAR Good Citizen Scholarship French Honor Society John and Abigail Adams Scholar Milford Rotary Club Scholarship National Honor Society Nipmuc Portrait of a Learner Scholar Nipmuc STEM Scholar <i>Future Plans: Purdue University</i>
KylaMarie Segredo Lima	Massachusetts Seal of Biliteracy Spanish Honor Society Temple University Merit Scholarship <i>Future Plans: Temple University</i>
Jordan Elizabeth Lindquist	Distinguished BBA Scholar Italian Honor Society John and Abigail Adams Scholar Milford Chamber of Commerce Scholar National Honor Society Nipmuc Business Proficiency Award Southern Methodist Distinguished Scholar Top 10% Nipmuc Class of 2021 <i>Future Plans: Southern Methodist University</i>
Kaylee Ann Lukasek	Italian Honor Society John and Abigail Adams Scholar Mendon-Upton Music Boosters Senior Music Scholarship Milford Chamber of Commerce Scholar National English Honor Society National Honor Society Nipmuc Portrait of a Learner Scholar Nipmuc Statistics Medal Award Top 10% Nipmuc Class of 2021 <i>Future Plans: Georgia Institute of Technology</i>
Kristopher Rafael Marrero	<i>Future Plans: Employment</i>
Aaliyah Arasely McGovern	<i>Future Plans: Undecided</i>
Grace Linda McGuire	French Honor Society University of Rhode Island Presidential Scholarship <i>Future Plans: University of Rhode Island</i>
Michelle Joan McMahon	Dean Bank Scholarship James M. Samarco Memorial Scholarship Massachusetts Seal of Biliteracy National Business Honor Society National Honor Society Seshu Strong Scholarship

Spanish Honor Society
The Eliza Keith Scholarship
Future Plans: University of Massachusetts, Boston

Jenna Meryl Meleedy

John and Abigail Adams Scholar
Nipmuc Portrait of a Learner Scholar
Future Plans: Pennsylvania State University

Jillian Angela MesPELLI

Nipmuc Gridiron Scholarship
Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Christopher James Miller

John and Abigail Adams Scholar
Future Plans: Framingham State University

Jaiden Marie Miller

Future Plans: Employment

Benjamin Henry Moeckel

Arizona State University Dean's Scholarship
Dean Bank Scholarship
French Honor Society
National Honor Society
Future Plans: Arizona State University, Tempe

Madelyn Leigh Moore

Broadway Youth Dance Theater Scholarship
MURSD Spanish Immersion Scholar
Spanish Honor Society
Future Plans: High Point University

Maren Joie Morrice

Mendon-Upton Music Boosters Senior Music Scholarship
National Honor Society
Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Bennet MacLeod Morrill

All-Nipmuc Team Award
Merrimack College Trustee's Scholarship
MURSD Spanish Immersion Scholar
Spanish Honor Society
Future Plans: Merrimack College

Charles Leavitt Morrill

Massachusetts Seal of Biliteracy
MURSD Spanish Immersion Scholar
Spanish Honor Society
Future Plans: University of New Hampshire, Durham

Zoe Emily Morrison

All-Nipmuc Team Award

		John and Abigail Adams Scholar Massachusetts Seal of Biliteracy with Distinction Milford Chamber of Commerce Scholar MURSD Spanish Immersion Scholar Spanish Honor Society Top 10% Nipmuc Class of 2021 <i>Future Plans: Gap Year</i>
Brendan Paul Murphy		MURSD Spanish Immersion Scholar <i>Future Plans: Apprenticeship Program</i>
Brynn Noelle Murphy		All-Nipmuc Team Award Broadway Youth Dance Theater Scholarship Massachusetts Seal of Biliteracy Spanish Honor Society MURSD Spanish Immersion Scholar <i>Future Plans: Western New England University</i>
Jacob Demontah Newton		<i>Future Plans: Undecided</i>
Saphie Mikoto Niane		Italian Honor Society Nipmuc Biology Medal Award Northeastern University Dean's Scholarship <i>Future Plans: Northeastern University</i>
Jessica Lynne Noel		Massachusetts Seal of Biliteracy MURSD Spanish Immersion Scholar Spanish Honor Society University of Rhode Island Presidential Scholarship <i>Future Plans: University of Rhode Island</i>
Patrick Robert O'Connell		<i>Future Plans: Mitchell College</i>
Ryan Thomas O'Connell		Spanish Honor Society <i>Future Plans: Framingham State University</i>
Triston Thomas O'Hagan		All-Nipmuc Team Award <i>Future Plans: University of New England</i>
Brenden William O'Neil		National Honor Society Spanish Honor Society St. Lawrence University Sesquicentennial Scholar <i>Future Plans: St. Lawrence University</i>

Caleb Edward Oakley

Future Plans: Quinsigamond Community College

Leah Margaret Palinkas

Christian A. Herter Memorial Scholarship
John and Abigail Adams Scholar
Nipmuc Portrait of a Learner Scholar
Spanish Honor Society
Future Plans: University of New England

Nicolas Richard Parrotta

Medway Federation of Teachers Scholarship
Future Plans: Stonehill College

Jacob Jay Patzer

French Honor Society
John and Abigail Adams Scholar
Nipmuc Portrait of a Learner Scholar
Future Plans: Quinsigamond Community College

Abigail Marie Paul

John and Abigail Adams Scholar
Milford Chamber of Commerce Scholar
National Honor Society
National Choral Award
Nipmuc Class of 2021 President
Nipmuc Faculty Recognition Award
Northeastern University Dean's Scholarship
Spanish Honor Society
Top 10% Nipmuc Class of 2021
Future Plans: Northeastern University

Kamilly Vitoria Paza Ribeiro

Future Plans: Undecided

Walker Kulik Penfield

John and Abigail Adams Scholar
Massachusetts Seal of Biliteracy - with Distinction
Milford Chamber of Commerce Scholar
MURSD Spanish Immersion Scholar
National Honor Society
National School Development Council Award
Nipmuc Faculty Recognition Award
Nipmuc Portrait of a Learner Scholar
Nipmuc Student Council Recognition Award
Nipmuc Student Council Vice President
Spanish Honor Society
Top 10% Nipmuc Class of 2021
Future Plans: Princeton University

Olivia Rose Perrone

Future Plans: University of Tampa

Shayne Kenneth Peters

Future Plans: Employment

Howard Francis Phipps III

Elden H. Barrows Memorial Scholarship
Future Plans: Salem State University

Lindsey Rose Plumb

Chad Ghelli Memorial Scholarship
Dean Bank Scholarship
Italian Honor Society
John and Abigail Adams Scholar
Mendon Lions Club Scholarship
Milford Chamber of Commerce Scholar
National Honor Society
St. Gabriel Catholic Women's Scholarship
University of Delaware Trustee's Scholarship
Future Plans: University of Delaware

