ANNUAL REPORTS of the OFFICERS AND COMMITTEES



TOWN OF HUBBARDSTON 2018



The 2018 Annual Report is dedicated to longtime resident and Library Director, Jayne Arata. Jayne continues to be a warm welcoming face in the Hubbardston Public Library. Those who know her know how much of an asset she is to the Community. Jayne will be setting off on the next chapter of her life in April 2019, retiring and traveling the open roads. We are grateful for the way she served the community and wish her all the best.

The Hubbardston Board of Selectmen

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HUBBARDSTON PROFILE

YEAR INCORPORATED- 1767

POPULATION: 4344 REGISTERED VOTERS: 3307

TAX RATE: \$15.13 **OPERATING BUDGET:** \$9,023,955

OPEN TOWN MEETING GOVERNMENT

5 MEMBER BOARD OF SELECTMEN

AREA: 41.03 SQUARE MILES ROAD MILES: 88

BIRTHS-27

DEATHS- 30

MARRIAGES- 15

BROUGHT TO TOWN FOR BURIAL- 6

RESOURCES FOR TOWN HISTORY

History of the Town of Hubbardston, Volume 1 by Rev. J.M. Stowe History of the Town of Hubbardston, 1881- 1976, by Leo J. Sullivan Hubbardston Mass Pictorial, 1829- 1982, by M. Sherback, M. Haynes, J. McCauley Hubbardston Historic Cultural Resources Survey 1994- 1995, by Margaret Hepler Images of America, Hubbardston, by Gary W. Kangas Hubbardston, MA, The Legacy of a Town...A Family, A Way of Life (2 set DVD), Gary Kangas

STATE AND LOCAL OFFICIALS

GOVERNOR

Charlie Baker
Office of the Governor
Karyn Polito
Office of the Lt. Governor

MA State House, Room 280 Boston, MA 02133

617-725-4005

www.mass.gov/governor

ATTORNEY GENERAL

Maura Healey
Office of Attorney General
One Ashburton Place
Boston, MA 02108-1518

617-727-2200

www.ago.state.ma.us

Massachusetts Congressional Delegation – Senate

Elizabeth Warren

Boston Office

2400 JFK Federal Building 15 New Sudbury Street Boston, MA 02203 Phone: (617) 565-3170

http://www.warren.senate.gov/

Edward J. Markey

Boston Office

975 JFK Federal Building 15 New Sudbury Street Boston, MA 02203

Phone: (617) 565-8519

http://www.markey.senate.gov/

Washington D.C. Office

317 Hart Senate Office Building Washington, D. C. 20510 (202) 224-4543

Washington D.C. Office

<u>Leominster Office</u> 24 Church Street, Room 27

255 Dirksen Senate Office Building Washington, D. C. 20510 (202) 224- 2742

House of Representatives (Federal) - 2nd Worcester District

James McGovern 438 Cannon HOB Washington, D.C. 20515 Phone 202-225-6101 Fax 202-225-5759

State Legislators

Senator Anne Gobi State House, Room 513 Boston, MA 02133 617-722-1540 Anne.Gobi@masenate.gov Leominster, MA 01453
Phone 978-466-3552
Fax 978-466-3973

Representative Donald Berthiaume State House, Room 540 Boston, MA 02133 617-722-2090

ELECTED OFFICIALS

Board of Assessors- 3 members for terms of 3 years

John Prentiss (Chair) - 2019 Albert Afonso - 2020 Jeffrey Young - 2021

Board of Health- 5 members for terms of 3 years

William Homans - 2020 Catherine Hansgate - 2019 Katherine Saab - 2021 VACANT VACANT

Board of Selectmen- 5 members for terms of 3 years

Daniel Galante (Chair) - 2019 Patrick Girouard - 2021 Richard Haddad - 2020 Michael Stauder - 2019 Jeffrey L. Williams - 2021

Cemetery Commission- 3 members for terms of 3 years

Paul F. Sweeney (Chair) - 2019 Pamela Henning - 2021 Raven Kaldera - 2020 Marcia Howlett - Clerk

Finance Committee- 5 members for terms of 3 years

Susan Rayne (Chair) - 2019 Timothy Hart - 2018 Shannon Erb - 2020 Joshua Lerner - 2019 David Conaghan (Appointed) - 2019

Housing Authority- 4 members for terms of 5 years + 1 State appointee VACANT

Moderator- 1 person for a term of 3 years

Edward Leonard - 2019

Park Commissioners- 5 members for terms of 3 years

Sanda Barry (Chair) - 2020 Brian Matheson - 2019 Jason Guertin - 2019 Kris Pareago - 2021 David R. Sacramone - 2020

Planning Board- 5 members for terms of 5 years

Thomas F. Robinson (Chair) - 2019 William Homans- 2023 Alice Livdahl (Appointed) - 2019 Kendall Daly- 2021 Craig Boissoneau - 2022 Francois Steiger - 2019 (Associate Member)

Quabbin Regional School District Committee- 4 members for terms of 3 years

Debra Chamberlain - 2020 William Hansen - 2021 Dave Correia II - 2021 Mark Wigler - 2019

Trustees of the Public Library- 6 members for terms of 3 years

Judith L. McArthur (Chair) - 2019 Josephine Amato - 2020 Heather Bourque - 2020 Connie Strittmatter - 2021 Johanna Henning - 2019 Thomas F. Robinson - 2021

APPOINTED OFFICIALS

Accountant

Laurie Bartkus

Agricultural Commission- 5 members for terms of 3 years

Catherine Hansgate - (Chair) - 2019 Thomas Colyer - 2021 Allison Smith - 2020 Keith Tetreault - 2021 Jane Abbott - 2021

Animal Control Officer

Cheryl Slack Nina Decot Kristen Salerno

Animal Inspector

Kristen Salerno Cheryl Slack - Alternate

Board of Registrars- 3 members for terms of 3 years and Town Clerk

Richard Cunningham - 2020 Marcia Howlett - 2019 Dennis O'Donnell - 2021 Joyce Green - Town Clerk

Building Commissioner/Private Ways Trench Inspector

Richard Breagy

Cable Advisory Committee

Thomas Colyer (Chair) - 2019 Albert Afonso - 2019 John Nason – 2019 Gary Kangas - 2019

Capital Improvement Planning Committee- 5 members

Finance Committee- 1 year term- VACANT
Planning Board- 1 year term – VACANT
(3) Town Residents appointed by BOS- 3 year term - VACANT

Community Preservation Committee- 3 year term

Danielle Arakelian (Chair) - 2019

Stephanie Frend (Open Space Committee) - 2020

Sanda Barry (Parks Commission) - 2021

Barbara Carpenter (Historical Commission) – 2021

Susan Fox (Member at Large) – 2020

Thomas Robinson (Planning Board) - 2021

VACANT (Conservation Commission)

VACANT (Member at Large)

Conservation Commission-3 year term

Richard Green (Chair) - 2021

Anthony Coppola - 2019

Tomas Larson - 2021

Kayla Larson-Dubois - 2020

Constables - 3 year term

Pamela Henning - 2019

Bella Kaldera - 2020

Paul F. Sweeney - 2021

Council on Aging- 9 members for terms of 3 years

Hilary Scott Jr. (Chair) - 2021

Bonnie Cunningham - 2020

Roberta Keane - 2020

Florence Pervier - 2019

Walter Scott - 2019

MaryEllen Shaughnessy - 2021

Richard Student - Resigned

William Lipka - 2021

Nancy Afonso – 2020

Council on Aging Director

Claudia Provencal

Cultural Council - 5 members for terms of 3 years

William Shea - (Chair) - 2019

Donna Shea - 2021

Lori Engle - 2021

Sara Lyon – 2021

Meghan Brown - Resigned

Department of Public Works Director/Trench Inspector Public Ways

Travis Brown

Economic Development Committee – 3 year term

Rick Green (Chair) - 2019 Tom Larson (Vice-Chair) – 2019 Thomas Colyer - Resigned Katie Young – 2021

Emergency Management Planning Committee

Dennis O'Donnell (Director)
Judith O'Donnell (Asst Director)
Travis Brown
Robert Hayes Jr.
Dennis Perron

Executive Administrative Assistant

Laurie Reed

Financial Administrative Assistant

Roberta Ann Thibault

Fire Chief/ Hazardous Waste Coordinator/ Central Mass Emergency Medical Systems Corp. RepresentativeRobert Hayes Jr.

Historical Commission- 5 members for terms of 3 years

Gary Kangas- (Chair) - 2021 Barbara Carpenter - 2021 Kenneth Green – 2020 Martha Holgerson - 2020 Ernest Newcomb – 2022

MART Advisory Board

Ryan McLane

Memorial Day Committee

Walter Scott
John Nason
Jamie Pitney
James Berthiaume
Claudia Provencal

Montachusett Joint Transportation Committee

Travis Brown

Montachusett Regional Planning Commission Representative VACANT

Montachusett Regional Vocational Technical School Committee

Kathleen Airoldi - 2022

Open Space Committee

Robert Hatch - (Chair) - 2020 Stephanie Frend - 2020 Mark Kresge - 2019 Susan Worth - 2019 Rick Jones - 2019 VACANT

Parking Clerk

Sandra Nason

Police Chief

Dennis Perron

Plumbing/Gas Inspector

Anthony Hoffman

Senior Tax Work Off Program Committee VACANT

Sexual Harassment Officers

Dennis Perron

Special Events Advisor

Katie Young

Treasurer/Collector

Sandra Nason

Town Administrator

Ryan McLane

Town Clerk

Joyce E. Green

Assistant Town Clerk

Kelly Parker

Town Counsel

Kopelman & Paige, P.C.

Town Center Committee - 9 members

Daniel Galante (Chair) - 2021

Brett Duncan - 2021

Philip Churchill - 2021

William Hansen - 2021

William Homans - 2021

Brion Keagle - 2021

Alicia Muck - 2021

Nir Cohen - 2021

VACANT

Tree Warden

Jeffrey Bourque

Veteran's Agent

Jared Sharp

Wiring Inspector

Darrell Sweeney

Zoning Board of Appeals- 5 members for terms of 5 years

Scott Janssens (Chair) - 2020

Andrew Baum - 2022

William Homans - 2023

Albert Afonso - 2021

Gail Orciuch - 2019

ADMINISTRATION



REPORT OF THE BOARD OF SELECTMEN

Board Organization (effective June 2018)

Daniel Galante – Chair Michael Stauder – Vice Chair Jeffrey Williams – Clerk Patrick Girouard – Member Richard Haddad – Member

It is my privilege and honor to submit, on behalf of the Hubbardston Board of Selectmen and Town Administrator, this annual report summarizing activities throughout 2018.

The year saw a continued focus on regional planning and collaboration with the board participating in two Quabbin region ventures - the Quabbin Educational and Municipal Partnership (QEMP) and the sharing of a grant-funded Economic Development Coordinator. The QEMP, along with School Committee members and Town Officials, continue to look for avenues of strengthening ties between the Quabbin communities with a special emphasis on finding pathways for increased services with decreased costs. The shared Economic Development Coordinator position also made significant headway in 2018, culminating with the launch of www.quabbincountry.com, a platform to promote business, recreation and events in the Quabbin region. The Board also reinvigorated the Economic Development Committee to work with town staff and volunteers to smartly grow the Hubbardston tax base.

The Board of Selectmen helped guide town staff and volunteers throughout 2018 with a special emphasis on the following activities:

Annual Town Meeting

A total of 179 residents attended the Annual Town Meeting on June 6, 2018. Chairman Dan Galante opened the meeting with a "State of the Town" address and introduced Ryan McLane, the new Town Administrator. After residents passed the FY2019 budget, town meeting voters approved the purchase of an exhaust mitigation system and new turnout gear for the Fire Department in addition to engineering and design costs for the Town Center Project. Voters also supported several articles to the repair the Hubbardston Public Library Roof and restore its historically accurate slate shingles.

New Town Staff

Town Administrator Ryan McLane was appointed on Feb 21, 2018, taking over for interim Town Administrator Brian Bullock. New employee searches resulted in the hiring of Veteran Service Officer Jared Sharp, Health Assistant Kelly Parker, Planning Board Assistant Christina Sutcliffe, Financial Assistant Bobbie Thibault and Town Custodian Gerry Parker.

Continued Road Maintenance and Repair

Repairing and protecting town roads continued to be a major Board focus in 2018. The board adopted a formal road plan recommended by the DPW Director and oversaw the reconstruction of Route 68 from Elm Street to the Rutland line. Investments in the state's Complete Streets program paid off with the

completion of 800 feet of brand-new sidewalk on Elm Street. The Board also fully committed to using Chapter 90 funds for road repair work, completing reclamation projects on Adams, Prentiss Hill and New Westminster Roads.

Town Center Reconstruction Project

The Board of Selectmen continued to liaison with the Town Center Committee to push the important project towards completion. Town Meeting voters approved \$150,000 in engineering and design costs aimed at getting the project to the 75 percent stage. The state now recognizes the project as potentially ready for 2021 with an estimated construction year of 2023.

Financial Management and Planning

The Board of Selectmen oversaw an extensive overhaul of the town's financial management practices and planning with a recommitment to forecasting and a long-term capital planning. Additionally, the Board approved a full suite of best practice financial management policies that helps create a more resilient budget.

Regionalization and Efficiency Efforts

Through the Town Administrator, the board regionalized its veteran services department with Ashburnham and Westminster and regionalized the building department with the City of Gardner. Both initiatives reduced costs and will increase services, helping to stabilize long-term budget growth.

Volunteer Appreciation:

The Board recognized in December its many dedicated volunteers. More than 35 volunteers received an official Hubbardston Pine Tree and recognition from the Board of Selectmen and Town Administrator helping to move the town forward.

Special Events

Through the Hubbardston Special Events Coordinator, the town continued to promote and execute its engaging special events – the Hubbardston Fair, the Dingy Dash and the Light Fight. Two more exciting events, Frozen Assets and Fire Fest are slated to be added to the mix in 2019, making Hubbardston a year-round destination for family-friendly events!

Town Tree Lighting Ceremony

An annual tradition continued this year with residents gathering on the Town Common for the holidays in order to light the town tree and menorah. The Swinging Singing Caroling Seniors kicked off the night with a well-attended caroling concert. Residents made their way to the Common for hot chocolate provided by the Hubbardston Lions and helped countdown for the annual lighting of the tree. This year 8,000 white lights were added to the Common making the event brighter than ever.

The Board would like to thank the many town staff and volunteers who worked to make the event possible to include the Council on Aging, Town Center Committee, Special Events, Public Works, Police Department and Parks Department.

We, the Board of Selectmen, are privileged to be able to continue to serve you and work together for our common goals. We want to thank all the hard-working employees, as well as the volunteers that donate their time for the better of the town. Please get involved in any way that you can as everyone can make a difference. Together we will continue to work hard to make Hubbardston a great place to live.

Respectfully submitted,

Daniel Galante, Chairman Board of Selectmen

Report of the Board of Selectmen

Annual Report 2018

Pursuant to MGL, Chapter 138, Section 10A, the following pertains to all alcoholic licenses granted in the year 2018.

Fee	# Issued
\$650.00	1
\$300.00	1
\$600.00	2
\$500.00	1
\$270.00	1
\$10.00	2
\$375.00	1
	\$650.00 \$300.00 \$600.00 \$500.00 \$270.00 \$10.00

The above fees are all alcohol related fees in place and collected to date. There were no violations.

REPORT OF THE BOARD OF ASSESSORS

Based on Assessments for calendar year January 1, 2018 through December 31, 2018

TABLE OF AGGREGATES			NUMB:	ER OF	PARCELS
Single Family Residences				1,4	104
Condominiums					128
Mobile Homes/ Multiple Houses on	One	Lot			12
Two Family Residences					35
Three Family Residences					3
Four or More Unit Family Residence	es				3
Multiple Use Property					78
Land-Vacant/Accessory				4	542
Chapter Lands					
Forestry (61)					38
Agricultural (61A)					67
Recreational (61B)					24
Commercial					28
Industrial					20
Personal Property – Taxable					29
Real Estate – Exempt					261
Personal Property – Exempt					<u>151</u>
Total				2,42	1 Taxable
ASSESSMENT TOTALS	<u>V</u>	<u>ALUATIONS</u>		TA	<u>XES</u>
Residential	\$	419,503,680		\$ 6.	347,090.68
Open Space	Ψ			Ψ 0,	
Commercial	\$	10,545,919		\$	159,559.75
Industrial	\$	5,432,600		\$	82,195.24
Real Estate Subtotal	\$	435,482,199			6,588,845.67
Personal Property	\$	12,170,255		\$	184,135.96
Real Estate & PP Total	\$	447,652,454		\$ (5,772,981.63
Real Estate - Exempt	\$	57,297,584	(if t	axable)	\$ 866,912.45
-		(state rei	mburseme	ent on s	tate owned land)
Omitted & Revised	\$			\$	4,162.11
Rollback (Chapter 61/61A/61B)	\$			\$	0.00
<u>ABATEMENTS</u>					
Personal Exemptions (Elderly, Veter	an,Ha	ardship)	53	\$	43,317.13
Real & Personal Property			13	\$	8,068.83
CPA Abated			9	\$	57.51
Total				\$	51,443.47

TAX RATES FOR PRIOR FISCAL YEARS

1995	14.28
1996	14.65
1997	14.71
1998	15.56
1999	15.00
2000	16.41
2001	14.19
2002	14.64
2003	14.40
2004	10.86
2005	10.76
2006	10.61
2007	9.69
2008	9.43
2009	9.51
2010	10.69
2011	11.33
2012	12.70
2013	13.64
2014	14.52
2015	14.92
2016	15.90
2017	15.23
2018	15.13
2019	15.22

Respectfully Submitted,

Diane Peterson, Regional Assessor

BOARD OF ASSESSORS Albert Afonso, Member Jeffrey Young, Member John K. Prentiss, Chairman

REPORT OF THE TOWN ACCOUNTANT

To the Honorable Board of Selectmen and citizens of Hubbardston, I submit to you the following Annual Financial Report.

Our mission is to ensure that the appropriate financial and auditing controls within the Town are maintained in an efficient, cost-effective and responsive manner. We oversee all departmental appropriations assuring that departments operate within their annual budget. In addition, we are responsible for maintaining all financial records and that they are in compliance with federal, state and local laws and regulations.