Emily Ann Pollen

John and Abigail Adams Scholar
Milford Chamber of Commerce Scholar
National Honor Society
Spanish Honor Society
Top 10% Nipmuc Class of 2021
University of Connecticut Academic Excellence Scholarship
Future Plans: University of Connecticut

Meghan Skye Porter

Future Plans: Quinsigamond Community College

Michael Kenneth Quinn

All-Nipmuc Team Award
Spanish Honor Society
Future Plans: University of New England

James Reid Rhodes

Nipmuc Physical Education Award
Spanish Honor Society
Future Plans: Westfield State University

Robert Patrick Roach

Nipmuc Youth Baseball - Christopher DiLorenzo Scholarship
Spanish Honor Society
Future Plans: Northeastern University

Grace Marie Roberts

Italian Honor Society
Future Plans: University of Vermont

Kristina Marie Russo

Future Plans: Merrimack College

Elizabeth August Salenius

Future Plans: Smith College

Bryonna Laurel Harp Seligman

Blackstone Valley Scholarship - Unitarian Universalist Society
Broadway Youth Dance Theater Scholarship
John and Abigail Adams Scholar
Milford Chamber of Commerce Scholar
National Honor Society
National School Development Council Award
Nipmuc Chemistry Medal Award
Nipmuc Portrait of a Learner Scholar
Nipmuc Service Award
Nipmuc STEM Scholar
Spanish Honor Society
The Blackstone Valley Scholarship Sponsored by the Universa
Top 10% Nipmuc Class of 2021
Valedictorian Nipmuc Class of 2021
Future Plans: Vassar College

Maria Bassem Gamal Shaker

Future Plans: University of Massachusetts, Amherst

Maryn Morgan Shilale

French Honor Society
Joan M. Scribner Leadership Award
Mendon Lions Club Dean Scholarship
Murphy Insurance Agency Scholarship
National Honor Society
Nipmuc Class of 2021 Vice President
Nipmuc French Medal Award
Nipmuc Portrait of a Learner Scholar
Future Plans: The University of Tampa

Chet Aiden Simpson

John and Abigail Adams Scholar
Spanish Honor Society
Future Plans: Quinsigamond Community College

Benjamin Carl Skiba

John and Abigail Adams Scholar
MURSD Spanish Immersion Scholar
Spanish Honor Society
WPI Presidential Scholarship
Future Plans: Worcester Polytechnic Institute

Myles Anthony St. Jean

Italian Honor Society
James M. Samarco Memorial Scholarship
John and Abigail Adams Scholar
Liz Wernig Memorial Scholarship
National Honor Society
WPI Global Scholarship

WPI Presidential Scholarship
Future Plans: Worcester Polytechnic Institute

Grace Elizabeth Stewart

John and Abigail Adams Scholar
Milford Chamber of Commerce Scholar
National Honor Society
Nipmuc English Medal Award
Nipmuc Spanish Medal Award
Spanish Honor Society
Top 10% Nipmuc Class of 2021
Western New England University Presidential Scholarship
Western New England University Scholarship
Future Plans: Western New England University

Keri Maria Stewart

First Unitarian Society of Upton Scholarship
Hall Memorial Scholarship
John and Abigail Adams Scholar
National Honor Society
Nipmuc Portrait of a Learner Scholar
Spanish Honor Society
Top 10% Nipmuc Class of 2021
University of New Hampshire Trustee's Scholarship
Upton Men's Club Scholarship
Future Plans: University of New Hampshire, Durham

Tessa Marion Stewart

National Honor Society
Nipmuc Portrait of a Learner Scholar
Nipmuc STEM Scholar
Spanish Honor Society
Top 10% Nipmuc Class of 2021
University of Connecticut Academic Excellence Scholarship
Future Plans: University of Connecticut

Kursten Kaitlin Taft

Spanish Honor Society
Future Plans: University of Massachusetts, Boston

Kyle Lawrence Tewksbury

John and Abigail Adams Scholar
National Business Honor Society
Nipmuc Portrait of a Learner Scholar
Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Jack Connor Thompson

Christopher Tusoni Memorial Fund Scholarship
Elks National Foundation Scholarship
National Honor Society
Rochester Institute of Technology Presidential Scholarship
Spanish Honor Society

Nipmuc Student Council Community Service Chair
Future Plans: Rochester Institute of Technology

Erin Rohan Toomey

Husson University Provost's Leadership Scholarship
Husson University College of Business Scholarship
Husson Eagle Grants
National English Honor Society
Future Plans: Husson University

Daniel Lawrence Torres-Muldoon

Future Plans: Employment

Daniel Quinn Trainor

Deborah Beltramini Memorial Scholarship
John and Abigail Adams Scholar
Louis Armstrong Award
Milford Chamber of Commerce Scholar
National Honor Society
Spanish Honor Society
Future Plans: University of Massachusetts, Amherst

Victoria Rose Trainor

Italian Honor Society
John Cruden Memorial Scholarship
Future Plans: University of Massachusetts, Boston

Ava Jorja Cate Uthoff

Homefield Credit Union Scholarship
Hopkinton Running Club Scholarship
National Business Honor Society
National Honor Society
Spanish Honor Society
University of South Carolina Scholarship
Future Plans: University of South Carolina, Columbia

Evellyn Cristyne Lemos Vaz

Future Plans: Employment

Sophie Isobel Hayden Vincens

Andrew Sala Memorial Scholarship
John and Abigail Adams Scholar
John Philip Sousa Award
Massachusetts Seal of Biliteracy
Mendon-Upton Music Boosters Senior Music Scholarship
Milford Chamber of Commerce Scholar
MURSD Spanish Immersion Scholar
National Honor Society
Nipmuc Calculus Medal Award
Nipmuc Scholar Athlete
Nipmuc Student Council Recognition Award
Nipmuc Student Council Treasurer
Spanish Honor Society
Top 10% Nipmuc Class of 2021
Future Plans: Carnegie Mellon University

Joshua Paul Watson

Future Plans: Employment

Gianna Julienne Weed

Italian Honor Society
John and Abigail Adams Scholar
Massachusetts Association of School Superintendents Award
Milford Chamber of Commerce Scholar
National English Honor Society
National Honor Society
Nipmuc Italian Medal Award

Nipmuc Portrait of a Learner Scholar
Nipmuc Service Award
Northeastern University Honors Scholarship
Salutatorian Nipmuc Class of 2021
Top 10% Nipmuc Class of 2021
Future Plans: Northeastern University

Miles Kenneth Whalen

Future Plans: Undecided

Ethan Michael White

Future Plans: Undecided

Hailey Marie Willis

Spanish Honor Society
Future Plans: University of Connecticut

Connor Durham Woods

Keene State University Out of State Dean's Scholarship
MURSD Spanish Immersion Scholar
Future Plans: Keene State College

Mendon-Upton Regional School District
Administrator's Report
Miscoe Hill Middle School

Miscoe Hill Middle School staff, students, families, and community members have embraced the mission of the District Strategic Plan: empowering all learners to thrive. The developmental needs of students in early adolescence are unique and require a unique skill set of the adults who support their learning. For students to grow and thrive requires expertise in supporting the many physical, mental, emotional, and social changes that occur between the ages of ten and fourteen. This is the focus of the Miscoe Hill Middle School.

Teaching and learning during a pandemic created both challenges and opportunities. In addition to learning the use of new technologies to support the learning, our staff, students, and families honed skills in Zoom, Google Classroom, and PowerSchool. Our schedule was revised multiple times to address the changes related to the learning model in which we found ourselves. We began the year remote, moved to a hybrid model, returned to remote and then back to hybrid, and ultimately resumed full in person learning with the majority of our students. In addition, we created and sustained a fully staffed, remote offering for those students who did not return to face-to-face learning during the 2020-21 school year.

During the 2020-2021 school year, Miscoe was proud to have Mr. Robert MacMurray recognized by The Massachusetts Academy of Mathematics and Science. Each year, the academy asks current juniors to identify former teachers who played a significant role in their education. Mr. MacMurray was nominated for the important contributions that he made to the education of his students. Typically, teachers are invited to the Academy for a Teacher Appreciation Day to honor their influence and to allow the students to publicly express their thanks in person. Because of the unique circumstances we all faced this year, each student instead created a short video to express their gratitude and tell the teacher how much their influence continues to mean to them along their journey, in education and in life. This video was shared with staff as a wonderful

acknowledgement for a staff member to be recognized for outstanding work, and an endorsement in recognition of the quality of our faculty.

Our department chairs led their departments in committee work to identify new curriculum resources. Committees created rubrics for use in evaluating products, met with vendors, presented their findings to colleagues, and piloted lessons. After a lengthy vetting process done by various committees, our science and math departments chose new resources. The mathematics resources chosen are Bridges for grade five and Desmos for students in grades six through eight. These programs allow for supplemental use of technology, higher order thinking, and social learning opportunities. For science, a phenomena-based approach to instruction was selected. Grade five chose Mystery Science to support the learning, and grades six through eight chose Savvas. In addition, one grade five team is piloting Amplify to determine its alignment with our Spanish Immersion curriculum. Our use of Project Lead the Way expanded from eighth grade science into seventh grade science, and from grades seven and eight technology electives to our grade five and six technology class offerings. Our Language Arts teachers explored the Six Traits Writing approach to instruction. This allows for the development of a common language to use with growing writers as well as a vertical spiral in the instruction and assessment of the skills of each of the six traits: ideas, organization, voice, word choice, sentence fluency, and conventions. Our social studies team engaged a group of students and staff in virtually attending the second annual Connections Conference. The focus of this work is making our school a more welcoming place for all. Students engage in complex thinking and activities focused on issues connected to prejudice, bias, and privilege. This is then brought into classroom instruction, staff meetings and school events.

Communication between home and school took on a new level of significance during the pandemic. Miscoe's school counseling department worked closely with teachers, administrators, nurses, and our school resource officer to support the learning during this challenging time. The Google Suite was put to use to track student attendance, task completion, home school communication, and the success of implemented

interventions. Administrators utilized Zoom to host two separate Coffee with the Admin meetings each month for Stand Alone Remote families and for families in the hybrid model. This allowed for answering questions, offering clarification, and collecting feedback to use in the improvement of both models. Many of these practices will carry over into coming school years in an effort to increase equity at Miscoe.

Our handbook committee, comprised of staff members and chaired by then Assistant Principal Paul Marshall, worked to update the Code of Conduct in our school handbook. In the coming school year, students will be engaged in additional revisions before sharing the changes with central office staff and school committee members for review. The work was done through the lens of consistency, logical consequence, and equity.

Miscoe students, staff and families are proud of the work done in the 2020-2021 school year. The pandemic tested our resolve, but our community is resolute when it comes to doing what is best for our students and staff.

Respectfully submitted,

Mrs. Jennifer Mannion
Principal

Mendon-Upton Regional School District
Administrator's Report
H.P. Clough Elementary School

H.P. Clough Elementary School's Mission Statement is: "We, at H.P. Clough Elementary School, are committed to working collaboratively with students, parents and the community to create a trusting and caring environment where excellence is achieved through high quality, research-based instruction that is focused on the unique needs of each child. Exemplary teaching and a high-quality curriculum equip our students with the skills to create solutions for a rapidly changing, technologically rich, and culturally diverse world."

Clough staff focuses on enhancing and strengthening meaningful learning activities for students and providing our students with the highest quality educational experience. We continually strive to strengthen our learning environment through the promotion of core values such as honesty, dependability, trust, tolerance, and respect. We work together as a team to create a positive, safe, and supportive environment where students develop the excitement to learn as well as the confidence to explore the unknown. The end goal is to work collaboratively with families and community members to prepare our students to compete in a world of constantly changing cultures, technology, and societal values and to be productive and responsible citizens as well as acknowledging and addressing social and emotional needs. It is our belief that developing academic skills, obtaining increased knowledge, and connecting and collaborating with peers is paramount in growing life-long learners who become successful adults.

Students in kindergarten through grade 4 receive literacy instruction through the Wonders Reading program. This year, we implemented a new Math Program called Bridges. Both programs provide resources that enable teachers to differentiate their instruction effectively, providing both remediation and enrichment. Students are also using ST Math, which is a visual instructional program that provides students with access to learning through challenging puzzles and formative feedback. It builds a deep

conceptual understanding, builds confidence, and becomes active problem solvers. We also began using Thrively with our K-4 students this year. Thrively is a digital platform with a wide range of tools to help students better understand their strengths and interests while also allowing teachers to better know their students' individual strengths and the class. Clough utilizes iReady as our screening tool in both math and reading for students in K-4. i-Ready assists our teachers to determine student's needs, personalize their learning, and monitor progress throughout the school year. Clough incorporates a full 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.

H.P. Clough Elementary School continues to be recognized by the Spanish Ministry of Education for our academic excellence in language education. We were also selected for membership in ISA (International Spanish Academy) that promotes high academic standards, as well as to provide students with the values of multicultural education.