Respectfully submitted,

Eric A. Kinsherf, CPA

Eni a. Kirshy

www.erickinsherfcpa.com

Town Accountant

TOWN OF HUBBARDSTON, MASSACHUSETTS COMBINED BALANCE SHEET - ALL FUND TYPES AND ACCOUNT GROUP June 30, 2018

	Ju	ine 30, 2018				
				Fiduciary	Account	
	Gover	nmental Fund Type	s	Fund Types	Groups	Totals
		Special	Capital	Trust and	Long-term	(Memorandum
	General	Revenue	Projects	Agency	Debt	Only)
ASSETS:						
Cash and cash equivalents	952,160.39	1,464,212.55	60,996.69	986,853.85		3,464,223.48
Personal property taxes	27,343.85					27,343.85
Real estate taxes	260,279.50	2,838.62				263,118.12
Allowance for abatements and exemptions	(78,699.59)					(78,699.59)
Tax liens	346,537.86	715.00				347,252.86
Tax foreclosures	14,618.51					14,618.51
Motor vehicle excise	100,225.52					100,225.52
Utility Charges		27,338.14				27,338.14
Other receivables	124,102.83					124,102.83
Due from other governments	39,248.05					39,248.05
Amounts to be provided - payment of bonds					915,000.00	915,000.00
TOTAL ASSETS:	1,785,816.92	1,495,104.31	60,996.69	986,853.85	915,000.00	5,243,771.77
LIABILITIES:						
Real and personal property taxes	208.923.76	2.838.62				211,762.38
Tax liens	346,537.86	,				346,537.86
Tax foreclosures	14,618,51					14,618,51
Motor vehicle excise	100,225.52					100,225.52
Utility Charges		28,053.14				28,053.14
Other receivables	105,276.86					105,276.86
Due from other governments	39,248.05					39,248.05
Accrued payroll and withholdings	(1,208.18)					(1,208.18)
Other liabilities	380.00			487,248.72		487,628.72
Bonds payable			150,000.00		915,000.00	1,065,000.00
TOTAL LIABILITIES:	814,002.38	30,891.76	150,000.00	487,248.72	915,000.00	2,397,142.86
FUND BALANCES:		,	,			
Reserved for encumbrances	8,441.31					8,441.31
Reserved for expenditures	381,560.00					381,560.00
Reserved for continuing appropriations	65,753.60					65,753.60
Reserved for petty cash	115.00					115.00
Reserved fund balance	515,944.63	1,464,215.18	(89,005.94)	499,605.13		2,390,759.00
TOTAL FUND BALANCES:	971,814.54	1,464,215.18	(89,005.94)	499,605.13	-	2,846,628.91
TOTAL LIAB & FUND BALANCE:	1,785,816.92	1,495,106.94	60.994.06	986,853.85	915,000.00	5,243,771.77

TOWN OF HUBBARDSTON, MASSACHUSETTS STATEMENT OF REVENUES AND EXPENDITURES BUDGETARY BASIS - (NON-GAAP) BUDGET AND ACTUAL - GENERAL FUND FOR THE YEAR ENDED JUNE 30, 2018

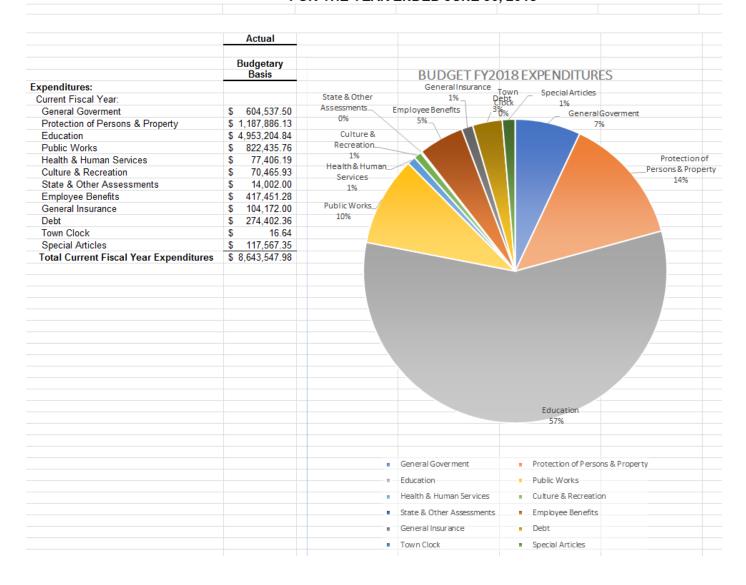
			_	Budgeted	l Ar	nounts	_	Actual	-	Amounts		riance with
			-	0-1-11		Final		D. destes		Carried	Fi	nal Budget Positive
		arry rward	+	Original Budget		Budget		Budgetary Basis		Forward Next Year	,	Negative)
Revenues:	- 10	Iwaiu	+	Duuget		Duuget	-	Dasis	to	NEXT TEAT	_	wegative)
Property Taxes	\$		Q.	6.693.448.59	g.	6,693,448.59	Œ	6,717,599.06	S	_	\$	24,150.47
Sale of Tax Foreclosure	\$		\$	0,033,440.33	\$	0,033,440.33	\$		S		\$	24, 150.47
Excise & Other Taxes	\$		\$	616.000.00	\$	616.000.00			S		\$	34.876.56
Interest on Delinquent Taxes	\$		\$,	\$	23.500.00	_		S		\$	21,834.94
Payments in Lieu of Taxes	\$		\$	333,000.00	_	333,000.00	_		-		\$	5,868.93
Licenses, Permits & Fees	\$		\$	326,948.00	\$	326,948.00					Φ.	(59,316.17)
Other	\$		\$	18,000.00	-	18.000.00					\$	95,774.91
Fines & Forfeits	\$		\$		\$	9,500.00	_		-	-	\$	
	\$	-	\$	9,500.00	-					-	-	2,038.84
Interest from Investments	-	-	\$	4,500.00	S	4,500.00				-	\$	2,174.70
Intergovernmental-Comm. of Mass. Total Revenues	\$ \$	-	_	582,838.00	_	582,838.00	_		_	-	\$	(4,090.00)
Total Revenues	3	-	Þ	8,607,734.59	Þ	8,607,734.59	Þ	8,731,047.77	\$	-	Þ	123,313.18
Expenditures:												
Current Fiscal Year:												
General Goverment	\$	-	\$	633,471.00	\$	637,798.73	\$	604,537.50	\$	2,792.92	\$	30,468.31
Protection of Persons & Property	\$	-	\$	1,231,271.00	\$	1,236,695.53	\$	1,187,886.13	\$	383.39	\$	48,426.01
Education	\$	-	\$	5,020,877.00	\$	4,953,477.73	\$	4,953,204.84	\$	-	\$	272.89
Public Works	\$	-	\$	761,418.00	\$	847,618.68	\$	822,435.76	\$	5,265.00	\$	19,917.92
Health & Human Services	\$	-	\$	103,682.00	\$	100,843.86	\$	77,406.19	\$	-	\$	23,437.67
Culture & Recreation	\$	-	\$	80,404.00	\$	80,404.00	\$	70,465.93	\$	-	\$	9,938.07
State & Other Assessments	\$	-	\$	14,002.00	\$	14,002.00	\$	14,002.00	\$	-	\$	-
Employee Benefits	\$	-	\$	462,241.00	\$	462,241.00	\$	417,451.28	\$	-	\$	44,789.72
General Insurance	\$	-	\$	140,000.00	\$	114,284.11	\$	104,172.00	\$	-	\$	10,112.11
Town Clock	\$	-	\$	1,250.00	\$	1,250.00	\$	16.64	\$	-	\$	1,233.36
Debt Service:												
Principal	\$	-	\$	242,578.00	\$	242,578.00	\$	240,078.00	\$	-	\$	2,500.00
Interest and Fiscal Charges	\$	-	\$	35,674.00	\$	35,674.36		34,324.36	\$	-	\$	1,350.00
Special Articles	\$	-	\$	143,890.00	\$	152,921.20			\$	28,392.35	\$	6,961.50
Total Expenditures	\$	-	\$	8,870,758.00	\$	8,879,789.20	\$	8,643,547.98	\$	36,833.66	\$	199,407.56

TOWN OF HUBBARDSTON, MASSACHUSETTS STATEMENT OF REVENUES AND EXPENDITURES -**BUDGETARY BASIS - (NON-GAAP) -BUDGET AND ACTUAL - GENERAL FUND** FOR THE YEAR ENDED JUNE 30, 2018 Other Expenditures: \$ 37,361.25 \$ Prior Year Articles 47.421.25 \$ 10,060.00 \$ 27,382.57 Prior Year Encumbrances \$ \$ 27,223.47 \$ 159.10 **Total Other Expenditures** 74,803.82 27,223.47 \$ 37,361.25 \$ 10,219.10 74,803.82 \$ 8,870,758.00 \$ 8,879,789.20 \$ 8,670,771.45 \$ 74,194.91 \$ 209,626.66 **Total Expenditures Excess of Revenues Over** (Under) Expenditures (74,803.82) \$ (263,023.41) \$ (272,054.61) \$ 60,276.32 \$ (74,194.91) \$ 332,939.84 Other Financing Sources (Uses): \$ Operating Transfers In \$ \$ Operating Transfers Out \$ \$ 91,079.61 \$ 91,079.61 \$ 91,079.61 \$ \$ **Total Other Financing Sources (Uses)** \$ (91,079.61) \$ (91,079.61) \$ (91,079.61) \$ \$ **Excess of Revenues and Other Financing** Sources Over (Under) Expenditures and Other Financing Uses \$ (74,803.82) \$ (354,103.02) \$ (363,134.22) \$ (30,803.29) \$ (74,194.91) \$ 332,939.84 **Audit Adjustments** 4,797.34 Fund Balances, Beginning of Year \$ 997,820.49 \$ 997,820.49 \$ 997,820.49 \$

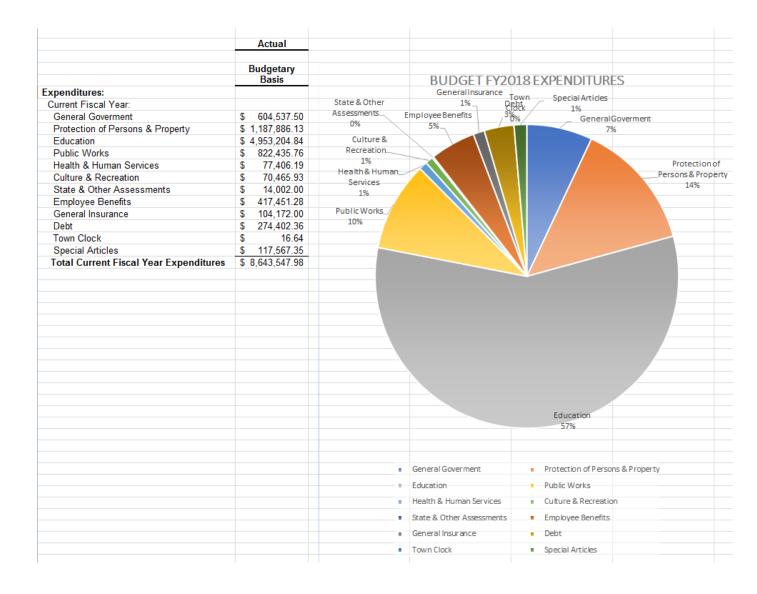
\$ (74,803.82) \$ 643,717.47 \$ 634,686.27 \$ 971,814.54 \$ (74,194.91) \$ 332,939.84

Fund Balances, End of Year

TOWN OF HUBBARDSTON, MASSACHUSETTS STATEMENT OF REVENUES AND EXPENDITURES BUDGETARY BASIS - (NON-GAAP) BUDGET AND ACTUAL - GENERAL FUND FOR THE YEAR ENDED JUNE 30, 2018



TOWN OF HUBBARDSTON, MASSACHUSETTS STATEMENT OF REVENUES AND EXPENDITURES BUDGETARY BASIS - (NON-GAAP) BUDGET AND ACTUAL - GENERAL FUND FOR THE YEAR ENDED JUNE 30, 2018



TOWN OF HUBBARDSTON, MASSACHUSETTS GENERAL FUND EXPENSE REPORT FOR THE YEAR ENDED JUNE 30, 2018

Account Number	Description	Balance Forward	Budget	Budget evisions	Revised Budget	E	Expended	Balance	Close	Carry orward
IERAL GOVERNMENT			_		_		•			
001-114-5110-0000	Moderator Salary		\$ 100.00		\$ 100.00			\$ 100.00	\$ 100.00	
001-122-5110-0001	Town Secretary Wages		\$ 25,477.00	\$ 1,279.59	\$ 26,756.59	\$	26,756.59	\$	\$ -	
001-122-5210-0000	Town Offices Utilities & Maint		\$ 30,000.00		\$ 30,000.00	\$	26,503.91	\$ 3,496.09	\$ 3,496.09	
001-122-5210-0001	Building Maintenance (New)		\$ 4,000.00		\$ 4,000.00	\$	1,978.04	\$ 2,021.96	\$ 2,021.96	
001-122-5230-0000	Town Office Phone		\$ 7,500.00		\$ 7,500.00	\$	6,332.25	\$ 1,167.75	\$ 1,167.75	
001-122-5240-0000	IT Maintenance		\$ 65,000.00		\$ 65,000.00	\$	57,816.25	\$ 7,183.75	\$ 5,742.83	\$ 1,440.
001-122-5400-0000	Copier Expense		\$ 5,000.00		\$ 5,000.00	\$	2,390.18	\$ 2,609.82	\$ 2,609.82	
001-122-5700-0000	Selectmen Expense		\$ 8,000.00	\$ 1,167.80	\$ 9,167.80	\$	9,167.80	\$ -	\$ -	
001-129-5110-0000	Town Administrator Salary		\$ 81,500.00	\$ 18,594.00	\$ 100,094.00	\$	100,093.75	\$ 0.25	\$ 0.25	
001-129-5700-0000	Town Administrator Expense		\$ 2,700.00		\$ 2,700.00	\$	2,698.80	\$ 1.20	\$ 1.20	
001-131-5420-0000	Finance Comm. Exp		\$ 200.00		\$ 200.00	\$	160.00	\$ 40.00	\$ 40.00	
001-132-5700-0000	Reserve		\$ 35,000.00	\$ (33,594.00)	\$ 1,406.00	\$	-	\$ 1,406.00	\$ 1,406.00	
001-135-5110-0001	Municipal Finance Clerk		\$ 6,000.00	\$ (6,000.00)	\$ -	\$	-	\$ -		
001-135-5300-0000	Audit		\$ 18,500.00		\$ 18,500.00	\$	18,500.00	\$ -		
001-135-5300-0004	Outsourced Accounting Services		\$ 35,000.00	\$ 6,000.00	\$ 41,000.00	\$	41,000.00	\$ -		
001-135-8420-0000	Town Accountant Expense		\$ 200.00		\$ 200.00	\$	199.99	\$ 0.01	\$ 0.01	
001-141-5110-0002	Municipal Office Clerk II		\$ 19,830.00	\$ (5,921.94)	\$ 13,908.06	\$	13,792.28	\$ 115.78	\$ 115.78	
001-141-5300-0000	Assess. Property Update		\$ 61,800.00		\$ 61,800.00	\$	61,800.00	\$ -		
001-141-5420-0000	Assessors Expense		\$ 5,814.00	\$ 359.51	\$ 6,173.51	\$	6,165.51	\$ 8.00	\$ 6.00	\$ 2
001-149-5110-0000	Treasuser Collector Salary		\$ 59,367.00	\$ 1,015.95	\$ 60,382.95	\$	60,372.01	\$ 10.94	\$ 10.94	
001-149-5110-0002	Treas/Collector Financial Clerk		\$ 5,000.00	\$ 8,353.13	\$ 13,353.13	\$	13,353.13	\$ -	\$ -	
001-149-5190-0000	Treasurer Collector Certification		\$ 1,000.00		\$ 1,000.00	\$	-	\$ 1,000.00	\$ 1,000.00	
001-149-5300-0000	Treasurer Collector Payroll Service		\$ 3,000.00		\$ 3,000.00	\$	2,274.44	\$ 725.56	\$ 725.56	
001-149-5700-0000	Treasurer Collector Expense		\$ 10,000.00	\$ (10.36)	\$ 9,989.64	\$	9,822.45	\$ 167.19	\$ 167.19	
001-149-5700-0001	Treasurer Collector Tax Title Expen		\$ 5,000.00		\$ 5,000.00	\$	3,646.17	\$ 1,353.83	\$ 3.83	\$ 1,350
001-151-5300-0000	Legal		\$ 40,000.00	\$ 13,000.00	\$ 53,000.00	\$	52,838.71	\$ 161.29	\$ 161.29	
001-161-5110-0000	Town Clerk Salary		\$ 36,989.00		\$ 36,989.00	\$	36,989.00	\$ -		
001-161-5110-0001	Municipal Clerk I		\$ 2,805.00		\$ 2,805.00	\$	2,017.97	\$ 787.03	\$ 787.03	
001-161-5190-0000	Town Clerk- Certification		\$ 1,000.00		\$ 1,000.00	\$	1,000.00	\$ -		
001-161-5700-0000	Town Clerk Expense		\$ 3,819.00		\$ 3,819.00	\$	2,371.60	\$ 1,447.40	\$ 1,447.40	
001-162-5700-0000	Election/Registration		\$ 4,935.00	\$ 2,000.00	\$ 6,935.00	\$	6,772.26	\$ 162.74	\$ 162.74	
001-163-5110-0000	BD of Registrar Wages		\$ 446.00		\$ 446.00	\$	446.00	\$ -		
001-171-5700-0000	Con. Comm. Expense		\$ 1,172.00		\$ 1,172.00			\$ 1,172.00	\$ 1,172.00	
001-175-5700-0000	Planning BD Expense		\$ 1,000.00		\$ 1,000.00	\$	783.09	\$ 216.91	\$ 216.91	
001-175-5700-0001	Mont. Reg. Plan . Dist		\$ 1,520.00		\$ 1,520.00	\$	-	\$ 1,520.00	\$ 1,520.00	
001-176-5110-0000	BD of Appeals Clerk Wage		\$ 500.00		\$ 500.00	\$	143.19	\$ 356.81	\$ 356.81	
001-176-5700-0000	BD of Appeals		\$ 675.00		\$ 675.00	\$	167.50	\$ 507.50	\$ 507.50	
001-192-5110-0000	Building Inspector Salary		\$ 28,289.00	\$ (1,915.95)	\$ 26,373.05	\$	22,388.68	\$ 3,984.37	\$ 3,984.37	
001-192-5110-0001	Build. Insp Clerk Wage		\$ 12,080.00		\$ 12,080.00	\$	11,362.17	\$ 717.83	\$ 717.83	
001-192-5700-0000	Build. Insp. Expense		\$ 2,753.00		\$ 2,753.00	\$	1,933.78	\$ 819.22	\$ 819.22	
001-195-5700-0000	Town Report		\$ 500.00		\$ 500.00	S	500.00	\$ _		