Throughout the year, the school counselor organizes programs to help Clough families in financial need. In collaboration with St. Gabriel the Archangel Church and the Mendon's Lion's Club, we have provided families with holiday meals and grocery store gift cards for Easter, Thanksgiving, Christmas, and a summer lunch program for children. Clough staff sponsored the annual Giving Tree to provide holiday gifts for Clough families. Clough PTO and the school counselor have coordinated ways to assist students experiencing financial hardship through the Good Neighbor Program. To promote conflict resolution and prevent bullying, we utilize the Second Step Social-Emotional Learning Curriculum at all grade levels. The Second Step Program is a research-based curriculum that integrates academics with social and emotional learning. Students learn and practice vital social skills, such as empathy, emotion management, problem solving, and cooperation. We continued with our SOAR (our Positive Behavior Intervention and Support program). SOAR is an

acronym for being Safe, On task, Acting KCR (kind, caring and respectful) and Responsible.

We were able to assemble our fourth-grade student council again. Members continually shared creative and innovative ideas to improve the school during their meetings with Principal Gallagher.

The 4th grade chorus performed numerous times this year. They sang at the town common as the kindergartners put their holiday decorations on the tree, they Christmas caroled for all students and staff, performed “Snow Day” for Dr. Cohen to use when announcing our first snow day, sang at the Railers game, and will be holding a winter concert for families. Music teacher, Molly Walsh, was recognized by the Blackstone Valley Superintendents Consortium for the 2021 Promising Practice Award. She was acknowledged for her innovation and best practices as well as for inspiring and motivating her students in music at Clough School, especially throughout the pandemic.

The Clough community is most fortunate to have the constant support of our PTO, our parents, and the school committee. The success of our students is a direct result of this strong partnership. We are also grateful for our Mendon Fire Department coming in and teaching our students about fire safety, and the Taft Library opening their doors to our first grade and second grade students and giving them their first library card.

We are thankful for the ongoing opportunity to work together towards a common goal: to assist each student to reach his or her highest potential and to keep them safe and happy. With this continued involvement and support, we will continue to enhance our reputation for excellence.

Respectfully submitted,

Janice Gallagher
Principal

Mendon-Upton Regional School District
Administrator's Report
Memorial Elementary School

Memorial Elementary School's Mission Statement is, "In partnership with families and the community, Memorial School empowers our students to become active learners and to be socially responsible in an ever-changing world."

Memorial School's goals for the 2021-2022 school year promote reengagement, reconnection, and recovery from the ongoing COVID-19 pandemic. We are emphasizing the importance of strong human connection and a sense of belonging and are simultaneously placing a strong emphasis on accelerating the learning of our young students who have been impacted by disrupted learning for two years.

At Memorial Elementary School, we view teaching and learning from a holistic perspective, understanding that social, emotional, and behavioral skills are essential components in education. Students receive explicit social and emotional instruction in their classrooms using the Second Step curriculum as well as classroom and school read alouds. Second Step is a program that promotes conflict resolution, perspective taking, and effective communication through a variety of activities, including role-playing. This year we have revived the implementation of RISE, based on Positive Behavior Intervention and Supports (PBIS). RISE is an acronym for RESPECT, INCLUSIVITY, SAFETY, and EMPATHY. Through monthly all school meetings, classroom incentives, and school-wide supports, students are explicitly taught how to be positive members of our school community. We have implemented Positive Office Referrals as a way to recognize acts of kindness and to build rapport between the students and administration. In addition, students and staff have all been taught the Zones of Regulation and are able to use the vocabulary to describe how they are feeling, as well as identify strategies to assist in the reduction of anxiety, stress, etc.

In the fall of 2020, we began a full 1:1 iPad program from grades preschool through four and we continue to utilize them for instruction. Moving towards redefining learning through the use of technology is a goal for us and we are tapping into our innovative educators to help us to move forward with this implementation. This year, all students have begun creating digital portfolios using Thrively, an application that provides an opportunity for students to explore their strengths and interests and document their learning throughout their time in MURSD. We have also implemented ST Math across the school and are enjoying the opportunities to problem solve and build our conceptual understanding of mathematics. Every classroom is also equipped with an interactive whiteboard to promote greater engagement through the use of online features with our literacy, math, and science programs. Programs such as Lexia, Raz-Kids, ExtraMath and IXL allow students to practice their literacy and math skills from home. We are excited to continue to grow in our skillful use of the iPads as we learn more.

Memorial Elementary School has been recognized as an International Spanish Academy for our Spanish Immersion Program. The International Spanish Academy Program was established by the Ministry, through the Education Office of the Embassy of Spain to promote the development of quality Spanish-English bilingual education programs that promote high academic standards, as well as provide students with the values of multicultural education. This year, three visiting teachers from Spain have joined the staff at Memorial School. Currently, Memorial School houses Spanish immersion classes for kindergarten through fourth grade.

Memorial School continues to conduct universal screenings at all grade levels in the area of reading and mathematics. This year we continued utilizing the iReady screening tool for both reading and math and have a team of educators who complete weekly progress monitoring in the area of reading for our most at-risk students. As a team, our classroom teachers, special educators, reading specialist, and Title 1 and Academic Tutors are able to provide intensive remediation with letter recognition, letter/sound correspondence, decoding, blending, fluency, and reading comprehension as part of our regular education support system. Tutoring is also provided

through regular education in the area of mathematics. Students are provided with small group instruction to receive remediation and pre-teaching of specific skills. Ongoing progress monitoring allows us to identify areas of concerns quickly and document student growth for more personalized interventions. At Memorial Elementary School, we provide special education services in the least restrictive learning environment. There are co-taught classrooms at the first through fourth grade levels in which a general education teacher and a special education teacher co-plan, co-instruct, and co-assist, meeting the needs of all students in their classroom.

Memorial Elementary School is fortunate to have committed groups of community members working in partnership with our school toward a common vision, and with a commitment to education, to ensure that all students are successful. The Memorial Elementary School Council and Memorial Elementary School Parent Teacher Organization are critical members of the school community. In addition, MUEF (Mendon Upton Education Foundation) has funded grants for innovative programs. The Upton Fire Department teaches fire safety to our students in a virtual environment. We continue to work closely with both the Upton Fire Department and Upton Police Department to review and revise safety protocols.

To meet the needs of our families, the Before and After School Program continues to offer childcare at Memorial Elementary School. Parents 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. We have been able to bring back our after-school enrichment opportunities this year and the participation has been tremendous. We have been able to offer everything from dodgeball to Legos to art classes to a running club.

In addition to the academic programming at Memorial, The Memorial Elementary School staff 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. We are grateful for the generous hearts and the giving culture within our community.