TOWN OF HUBBARDSTON, MASSACHUSETTS

GENERAL FUND EXPENSE REPORT FOR THE YEAR ENDED JUNE 30, 2018

		Balance				Budget		Revised							(Carry
Account Number	Description	Forward		Budget		evisions		Budget		Expended		Balance		Close		orward
IC SAFETY																
001-210-5110-0000	Police Chief Salary		\$	94,570.00	\$	0.25	\$	94,570.25	\$	94,570.25	\$	-	\$	-		
001-210-5110-0001	Police Dept. Clerk		\$	15,318.00	\$	(329.65)	\$	14,988.35	\$	14,029.18	\$	959.17	\$	959.17		
001-210-5110-0002	Police Wages		\$	423,866.00	\$	6,500.00	\$	430,366.00	\$	428,347.85	\$	2,018.15	\$	2,018.15		
001-210-5110-0003	P.D Training Wages		\$	15,076.00	\$	329.65	\$	15,405.65	\$	15,405.65	\$	-	\$	_		
001-210-5240-0000	P.D Vehical Maint.		\$	7,750.00			\$	7,750.00	\$	7,696.04	\$	53.96	\$	53.96		
001-210-5700-0000	Police Maint.		\$	12,490.00	\$	(631.51)	\$	11,858.49	\$	8,609.46	\$	3,249.03	\$	2,934.04	\$	314
001-210-5850-0000	P.D. Equip & Outlay		\$	14,325.00	\$	631.51	\$	14,956.51	\$	14,956.51	\$	-	\$	_		
001-220-5110-0000	Fire Chief Salary		\$	39,754.00			\$	39,754.00	\$	39,754.00	\$	-				
001-220-5110-0001	Fire Dept. Wages		\$	100,331.00			\$	100,331.00	\$	97,974.42	\$	2,356.58	\$	2,356.58		
001-220-5190-0000	Fire Dept. Training Wage		\$	44,479.00			\$	44,479.00	\$	34,409.63	\$	10,069.37	\$	10,069.37		
001-220-5240-0000	Fire Dept. Vehicle Maint		\$	19,700.00			\$	19,700.00	\$	16,836.87	\$	2,863.13	\$	2,863.13		
001-220-5430-0000	Fire Dept. Maint.		\$	13,600.00	\$	2,800.00	\$	16,400.00	\$	12,996.53	\$	3,403.47	\$	3,403.47		
001-220-5500-0000	Fire Dept. Equip. & Outlay		\$	14,875.00			\$	14,875.00	\$	13,813.94	\$	1,061.06	\$	1,061.06		
001-220-5700-0000	Other Expense Fire Dept		\$	3,900.00			\$	3,900.00	\$	3,894.82	\$	5.18	\$	5.18		
001-231-5110-0000	Ambulance Call Wages		\$	16,000.00			\$	16,000.00	\$	9,000.00	\$	7,000.00	\$	7,000.00		
001-231-5110-0001	Ambulance Weekend Coverage		\$	10.824.00			\$	10.824.00		10.800.45		,	\$	23.55		
001-231-5110-0002	Ambulance Chief Salary		\$	39.754.00			\$	39.754.00	s	39,754.00	S	-	\$	-		
001-231-5110-0003	Ambulance Full Time Wages		\$	85,482.00			\$	85.482.00	s	82,791,42		2.690.58	\$	2.690.58		
001-231-5110-0004	Ambulance Holiday Coverage		\$	5,500.00			S	5,500.00		5,459.92		40.08	S	40.08		
001-231-5110-0005	Ambulance Vacation Expense		\$	7.463.00			\$	7,463.00		7,372.65		90.35		90.35		
001-231-5110-0006	Ambulance Overtime		\$	11.899.00			\$	11,899.00		9,985.46		1.913.54		1.913.54		
001-231-5240-0001	Ambulance Vehicle Maint		\$	3.000.00	S	(2.000.00)	S	1,000.00		35.00		965.00	s	965.00		
001-231-5380-0002	Ambulance Training (OT)		\$	1,200.00		(=,,	\$	1,200,00		959.02		240.98	S	240.98		
001-231-5290-0000	Ambulance Lease of Space		\$	18,972.00			S	18,972.00		18,972.00			\$	_		
001-231-5300-0000	Ambulance Prof Expenses/Services		\$	19,400.00			\$	19,400.00		17,565.48		1,834.52		1.834.52		
001-231-5380-0000	Ambulance EMT Physical Exams		\$	700.00			\$	700.00		-	\$	700.00		700.00		
001-231-5380-0001	Ambulance License Fees		\$	3.000.00			s	3.000.00		2.821.59	-	178.41		178.41		
001-231-5430-0001	Ambulance Equip Maint Contracts		\$	4.950.00			\$	4.950.00		4.905.26		44.74		44.74		
001-231-5430-0000	Ambulance Station 2 Heat		\$	2.500.00			S	2.500.00		2,462.04		37.96		37.96		
001-231-5500-0000	Ambulance Medical Supplies		\$	12,500.00			S	12,500.00	-	10,178.62		2,321.38		2,321.38		
001-231-5500-0001	Ambulance Oxygen		\$	2.500.00	S	(800.00)	-	1.700.00		-	S	476.14		407.74	s	68
001-231-5850-0002	Ambulance New Equipment		\$	9.500.00	Ť	(220.22)	s	9.500.00		9.288.93	s	211.07	-	211.07	•	
001-249-5110-0000	Tree Warden Wages		\$	1.806.00			\$	1.806.00		1.806.00			Ť			
001-249-5700-0000	Tree Warden-Outside Service		\$	4.000.00			S	4,000.00		-	S	4.000.00	s	4.000.00		
001-291-5110-0000	Emergency Planning Director		\$	1,020.00			\$	1,020.00		1,020.00	-	-,000.00		4,000.00		
001-291-5700-0000	Emergency Planning Expenses		\$	1,333.00			S	1,333.00		1,331.00		2.00	s	2.00		
001-292-5110-0000	Animal Control Officer		\$	16.350.00	S	66.00	•	16,416.00		16.416.00	-	-		2.00		
001-299-5110-0000	Dispatchers Wages/Services		\$	126,584.00	S			130.442.28			S	-				
001-299-5700-0000	Dispatchers Wages/Services Dispatch Maint		S	5.000.00	\$	(5.000.00)		.50,442.20	\$	130,442.20	S					
TOTAL PUBLIC SAFE	•	\$ -	\$	1.231.271.00	_		_	1.236.695.53	_	1.187.886.13	-	48.809.40		48.426.01	_	383

TOWN OF HUBBARDSTON, MASSACHUSETTS

GENERAL FUND EXPENSE REPORT FOR THE YEAR ENDED JUNE 30, 2018

Account Number	Description	Balance Forward	Budget		Budget evisions		Revised Budget		Expended		Balance		Close	F	Carry
DUCATION									•						
001-300-5700-0000	Quabbin Required Net School Spendi		\$ 4,323,137.00	\$	(66,856.00)	\$	4,256,281.00	\$	4,256,281.00	\$	-	\$	-		
001-300-5700-0005	QRSD Green Repair		\$ 31,896.00	\$	0.29	\$	31,896.29	\$	31,896.29	\$	-				
001-350-5700-0000	Monty Reg Tech Voc Assess.		\$ 665,844.00	\$	(543.56)	\$	665,300.44	\$	665,027.55	\$	272.89	\$	272.89		
TOTAL EDUCATION		\$ -	\$ 5,020,877.00	\$	(67,399.27)	\$	4,953,477.73	\$	4,953,204.84	\$	272.89	\$	272.89	\$	-
IBLIC WORKS															
001-421-5110-0000	DPW Director		\$ 70,000.00	\$	1,375.59	\$	71,375.59	\$	71,356.59	\$	19.00	\$	19.00		
001-422-5110-0001	DPW Wages		\$ 241,651.00	\$	(16,500.00)	\$	225,151.00	\$	208,306.12	\$	16,844.88	\$	16,844.88		
001-422-5240-0000	DPW Road Maintenance		\$ 86,239.00			\$	86,239.00	\$	81,202.58	\$	5,036.42	\$	36.42	\$	5,000.0
001-422-5240-0001	Equip. and Machinery Repairs		\$ 107,500.00	\$	10,000.00	\$	117,500.00	\$	117,485.48	\$	14.52	\$	14.52		
001-422-5700-0000	General Highway		\$ 28,668.00			\$	28,668.00	\$	26,571.49	\$	2,096.51	\$	1,831.51	\$	265.0
001-423-5110-0000	DPW Winter Wages		\$ 63,000.00	\$	(6,156.91)	\$	56,843.09	\$	56,843.09	\$	-	\$	-		
001-423-5120-0000	DPW Winter Outside Wages		\$ 3,750.00	\$	838.00	\$	4,588.00	\$	4,588.00	\$	-	\$	-		
001-423-5290-0000	Plowing of Private Way		\$ 3,500.00	\$	276.00	\$	3,776.00	\$	3,776.00	\$	-				
001-423-5700-0000	Winter Equip. Supplies and Material		\$ 149,750.00	\$	96,368.00	\$	246,118.00	\$	246,118.00	\$	-	\$	-		
001-424-5700-0000	Municipal Lights		\$ 5,060.00			\$	5,060.00	\$	4,707.06	\$	352.94	\$	352.94		
001-491-5290-0000	Cem. Maint. & Improvement		\$ 500.00			\$	500.00	\$	182.85	\$	317.15	\$	317.15		
001-491-5700-0001	Veterans Graves		\$ 500.00			\$	500.00	\$	_	\$	500.00	\$	500.00		
001-491-5850-0000	Cem. Equip & Outlay		\$ 1,300.00			\$	1,300.00	\$	1,298.50	\$	1.50	\$	1.50		
TOTAL PUBLIC WOR	RKS	\$ -	\$ 761,418.00	\$	86,200.68	\$	847,618.68	\$	822,435.76	\$	25,182.92	\$	19,917.92	\$	5,265.0
JMAN SERVICES															
001-510-5110-0000	Administrative Clerk (BOH)		\$ 11,714.00			\$	11,714.00	\$	10,893.20	\$	820.80	\$	820.80		
001-510-5300-0000	Landfill Capping & Monitoring		\$ 9,180.00			\$	9,180.00	\$	-	\$	9,180.00	\$	9,180.00		
001-510-5700-0000	BD of H. Expense		\$ 2,363.00			\$	2,363.00	\$	1,991.08	\$	371.92	\$	371.92		
001-519-5110-0000	Animal Insp. Salary		\$ 1,500.00	\$	(1,375.59)	\$	124.41	\$	-	\$	124.41	\$	124.41		
001-519-5705-0000	Animal Insp. Expense		\$ 663.00			\$	663.00	\$	-	\$	663.00	\$	663.00		
001-541-5110-0000	Council On Aging Director		\$ 6,129.00			\$	6,129.00	\$	6,128.87	\$	0.13	\$	0.13		
001-541-5120-0000	Elderly Van Wages		\$ 2,500.00	\$	(2,431.19)	\$	68.81	\$	-	\$	68.81	\$	68.81		
001-541-5240-0000	Elderly Van Expense		\$ 100.00			\$	100.00	\$	37.43	\$	62.57	\$	62.57		
001-541-5700-0000	Council on Aging Exp.		\$ 2,040.00			\$	2,040.00	\$	2,040.00	\$	-	\$	-		
001-543-5110-0000	Veterans Agent Salary		\$ 1,506.00	\$	1,623.50	\$	3,129.50	\$	3,129.50	\$	-	\$	_		
001-543-5700-0000	Veterans Agent Expense		\$ 137.00			\$	137.00	\$	-	\$	137.00	\$	137.00		
001-543-5700-0001	Veterans Training Expense		\$ 350.00			\$	350.00	\$	-	\$	350.00	\$	350.00		
001-543-5770-0000	Veterans Benefits		\$ 65,000.00	\$	(723.50)	\$	64,276.50	\$	52,817.47	\$	11,459.03	\$	11,459.03		
001-543-5770-0001	Veterans Flaggs		\$ 300.00	\$	68.64	\$	368.64	\$	368.64	\$	-	\$	-		
001-549-5700-0001	Agricultural Commissions Expenses		\$ 200.00			\$	200.00			\$	200.00	\$	200.00		
TOTAL HUMAN SER	VICES	s -	\$ 103.682.00	•	(2,838,14)	-	100,843.86	e	77.406.19	e	23.437.67	e	23.437.67	e	

TOWN OF HUBBARDSTON, MASSACHUSETTS GENERAL FUND EXPENSE REPORT FOR THE YEAR ENDED JUNE 30, 2018

	Account Number	Description	Balance Forward	Budget	Budget Revisions	Revised Budget	Expended	Balance	Close	Carry
CULTU	IRE & RECREATION									
	001-610-5110-0000	Library Wages		\$ 37,807.00		\$ 37,807.00	\$ 33,522.57	\$ 4,284.43	\$ 4,284.43	
	001-610-5400-0000	Library Books & Material		\$ 17,689.00		\$ 17,689.00	\$ 17,688.72	\$ 0.28	\$ 0.28	
	001-610-5700-0001	Library Util & Maint.		\$ 20,608.00		\$ 20,608.00	\$ 16,058.62	\$ 4,549.38	\$ 4,549.38	
	001-691-5700-0000	Historical Comm. Exp.		\$ 200.00		\$ 200.00	\$ -	\$ 200.00	\$ 200.00	
	001-692-5700-0000	Memorial Day Expenses		\$ 1,000.00		\$ 1,000.00	\$ 370.72	\$ 629.28	\$ 629.28	
	001-699-5700-0000	Recreation Field Maint.		\$ 3,100.00		\$ 3,100.00	\$ 2,825.30	\$ 274.70	\$ 274.70	
	TOTAL CULTURE &	RECREATION	\$ -	\$ 80,404.00	\$ -	\$ 80,404.00	\$ 70,465.93	\$ 9,938.07	\$ 9,938.07	\$ -
DEBT										
	001-710-5910-0018	HFD Engine 1 Principal (FY18)		\$ 1,250.00		\$ 1,250.00	\$ -	\$ 1,250.00	\$ 1,250.00	
	001-710-5910-2011	HFD Engine 3 Principal		\$ 50,078.00		\$ 50,078.00	\$ 50,078.00	\$ -		
	001-710-5910-2013	2013 Road Projects Principal		\$ 165,000.00		\$ 165,000.00	\$ 165,000.00	\$ -		
	001-710-5910-0014	SGT SUV Principal		\$ 5,000.00		\$ 5,000.00	\$ 5,000.00	\$ _		
	001-710-5910-2018	DPW 6 Wheel Dump W Plow Principal (FY18)		\$ 1,250.00		\$ 1,250.00	\$ -	\$ 1,250.00	\$ 1,250.00	
	001-710-5910-2014	DPW 6 Wheel Dump W Plow Principal		\$ 20,000.00		\$ 20,000.00	\$ 20,000.00	\$ -		
	001-751-5925-0014	SGT SUV Interest		\$ 450.00		\$ 450.00	\$ 450.00	\$ -		
	001-751-5925-2011	HFD Engine 3 Interest		\$ 524.00	\$ 0.36	\$ 524.36	\$ 524.36	\$ -		
	001-751-5925-2013	2013 Roads Project Interest		\$ 29,700.00		\$ 29,700.00	\$ 29,700.00	\$ -		
	001-751-5925-2014	DPW 6 Wheel Dump W Plow Interest		\$ 3,000.00		\$ 3,000.00	\$ 3,000.00	\$ -		
	001-752-5925-0000	Interest - Short Term		\$ 2,000.00		\$ 2,000.00	\$ 650.00	\$ 1,350.00	\$ 1,350.00	
	TOTAL DEBT		\$ -	\$ 278,252.00	\$ 0.36	\$ 278,252.36	\$ 274,402.36	\$ 3,850.00	\$ 3,850.00	\$ -
ASSES	SMENTS									
	001-820-5640-0000	Air Pollution Assessment		\$ 1,173.00		\$ 1,173.00	\$ 1,173.00	\$ _		
	001-820-5663-0000	Mont. Reg. Transit Assess.		\$ 8,909.00		\$ 8,909.00	\$ 8,909.00	\$ -		
	001-820-5690-0000	R.M.V Assessment		\$ 3,920.00		\$ 3,920.00	\$ 3,920.00	\$ -		
	TOTAL ASSESSMEN	ITS	\$ -	\$ 14,002.00	\$ -	\$ 14,002.00	\$ 14,002.00	\$ -	\$ -	\$ -
EMPLO	OYEE BENEFITS									
	001-911-5690-0000	Worc. County Retirement Assess.	\$ -	\$ 238,741.00		\$ 238,741.00	\$ 238,741.00	\$ -		
	001-913-5780-0000	Unemployment	\$ -	\$ 20,500.00		\$ 20,500.00	\$ 11,119.71	\$ 9,380.29	\$ 9,380.29	
	001-914-5150-0000	CH 32 B	\$ -	\$ 175,000.00		\$ 175,000.00	\$ 143,441.16	\$ 31,558.84	\$ 31,558.84	
	001-916-5150-0000	FICA Assessement	\$ -	\$ 28,000.00		\$ 28,000.00	\$ 24,149.41	\$ 3,850.59	\$ 3,850.59	
	TOTAL EMPLOYEE B	BENEFITS	\$ -	\$ 462,241.00	\$ -	\$ 462,241.00	\$ 417,451.28	\$ 44,789.72	\$ 44,789.72	\$ -
OTHER	RINSURANCE									
	001-945-5740-0000	Insurance	\$ -	\$ 140,000.00	\$ (25,715.89)	\$ 114,284.11	\$ 104,172.00	\$ 10,112.11	\$ 10,112.11	
	TOTAL OTHER INSU	IRANCE	\$ -	\$ 140,000.00	\$ (25,715.89)	\$ 114,284.11	\$ 104,172.00	\$ 10,112.11	\$ 10,112.11	\$ -
TOWN	CLOCK									
	001-950-5700-0000	Town Clock	\$ -	\$ 1,250.00		\$ 1,250.00	\$ 16.64	\$ 1,233.36	\$ 1,233.36	
	TOTAL TOWN CLOC	K	\$ -	\$ 1,250.00	\$ -	\$ 1,250.00	\$ 16.64	\$ 1,233.36	\$ 1,233.36	\$ -
TOTAL	BUDGET		\$ -	\$ 8,726,868.00		\$ 8,726,868.00	\$ 8,525,980.63	\$ 200,887.37	\$ 192,446.06	\$ 8,441.31

TOWN OF HUBBARDSTON, MASSACHUSETTS

GENERAL FUND EXPENSE REPORT FOR THE YEAR ENDED JUNE 30, 2018

Account Number	Description		Balance Forward		Budant		Budget		Revised		Evanded		Balance		Close	_	Carry
FY18 ARTICLES	Description		orward		Budget	K	evisions		Budget		Expended		Dalance		Close		orward
	ATM 6/6/17 A11 Ext Trim Pnta Hubb SC			S	20.000.00			S	20.000.00	•	_	\$	20.000.00			e e	20.000.00
	ATM 6/6/17 A11 Slad Bldg Ceiling Rep			S	20,000.00			\$	20,000.00							Φ	20,000.0
				\$				•	15.000.00		8.092.50				6.907.50		
	ATM 6/6/17 A13 Senior Work Program				15,000.00			\$		-	-,		-,	Ф	0,907.50		
	ATM 6/6/17 A11 Email Conv to Gmail			\$	2,100.00		0.004.00	\$	2,100.00		2,100.00			_	5400		
	STM 6//18 A1/2 Leg/Con Gravel Pit			\$	-	\$	9,031.20		9,031.20		8,977.20			ъ	54.00		
	ATM 6/6/17 A11 Police Cruiser			\$	36,790.00			\$	36,790.00	-	36,790.00	-					
	ATM 6/6/17 A11 Refurbish 2005 Elgin			\$	50,000.00			\$	50,000.00	_	41,607.65	_				\$	8,392.3
TOTAL SPECIAL AR	TICLES	\$	-	\$	143,890.00	\$	9,031.20	\$	152,921.20	\$	117,567.35	\$	35,353.85	\$	6,961.50	\$	28,392.3
TOTAL FY2018 BUDG	ET & ARTICLES	\$	-	\$	8,870,758.00	\$	9,031.20	\$	8,879,789.20	\$	8,643,547.98	\$	236,241.22	\$	199,407.56	\$	36,833.6
TRANSFERS TO OTHER FUND	\$																
	Transfer To Stabilization Fund	s	_	s	16.079.61			\$	16.079.61	S	16.079.61	g.					
001-993-5963-0000	Transfer To Capital Projects	s		S	75.000.00			\$	75.000.00	-	75,000.00	-					
001-993-5963-0000	Transfer to Capital Stabilization Fund	\$	-	\$	75,000.00			\$	75,000.00	S	73,000.00	S					
	Transfers To Proprietary Fund	\$		\$				\$		\$		\$					
TOTAL TRANSFERS				\$	91,079.61			\$		_	91.079.61	-		s		s	
TOTAL TRANSFERS		\$	-	\$	8.961.837.61		9.031.20		91,079.61 8,970,868.81	\$	8,734,627.59	\$		-	199.407.56		26 022 6
TOTAL ALL FIZUTO E	SUDDET & ARTICLES	3	-	3	0,501,037.01	3	9,031.20		0,570,000.01	J	6,734,027.39	- J	230,241.22	ð	199,407.30	•	30,633.0
Y17 & PRIOR ARTICLES CAR	RIED FORWARD																
001-122-5240-9000	ATM 6/7/16 A21 Slade Bldg. Roof Rep	\$	9,700.00					\$	9,700.00			\$	9,700.00	\$	9,700.00		
001-122-5380-0001	STM 8/10/15 Art #3 Design Services	\$	26,361.25					\$	26,361.25			\$	26,361.25			\$	26,361.2
001-161-5850-0000	Electronic Voting Machine	\$	8,000.00					\$	8,000.00			\$	8,000.00			\$	8,000.0
001-220-5700-9000	ATM 6/3/14 ART. #14 Fire Pond Recons	\$	3,000.00					\$	3,000.00			\$	3,000.00			\$	3,000.0
001-491-5290-0002	Evergreen Cemetery (ATM ART #11)	\$	360.00					\$	360.00			\$	360.00	\$	360.00		
TOTAL FY17 & PRIO		\$	47,421.25	\$	-	\$	-	\$	47,421.25	\$	-	\$	47,421.25	\$	10,060.00	\$	37,361.2
Y17 ENCUMBRANCES																	
001-135-5300-8000	Audit	s	15.500.00					\$	15.500.00	s	15.500.00	S	_				
001-210-5110-8000	PD Training Wages	\$	688.00					s	688.00	-	688.00						
001-210-5140-8000	PD Vehicle Maint	S	601.69					s	601.69		566.69			œ.	35.00		
001-210-5850-8000	PD Equip & Outlay	S	52.40					\$	52.40		52.40			Ψ	33.00		
001-231-5300-8000	Ambulance Prof Expenses	S	967.84					\$	967.84		967.84						
001-510-5300-8000	Landfill Capping & Maint	\$	4,230.00					\$	4,230.00	-	4,230.00						
			750.00						750.00								
001-543-5110-8000	Vetrans Agent Salary	\$						\$			750.00			_	0.01		
001-610-5400-8000	Library Books & Materials	\$	2,352.11					\$	2,352.11	-	2,351.90			\$	0.21		
001-610-5700-8000	Library Utilities & Maint	\$	2,100.00					\$	2,100.00		2,100.00	-		_			
001-699-5700-8000	Recreation Field Maint.	\$	123.89					\$	123.89		-	\$		\$	123.89		
001-950-5700-8000		\$	16.64					\$	16.64	_	16.64	-		_			
TOTAL FY17 ENCUN		\$	27,382.57		-	\$	-	\$	27,382.57		27,223.47	_			159.10		-
TOTAL BUDGET, ART	ICLES & ENCUMBRANCES	\$	74,803.82	\$	8.961.837.61	\$	9.031.20	\$	9.045.672.63	\$	8.761.851.06	\$	283,821,57	\$	209.626.66	\$	74,194.9

TOWN OF HUBBARDSTON, MASSACHUSETTS

SCHEDULE OF SPECIAL REVENUE FOR THE YEAR ENDED JUNE 30, 2018

		IN THE TEAK									
	Eur	d Palanasa									
	Fund Balances June 30, 2018		Opening Balance Rev			Rev		Exp	Balance/Entry		
Special Revenue:				g						,	
Federal Grants:											
Police Vests	\$	72.99	\$	2,622.96	\$	-	\$	2,549.97	\$	72.99	
EMPG	\$	2,034.06	\$	3,365.74	\$	-	\$	1,331.68	\$	2,034.06	
FY 13 FF Grant	\$	5,402.46	\$	5,402.46	\$	-	\$	-	\$	5,402.46	
State Grants:											
Chapter 90	\$	2.63	\$	(9,201.23)	\$	367,260.93	\$	358,057.07	\$	2.63	
Small Bridge Program	\$	(68,870.00)	\$	- '	\$	-	\$	68,870.00	\$	(68,870.00)	
Elections	\$	655.50	\$	-	\$	870.00	\$	214.50	\$	655.50	
Economic Dev Grant	\$	5,000.00	\$	5,000.00	\$	-	\$	-	\$	5,000.00	
QRSD Consolidation Grant	\$	50,000.00	\$	100,000.00	\$	-	\$	50,000.00	\$	50,000.00	
Fire Safety Grant	\$	3,922.28	\$	5,358.00		_	\$	1,435.72	\$	3,922.28	
Dare Grant	\$	53.61	\$	53.61	\$	-	\$	-	\$	53.61	
Brush Fire Clothing Grant	\$	59.90	\$	59.90		-	\$	-	\$	59.90	
FD ED & Training	\$	7,304.83	\$	7,304.83		-	\$	-	\$	7,304.83	
PD Underage Drinking	\$	(76.42)	\$	(76.42)		-	\$	-	\$	(76.42)	
Community Policing	\$	3,340.65	\$	3,340.65		-	\$	_	\$	3,340.65	
CCP Grant	\$	1,483.25	\$	1,483.25		_	\$	_	\$	1,483.25	
Cert Grant	\$	2,460.00	\$	- 1,100.20	\$	2,460.00	\$	_	\$	2,460.00	
Cert Grant	\$	(2,500.00)	\$	_	\$	_,,,,,,,,,	\$	2,500.00		(2,500.00)	
Arts Cultural Council	\$	5,332.58	\$	4,241.58	-	4,500.00		3,409.00		5,332.58	
COA Formula Grant	\$	-	\$	97.83		6,946.17		7,044.00			
Library	\$	12,685.02	\$	8,727.91		5,141.95		1,184.84		12,685.02	
Reciepts Reserved for Appropriation:	•	12,003.02	•	0,727.51	Ψ	3,141.33	Ψ	1,104.04	v	12,003.02	
Conservation Wetland	\$	16,770.38	\$	17,168.38	S	-	\$	398.00	S	16,770.38	
Sale of Cemetery Lots	\$	6,770.00	\$	5,520.00		1,250.00		330.00	\$	6,770.00	
Peg Cable	\$	75,751.62	\$	70.029.94	\$	18,442.14		12,720.46		75,751.62	
Transportation	\$	6.00	\$		\$	6.00		12,720.40	\$	6.00	
Revolving Funds:	•	0.00	•		Ψ	0.00	Ψ		Ψ	0.00	
Recreation	\$	910.06	\$	450.12	Œ	830.50	œ.	370.56	œ.	910.06	
250th Anniversary 53E1/2	\$	8,907.98	\$	6,165.44		10,629.00		7,886.46		8,907.98	
•	\$	3,733.93	\$	6,152.31		2,015.00		4,433.38		3,733.93	
Home Composting Bins 53E1/2	\$		\$	950.00		3,410.00		6,070.00			
Grave Opening 53E1/2 Planning Bd 53E1/2	\$	(1,710.00) 1,813.94	\$	1,813.94		3,410.00	\$	6,070.00	\$	(1,710.00) 1,813.94	
-	\$		\$			7,831.06		20 272 00	-		
Wire Insp Fees 53E1/2	\$	29,647.45	\$	50,189.39 1,526.00		3,570.00		28,373.00		29,647.45 1,981.21	
F.D Open Burning Permits 53E1/2	\$	1,981.21	\$			•		3,114.79			
Dog Fees 53E1/2	\$	5,148.63	\$	4,557.14 5,074.74		2,195.00		1,603.51		5,148.63	
BOH Revolving 53E1/2 BOH Vaccine 53E1/2	\$		\$			9,667.94		14,742.68	\$	10 070 00	
	\$	18,876.09	\$	18,819.28		56.81 1,310.00			-	18,876.09	
Con. Comm. Insp 53E1/2	\$	3,739.13		3,400.63		3,509.80		971.50		3,739.13	
Plumbing Insp Fees 53E1/2	\$	7,962.04	\$ \$	6,845.04	\$	600.00		2,392.80		7,962.04	
DPW Revolving 53E1/2	\$	300.00		2 000 00				300.00		300.00	
Demolition Revolving Fund 53E1/2		3,900.00	\$	3,900.00		2 205 00	\$	- 0.70.00	\$	3,900.00	
Gas Insp Fees 53E1/2	\$	2,566.80	\$	2,133.00		3,305.80		2,872.00		2,566.80	
Mart Revolving 53E1/2	\$	24,651.77	\$	18,141.71		23,536.34		17,026.28		24,651.77	
Ins. Proceeds Under 20k	\$	10,645.64	\$					-	\$	10,645.64	
Arts Lottery Local	\$	122.35	\$	71.22		51.13		4 000 00	\$	122.35	
Planning 53G	\$	6,843.28	\$	843.28		10,000.00		4,000.00		6,843.28	
Planning Bd Revolving Fee	\$	1,490.19	\$	9,896.44		2,860.30		11,266.55		1,490.19	
Planning Bd 53G Ansar	\$	1,167.98	\$	1,167.98		-	\$	-	\$	1,167.98	
ZBA 53G	\$	-	\$	-	\$	-	\$	-	\$	-	
Law Enforcement Trust	\$	5,068.32	\$	5,246.22		-	\$	177.90		5,068.32	
Dog Off. Neutering/Spaying	\$	230.79	\$	230.79		-	\$	-	\$	230.79	
F.D. Veh. Replacement	\$	6,473.10	\$	6,473.10		-	\$	-	\$	6,473.10	
Police Details	\$	(41,202.69)	\$	5,907.75	\$	108,503.16	\$	155,613.60	\$	(41,202.69)	

SCHEDULE OF SPECIAL REVENUE FOR THE YEAR ENDED JUNE 30, 2018 **Fund Balances** June 30, 2018 Opening Balance Rev Exp Balance/Entry Other Special Revenue: 336,210.00 \$ 66,839.82 \$ CPA \$ 395,199.82 7,850.00 \$ 395,199.82 **MWPAT** \$ 80,425.90 \$ 76,825.90 \$ 3,600.00 80,425.90 Title V 60.842.99 60,842.99 60,842.99 \$ \$ \$ \$ Affordable Housing Gift \$ 150.00 \$ 150.00 \$ \$ 150.00 The Cheste Mowrey Fund \$ 148.53 \$ 148.53 \$ S \$ 148.53 Ryder Property Donation \$ 5,691.32 \$ 5,691.32 \$ \$ 5,691.32 Holden Hospital 57,456.98 57,237.17 \$ 10,015.00 \$ 9,795.19 \$ 57,456.98 1,100.00 \$ COA Donations 2,674.95 \$ 10,000.95 8,426.00 \$ 10,000.95 \$ \$ Dog Pound Donation \$ 220.00 \$ 220.00 \$ 220.00

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253.44 \$

\$

2,168.00 \$

3,379.37 \$

1,647.00 \$

(11.13) \$

659.82 \$

20.00 \$

1,314.17 \$

31,603.49 \$

1.289.14 \$

4,339.49 \$

3,248.90 \$

5,747.88 \$

1,817.28 \$

424,820.15 \$

155,903.05

1.593.534.81 \$

0.10 \$

14,383.25

45.00 \$

3,334.95

1,467.60

60,000.00 \$

859.227.84 \$

4,749.41 \$

0.44 \$

9,227.00

5,000.00 \$

585.00

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100.00 \$

728.25

22,940.72 \$

1,492.39

729.908.21 \$

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2.213.00

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1 289 14

4,339.49

3,348.90

5,747.88

2,545.53

387,760,87

157,395.44 1.464.215.18

EPC Donation

Library Donations

Memorial Day Donation

Open Space Comm. Don.

PD Gift Account

Park & Rec Fees

CERT Donations

Agricultural Donation

Information Ctr/Mem Park

Hubb Preservation Fund

Hubb Preservation Fund

Community Playground

Captial Purchase Stabilization

Library Dog Fund

Stabilization Funds: General

Totals

DPW Donation

Senior Center

History Donations-Town Clock

TOWN OF HUBBARDSTON, MASSACHUSETTS

	TOWN OF HUBBARDS	TON, MASSACHU	SETTS		
	CAPITAL	PROJECTS			
	FOR THE YEAR E	NDED JUNE 30, 20	18		
	Fund Balances				
	June 30, 2018	Opening Balance	Rev	Exp	Balance/Entry
OTHER CAPITAL PROJECTS					
Fund Balance-Road Projects	\$ 60,327.06	\$ 34,212.90	\$ 135,000.00	\$ 108,885.84	\$ 60,327.06
Fund Balance-6 Wheel Truck	\$ (149,333.00)	\$ -	\$ -	\$ 149,333.00	\$ (149,333.00)
Total Other Capital Projects	\$ (89,005.94)	\$ 34,212.90	\$ 135,000.00	\$ 258,218.84	

TOWN OF HUBBARDSTON MASSACHUSETTS SCHEDULE OF TRUST FUNDS AND AGENCY FOR THE YEAR ENDED JUNE 30, 2018

	Fund Balances									
	Jui	ne 30, 2018	Open	ing Balance		Rev		Exp	Ba	ance/Entry
Trust Funds:										
NON-EXPENDABLE TRUST										
C. Fairman Common Trust	\$	5,000.00	\$	5,000.00	\$	-	\$	-	\$	5,000.00
Freetown Library Trust	\$	15,000.00	\$	15,000.00	\$	-	\$	-	\$	15,000.0
Buffum Library Trust	\$	3,000.00	\$	3,000.00	\$	-	\$	-	\$	3,000.0
Church Library Trust	\$	1,000.00	\$	1,000.00	\$	-	\$	-	\$	1,000.0
Evergreen Cemetery Trust	\$	19,590.00	\$	19,590.00	\$	-	\$	-	\$	19,590.0
Clark Cemetery Trust	\$	1,554.37	\$	1,554.37	\$	-	\$	-	\$	1,554.3
Forest Hill Cemetery Trust	\$	2,126.66	\$	2,126.66	\$	-	\$	-	\$	2,126.6
Warren Cemetery Trust	\$	2,655.49	\$	2,655.49	\$	-	\$	-	\$	2,655.4
Pine Grove Cemetery Trust	\$	9,300.00	\$	9,300.00	\$	-	\$	-	\$	9,300.0
Rural Glen Cemetery Trust	\$	37,366.80	\$	37,366.80	\$	-	\$	-	\$	37,366.8
Brookside Cemetery Trust	\$	49,523.07	\$	49,523.07	\$	_	\$	-	\$	49,523.0
Greenwood Cemetery Trust	\$	4,210.74	\$	4,210.74	\$	_	\$	-	\$	4,210.7
Lovewell Cemetery Trust	\$	673.81	\$	673.81		-	\$	_	\$	673.8
Scholarship Fund	\$	64,000.00	\$	64,000.00		-	\$	_	\$	64,000.0
Unreserved Carryforward	\$	5,400.00	\$	5,400.00		-	\$	-	\$	5,400.0
Library Capital Costs	\$	8.28	\$	6.35		1.93	\$	-	\$	8.2
OTHER TRUST FUNDS			-				1		Ť	
C. Fairman Common Trust	\$	7,228.99	\$	7,049.02	S	179.97	S	-	\$	7,228.9
Freetown Library Trust	\$	22,756.83	\$	22,213.41		543.42		-	\$	22,756.8
Clark Library Trust	\$	1,991.70	\$	1,963.03		28.67		-	\$	1,991.7
Buffum Library Trust	\$	5,190.36	\$	5,072.49		117.87			\$	5,190.3
Church Library Trust	\$	3,605.42	\$	3,539.16		66.26	-		\$	3,605.4
Evergreen Cemetery Trust	\$	4,903.22	\$	7.280.77		326.78		2,704.33	\$	4,903.2
Clark Cemetery Trust	\$	1.088.65	\$	1,050.34		38.31		2,704.33	\$	1,088.6
Forest Hill Cemetery Trust	\$	541.24	\$	502.86		38.38			\$	541.2
•	\$	3,726.69	\$			91.89		-	\$	3,726.6
Warren Cemetery Trust	\$		\$	3,634.80					\$	
Pine Grove Cemetery Trust	\$	8,149.34	\$	7,898.21		251.13		-	\$	8,149.3
Rural Glen Cemetery Trust	\$	10,763.16	\$	10,043.23		719.93 1,960.28			\$	10,763.1
Brookside Cemetery Trust		58,299.88		56,339.60				-		58,299.8
Brookside - Sale of Lots Maint	\$	26,377.51	\$	26,377.51		- 04.03	\$	-	\$	26,377.5
Greenwood Cemetery Trust	\$	2,197.40	\$	2,112.47		84.93	\$	-	\$	2,197.4
Lovewell Cemetery Trust	\$	619.51	\$	593.60		25.91		0.055.07	\$	619.5
New Land-Cemetery Fund	\$	988.02	\$	3,790.50		53.19		2,855.67		988.0
Honor Roll Fund	\$	3,642.49	\$	3,568.49		74.00		-	\$	3,642.4
Hubb. Community Park Fund	\$	10,528.94	\$	11,525.63		350.81		1,347.50	\$	10,528.9
Scholarship Fund	\$	63,020.03	\$	61,191.89		1,828.14		-	\$	63,020.0
Hubbardston Preservation	\$	205.54	\$	150.19		55.35		-	\$	205.5
Town Clock Fund	\$	137.23	\$	135.24		1.99		-	\$	137.2
Hubbardston School Fund	\$	10,832.91	\$	10,677.03		155.88			\$	10,832.9
GB Scholarship Fund	\$	32,400.85	\$	33,079.94	\$	1,320.91	\$	2,000.00	\$	32,400.8
Agency Funds:										
Firearms Overlay-FID Licenses	\$	13,541.20	\$		\$	13,676.21		13,298.97		13,541.2
Fish & Game	\$	354.18	\$	321.72		225.86		193.40	-	354.1
Selectmen Reimbursement	\$	0.76	\$	0.76		-	\$	-	\$	0.7
Treasurer Reimbursement Acct	\$	1,938.15	\$	1,938.15		-	\$	-	\$	1,938.1
Dep Collector Reimb. Acct	\$	(983.20)	\$	(49.00)	\$	9,882.00		10,816.20	\$	(983.2
PP Collection Agent	\$	(110.81)	\$	(110.81)	\$	-	\$	-	\$	(110.8
Plan. Bd. Insp	\$	3,185.83	\$	3,185.83	\$	-	\$	-	\$	3,185.8
Grave Openings Trans to F24	\$	560.00	\$	560.00	\$	-	\$	-	\$	560.0
Bldg. Legal Opinion	\$	300.00	\$	300.00	\$	-	\$	-	\$	300.0
Undesignated From PY	\$	2,569.25	\$	2,569.25	\$	-	\$	-	\$	2,569.2
Dog Off. Kennel Insp Fee	\$	280.00	\$	280.00	\$	-	\$	-	\$	280.0