Respectfully submitted,

Ms. Wendy Bell
Principal

Mendon-Upton Regional School District
Director of Technology Operations' Report

In 2021, we continued to upgrade and maintain our existing fleet of computers and instructional hardware to keep up with the state mandated programs and services. The district maintained the 1:1 learning initiative at all schools, now serving all students grades K-12.

The district will continue to evaluate its investment in instructional technology replacing aging out-of-date projectors, smartboards, and sound hardware to pair with our existing fleet of Apple laptops, tablets, and other mobile devices. The district made targeted investments in infrastructure including a wireless network upgrade to support future generations of devices. We are beginning to explore other infrastructure projects to improve network stability in the district. We continue to expand and further our investment in Google products for classroom communications, operations, and management.

The Director of Technology Integration coordinated and provided virtual technology professional development to staff throughout the year and coordinated several student projects around the district. We also have made significant investments in the Innovation Center at the Miscoe Hill Middle School and Project Lead the Way at both the Nipmuc Regional High School and Miscoe Hill Middle School.

The district has made advancements in following the current MURSD Technology Plan and MURSD Strategic Plan. We will complete a replacement technology plan in early 2022. The district is eligible for State and Federal grant funding opportunities in the 2021-2022 school year and has received over \$500,000 in Federal and State technology funding in 2021.

Respectfully submitted,

Joseph S. Leacu
Director of Technology Operations

Mendon-Upton Regional School District
District Employee Listing - Year Ending June 30, 2021

Name	Description	Amount
Abalos Coyle, Deborah Y	Teacher	\$72,723
Adams, Christine T	Aide	\$21,319
Adams, Jason D	Aide	\$21,319
Adcock, Patrick R	Teacher	\$50,604
Aguilar, Ana M	Aide	\$21,079
Ahmed-Jussaume, Julie A	Teacher	\$84,004
Alibozek, Sandra N	Teacher	\$93,788
Allen, Kathleen M	Guidance	\$91,652
Allen, Patrick J	Teacher	\$84,004
Alsen, Sheila C	Teacher	\$95,663
Amitrano, Lauren M	Teacher	\$84,004
Angel, Felipe A	Tech. Assistant	\$58,709
Annunziata, Johanna M	Teacher	\$57,152
Antonelli, David C	Teacher	\$91,652
Appleby, Stacy L	Teacher	\$86,409
Armstrong, Laurie J	Cafeteria	\$13,064
Aube, Kristen L	Teacher	\$84,004
Auty, Maryanne	Cafeteria	\$22,862
Ayers, Emily R	Teacher	\$52,788
Baker, John C	Custodian	\$38,189
Beatrice, Alycia M	Aide	\$19,798
Beaudoin, Lori L	Teacher	\$86,409
Beauregard, Victoria L	Guidance	\$95,663
Bell, Rebecca J	Before/After School Aide	\$15.00/hour
Bell, Wendy L	Principal	\$120,000
Belland, Kimberly A	Accountant/HR	\$93,000
Bellefontaine, Tara A	Nurse	\$86,409
Berardi, Seana M	Aide	\$15,349
Bergeron, Brett R	Custodian	\$43,035

Bigelow, Jingyi L	Aide	\$16,322
Bisbee, Bruce R	Teacher	\$87,194
Black, Elizabeth S	Data Administrator	\$60,300
Blackburn, Lauren S	Teacher	\$69,899
Boczanowski, Carla A	Aide	\$24,425
Bohan, Carol B	Nurse Assistant	\$14,286
Borgatti, Diane M	Sped. Team Chairperson	\$69,668
Boucher, Charlene M	Daycare Aide	\$29,120
Boucher, Gianna M	Daycare Aide	\$13.50/hour
Boudreau-McAlister, Stefanie A	ABA Tech.	\$30,843
Bradshaw, Kathryn A	After School Aide	\$15.00/hour
Brazil-Sheehan, Meagan M	Teacher	\$86,409
Brennick, Melissa D	Aide	\$21,319
Brichkova, Kate E	ABA Tech.	\$6,483
Brigham, Marie E	Teacher	\$91,652
Brown, Gail N	Teacher	\$95,663
Bukunt, Cheryl N	Academic Tutor	\$33,884
Burke, Francis J	Custodian	\$12,069
Burns, Kristin A	Aide	\$23,715
Burroughs, Denise	Aide	\$19,456
Burton, Sherri A	Cafeteria	\$21,839
Busby, Julia S	Administrative Asst.	\$52,978
Buzzell, Amy K	Administrative Asst.	\$49,920
Byer, Jay R	Financial Officer	\$107,899
Calcagni, Aubrey L	Daycare Aide	\$15.34/hour
Campbell, Kevin M	Teacher	\$84,004
Campbell, Roseann M	Aide	\$23,715
Campbell, Theresa M	Lunch/Recess Aide	\$5,265
Capuzziello, Cassie R	Teacher	\$49,528
Carlson, Renee M	Teacher	\$68,076
Carlson, Richard P	Custodian	\$55,224
Carter, Maureen P	Before School Aide	\$15.00/hour

Carter, Nadine L	Aide	\$24,425
Cartier, Lauren N	Teacher	\$55,813
Casey, Linda J	Teacher	\$47,553
Ceruti, Suzanne	Teacher	\$72,723
Charest, James R	Teacher	\$68,655
Chianese, Margaret A	Academic Tutor	\$16,603
Chiarelli, Victoria L	Teacher	\$49,528
Choiniere, Kenneth H	Dir. of Buildings and Grounds	\$110,892
Clark, Robert E	Teacher	\$93,788
Clark, Sarah A	Daycare Aide	\$13.50/hour
Clarke, Elizabeth S	Teacher	\$35,369
Clements, John K	Principal	\$128,576
Clish, Alison L	Teacher	\$95,663
Coburn, Douglas E	Custodian	\$51,501
Cochran, Ronald A	Teacher	\$91,652
Cody, Ryan J	Teacher	\$84,194
Cohen, Maureen M	Asst. Superintendent	\$133,590
Cole, Maryellen E	Aide	\$10,476
Connolly, Kerry P	Teacher	\$91,652
Cook, Shelley A	Teacher	\$78,723
Costello, Ann T	Teacher	\$84,004
Cote, Doreen J	Cafeteria	\$29,090
Cote, Linda	Teacher	\$84,004
Couture, Alyssa L	Teacher	\$86,409
Crawford, Alyssa A	Teacher	\$93,788
Creighton, Cheryl M	Title I	\$14,397
Cudmore, Patricia L	Lunch/Recess Aide	\$6,926
Cullen, Alyson	Teacher	\$84,004
Curley, Peter J	Aide	\$24,425
Curran, Catherine A	ABA Tech.	\$32,365
Curry, Amy L	Sped. Team Chairperson	\$81,719
D'Angelo, Jennifer L	Dir. of Student Support Services	\$115,000
Dawson, Katherine W	After School Aide	\$13.00/hour