TOWN OF HUBBARDSTON MASSACHUSETTS SCHEDULE OF TRUST FUNDS AND AGENCY FOR THE YEAR ENDED JUNE 30, 2018

	FOR THE YEAR ENDED JUNE 30, 2018									
	F	d Balances								
		ne 30, 2018	Ope	ning Balance		Rev		Exp	Ba	lance/Entry
Agency Funds:										
Firearms Overlay-FID Licenses	\$	13,541.20	\$	13,163.96	\$	13,676.21	\$	13,298.97	\$	13,541.20
Fish & Game	\$	354.18	\$	321.72	\$	225.86	\$	193.40	\$	354.18
Selectmen Reimbursement	\$	0.76	\$	0.76	\$	-	\$	-	\$	0.76
Treasurer Reimbursement Acct	\$	1,938.15	\$	1,938.15	\$	-	\$	-	\$	1,938.15
Dep Collector Reimb. Acct	\$	(983.20)	\$	(49.00)	\$	9,882.00	\$	10,816.20	\$	(983.20
PP Collection Agent	\$	(110.81)	\$	(110.81)	\$	-	\$	-	\$	(110.81
Plan. Bd. Insp	\$	3,185.83	\$	3,185.83	\$	-	\$	-	\$	3,185.83
Grave Openings Trans to F24	\$	560.00	\$	560.00	\$	-	\$	-	\$	560.00
Bldg. Legal Opinion	\$	300.00	\$	300.00	\$	-	\$	-	\$	300.00
Undesignated From PY	\$	2,569.25	\$	2,569.25	\$	-	\$	-	\$	2,569.25
Dog Off. Kennel Insp Fee	\$	280.00	\$	280.00	\$	-	\$	-	\$	280.00
BID DEPOSIT/PERF BONDS										
Kataisto	\$	10,046.82	\$	9,894.42	\$	152.40	\$	-	\$	10,046.82
Restoration	\$	6,747.98	\$	6,676.54	\$	71.44	\$	-	\$	6,747.98
Pitcherville	\$	9,286.93	\$	9,181.24	\$	105.69	\$	-	\$	9,286.93
Friends Farm	\$	20,867.70	\$	20,633.02	\$	234.68	\$	-	\$	20,867.70
Mare Meadow	\$	642.83	\$	642.83	\$	-	\$	-	\$	642.83
Lead the Way/Amber	\$	4,002.30	\$	3,945.76	\$	56.54	\$	-	\$	4,002.30
Borrego Solar	\$	105,833.79	\$	111,864.43	\$	334.26	\$	6,364.90	\$	105,833.79
Hubbardston Solar Fund	\$	1,476.62	\$	1,017.88	\$	458.74	\$	-	\$	1,476.62
Hubbardston Solar	\$	152,500.00	\$	152,500.00	\$	-	\$	-	\$	152,500.00
KS Solar Fund Balance	\$	876.95	\$	567.34	\$	309.61	\$	-	\$	876.95
KS Solar	\$	103,044.79	\$	103,044.79	\$	-	\$	-	\$	103,044.79
Seaboard Solar Fund Balanced	\$	50,286.65	\$	50,151.50	\$	135.15	\$	-	\$	50,286.65
Totals	\$	986,853.85	\$	992,476.31	\$	33,958.51	\$	39,580.97	\$	986,853.85

TREASURER/COLLECTOR					
		Stateme	ent of Debt		
		For the Year E	nded June 30, 20	18	
	Balance			Balance	
Long Term Debt:	July 1, 2017	Issued	Retired	June 30, 2018	Interest
Public Way - Road Project	\$ 990,000.00		\$ 165,000.00	\$ 825,000.00	\$29,700.00
Departmental Equip - Police	\$ 15,000.00		\$ 5,000.00	\$ 10,000.00	\$ 450.00
Dept Equip - Public Works	\$ 100,000.00		\$ 20,000.00	\$ 80,000.00	\$ 3,000.00
TOTAL	\$ 1,105,000.00	\$ -	\$ 190,000.00	\$ 915,000.00	\$33,150.00
	Balance			Balance	
Short Term Debt:	July 1, 2017	Issued	Retired	June 30, 2018	Interest
Firetruck	\$ 50,078.00		\$ 50,078.00	\$ -	\$ 524.36
DPW Truck		\$150,000.00		\$ 150,000.00	
TOTAL	\$ 50,078.00	\$150,000.00	\$ 50,078.00	\$ 150,000.00	\$ 524.36

All Departments Expenditure Report

001 - General l	Fund Description	Carry Fwd	Orig Bud	Amended	Encumb	Frand	Unencum Bal	% Exp
	•	Carry Fwu		Amended	Encumo	Expend		
001-114-5110-00 114 - Tow	00 MODERATOR SALARY n Meeting Moderator Total		\$100.00 \$100.00				\$100.00 \$100.00	0.00 % 0.00 %
001-122-5110-00	01 TOWN SECRETARY WAGES		\$25,477.00	\$1,279.59		\$26,756.59		100.00 %
001-122-5210-00	00 TOWN OFFICES UTILITIES & MAINT		\$30,000.00			\$26,503.91	\$3,496.09	88.34 %
001-122-5210-00	01 BUILDING MAINTENANCE (NEW)		\$4,000.00			\$1,978.04	\$2,021.96	49.45 %
001-122-5230-00	00 TOWN OFFICE PHONE		\$7,500.00			\$6,332.25	\$1,167.75	84.43 %
001-122-5240-00	00 IT MAINTENANCE		\$65,000.00		\$1,440.92	\$57,816.25	\$5,742.83	91.16 %
001-122-5240-90	00 ATM 6/7/16 A21 Slade Bldg. Roof Rep	\$9,700.00					\$9,700.00	0.00 %
001-122-5240-90	01 ATM 6/6/17 A11 EXT TRIM PNTG HUB SC		\$20,000.00				\$20,000.00	0.00 %
001-122-5240-90	02 ATM 6/6/17 A11 SLADE BLG CEILNG REP		\$20,000.00			\$20,000.00		100.00 %
001-122-5380-90	00 STM 8/10/15 Art #3 Design Services	\$26,361.25					\$26,361.25	0.00 %
001-122-5400-00	00 COPIER EXPENSE		\$5,000.00			\$2,390.18	\$2,609.82	47.80 %
001-122-5700-00	00 SELECTMEN EXPENSE		\$8,000.00	\$1,167.80		\$9,167.80		100.00 %
122 - Selec	ctmen Total	\$36,061.25	\$184,977.00	\$2,447.39	\$1,440.92	\$150,945.02	\$71,099.70	68.18 %
001-129-5110-00	00 TOWN ADMINISTRATOR SALARY		\$81,500.00	\$18,594.00		\$100,093.75	\$0.25	99.99 %
001-129-5700-00	00 TOWN ADMINISTRATOR EXPENSE		\$2,700.00			\$2,698.80	\$1.20	99.95 %
129 - Othe	er Executive Total		\$84,200.00	\$18,594.00		\$102,792.55	\$1.45	99.99 %
001-131-5420-00	00 FINANCE COMM EXPENSE		\$200.00			\$160.00	\$40.00	80.00 %
131 - Fina	nce Committee Total		\$200.00			\$160.00	\$40.00	80.00 %
001-132-5700-00	00 RESERVE		\$35,000.00	\$-33,594.00			\$1,406.00	0.00 %
132 - Rese	erve Fund * Total		\$35,000.00	\$-33,594.00			\$1,406.00	0.00 %
001-135-5110-00	01 MUNICIPAL FINANCE CLERK		\$6,000.00	\$-6,000.00				100.00 %
001-135-5300-00	00 AUDIT		\$18,500.00			\$18,500.00		100.00 %
001-135-5300-00	04 OUTSOURCED ACCOUNTING SERVICES		\$35,000.00	\$6,000.00		\$41,000.00		100.00 %
001-135-5300-80	00 ENCFY17-AUDIT-SCANLON & ASSOCIATES	\$15,500.00				\$15,500.00		100.00 %
001-135-5420-00	00 TOWN ACCOUNTANT EXPENSE		\$200.00			\$199.99	\$0.01	99.99 %
135 - Acco	ountant/Auditor Total	\$15,500.00	\$59,700.00			\$75,199.99	\$0.01	99.99 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-141-5110-0002	MUNICIPAL OFFICE CLERK II		\$19,830.00	\$-5,921.94		\$13,792.28	\$115.78	99.16 %
001-141-5120-0000	SENIOR WORK OFF PROGRAM		\$15,000.00			\$8,092.50	\$6,907.50	53.95 %
001-141-5300-0000	ASSESS.PROPERTY UPDATE		\$61,800.00			\$61,800.00		100.00 %
001-141-5400-0000	ASSESSORS MAPS							100.00 %
001-141-5420-0000	ASSESSORS EXPENSE		\$5,814.00	\$359.51		\$6,165.51	\$8.00	99.87 %
141 - Assessors To	tal		\$102,444.00	\$-5,562.43		\$89,850.29	\$7,031.28	92.74 %
001-146-5700-0000	TAX COLL.EXPENSE							100.00 %
146 - Collector Tot	al							100.00 %
001-149-5110-0000	TREASURER COLLECTOR SALARY		\$59,367.00	\$1,015.95		\$60,372.01	\$10.94	99.98 %
001-149-5110-0001	ASSISANT TREASURER COLLECTOR							100.00 %
001-149-5110-0002	TREAS/COLLECTOR FINANCIAL CLERK		\$5,000.00	\$8,353.13		\$13,353.13		100.00 %
001-149-5190-0000	TREASURER COLLECTOR CERTIFICATION		\$1,000.00				\$1,000.00	0.00 %
001-149-5300-0000	TREASURER COLLECTOR PAYROLL SERVICE		\$3,000.00			\$2,274.44	\$725.56	75.81 %
001-149-5700-0000	TREASURER COLLECTOR EXPENSE		\$10,000.00	\$-10.36		\$9,822.45	\$167.19	98.32 %
001-149-5700-0001	TREASURER COLLECTOR TAX TITLE EXPEN		\$5,000.00		\$1,350.00	\$3,646.17	\$3.83	99.92 %
149 - Other Total			\$83,367.00	\$9,358.72	\$1,350.00	\$89,468.20	\$1,907.52	97.94 %
001-151-5300-0000	LEGAL		\$40,000.00	\$13,000.00		\$52,838.71	\$161.29	99.69 %
151 - Law Departn	nent or Town/Ci Total		\$40,000.00	\$13,000.00		\$52,838.71	\$161.29	99.69 %
001-155-5300-9000	ATM 6/6/17 A11 EMAIL CONV TO GMAIL		\$2,100.00			\$2,100.00		100.00 %
155 - Data Processing	or Management Total		\$2,100.00			\$2,100.00		100.00 %
001-158-5300-0000	TREAS.TAX TITLE							100.00 %
158 - Tax Title For	reclosure * Total							100.00 %
001-161-5110-0000	TOWN CLERK SALARY		\$36,989.00			\$36,989.00		100.00 %
001-161-5110-0001	MUNICIPAL CLERK I		\$2,805.00			\$2,017.97	\$787.03	71.94 %
001-161-5190-0000	TOWN CLERK-CERTIFICATION		\$1,000.00			\$1,000.00		100.00 %
001-161-5700-0000	TOWN CLERK EXPENSE		\$3,819.00			\$2,371.60	\$1,447.40	62.10 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-161-5850-9000	ELECTRONIC VOTING MACHINE	\$8,000.00					\$8,000.00	0.00 %
161 - Clerk Total		\$8,000.00	\$44,613.00			\$42,378.57	\$10,234.43	80.54 %
001-162-5700-0000	ELECTION/REGISTRATIONS		\$4,935.00	\$2,000.00		\$6,772.26	\$162.74	97.65 %
162 - Elections * Total	I		\$4,935.00	\$2,000.00		\$6,772.26	\$162.74	97.65 %
001-163-5110-0000	BD OF REGISTRAR WAGES		\$446.00			\$446.00		100.00 %
163 - Registration * T	otal		\$446.00			\$446.00		100.00 %
001-171-5700-0000	CON.COMM.EXPENSE		\$1.172.00				\$1.172.00	0.00 %
171 - Conservation Co	ommissioner Total		\$1,172.00				\$1,172.00	0.00 %
001-175-5300-9000	STM 6/18 ART1/2 LEG/CON GRAVEL PIT					\$8,977.20	\$ -8,977.20	100.00 %
001-175-5700-0000	PLANNING BD.EXPENSE		\$1,000.00			\$783.09	\$216.91	78.30 %
001-175-5700-0001	MONT.REG.PLAN.DIST.		\$1,520.00				\$1,520.00	0.00 %
175 - Planning Board	Department Total		\$2,520.00			\$9,760.29	\$-7,240.29	387.31 %
001-176-5110-0000	BD OF APPEALS CLERK WAGE		\$500.00			\$143.19	\$356.81	28.63 %
001-176-5700-0000	BD OF APPEALS		\$675.00			\$167.50	\$507.50	24.81 %
176 - Zoning/Appeals	Board Total		\$1,175.00			\$310.69	\$864.31	26.44 %
001-192-5110-0000	BUILDING INSP.SALARY		\$28,289.00	\$-1,915.95		\$22,388.68	\$3,984.37	84.89 %
001-192-5110-0001	BUILD.INSP CLERK WAGE		\$12,080.00			\$11,362.17	\$717.83	94.05 %
001-192-5700-0000	BUILD.INSP.EXPENSE		\$2,753.00			\$1,933.78	\$819.22	70.24 %
192 - Public Buildings	s and Prop Total		\$43,122.00	\$-1,915.95		\$35,684.63	\$5,521.42	86.60 %
001-195-5700-0000	TOWN REPORT		\$500.00			\$500.00		100.00 %
195 - Town Reports *	Total		\$500.00			\$500.00		100.00 %
001-210-5110-0000	POLICE CHIEF SALARY		\$94,570.00	\$0.25		\$94,570.25		100.00 %
001-210-5110-0001	POLICE DEPT. CLERK		\$15,318.00	\$-406.07		\$14,029.18	\$882.75	94.08 %
001-210-5110-0002	POLICE WAGES		\$423,866.00	\$6,500.00		\$428,347.85	\$2,018.15	99.53 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-210-5110-0003	P.D.TRAINING WAGES		\$15,076.00	\$329.65		\$15,405.65		100.00 %
001-210-5110-8000	ENCFY17-MPI-PD TRAINING WAGES	\$688.00				\$688.00		100.00 %
001-210-5190-0000	QUINN BILL							100.00 %
001-210-5240-0000	P.D. VEHICLE MAINT.		\$7,750.00			\$7,696.04	\$53.96	99.30 %
001-210-5240-8000	ENCFY17-WEST ST/D.BLOOD-PD VEH MAIN	\$601.69				\$566.69	\$35.00	94.18 %
001-210-5700-0000	POLICE MAINT.		\$12,490.00	\$-631.51	\$314.99	\$8,609.46	\$2,934.04	75.25 %
001-210-5850-0000	P.D.EQUIP & OUTLAY		\$14,325.00	\$631.51		\$14,956.51		100.00 %
001-210-5850-8000	ENCFY17-CHATIGNY-PD EQUP & OUTLAY	\$52.40				\$52.40		100.00 %
001-210-5870-9001	ATM 6/6/17 A11 Police Cruiser		\$36,790.00			\$36,790.00		100.00 %
210 - Police Total		\$1,342.09	\$620,185.00	\$6,423.83	\$314.99	\$621,712.03	\$5,923.90	99.05 %
001-220-5110-0000	FIRE CHIEF SALARY		\$39.754.00			\$39,754.00		100.00 %
001-220-5110-0001	FIRE DEPT.WAGES		\$100.331.00			\$97,974.42	\$2,356,58	97.65 %
001-220-5190-0000	FIRE DEPT.TRAINING WAGE		\$44,479.00			\$34,409,63	\$10.069.37	77.36 %
001-220-5240-0000	FIRE DEPT.VEHICLE MAINT		\$19,700.00			\$16.836.87	\$2,863.13	85.46 %
001-220-5430-0000	FIRE DEPT.MAINT.		\$13,600.00	\$2,800.00		\$12,996.53	\$3,403,47	79.24 %
001-220-5500-0000	FIRE DEPT.EQUIP.&OUTLAY		\$14,875.00			\$13.813.94	\$1,061.06	92.86 %
001-220-5700-0000	OTHER EXPENSE FIRE DEPT		\$3,900.00			\$3,894.82	\$5.18	99.86 %
001-220-5700-9000	ATM 6/3/14 ART.#14 FIRE POND RECONS	\$3,000.00	.,			,	\$3,000.00	0.00 %
001-220-5870-9000	DO NOT USE-SEE 301-220-5870-9000							100.00 %
220 - Fire Total		\$3,000.00	\$236,639.00	\$2,800.00		\$219,680.21	\$22,758.79	90.61 %
001-231-5110-0000	AMBULANCE CALL WAGES		\$16.000.00			\$9,000.00	\$7,000.00	56.25 %
001-231-5110-0001	AMBULANCE WEEKEND COVERAGE		\$10,824.00			\$10,800.45	\$23.55	99.78 %
001-231-5110-0002	AMBULANCE CHIEF SALARY		\$39,754.00			\$39,754.00	•====	100.00 %
001-231-5110-0003	AMBULANCE FULL TIME WAGES		\$85,482.00			\$82,791.42	\$2,690.58	96.85 %
001-231-5110-0004	AMBULANCE HOLIDAY COVERAGE		\$5,500.00			\$5,459.92	\$40.08	99.27 %
001-231-5110-0005	AMBULANCE VACATION EXPENSE		\$7,463.00			\$7,372.65	\$90.35	98.78 %
001-231-5110-0006	AMBULANCE OVERTIME		\$11.899.00			\$9,985,46	\$1,913.54	83.91 %
001-231-5240-0001	AMBULANCE VEHICLE MAINTENANCE		\$3,000.00	\$-2,000.00		\$35.00	\$965.00	3.50 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-231-5380-0002	AMBULANCE TRAINING (OT)		\$1,200.00			\$959.02	\$240.98	79.91 %
001-231-5290-0000	AMBULANCE LEASE OF SPACE		\$18,972.00			\$18,972.00		100.00 %
001-231-5300-0000	AMBULANCE PROF EXPENSES/SERVICES		\$19,400.00			\$17,565.48	\$1,834.52	90.54 %
001-231-5300-8000	ENCFY17-COMSTAR-AMB PROF & TECH	\$967.84				\$967.84		100.00 %
001-231-5380-0000	AMBULANCE EMT PHYSICAL EXAMS		\$700.00				\$700.00	0.00 %
001-231-5380-0001	AMBULANCE LICENSE FEES		\$3,000.00			\$2,821.59	\$178.41	94.05 %
001-231-5430-0001	AMBULANCE EQUIP. MAINT CONTRACTS		\$4,950.00			\$4,905.26	\$44.74	99.09 %
001-231-5430-0000	AMBULANCE STATION 2 HEAT		\$2,500.00			\$2,462.04	\$37.96	98.48 %
001-231-5500-0000	AMBULANCE MEDICAL SUPPLIES		\$12,500.00			\$10,178.62	\$2,321.38	81.42 %
001-231-5500-0001	AMBULANCE OXYGEN		\$2,500.00	\$-800.00	\$68.40	\$1,223.86	\$407.74	76.01 %
001-231-5850-0002	AMBULANCE NEW EQUIPMENT		\$9,500.00			\$9,288.93	\$211.07	97.77 %
231 - Ambulance Se	rvice Total	\$967.84	\$255,144.00	\$-2,800.00	\$68.40	\$234,543.54	\$18,699.90	92.61 %
001-249-5110-0000	TREE WARDEN WAGES		\$1,806.00			\$1,806.00		100.00 %
001-249-5700-0000	TREE WARDEN-OUTSIDE SERVICE		\$4,000.00				\$4,000.00	0.00 %
249 - Other * Total			\$5,806.00			\$1,806.00	\$4,000.00	31.10 %
001-291-5110-0000	EMERGENCY PLANNING DIRECTOR		\$1,020.00			\$1,020.00		100.00 %
001-291-5700-0000	EMERGENCY PLANNING EXPENSES		\$1,333.00			\$1,331.00	\$2.00	99.84 %
291 - Civil Defense 7	[otal		\$2,353.00			\$2,351.00	\$2.00	99.91 %
001-292-5110-0000	ANIMAL CONTROL OFFICER		\$16,350.00	\$66.00		\$16,416.00		100.00 %
001-292-5300-0000	ANIMAL CONTROL SERVICES							100.00 %
292 - Animal Contro	ol Officer Total		\$16,350.00	\$66.00		\$16,416.00		100.00 %
001-299-5110-0000	DISPATCHERS WAGES/SERVICES		\$126.584.00	\$3,858.28		\$130,442.28		100.00 %
001-299-5700-0000	DISPATCH.MAINT.		\$5,000.00	\$-5,000.00		,		100.00 %
299 - Other Public S			\$131,584.00	\$-1,141.72		\$130,442.28		100.00 %
001-300-5700-0000	QUABBIN REQUIRED NET SCHOOL SPENDI		\$4,323,137.00	\$-66,856.00		\$4,256,281.00		100.00 %
001-300-5700-0005	QRSD GREEN REPAIR		\$31,896.00	\$0.29		\$31,896.29		100.00 %

All Departments Expenditure Report

001 - General Fund	Description	Carrer Fred	Onin Bud	Amended	Faranah	F	Unencum Bal	04 E
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expena	Unencum Bai	% Exp
001-300-5700-9000	ATM 6/7/16 A23 Quabbin Reg-Override							100.00 %
300 - Education To	otal		\$4,355,033.00	\$-66,855.71		\$4,288,177.29		100.00 %
001-350-5700-0000	MONTY REG TECH VOC ASSESS.		\$665,844.00	\$-543.56		\$665,027.55	\$272.89	99.95 %
350 - Regional School	Assessment Total		\$665,844.00	\$-543.56		\$665,027.55	\$272.89	99.95 %
001-421-5110-0000	DPW DIRECTOR		\$70,000.00	\$1.375.59		\$71.356.59	\$19.00	99.97 %
421 - Administrati	on * Total		\$70,000.00	\$1,375.59		\$71,356.59	\$19.00	99.97 %
001-422-5110-0000	HGWY FOREMAN WAGES							100.00 %
001-422-5110-0001	DPW WAGES		\$241,651.00	\$-16,500.00		\$208,306.12	\$16,844.88	92.51 %
001-422-5240-0000	DPW ROAD MAINTENANCE		\$86,239.00		\$5,000.00	\$81,202.58	\$36.42	99.95 %
001-422-5240-0001	EQUIP. AND MACHINERY REPAIRS		\$107,500.00	\$10,000.00		\$117,485.48	\$14.52	99.98 %
001-422-5240-9000	ATM 6/6/17 A11 REFURBISH 2005 ELGIN		\$50,000.00			\$41,607.65	\$8,392.35	83.21 %
001-422-5700-0000	GENERAL HIGHWAY		\$28,668.00		\$265.00	\$26,571.49	\$1,831.51	93.61 %
001-422-5870-9000	DO NOT USE-SEE 301-422-5870-9000							100.00 %
422 - Construction	and Maintena Total		\$514,058.00	\$-6,500.00	\$5,265.00	\$475,173.32	\$27,119.68	94.65 %
001-423-5110-0000	DPW WINTER WAGES		\$63,000.00	\$-6,156.91		\$56,843.09		100.00 %
001-423-5120-0000	DPW WINTER OUTSIDE WAGES		\$3,750.00	\$838.00		\$4,588.00		100.00 %
001-423-5290-0000	PLOWING OF PRIVATE WAY		\$3,500.00	\$276.00		\$3,776.00		100.00 %
001-423-5300-0000	WINTER OUTSIDE CONTRACT SERVICES							100.00 %
001-423-5700-0000	WINTER EQUIP., SUPPLIES AND MATERIA		\$149,750.00	\$96,368.00		\$246,118.00		100.00 %
423 - Snow and Ice	e Removal * Total		\$220,000.00	\$91,325.09		\$311,325.09		100.00 %
001-424-5700-0000	MUNICIPAL LIGHTS		\$5,060.00			\$4,707.06	\$352.94	93.02 %
424 - Street Lighti	ng * Total		\$5,060.00			\$4,707.06	\$352.94	93.02 %
001-491-5290-0000	CEM.MAINT.& IMPROVEMENT		\$500.00			\$182.85	\$317.15	36.57 %
001-491-5290-9000	EVERGREEN CEMETERY (ATM ART#11)	\$360.00					\$360.00	0.00 %
001-491-5700-0001	VETERANS GRAVES		\$500.00				\$500.00	0.00 %
001-491-5850-0000	CEM. EQUIP & OUTLAY		\$1,300.00			\$1,298.50	\$1.50	99.88 %
491 - Cemetery To	tal	\$360.00	\$2,300.00			\$1,481.35	\$1,178.65	55.68 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-510-5110-0000	ADMINISTRATIVE CLERK (BOH)		\$11,714.00			\$10,893.20	\$820.80	92.99 %
001-510-5300-0000	LANDFILL CAPPING & MONITORING		\$9,180.00				\$9,180.00	0.00 %
001-510-5300-8000	ENCFY17-POPHAM-LANDFILL CAP&MAINT	\$4,230.00				\$4,230.00		100.00 %
001-510-5700-0000	BD OF H.EXPENSE		\$2,363.00			\$1,991.08	\$371.92	84.26 %
510 - Health Inspection	on Service Total	\$4,230.00	\$23,257.00			\$17,114.28	\$10,372.72	62.26 %
001-519-5110-0000	ANIMAL INSP.SALARY		\$1,500.00	\$-1,375.59			\$124.41	0.00 %
001-519-5705-0000	ANIMAL INSP. EXPENSE		\$663.00				\$663.00	0.00 %
519 - Other * Total			\$2,163.00	\$-1,375.59			\$787.41	0.00 %
001-541-5110-0000	COUNCIL ON AGING DIRECTOR		\$6,129.00			\$6,128.87	\$0.13	99.99 %
001-541-5120-0000	ELDERLY VAN WAGES		\$2,500.00	\$-2,431.19			\$68.81	0.00 %
001-541-5240-0000	ELDERLY VAN EXPENSE		\$100.00			\$37.43	\$62.57	37.43 %
001-541-5700-0000	COUNCIL ON AGING EXP.		\$2,040.00			\$2,040.00		100.00 %
541 - Council on Agir	ng Total		\$10,769.00	\$-2,431.19		\$8,206.30	\$131.51	98.42 %
001-543-5110-0000	VETERANS AGENT SALARY		\$1,506.00	\$1,623.50		\$3,129.50		100.00 %
001-543-5110-8000	ENCFY17-PAYROLL-VETS AGENT SALARY	\$750.00				\$750.00		100.00 %
001-543-5700-0000	VETERANS AGENT EXPENSE		\$137.00				\$137.00	0.00 %
001-543-5700-0001	VETERANS TRAINING EXPENSE		\$350.00				\$350.00	0.00 %
001-543-5770-0000	VETERANS BENEFITS		\$65,000.00	\$-783.50		\$52,817.47	\$11,399.03	82.24 %
001-543-5770-0001	VETERANS FLAGGS		\$300.00	\$68.64		\$368.64		100.00 %
543 - Veterans' Services	Total	\$750.00	\$67,293.00	\$908.64		\$57,065.61	\$11,886.03	82.76 %
001-549-5110-0000	RECYCLING WAGES							100.00 %
001-549-5700-0001	AGRICULTURAL COMMISSION EXPENS		\$200.00				\$200.00	0.00 %
549 - Other * Total			\$200.00				\$200.00	0.00 %
001-610-5110-0000	LIBRARY WAGES		\$37,807.00			\$ 33,522.57	\$4,284.43	88.66 %
001-610-5400-0000	LIBRARY BOOKS & MATERIAL		\$17,689.00			\$17,688.72	\$0.28	99.99 %
001-610-5400-8000	ENCFY17-FIND/INGR/AMAZ/WAYFAIR-LIBR	\$2,352.11				\$2,351.90	\$0.21	99.99 %

All Departments Expenditure Report

001 - General Fund								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-610-5700-0001	LIBRARY UTIL & MAINT.		\$20,608.00			\$16,058.62	\$4,549.38	77.92 %
001-610-5700-8000	ENCFY17-BOXWOOD-LIBRARY UTIL & MAIN	\$2,100.00				\$2,100.00		100.00 %
610 - Library Total		\$4,452.11	\$76,104.00			\$71,721.81	\$8,834.30	89.03 %
001-691-5700-0000	HISTORICAL COMM.EXP.		\$200.00				\$200.00	0.00 %
691 - Historical Co	ommission Total		\$200.00				\$200.00	0.00 %
001-692-5700-0000	MEMORIAL DAY		\$1,000.00			\$370.72	\$629.28	37.07 %
692 - Celebrations	* Total		\$1,000.00			\$370.72	\$629.28	37.07 %
001-699-5700-0000	RECREATION FIELD MAINT.		\$3,100.00			\$2,825.30	\$274.70	91.13 %
001-699-5700-8000	ENCFY17-REPUB/COVE-REC FIELD MAINT	\$123.89					\$123.89	0.00 %
699 - Other Cultural	and Recreation Total	\$123.89	\$3,100.00			\$2,825.30	\$398.59	87.63 %
001-710-5910-0018	HFD ENGINE 1 PRINCIPAL (FY18)		\$1,250.00				\$1,250.00	0.00 %
001-710-5910-2011	HFD ENGINE 3 PRINCIPAL		\$50,078.00			\$50,078.00		100.00 %
001-710-5910-2013	2013 ROAD PROJECTS PRINCIPAL		\$165,000.00			\$165,000.00		100.00 %
001-710-5910-2014	DPW 6 WHEEL DUMP W PLOW PRINCIPAL		\$20,000.00			\$20,000.00		100.00 %
001-710-5910-2018	DPW 6 WHL DUMP W/PLOW PRIN FY18		\$1,250.00				\$1,250.00	0.00 %
001-710-5910-0014	SGT SUV PRINCIPAL		\$5,000.00			\$5,000.00		100.00 %
710 - Retirement of D	Oebt * Total		\$242,578.00			\$240,078.00	\$2,500.00	98.96 %
001-751-5925-0014	SGT SUV INTEREST		\$450.00			\$450.00		100.00 %
001-751-5925-2011	HFD ENGINE 3 INTEREST		\$524.00	\$0.36		\$524.36		100.00 %
001-751-5925-2013	2013 ROADS PROJECT INTEREST		\$29,700.00			\$29,700.00		100.00 %
001-751-5925-2014	DPW 6 WHEEL DUMP W PLOW INTEREST		\$3,000.00			\$3,000.00		100.00 %
751 - Interest on L	ong Term Deb Total		\$33,674.00	\$0.36		\$33,674.36		100.00 %
001-752-5925-0000	INTEREST-SHORT TERM		\$2,000.00			\$650.00	\$1,350.00	32.50 %
752 - Interest on S	hort Term De Total		\$2,000.00			\$650.00	\$1,350.00	32.50 %
001-820-5640-0000	AIR POLLUTION ASSESSEMENT		\$1,173.00			\$784.00	\$389.00	66.83 %

All Departments Expenditure Report

001 - General Fund	5							A/ T
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
001-820-5663-0000	MONT.REG.TRANSIT ASSESS.		\$8,909.00			\$5,944.00	\$2,965.00	66.71 %
001-820-5690-0000	R.M.V. ASSESSEMENT		\$3,920.00			\$2,616.00	\$1,304.00	66.73 %
820 - State Assessmen	ats and Charges Total		\$14,002.00			\$9,344.00	\$4,658.00	66.73 %
001-911-5690-0000	WORC.COUNTY RETIREMENT ASSESS.		\$238,741.00			\$238,741.00		100.00 %
911 - Retirement a	nd Pension Co Total		\$238,741.00			\$238,741.00		100.00 %
001-913-5780-0000	UNEMPLOYMENT		\$20,500.00			\$11,119.71	\$9,380.29	54.24 %
913 - Unemployme	nt Compensation Total		\$20,500.00			\$11,119.71	\$9,380.29	54.24 %
001-914-5150-0000	CH 32 B		\$175,000.00			\$155,678.09	\$19,321.91	88.95 %
914 - Health Insur	ance * Total		\$175,000.00			\$155,678.09	\$19,321.91	88.95 %
001-916-5150-0000	FICA ASSESSEMENT		\$28,000.00			\$24,149.41	\$3,850.59	86.24 %
916 - Medicare * T	otal		\$28,000.00			\$24,149.41	\$3,850.59	86.24 %
001-945-5740-0000	INSURANCE		\$140,000.00	\$-25,715.89		\$104,172.00	\$10,112.11	91.15 %
945 - Liability Insura	nce * Total		\$140,000.00	\$-25,715.89		\$104,172.00	\$10,112.11	91.15 %
001-950-5700-0000	TOWN CLOCK		\$1,250.00			\$16.64	\$1,233.36	1.33 %
001-950-5700-8000	ENCFY17-WHITNEY-TOWN CLOCK	\$16.64				\$16.64		100.00 %
950 - Permanent Fun	ds and Special Pu Total	\$16.64	\$1,250.00			\$33.28	\$1,233.36	2.62 %
001-992-5965-0000	TRANSFER TO STABILIZATION FUND		\$16,079.61			\$16,079.61		100.00 %
992 - Transfers to	Special Reve Total		\$16,079.61			\$16,079.61		100.00 %
001-993-5963-0000	TRANSFERS TO CAPITAL PROJECTS		\$75,000.00			\$75,000.00		100.00 %
993 - Transfers to	capital Proj Total		\$75,000.00			\$75,000.00		100.00 %
001 - General Fu	nd Total	\$74,803.82	\$8,961,837.61	\$-136.42	\$8,439.31	\$8,769,429.99	\$258,635.71	97.13 %
200-122-5380-0000	AFFORDABLE HOUSING GIFT			\$150.00			\$150.00	0.00 %
122 - Selectmen To	ptal			\$150.00			\$150.00	0.00 %

200 - Special Revenue Fu	ınds							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
200 - Special Revenu	ie Funds Total			\$150.00			\$150.00	0.00 %
201-122-5380-0000	THE CHESTER MOWREY FUND	\$148.53					\$148.53	0.00 %
122 - Selectmen Total	I	\$148.53					\$148.53	0.00 %
201 - THE CHESTE	MOWREY FUND Total	\$148.53					\$148.53	0.00 %
204-692-5380-0000	HUBBARDSTON SPECIAL EVENTS FUND	\$6,165.44		\$10,629.00		\$7,886.46	\$8,907.98	46.95 %
692 - Celebrations * 1	Total	\$6,165.44		\$10,629.00		\$7,886.46	\$8,907.98	46.95 %
204 - Anniversary C	elebrations Total	\$6,165.44		\$10,629.00		\$7,886.46	\$8,907.98	46.95 %
205-630-5380-0000	INFORMATION CENTER/MEM PARK	\$1,289.14					\$1,289.14	0.00 %
630 - Recreation Total		\$1,289.14					\$1,289.14	0.00 %
205 - INFORMATIO	ON CENTER/MEMORIAL PA Total	\$1,289.14					\$1,289.14	0.00 %
210-135-5780-0000	INS. PROCEEDS UNDER 20K	\$10,645.64					\$10,645.64	0.00 %
135 - Accountant/Auc	ditor Total	\$10,645.64					\$10,645.64	0.00 %
210 - Insurance Rein	nbursements (unde Total	\$10,645.64					\$10,645.64	0.00 %
211-122-5380-0000	HUBB PRESERVATION FUND	\$3,248.90		\$100.00			\$3,348.90	0.00 %
122 - Selectmen Total	I	\$3,248.90		\$100.00			\$3,348.90	0.00 %
211 - HUBB PRESE	RVATION FUND Total	\$3,248.90		\$100.00			\$3,348.90	0.00 %
212-170-5810-0000	RYDER PROPERTY DONATION	\$5,691.32					\$5,691.32	0.00 %
170 - Land Use Total		\$5,691.32					\$5,691.32	0.00 %
212 - RYDER PROF	PERTY DONATION Total	\$5,691.32					\$5,691.32	0.00 %
213-433-5110-0000	RECYCLING REVOLVING PAYROLL	<u> </u>				\$994.00	\$-994.00	100.00 %

213 - RECYCLING REVOLVING					
Account Description	Carry Fwd	Orig Bud Amended	Encumb Expend	Unencum Bal	% Exp
213-433-5380-0000 RECYCLING REVOLVING EXPENSE	S \$6,152.31	\$2,015.00	\$3,439.38	\$4,727.93	42.11 %
433 - Collection and Disposal * Total	\$6,152.31	\$2,015.00	\$4,433.38	\$3,733.93	54.28 %
213 - RECYCLING REVOLVING Total	\$6,152.31	\$2,015.00	\$4,433.38	\$3,733.93	54.28 %
214-650-5380-0000 RECREATION REVOLVING	\$450.12	\$819.37	\$370.56	\$898.93	29.18 %
650 - Parks Total	\$450.12	\$819.37	\$370.56	\$898.93	29.18 %
214 - Recreation and Parks Revolving Total	\$450.12	\$819.37	\$370.56	\$898.93	29.18 %
215-210-5110-0000 POLICE EXT DUTY WAGES	\$5,907.75	\$108,503.16	\$150,909.60	\$-36,498.69	131.90 %
215-210-5780-0000 POLICE EXT DUTY-OUTSIDE TOWN	VS		\$4,704.00	\$-4,704.00	100.00 %
210 - Police Total	\$5,907.75	\$108,503.16	\$155,613.60	\$-41,202.69	136.01 %
215 - Off-Duty Police Detail Total	\$5,907.75	\$108,503.16	\$155,613.60	\$-41,202.69	136.01 %
216-491-5960-0000 SALE OF CEMLOTS	\$5,520.00	\$1,250.00		\$6,770.00	0.00 %
491 - Cemetery Total	\$5,520.00	\$1,250.00		\$6,770.00	0.00 %
216 - Sale of Cemetery Lots Total	\$5,520.00	\$1,250.00		\$6,770.00	0.00 %
218-491-5380-0000 GRAVE OPENING	\$950.00	\$3,470.00	\$6,070.00	\$-1,650.00	137.33 %
491 - Cemetery Total	\$950.00	\$3,470.00	\$6,070.00	\$-1,650.00	137.33 %
218 - GRAVE OPENINGS Total	\$950.00	\$3,470.00	\$6,070.00	\$-1,650.00	137.33 %
220-512-5580-0000 HOLDEN HOSPITAL GIFT EXPENSE	S \$57,237.17	\$10,015.00	\$9,795.19	\$57,456.98	14.56 %
512 - Board of health Total	\$57,237.17	\$10,015.00	\$9,795.19	\$57,456.98	14.56 %
220 - HOLDEN HOSPITAL Total	\$57,237.17	\$10,015.00	\$9,795.19	\$57,456.98	14.56 %
228-171-5380-0000 WETLAND-NOI EXPENSE	\$17,168.38		\$398.00	\$16,770.38	2.31 %
171 - Conservation Commissioner Total	\$17,168.38		\$398.00	\$16,770.38	2.31 %