DellaRovere, Steven J	Teacher	\$84,004
DeLuca, Cristiana M	Speech Pathologist	\$71,669
DeLuca, Sherry Lynn	ABA Tech.	\$23,663
Deschenes, Kathleen P	Teacher	\$91,652
Devlin Ellis, Kami R	Teacher	\$95,663
Diamond, Efraim R	Teacher	\$55,813
Dixon, Janet R	Cafeteria	\$28,525
Dodge, Emily C	Network Technician	\$43,634
Doe, Charlene A	Cafeteria	\$9,798
Dreher, Katy A	Teacher	\$55,813
Dunham, Patrick R	After School Aide	\$13.00/hour
Dunton, Kati Lyn	Teacher	\$81,719
Eagan, Bram A	Aide	\$19,565
Eagan, Michael A	Teacher	\$84,004
Earl, Justine C	Lunch/Recess Aide	\$3,949
Edwards, Susan N	Teacher	\$50,409
Ellis, Erin KM	Teacher	\$63,497
Ellis, Gary R	Custodian	\$45,386
Encinas Tuesta, Israel	Aide	\$8,980
Engblom, Gary A	Custodian	\$37,835
Evans, Christopher P	Teacher	\$86,409
Evans, Leigh Ann	Teacher	\$79,468
Fagan, Kerry A	Guidance	\$91,652
Falvey, Ashley L	Aide	\$30,843
Farley, Amanda J	Speech Pathologist	\$95,663
Farquharson, Gail E	Nurse	\$84,004
Farrell, Denise A	Administrative Asst.	\$54,954
Fermin, Miriam M	Teacher	\$66,281
Ferris, Jay C	Lunch/Recess Aide	\$1,721
Ferschke, Meghan R	Aide	\$9,945
Field, Jennifer C	Teacher	\$93,788
Figgins, Nancy Q	Aide	\$21,687
Fior, Cora L	ABA Tech.	\$33,779

Flanagan, Kathleen L	Title I	\$7,900
Floum, Erika L	Teacher	\$60,821
Formon, Heather R	Teacher	\$62,459
Fotheringham, Angela JH	Lunch/Recess Aide	\$2,268
Fowler, Jessica A	Teacher	\$86,409
Frary, Cathy A	Teacher	\$86,409
Gale, Karlyn M	Library Asst.	\$33,884
Gallagher, Janice E	Principal	\$122,000
Gannon, Nancy E	Cafeteria	\$21,229
Gardner, Lauren E	Aide	\$19,456
Gaskill, Karen M	ABA Tech.	\$30,843
Gentili, Alice M	Teacher	\$55,110
Geromini, Jonathan T	Aide	\$21,319
Gervais, Beth A	Teacher	\$86,409
Gibbons, Kristen M	Lunch/Recess Aide	\$7,898
Gibson, Carol A	Administrative Asst.	\$54,018
Gibson, Robert E	Custodian	\$37,190
Giglio, Hannah E	After School Aide	\$13.00/hour
Gilchrist, Amy E	Teacher	\$93,788
Glassman, Scott R	Teacher	\$84,004
Goddard, Barbara A	Preschool Aide	\$21,687
Golini, Kristin H	Nurse Assistant	\$32,997
Gorman, James J	Teacher	\$91,652
Gorman, Susan E	ABA Tech.	\$30,843
Grady, Janis L	Administrative Asst.	\$44,420
Grady, Rose M	Cafeteria	\$15,704
Grant, Jennifer L	Teacher	\$74,043
Grau De Arcieri, Olgalexandra	Teacher	\$71,216
Griswold, Abigail L	Teacher	\$53,142
Guertin, Kathy A	Guidance	\$95,663
Hack, Catherine A	Teacher	\$65,269
Hackenson, Bret T	Custodian	\$18,512
Hackenson, Kevin A	Custodian	\$50,211

Hadley Nawrocki, Karen A	Cafeteria	\$29,090
Hall, Jennifer S	Teacher	\$84,004
Handley, Steven M	Custodian	\$37,586
Hansen, Jonathan M	Teacher	\$86,409
Hanson, Evan P	Guidance	\$54,451
Hardin, Rebecca A	Teacher	\$84,004
Harding, Simon P	Teacher	\$86,409
Harp, Carolyn J	Title I	\$11,370
Hayes, Daniel P	Teacher	\$84,004
Heath, David L	Teacher	\$74,043
Hefez, Meredith J	Guidance	\$72,723
Henderson, Amy E	Teacher	\$84,194
Hendricks, Olivia M	Teacher	\$58,264
Henry, Courtney A	Teacher	\$84,004
Herd, Jacqueline R	Aide	\$23,043
Hernandez Perez, Marta	Teacher	\$63,551
Herrera Ligero, Elisa M	Teacher	\$79,255
Herrick, Rachel A	Aide	\$15,677
Hess, Mary E	ABA Tech.	\$23,073
Hester, Ellen M	Speech Pathologist	\$30,995
Hidalgo Perez, Maria	Teacher	\$68,076
Higgins, Sara Jean	Teacher	\$84,004
Hodgens, Tammy A	Aide	\$23,715
Hollander, Elizabeth S	Daycare Aide	\$13.50/hour
Holloway, Laurie A	Teacher	\$95,663
Hopkins, Christy M	Teacher	\$58,755
Horn, Christine K	Teacher	\$76,244
Hovey, Michelle A	Lunch/Recess Aide	\$4,023
Hurd, Lisa M	ABA Tech.	\$33,298
Ionata, Grace K	Before School Aide	\$15.00/hour
Ishler, Marabeth	Teacher	\$91,652
Jandrow, Ryan J	Custodian	\$6,045
Jayyosi, Amany	ABA Tech.	\$28,716