228 - Wetlands Protection fees							
Account Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
228 - Wetlands Protection fees Total	\$17,168.38				\$398.00	\$16,770.38	2.31 %
232-175-5380-0000 PLANNING BOARD 53E1/2	\$1,813.94					\$1,813.94	0.00 %
175 - Planning Board/Department Total	\$1,813.94					\$1,813.94	0.00 %
232 - PLANNING BD 53E 1/2 Total	\$1,813.94					\$1,813.94	0.00 %
233-699-5380-0000 ART LOTTERY GRANT	\$4,241.58		\$4,500.00		\$3,409.00	\$5,332.58	38.99 %
233-699-5380-0001 ARTS LOTTERY LOCAL	\$71.22		\$45.49			\$116.71	0.00 %
699 - Other Cultural and Recreation Total	\$4,312.80		\$4,545.49		\$3,409.00	\$5,449.29	38.48 %
233 - Arts Lottery Council (Cultural Total	\$4,312.80		\$4,545.49		\$3,409.00	\$5,449.29	38.48 %
234-175-5380-0000 PLANNING BD 53 G	\$843.28		\$10,000.00		\$4,000.00	\$6,843.28	36.88 %
175 - Planning Board/Department Total	\$843.28		\$10,000.00		\$4,000.00	\$6,843.28	36.88 %
234 - PLANNING BOARD 53G Total	\$843.28		\$10,000.00		\$4,000.00	\$6,843.28	36.88 %
235-000-5380-0000 PLANNING BOARD	\$9,896.44		\$2,860.30		\$11,266.55	\$1,490.19	88.31 %
122 - Selectmen Total	\$9,896.44		\$2,860.30		\$11,266.55	\$1,490.19	88.31 %
235 - Planning Board Revolving Total	\$9,896.44		\$2,860.30		\$11,266.55	\$1,490.19	88.31 %
236-122-5110-0000 PEG CABLE GRANT PAYROLL					\$867.38	\$-867.38	100.00 %
236-122-5380-0000 PEG CABLE GRANT EXPENSE	\$70,029.94		\$35,060.57		\$11,853.08	\$93,237.43	11.27 %
122 - Selectmen Total	\$70,029.94		\$35,060.57		\$12,720.46	\$92,370.05	12.10 %
236 - PEG ACCESS FUNDS Total	\$70,029.94		\$35,060.57		\$12,720.46	\$92,370.05	12.10 %
237-175-5380-0000 PLANNING BOARD 53G - ANSAR	\$1,167.98					\$1,167.98	0.00 %
175 - Planning Board/Department Total	\$1,167.98					\$1,167.98	0.00 %
237 - PLANNING BD 53G - ANSAR Total	\$1,167.98					\$1,167.98	0.00 %

246 - Community Preser	rvation Fund							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
246-161-5780-2012	TOWN HISTORIC RECORDS PRESERVATION	\$4.183.72					\$4.183.72	0.00 %
161 - Clerk Total		\$4,183.72					\$4,183.72	0.00 %
246-183-5300-0000	ATM 6/7/16 A24 Afford Housing Prog	\$50,000.00					\$50,000.00	0.00 %
246-183-5300-0001	ATM 6/7/16 A25 Lib. Long Range Plan	\$2,500.00					\$2,500.00	0.00 %
246-183-5380-0000	CPA ADMIN. EXPENSES		\$2,884.70				\$2,884.70	0.00 %
246-183-5840-0001	ATM 6/4/13 ART#23 TENNIS COURTS	\$27.78					\$27.78	0.00 %
246-183-5840-0002	ATM 6/2/15 ART 21 LIBRARY ROOF	\$10,100.00	63.004.50			\$7,500.00	\$2,600.00	74.25 %
183 - Community Pr	eservation Co Total	\$62,627.78	\$2,884.70			\$7,500.00	\$58,012.48	11.44 %
246 - Community P	reservation Fund Total	\$66,811.50	\$2,884.70			\$7,500.00	\$62,196.20	10.76 %
247-210-5120-0000	LAW ENFORCEMENT TRUST PAYROLL					\$177.90	\$-177.90	100.00 %
247-210-5380-0000	LAW ENFORCEMENT TRUST EXPENSE	\$5,246.22					\$5,246.22	0.00 %
210 - Police Total		\$5,246.22				\$177.90	\$5,068.32	3.39 %
247 - Law Enforcer	nent Trust Total	\$5,246.22				\$177.90	\$5,068.32	3.39 %
249-161-5580-0000	DOG OFFNEUTERING/SPAYING	\$230.79					\$230.79	0.00 %
161 - Clerk Total		\$230.79					\$230.79	0.00 %
249 - Spay and Neu	ter Deposits Total	\$230.79					\$230.79	0.00 %
250-000-5961-0000	TRANSFER TO GENERAL FUND	\$424,820.15		\$20,443.91			\$445,264.06	0.00 %
000 - unclassified Total		\$424,820.15		\$20,443.91			\$445,264.06	0.00 %
250-993-5963-0000	TRANSFER TO CAPITAL PROJECTS					\$60,000.00	\$-60,000.00	100.00 %
993 - Transfers to ca	pital Proj Total					\$60,000.00	\$-60,000.00	100.00 %
250 - Stabilization	Fotal	\$424,820.15		\$20,443.91		\$60,000.00	\$385,264.06	13.47 %
251-000-5961-0000	TRANSFER TO GENERAL FUND	\$155,903.05		\$951.12			\$156,854.17	0.00 %
000 - unclassified Total		\$155,903.05		\$951.12			\$156,854.17	0.00 %

251 - Municipal Capital Sta								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
251 - Municipal Capita	ıl Stabilizatio Total	\$155,903.05		\$951.12			\$156,854.17	0.00 %
253-541-5380-0000	COA DONATION EXPENDITURES	\$2,674.95		\$8,426.00		\$1,100.00	\$10,000.95	9.90 %
541 - Council on Aging	Total	\$2,674.95		\$8,426.00		\$1,100.00	\$10,000.95	9.90 %
253 - COA Donations T	Total	\$2,674.95		\$8,426.00		\$1,100.00	\$10,000.95	9.90 %
254-630-5380-0000	COMMUNITY PLAYGROUND	\$5,747.88					\$5,747.88	0.00 %
630 - Recreation Total		\$5,747.88					\$5,747.88	0.00 %
254 - Community Play	ground Total	\$5,747.88					\$5,747.88	0.00 %
255-549-5380-0000	DOG POUND DONATION	\$220.00					\$220.00	0.00 %
549 - Other * Total		\$220.00					\$220.00	0.00 %
255 - Dog Pound Dona	tion Total	\$220.00					\$220.00	0.00 %
256-122-5580-0000	EPC DONATIONS	\$253.44					\$253.44	0.00 %
122 - Selectmen Total		\$253.44					\$253.44	0.00 %
256 - EPC Donations T	otal	\$253.44					\$253.44	0.00 %
260-220-5380-0000	FIRE SAFETY GRANT EXPENSE	\$5,358.00				\$1,435.72	\$3,922.28	26.79 %
220 - Fire Total		\$5,358.00				\$1,435.72	\$3,922.28	26.79 %
260 - Fire Safety Gran	Total	\$5,358.00				\$1,435.72	\$3,922.28	26.79 %
261-245-5110-0000	WIRE INSP. FEES PAYROLL	\$50,189.39				\$28,269.00	\$21,920.39	56.32 %
261-245-5380-0000	WIRE INSP. FEES EXPENSE			\$7,831.06		\$104.00	\$7,727.06	1.32 %
245 - Electrical Total		\$50,189.39		\$7,831.06		\$28,373.00	\$29,647.45	48.90 %
261 - WIRE INSPECT	ION FEES Total	\$50,189.39		\$7,831.06		\$28,373.00	\$29,647.45	48.90 %

All Departments Expenditure Report

262 - FD VEHICLE RE	PLACEMENT							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
262-220-5850-0000	F D VEH. REPLACEMENT	\$6,473.10					\$6,473.10	0.00 %
220 - Fire Total		\$6,473.10					\$6,473.10	0.00 %
262 - FD VEHICLI	E REPLACEMENT Total	\$6,473.10					\$6,473.10	0.00 %
263-220-5380-0000	F.D.OPEN BURNING PERMITS EXPENSE	\$1,526.00		\$3,570.00		\$3,114.79	\$1,981.21	61.12 %
220 - Fire Total		\$1,526.00		\$3,570.00		\$3,114.79	\$1,981.21	61.12 %
263 - FD OPEN BU	TRNING PERMITS Total	\$1,526.00		\$3,570.00		\$3,114.79	\$1,981.21	61.12 %
264-161-5580-0000	DOG FEE	\$4,557.14		\$2,195.00		\$1,603.51	\$5,148.63	23.74 %
161 - Clerk Total		\$4,557.14		\$2,195.00		\$1,603.51	\$5,148.63	23.74 %
264 - Dog Fees 53 I	E 1/2 Total	\$4,557.14		\$2,195.00		\$1,603.51	\$5,148.63	23.74 %
265-610-5780-0000	LIBRARY STATE AID	\$8,727.91		\$5,141.95		\$1,334.84	\$12,535.02	9.62 %
610 - Library Total		\$8,727.91		\$5,141.95		\$1,334.84	\$12,535.02	9.62 %
265 - Library State	Aid Total	\$8,727.91		\$5,141.95		\$1,334.84	\$12,535.02	9.62 %
266-512-5110-0000	BD OF HEALTH REVLG PAYROLL					\$600.00	\$-600.00	100.00 %
266-512-5380-0000	BD OF HEALTH REVLG EXPENSE	\$5,074.74		\$9,667.94		\$14,142.68	\$600.00	95.93 %
512 - Board of healt	h Total	\$5,074.74		\$9,667.94		\$14,742.68		100.00 %
266 - BOH Program	ns Total	\$5,074.74		\$9,667.94		\$14,742.68		100.00 %
267-512-5380-0000	BOH VACCINE	\$18,819.28		\$56.81			\$18,876.09	0.00 %
512 - Board of healt	h Total	\$18,819.28		\$56.81			\$18,876.09	0.00 %
267 - BOH Revolvi	ng Vaccine Total	\$18,819.28		\$56.81			\$18,876.09	0.00 %
269-171-5300-0000	CON.COMM.INSP.REVLG EXPENSE	\$3,400.63		\$1,310.00		\$971.50	\$3,739.13	20.62 %
171 - Conservation	Commissioner Total	\$3,400.63		\$1,310.00		\$971.50	\$3,739.13	20.62 %

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269 - Conservation Comm	n Revolving							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
269 - Conservation C	omm Revolving Total	\$3,400.63		\$1,310.00		\$971.50	\$3,739.13	20.62 %
270-210-5780-0000	LIBRARY DOG FUND	\$1,817.28		\$728.25			\$2,545.53	0.00 %
210 - Police Total		\$1,817.28		\$728.25			\$2,545.53	0.00 %
270 - Library Dog Fu	and Total	\$1,817.28		\$728.25			\$2,545.53	0.00 %
271-243-5110-0000	PLUMBING INSP. FEES PAYROLL	\$6,845.04				\$1,892.00	\$4,953.04	27.64 %
271-243-5380-0000	PLUMBING INSP. FEES EXPENSE			\$3,509.80		\$500.80	\$3,009.00	14.26 %
243 - Plumbing Total		\$6,845.04		\$3,509.80		\$2,392.80	\$7,962.04	23.10 %
271 - PLUMBING IN	SSPECTION FEES Total	\$6,845.04		\$3,509.80		\$2,392.80	\$7,962.04	23.10 %
272-422-5580-0000	DPW REVOLVING 53E 1/2			\$600.00		\$300.00	\$300.00	50.00 %
422 - Construction and	d Maintena Total			\$600.00		\$300.00	\$300.00	50.00 %
272 - DPW REVOLV	TNG 53E 1/2 Total			\$600.00		\$300.00	\$300.00	50.00 %
273-512-5380-0000	DEMOLITION REVOLVING FUND EXPENSES	\$3,900.00					\$3,900.00	0.00 %
512 - Board of health	Total	\$3,900.00					\$3,900.00	0.00 %
273 - DEMOLITION	REVOLVING FUND Total	\$3,900.00					\$3,900.00	0.00 %
275-242-5110-0000	GAS INSP. FEES PAYROLL	\$2,133.00				\$2,620.00	\$-487.00	122.83 %
275-242-5300-0000	GAS INSP. FEES EXPENSE			\$3,305.80		\$252.00	\$3,053.80	7.62 %
242 - Gas Total		\$2,133.00		\$3,305.80		\$2,872.00	\$2,566.80	52.80 %
275 - GAS INSPECT	ION FEES Total	\$2,133.00		\$3,305.80		\$2,872.00	\$2,566.80	52.80 %
276-000-5840-0000	SEPTIC REPAIR GRANT	\$60,842.99	·	·			\$60,842.99	0.00 %
000 - unclassified Total		\$60,842.99					\$60,842.99	0.00 %
276 - Title 5 Betterm	ent Loan Progra Total	\$60,842.99					\$60,842.99	0.00 %

All Departments Expenditure Report

277 - Receipts Reserv	ed MWPAT Loans							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
277-512-5840-0000	SEPTIC PROGRAM-GRANT EXPENSE	\$76,825.90		\$2,021.08			\$78.846.98	0.00 %
512 - Board of he	alth Total	\$76,825.90		\$2,021.08			\$78,846.98	0.00 %
277 - Receipts R	eserved MWPAT Loans Total	\$76,825.90		\$2,021.08			\$78,846.98	0.00 %
278-210-5780-0000	POLICE VEST GRANT EXPENSES	\$2,622.96				\$2,549.97	\$72.99	97.21 %
210 - Police Total		\$2,622.96				\$2,549.97	\$72.99	97.21 %
278 - Other State	e and Federal Grants Total	\$2,622.96				\$2,549.97	\$72.99	97.21 %
279-162-5389-0000	ELECTION GRANT EXPENSE			\$870.00		\$214.50	\$655.50	24.65 %
162 - Elections * 7	Total			\$870.00		\$214.50	\$655.50	24.65 %
279 - Election G	rant Total			\$870.00		\$214.50	\$655.50	24.65 %
281-210-5110-0000	DARE GRANT	\$53.61					\$53.61	0.00 %
210 - Police Total		\$53.61					\$53.61	0.00 %
281 - Dare Gran	t - Wages Total	\$53.61					\$53.61	0.00 %
282-220-5580-0000	BRUSH FIRE CLOTHING GRANT	\$59.90					\$59.90	0.00 %
220 - Fire Total		\$59.90					\$59.90	0.00 %
282 - Brush Fire	Clothing Grant Total	\$59.90					\$59.90	0.00 %
284-541-5110-0000	MART REVOLVING PAYROLL	\$18,141.71				\$17,026.28	\$1,115.43	93.85 %
284-541-5380-0000	MART REVOLVING EXPENSE			\$23,536.34			\$23,536.34	0.00 %
541 - Council on a	Aging Total	\$18,141.71		\$23,536.34		\$17,026.28	\$24,651.77	40.85 %
284 - Mart Revo	lving Total	\$18,141.71		\$23,536.34		\$17,026.28	\$24,651.77	40.85 %
286-691-5380-0000	HISTORY DONATIONS	\$2,168.00		\$45.00			\$2,213.00	0.00 %
691 - Historical C	Commission Total	\$2,168.00		\$45.00			\$2,213.00	0.00 %

286 - History Donatio								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
286 - History Don	nations Total	\$2,168.00		\$45.00			\$2,213.00	0.00 %
287-610-5780-0000	LIBRARY DONATIONS	\$14,383.25		\$9,377.00		\$3,334.95	\$20,425.30	14.03 %
610 - Library Total		\$14,383.25		\$9,377.00		\$3,334.95	\$20,425.30	14.03 %
287 - Library Do	nations Total	\$14,383.25		\$9,377.00		\$3,334.95	\$20,425.30	14.03 %
288-210-5120-0000	PD GIFT ACCOUNT PAYROLL					\$1,992.47	\$-1,992.47	100.00 %
288-210-5380-0000	PD GIFT ACCOUNT EXPENSE	\$3,379.37		\$5,000.00		\$2,756.94	\$5,622.43	32.90 %
210 - Police Total		\$3,379.37		\$5,000.00		\$4,749.41	\$3,629.96	56.67 %
288 - PD Gift Acc	count Total	\$3,379.37		\$5,000.00		\$4,749.41	\$3,629.96	56.67 %
289-291-5380-0000	EMERG MANAG PERFORM GRANT	\$3,365.74				\$1,331.68	\$2,034.06	39.56 %
291 - Civil Defense	e Total	\$3,365.74				\$1,331.68	\$2,034.06	39.56 %
289 - Emergeny l	Management Performanc Total	\$3,365.74				\$1,331.68	\$2,034.06	39.56 %
290-541-5380-0000	ELDERLY AFFAIRS GRANT	\$97.83		\$6,946.17		\$7,044.00		100.00 %
541 - Council on A	ging Total	\$97.83		\$6,946.17		\$7,044.00		100.00 %
290 - Elderly Aff	airs Grant Total	\$97.83		\$6,946.17		\$7,044.00		100.00 %
291-220-5300-0000	F D ED.& TRAINING	\$7,304.83					\$7,304.83	0.00 %
220 - Fire Total		\$7,304.83					\$7,304.83	0.00 %
291 - Fire Dept E	ducation and Traini Total	\$7,304.83					\$7,304.83	0.00 %
293-220-5202-2013	FY'13 FIREFIGHTERS GRANT EXP	\$5,402.46					\$5,402.46	0.00 %
220 - Fire Total		\$5,402.46					\$5,402.46	0.00 %
293 - Firefighters	grant Total	\$5,402.46					\$5,402.46	0.00 %

296 - Memorial Day Do		Carry Fwd	Orig Bud	Amended	Encumb	F	Unamana Dal	% Exp
Account	Description	Carry Fwd	Orig Bud	Amended	Encumo	Expend	Unencum Bal	%0 Exp
296-692-5780-0000	MEMORIAL DAY DONATION EXPENSE	\$0.10					\$0.10	0.00 %
692 - Celebrations	* Total	\$0.10					\$0.10	0.00 %
296 - Memorial Da	ny Donations Total	\$0.10					\$0.10	0.00 %
297-172-5380-0000	OPEN SPACE COMMITTEE EXPENSE	\$1,647.00		\$585.00			\$2,232.00	0.00 %
172 - Community P	reservation Co Total	\$1,647.00		\$585.00			\$2,232.00	0.00 %
297 - Open Space	Committee Donations Total	\$1,647.00		\$585.00			\$2,232.00	0.00 %
298-630-5780-0000	PARKS & RECREATION EXPENSES	\$-11.13		\$11.13				100.00 %
630 - Recreation Total	1	\$-11.13		\$11.13				100.00 %
298 - Park and Re	creation Donations Total	\$-11.13		\$11.13				100.00 %
299-210-5130-0000	PD UNDERAGE DRINKING GRANT	\$-76.42		\$76.42				100.00 %
210 - Police Total		\$-76.42		\$76.42				100.00 %
299 - UNDERAGE	E DRINKING GRANT Total	\$-76.42		\$76.42				100.00 %
300-000-5840-0006	CH90	\$-7,096.14		\$342,660.93		\$335,564.79		100.00 %
000 - unclassified Tota	d	\$-7,096.14		\$342,660.93		\$335,564.79		100.00 %
300-422-5840-0009	MASS DOT-COMPLETE STREETS	\$-2,105.09		\$2,105.09				100.00 %
300-422-5840-0010	MASS DOT FY18-COMPLETE STREETS			\$22,494.91		\$22,492.28	\$2.63	99.98 %
422 - Construction	and Maintena Total	\$-2,105.09		\$24,600.00		\$22,492.28	\$2.63	99.98 %
300 - Highway Im	provement Fund Total	\$-9,201.23		\$367,260.93		\$358,057.07	\$2.63	99.99 %
301-000-5840-0001	ENGINEERING & DESIGN RT 68 RD PROJE	\$34,212.90				\$9,914.89	\$24,298.01	28.97 %
301-000-5840-9000	ATM 6/7/16 A14 Pre.Des.Rte 68TwnCtr							100.00 %
301-000-5840-9001	ATM 6/6/17 A11 RTE 68 MAIN ST RECON		\$75,000.00			\$86,470.95	\$-11,470.95	115.29 %
301-000-5840-9002	STM 10/24/17 A2 COMPLETE STS RTE 68			\$60,000.00		\$12,500.00	\$47,500.00	20.83 %
000 - unclassified Tota	ıl	\$34,212.90	\$75,000.00	\$60,000.00		\$108,885.84	\$60,327.06	64.34 %