Jionzo, Laura J	Cafeteria	\$21,839
Johnson, Lucia	Cafeteria	\$30,426
Jordan, Katie J	Teacher	\$91,652
Joyce, Carla J	Teacher	\$86,409
Kadra, Elisabeth M	Teacher	\$86,409
Kahler, Brittney A	Teacher	\$76,497
Kairit, Matthew A	Before/After School Aide	\$15.00/hour
Keenan, Jaclyn M	Teacher	\$84,004
Keniry, Gina M	Teacher	\$58,755
Kennedy, Mary Ellen	Teacher	\$87,194
Kevorkian, Kimberly E	Lunch/Recess Aide	\$4,212
Kilcoyne, Cheryl L	ABA Tech.	\$28,716
King, F Andrew	Teacher	\$35,154
King, Marc W	Custodian	\$51,750
Kinkela, Melisa J	Teacher	\$91,652
Labarre, Ryan G	Teacher	\$71,216
Labonte, Lydia R	Before/After School Aide	\$13.50/hour
Laczka, Lana M	After School Director	\$45,351
Lafreniere, Brielle M	Aide	\$16,248
Lajoie, Lauren B	Teacher	\$84,004
Lambert, Elizabeth E	Teacher	\$95,663
Lanctot, Melissa L	Teacher	\$53,142
Langdon, Heather B	Teacher	\$86,409
Leacu, Joseph S	Dir. of Technology	\$90,897
Leblanc, Michael E	Custodian	\$16,271
Leja, Courtney M	Teacher	\$86,859
LeMaire, Chelsea L	Teacher	\$68,619
Leone, Melissa A	Teacher	\$91,652
Lepe, Olaya G	Aide	\$21,319
Lilburn, Janice R	Aide	\$17,403
Lizotte, Janice G	Teacher	\$84,004
Looper, Lorraine G	Aide	\$24,425
Lopes, Kimberly A	Teacher	\$81,057

Lopes, Nancy M	Teacher	\$93,788
Lopez, Alexandria L	After School Aide	\$13.00/hour
Lowther, Kimberly M	Administrative Asst.	\$52,978
Luccini, Christine L	Aide	\$21,243
Macdonald, Brooke A	Preschool Aide	\$21,319
MacDonald, Robert H	Custodian	\$50,627
MacIsaac, Daniel A	Teacher	\$91,652
Mackay, Ellen M	Daycare Aide	\$7,605
Mackinnon, Bonnilee	Daycare Aide	\$31,200
MacMurray, Robert T	Teacher	\$84,004
Maglione, Janet R	Teacher	\$95,663
Maliarchuk, Svitlana	Lunch/Recess Aide	\$5,265
Maloney, Pamela J	ABA Tech.	\$30,843
Mannion, Jennifer L	Principal	\$124,000
Manser, Caterina A	Teacher	\$91,652
Manzella, Christine D	Teacher	\$77,943
Manzella, Deborah R	Administrative Asst.	\$37,200
Marques, Heather L	Teacher	\$84,004
Marshall, Paul V	Assistant Principal	\$103,806
Marston, Brooke A	Nurse Assistant	\$34,329
Martin, Melinda R	Title I	\$17,996
Maruszczak, Joseph P	Superintendent	\$171,312
Masters, Patrick K	Custodian	\$40,851
Mateer, Lisa A	ABA Tech.	\$31,405
McCluskey, Heidi E	Aide	\$5,511
McCourt, Heather A	Teacher	\$84,004
McDonald, Michele M	Teacher	\$93,788
McGovern, Denise M	Teacher	\$82,543
McInnis, Leslie E	Nurse	\$76,244
McInnis, William R	Teacher	\$84,004
Mcneill, Jessica R	ABA Tech.	\$27,695
McQuilkin, Erika K	Aide	\$23,715
Merten, Matthew N	Teacher	\$91,652

Messick, Robert S	Teacher	\$95,663
Miklavic, Leigh Ann	Teacher	\$55,813
Milton, Lori A	ABA Tech.	\$31,405
Moeckel, Benjamin H	After School Aide	\$13.00/hour
Moloney, Brian J	Teacher	\$76,244
Moloney, Tricia E	Teacher	\$84,004
Monroe, Wanda B	Preschool Teacher	\$91,652
Montano, Sarah C	Teacher	\$84,004
Monterotti, Lori A	Teacher	\$76,497
Morais-Peroba, Raphaela S	Administrative Asst.	\$4,200
Moran, Mary Anne	Principal	\$128,576
Morrison, Wendy H	Speech Pathologist	\$93,788
Motyka, Lisa C	ABA Tech.	\$30,843
Murphy, Jodi M	Nurse Assistant	\$16,887
Murphy, Karen S	Lunch/Recess Aide	\$3,949
Naples, Amy B	Teacher	\$91,652
Nealley, John H Jr	Custodian	\$19,399
Nieves, Bonnie	Teacher	\$77,767
Nieviera, Kathleen M	Teacher	\$86,409
Niro, Laurie J	Daycare Aide	\$33,280
Noreau, Catherine A	ABA Tech.	\$30,843
Oberg, Kristen M	Cafeteria	\$12,814
Oberg-Braga, Dianne L	Cafeteria Director	\$64,198
O'Brien, Jennifer A	Aide	\$21,319
O'Brien, Shannon L	ABA Tech.	\$28,881
O'Connell, Ryan T	After School Aide	\$13.00/hour
Ogle, Matthew J	Title I	\$7,900
Oglesby, Pamela M	Administrative Asst.	\$27,769
Oldfield, Frederick G III	Teacher	\$95,663
Oleksyk, Amy C	Aide	\$21,319
O'Neal, Samuel N	Tech. Assistant	\$45,000
ONeil, Maureen A	Teacher	\$84,004
Paiva, Susan J	ABA Tech.	\$33,298

Parent, Jennifer L	Teacher	\$75,729
Parent, Karen E	Academic Tutor	\$16,603
Partlow, Danielle M	ABA Tech.	\$26,589
Pelletier, Jill M	ABA Tech.	\$30,843
Perkins, Tracee L	Administrative Asst.	\$14,900
Perras, Gary E	Teacher	\$93,788
Perry, Kathleen B	Teacher	\$91,652
Peterson, Lisa M	Daycare Aide	\$14.00/hour
Petrie, Sandra L	ABA Tech.	\$33,298
Petti, Laurie A	Administrative Asst.	\$63,000
Piche, Sabrina L	After School Assist.	\$28,604
Pike, Meagan ED	Teacher	\$84,004
Pilkington, Rebecca J	Teacher	\$74,043
Pisano, Kari M	Lunch/Recess Aide	\$7,239
Pisano, Siobhan M	Aide	\$15,964
Plante, Lauren R	Teacher	\$60,821
Plumb, Lindsey R	After School Aide	\$13.00/hour
Pokornicki, Lauren E	Teacher	\$79,459
Pool, Grace G	Teacher	\$16,436
Porter, Kathleen A	Aide	\$19,798
Poxon, Lauren N	Teacher	\$84,004
Presbrey, Karen A	Teacher	\$95,663
Prior, Keith R	Custodian	\$22,784
Quimby, Adam L	Aide	\$21,319
Quinn, David J	Dir. Instr. Technology	\$102,216
Rabbitt, Brian J	Custodian	\$24,208
Rae, Astrid M	Teacher	\$50,747
Ramsey, Paula J	Academic Tutor	\$16,276
Raposa, Ann MO	Teacher	\$95,663
Rapp, Karen P	Aide	\$9,587
Reardon, Kathryn M	Teacher	\$84,004
Reilly, Pamela D	Aide	\$17,332
Reis, Monica V	Aide	\$15,737

Rempe Obrador, Kira E	Teacher	\$71,216
Renk, Jonathan M	After School Aide	\$13.00/hour
Renk, Julie A	Cafeteria	\$9,911
Rezuke, John E	Aide	\$14,809
Rhodes, Casey A	Teacher	\$52,017
Rhodes, Melissa E	Aide	\$21,687
Richardson, Mary E	Administrative Asst.	\$14,900
Ridlon, Kristina M	Daycare Aide	\$31,200
Robbins, Nancy C	Nurse Assistant	\$35,715
Robbins, Rachel A	Aide	\$19,456
Robinson, Justin J	Custodian	\$41,974
Rodriguez, Cindy A	Before/After School Aide	\$15.00/hour
Rogers, Daniel D	Teacher	\$86,409
Rogers, Mallory S	After School Aide	\$13.00/hour
Rosenau, Brendon T	Teacher	\$74,043
Round, Barbara A	Aide	\$21,243
Round, David S	Aide	\$3,447
Russell, Linda J	ABA Tech.	\$31,405
Rutkowski, Andrea L	Teacher	\$86,409
Ryan, John T	Custodian	\$40,206
Ryan, Lisa	Nurse	\$84,004
San Clemente, Mark R	Aide	\$21,319
Sanford, Amanda A	Teacher	\$93,788
Sannicandro, Lauren	Administrative Asst.	\$71,000
Savini, Christina M	Title I	\$15,597
Scanlon, Nancy J	ABA Tech.	\$32,365
Scannell, Jennifer M	Preschool Aide	\$18,629
Schechter, Dana M	After School Aide	\$13.00/hour
Schmidt, Amy C	Administrative Asst.	\$37,824
Schmidt, Christopher P	Teacher	\$84,004
Schneider, Deborah E	Before/After School Aide	\$15.00/hour
Schwartz, Mary L	Title I	\$17,996
Sheehan, Michelle R	ABA Tech.	\$30,843

Sheehan, Paula R	Teacher	\$76,244
Shilale, Donna M	Teacher	\$45,091
Silva, Kimberly A	After School Aide	\$15.00/hour
Simmonds, Whitney M	Teacher	\$74,043
Simoneau, Alison M	Teacher	\$50,747
Siska, Joan E	Aide	\$3,510
Smith, Heather A	Preschool Teacher	\$95,663
Smith, Molly J	Aide	\$12,011
Smith, Rene D	Aide	\$21,243
Snelgrove, Rebecca K	School Psychologist	\$75,843
Soto, Ana M	Teacher	\$91,652
Spector, Kathryn M	Teacher	\$60,821
Spindel, Roy R	Teacher	\$95,663
St Pierre, Lauren K	Teacher	\$86,409
Stanas, Julie T	Teacher	\$86,409
Steiger, Danielle L	ABA Tech.	\$32,365
Stone, Chelsea M	Teacher	\$65,269
Studley, Sophia M	Before/After School Aide	\$13.00/hour
Sullivan, Carol E	Teacher	\$65,269
Sullivan, Paula J	Aide	\$15,964
Swenson, Kendra C	Guidance	\$74,043
Taylor, Kelly S	Aide	\$21,243
Tedford, Carly R	After School Aide	\$13.00/hour
Testa, Joseph N III	Custodian	\$2,848
Thibault, Kristine L	Teacher	\$84,004
Thibodeau, Georgia G	Before/After School Aide	\$15.00/hour
Thomas, Alicia E	Aide	\$21,319
Thomas, Laurie A	Accounting Clerk	\$46,243
Tinio, Angela M	Administrative Asst.	\$50,939
Tolys, Samantha E	Teacher	\$71,216
Towne, Allison J	Guidance	\$77,767
Townsend, Justin P	Teacher	\$65,269
Trimble, Lara S	Library Asst.	\$33,884

Turner, Deborah J	ABA Tech.	\$33,298
Vandervalk, Mary A	Aide	\$22,523
Verrone, Marcy K	Academic Tutor	\$16,603
Villemaire, Lori A	Sped Administrative Asst.	\$67,000
Walsh, Molly A	Teacher	\$68,076
Walsh, Rebecca R	Cafeteria	\$9,621
Ward, Hannah D	Teacher	\$52,017
Ward, Layne M	Teacher	\$45,573
Warren, Cindy	Daycare Director	\$40,040
Washburn, Melonie A	Teacher	\$8,218
Webster, Brenda L	Teacher	\$86,409
Webster, Riley Q	After School Aide	\$13.00/hour
Welch, Erin J	Teacher	\$64,198
Welch, Marney P	Teacher	\$84,004
Wellington, Heather A	Teacher	\$62,459
Wheet, Jeffrey M	Custodian	\$45,656
White, Allison L	Teacher	\$76,414
White, Cari A	Teacher	\$84,004
Whitney, Denise J	Daycare Director	\$45,760
Whitney, Trevor M	Custodian	\$24,920
Williams, Justin	Teacher	\$23,240
Williams, Kimberly A	Aide	\$22,523
Willinski, John J	Custodian	\$52,728
Willinski, Maria E	Teacher	\$93,788
Yordanopoulos, Gillian B	After School Aide	\$13.00/hour
Young, Steven W	Custodian	\$37,190
Zinno, Denise L	Administrative Asst.	\$41,057

“October 1” Foundation Report – October 2021

	Voc	Pre															
	Out	School	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Totals
Mendon																	883
Clough			68	64	53	57	53										295
Memorial		2	1	6	8	7											24
Miscoe								61	79	65	87						292
Nipmuc												66	70	53	69	1	259
Out Of District								1	1			1		3	1	3	10
Services only		2		1													3
Upton																	1130
Clough																	0
Memorial		11	86	79	87	84	95										442
Miscoe								70	76	85	99						330
Nipmuc												85	84	80	88	2	339
Out Of District		1					1			1	4		5	2	1	1	16
Services only		3															3
Choice In																	125
Clough		4	5	4	7	13											33
Memorial		1		2	6	2											11
Miscoe							14	6	12	11							43
Nipmuc												9	5	10	13	1	38
PK - Tuition																	39
Mendon-Mem																	0
Mendon-Clo		22															22
Upton-Clo																	0
Upton-Mem		17															17
Totals	0	58	160	155	154	161	164	146	162	163	201	161	164	148	172	8	2177