301 - Other Capital Pr	rojects							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
301-220-5870-9000	ATM 6/6/17 A12 FIRE TRUCK & REL EQU		\$450,000.00				\$450,000.00	0.00 %
220 - Fire Total			\$450,000.00				\$450,000.00	0.00 %
301-422-5870-9000	ATM 6/6/17 A14 6 WHEEL DUMP TRUCK		\$150,000.00			\$149,333.00	\$667.00	99.55 %
422 - Construction	and Maintena Total		\$150,000.00			\$149,333.00	\$667.00	99.55 %
301 - Other Capit	tal Projects Total	\$34,212.90	\$675,000.00	\$60,000.00		\$258,218.84	\$510,994.06	33.56 %
540-950-5780-0000	C.FAIRMAN COMMON FUND	\$7,049.02		\$114.69			\$7,163.71	0.00 %
950 - Permanent Fun	ds and Special Pu Total	\$7,049.02		\$114.69			\$7,163.71	0.00 %
540 - C. Fairman	Common Trust Total	\$7,049.02		\$114.69			\$7,163.71	0.00 %
541-950-5780-0000	FREETOWN LIBRARY TRUST	\$22,213.41		\$346.33			\$22,559.74	0.00 %
950 - Permanent Fun	ds and Special Pu Total	\$22,213.41		\$346.33			\$22,559.74	0.00 %
541 - Freetown Li	ibrary Trust Total	\$22,213.41		\$346.33			\$22,559.74	0.00 %
542-950-5780-0000	CLARK LIBRARY TRUST	\$1,963.03		\$18.27			\$1,981.30	0.00 %
950 - Permanent Fun	ds and Special Pu Total	\$1,963.03		\$18.27			\$1,981.30	0.00 %
542 - Clark Libra	ry Trust Total	\$1,963.03		\$18.27			\$1,981.30	0.00 %
543-950-5780-0000	BUFFUM LIBRARY FUND	\$5,072.49		\$75.12			\$5,147.61	0.00 %
950 - Permanent Fun	ds and Special Pu Total	\$5,072.49		\$75.12			\$5,147.61	0.00 %
543 - Buffum Lib	rary Trust Total	\$5,072.49		\$75.12			\$5,147.61	0.00 %
544-950-5780-0000	CHURCH LIBRARY FUND	\$3,539.16		\$42.23			\$3,581.39	0.00 %
950 - Permanent Fun	ds and Special Pu Total	\$3,539.16		\$42.23			\$3,581.39	0.00 %
544 - Church Lib	rary Trust Total	\$3,539.16		\$42.23			\$3,581.39	0.00 %

545 - Evergreen Cemete	ery Fund							
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
545-950-5780-0000	EVERGREEN CEMETERY FUND	\$7,280.77		\$208.26		\$2,704.33	\$4,784.70	36.11 %
950 - Permanent Funds	and Special Pu Total	\$7,280.77		\$208.26		\$2,704.33	\$4,784.70	36.11 %
545 - Evergreen Ce	metery Fund Total	\$7,280.77		\$208.26		\$2,704.33	\$4,784.70	36.11 %
546-950-5780-0000	CLARK CEMETERY FUND	\$1,050.34		\$24.41			\$1,074.75	0.00 %
950 - Permanent Funds	and Special Pu Total	\$1,050.34		\$24.41			\$1,074.75	0.00 %
546 - Clark Cemete	ery Trust Total	\$1,050.34		\$24.41			\$1,074.75	0.00 %
547-950-5780-0000	FOREST HILL CEMETERY FUND	\$502.86		\$24.46			\$527.32	0.00 %
950 - Permanent Funds	and Special Pu Total	\$502.86		\$24.46			\$527.32	0.00 %
547 - Forest Hill Ce	emetery Trust Total	\$502.86		\$24.46			\$527.32	0.00 %
548-950-5780-0000	WARREN CEMETERY FUND	\$3,634.80		\$58.57			\$3,693.37	0.00 %
950 - Permanent Funds	and Special Pu Total	\$3,634.80		\$58.57			\$3,693.37	0.00 %
548 - Warren Ceme	etery Trust Total	\$3,634.80		\$58.57			\$3,693.37	0.00 %
549-950-5780-0000	PINE GROVE CEMETERY FUND	\$7,898.21		\$160.05			\$8,058.26	0.00 %
950 - Permanent Funds	s and Special Pu Total	\$7,898.21		\$160.05			\$8,058.26	0.00 %
549 - Pine Grove C	emetery Trust Total	\$7,898.21		\$160.05			\$8,058.26	0.00 %
550-950-5780-0000	RURAL GLEN CEMETERY TRUST	\$10,043.23		\$458.83			\$10,502.06	0.00 %
950 - Permanent Funds	and Special Pu Total	\$10,043.23		\$458.83			\$10,502.06	0.00 %
550 - Rural Glenn (Cemetery Trust Total	\$10,043.23		\$458.83			\$10,502.06	0.00 %
551-950-5780-0000	BROOKSIDE CEMETERY	\$56,339.60		\$1,249.31			\$57,588.91	0.00 %
950 - Permanent Funds	s and Special Pu Total	\$56,339.60		\$1,249.31			\$57,588.91	0.00 %
551 - Brookside Ce	metery Trust Total	\$56,339.60		\$1,249.31			\$57,588.91	0.00 %

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552 - Brookside-Sale of								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
552-950-5780-0000	BROOKSIDE SALE OF LOTS	\$26,377.51					\$26,377.51	0.00 %
950 - Permanent Fund	ls and Special Pu Total	\$26,377.51					\$26,377.51	0.00 %
552 - Brookside-Sa	ale of Lots Mainten Total	\$26,377.51					\$26,377.51	0.00 %
553-950-5780-0000	GREENWOOD CEMETERY TRUST	\$2,112.47		\$51.48			\$2,163.95	0.00 %
950 - Permanent Fund	ls and Special Pu Total	\$2,112.47		\$51.48			\$2,163.95	0.00 %
553 - Greenwood (Cemetery Trust Total	\$2,112.47		\$51.48			\$2,163.95	0.00 %
554-950-5780-0000	LOVEWELL CEMETERY TRUST	\$593.60		\$19.15			\$612.75	0.00 %
950 - Permanent Fund	ls and Special Pu Total	\$593.60		\$19.15			\$612.75	0.00 %
554 - Lovewell Cer	metery Trust Total	\$593.60		\$19.15			\$612.75	0.00 %
555-950-5780-0000	NEW LAND CEMETERY	\$3,790.50		\$33.90		\$2,855.67	\$968.73	74.66 %
950 - Permanent Fund	ls and Special Pu Total	\$3,790.50		\$33.90		\$2,855.67	\$968.73	74.66 %
555 - New Land-C	emetery Fund Total	\$3,790.50		\$33.90		\$2,855.67	\$968.73	74.66 %
556-950-5780-0000	HONOR ROLL FUND	\$3,568.49		\$47.15			\$3,615.64	0.00 %
950 - Permanent Fund	ls and Special Pu Total	\$3,568.49		\$47.15			\$3,615.64	0.00 %
556 - Honor Roll I	Fund Total	\$3,568.49		\$47.15			\$3,615.64	0.00 %
557-950-5780-0000	HUBBARDSTON COMMUNITY PARK FUND	\$11,525.63		\$223.58		\$1,347.50	\$10,401.71	11.46 %
950 - Permanent Fund	ls and Special Pu Total	\$11,525.63		\$223.58		\$1,347.50	\$10,401.71	11.46 %
557 - Hubbardstor	n Community Park Fun Total	\$11,525.63		\$223.58		\$1,347.50	\$10,401.71	11.46 %
558-950-5780-0000	CASH SCHOLARSHIP FUND	\$61,191.89		\$1,165.10			\$62,356.99	0.00 %
950 - Permanent Fund	ls and Special Pu Total	\$61,191.89		\$1,165.10			\$62,356.99	0.00 %
558 - Cash Scholar	rship Fund Total	\$61,191.89		\$1,165.10			\$62,356.99	0.00 %

All Departments Expenditure Report

559 - Hubbardston Pi								
Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
559-950-5780-0000	OTHER CHARGES AND EXPENSES	\$150.19		\$35.30			\$185.49	0.00 %
950 - Permanent Fur	nds and Special Pu Total	\$150.19		\$35.30			\$185.49	0.00 %
559 - Hubbardst	on Preservation Trust Total	\$150.19		\$35.30			\$185.49	0.00 %
560-950-5780-0000	TOWN CLOCK FUND	\$135.24		\$1.27			\$136.51	0.00 %
950 - Permanent Fur	nds and Special Pu Total	\$135.24		\$1.27			\$136.51	0.00 %
560 - Town Cloc	k Fund Total	\$135.24		\$1.27			\$136.51	0.00 %
561-950-5580-0000	HUBBARDSTON SCHOOL FUND	\$10,466.45		\$99.34			\$10,565.79	0.00 %
561-950-5780-0000	HCS INTERCOM SYSTEM	\$210.58					\$210.58	0.00 %
950 - Permanent Fur	nds and Special Pu Total	\$10,677.03		\$99.34			\$10,776.37	0.00 %
561 - Hubbardst	on School Fund Total	\$10,677.03		\$99.34			\$10,776.37	0.00 %
562-950-5780-0000	GB EXPENSE SCHOLARSHIP FUND	\$33,079.94		\$1,122.22		\$2,000.00	\$32,202.16	5.84 %
950 - Permanent Fur	nds and Special Pu Total	\$33,079.94		\$1,122.22		\$2,000.00	\$32,202.16	5.84 %
562 - 562 Total		\$33,079.94		\$1,122.22		\$2,000.00	\$32,202.16	5.84 %
916-175-5780-0000	BORREGO SOLAR	\$111,864.43		\$297.38		\$6,364.90	\$105,796.91	5.67 %
175 - Planning Bo	ard/Department Total	\$111,864.43		\$297.38		\$6,364.90	\$105,796.91	5.67 %
916 - BORREGO	O SOLAR Total	\$111,864.43		\$297.38		\$6,364.90	\$105,796.91	5.67 %
918-175-5780-0000	HUBBARDSTON SOLAR	\$1,017.88		\$408.13			\$1,426.01	0.00 %
175 - Planning Bo	ard/Department Total	\$1,017.88		\$408.13			\$1,426.01	0.00 %
918 - HUBBARI	OSTON SOLAR Total	\$1,017.88		\$408.13			\$1,426.01	0.00 %
919-175-5780-0000	KS SOLAR	\$567.34		\$275.45			\$842.79	0.00 %
175 - Planning Bo	ard/Department Total	\$567.34		\$275.45			\$842.79	0.00 %

All Departments Expenditure Report

919 - KS SOLAR ESCROW					
Account Description	Carry Fwd	Orig Bud Amended	Encumb Expend	Unencum Bal	% Exp
919 - KS SOLAR ESCROW Total	\$567.34	\$275.45		\$842.79	0.00 %
920-175-5780-0000 SEABOARD SOLAR	\$50,151.50	\$120.24		\$50,271.74	0.00 %
175 - Planning Board/Department Total	\$50,151.50	\$120.24		\$50,271.74	0.00 %
920 - SEABOARD SOLAR Total	\$50,151.50	\$120.24		\$50,271.74	0.00 %
922-291-5380-0000 CCP GRANT	\$1,483.25			\$1,483.25	0.00 %
291 - Civil Defense Total	\$1,483.25			\$1,483.25	0.00 %
922 - CCP GRANT Total	\$1,483.25			\$1,483.25	0.00 %
923-291-5380-0000 CERT GRANT		\$2,460.00		\$2,460.00	0.00 %
291 - Civil Defense Total		\$2,460.00		\$2,460.00	0.00 %
923 - CERT GRANT Total		\$2,460.00		\$2,460.00	0.00 %
924-291-5380-0000 COMMUNITY POLICING	\$3,340.65			\$3,340.65	0.00 %
291 - Civil Defense Total	\$3,340.65			\$3,340.65	0.00 %
924 - COMMUNITY POLICING Total	\$3,340.65			\$3,340.65	0.00 %
925-291-5380-0000 C.E.R.T DONATIONS	\$659.82		\$0.44	\$659.38	0.06 %
291 - Civil Defense Total	\$659.82		\$0.44	\$659.38	0.06 %
925 - C.E.R.T DONATIONS Total	\$659.82		\$0.44	\$659.38	0.06 %
926-950-5780-0000 LIBRARY CAPITAL COSTS	\$6.35	\$1.23		\$7.58	0.00 %
950 - Permanent Funds and Special Pu Total	\$6.35	\$1.23		\$7.58	0.00 %
926 - LIBRARY CAPITAL COSTS Total	\$6.35	\$1.23		\$7.58	0.00 %
927-422-5380-0000 DPW DONATION	\$1,314.17			\$1,314.17	0.00 %
422 - Construction and Maintena Total	\$1,314.17			\$1,314.17	0.00 %

927 - DPW DONATION Account	Description	Carry Fwd	Orig Bud	Amended	Encumb	Expend	Unencum Bal	% Exp
927 - DPW DONATI	ION Total	\$1,314.17					\$1,314.17	0.00 %
929-541-5380-0000 541 - Council on Agin	SENIOR CENTER BUILDING GRANT og Total	\$31,603.49 \$31,603.49				\$1,467.60 \$1,467.60	\$30,135.89 \$30,135.89	4.64 % 4.64 %
929 - SENIOR BUIL	DING DONATION Total	\$31,603.49				\$1,467.60	\$30,135.89	4.64 %
932-549-5380-0000 549 - Other * Total	AGRICULTURAL DONATION	\$20.00 \$20.00					\$20.00 \$20.00	0.00 % 0.00 %
932 - AGRICULTUR	RAL DONATION Total	\$20.00					\$20.00	0.00 %
935-122-5380-0000 122 - Selectmen Total	ECONOMIC DEVELOPMENT GRANT	\$5,000.00 \$5,000.00					\$5,000.00 \$5,000.00	0.00 % 0.00 %
935 - ECONOMIC I	DEVELOPMENT GRANT Total	\$5,000.00					\$5,000.00	0.00 %
937-000-5380-0000 000 - unclassified Total	QRSD CONSOLIDATION/RESTRCT. GRANT	\$100,000.00 \$100,000.00				\$50,000.00 \$50,000.00	\$50,000.00 \$50,000.00	50.00 % 50.00 %
937 - QRSD CONSO	OLIDATION/RESTRCT. GR Total	\$100,000.00				\$50,000.00	\$50,000.00	50.00 %
938-422-5840-0000 422 - Construction an	SMALL BRIDGE PROGRAM GRANT Id Maintena Total					\$68,870.00 \$68,870.00	\$-68,870.00 \$-68,870.00	100.00 % 100.00 %
938 - SMALL BRID	GE PROGRAM GRANT Total					\$68,870.00	\$-68,870.00	100.00 %
939-291-5380-0000 291 - Civil Defense To	FY18 CERT GRANT otal					\$2,500.00 \$2,500.00	\$-2,500.00 \$-2,500.00	100.00 % 100.00 %
939 - FY18 CERT G	RANT Total					\$2,500.00	\$-2,500.00	100.00 %
	Grand Total	\$1,872,210.45	\$9,639,722.31	\$741,889.63	\$8,439.31	\$9,901,949.07	\$2,343,434.01	80.87 %

REPORT OF THE TREASURER/COLLECTOR

nma	ry of Collections For 7/0)1/2	2017 to 6/3	0/2	2018		
			_		<u>.</u>		-
Year	Excise		Tax	_	Interest	_	Charges
	Motor Vehicle Excise Tax	\$	52.50	\$	1.91	\$	64.00
	Motor Vehicle Excise Tax	\$	183.33	\$	11.68	\$	356.00
	Motor Vehicle Excise Tax	\$	365.30	\$	26.29	\$	534.00
	Motor Vehicle Excise Tax	\$	2,313.41	\$	193.11	\$	1,513.00
	Motor Vehicle Excise Tax	\$	10,263.03	\$	985.46	\$	-,
	Motor Vehicle Excise Tax	\$	113,552.15	\$	2,097.99	\$	
2018	Motor Vehicle Excise Tax	\$	535,630.28	\$	398.90	\$	7,365.55
	Total Excise	\$	662,360.00	\$	3,715.34	\$	41,923.30
Year	Real Estate		Tax		Interest		Charges
2015	Real Estate Tax	\$	2,025.49	\$	744.72	\$	90.00
2016	Real Estate Tax	\$	27,656.69	\$	7,863.93	\$	570.00
2017	Real Estate Tax	\$	83,929.08	\$	9,466.71	\$	2,055.00
2018	Real Estate Tax	-	\$6,417,945.99	\$	9,698.56	\$	-
	Total Real Estate Tax		5,531,557.25	S	27,773.92	S	7,485.00
			, ,			-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
2015	CPA	\$	12.18	\$	4.48		
2016	CPA	\$	205.11	\$	47.01		
2017	CPA	\$	614.15	\$	61.35		
2018	CPA	\$	56,149.26	\$	72.97		
	Total CPA	\$	56,980.70	s	185.81		
			Principal		Interest		
2018	Septic Lien	\$	3,600.00	\$	22.19		
	Total Septic Lien	\$	3,600.00	\$	22.19		
Year	Personal Property		Tax		Interest		Charges
	Personal Property Tax	\$	23,689.62	\$	-		
	Personal Property Tax	\$	172,789.49	\$	140.63	\$	120.00
2010	Total Personal Property Tax	\$	196,479.11	s	140.63	Ś	120.00
	Total Tersonal Troperty Tax	_	150,475.111	_	140.05	~	120.00
ectful	ly Submitted,						
	son						

FISCAL YEAR 2018 YEAR ENDING 6/30/2018

TRUST FUNDS

CEMETERY FUNDS	
Brookside	\$ 136,470.34
Clark	2,666.17
Evergreen	22,751.11
Forest Hill	2,673.19
Greenwood	6,420.84
Lovewell	1,295.68
Pine Grove	17,483.91
Rural Glen	50,118.03
Warren	6,394.83
New Land	3,701.01
LIBRARY FUNDS	
Freetown	\$ 37,831.66
Clark	1,995.64
A. Maria Buffum	8,206.58
Charlotte P. Fairman	12,529.83
Eliza Church	4,613.66
Capital Costs	133.66
STABILIZATION	
Stabilization	\$ 416,752.29
Municipal Capital	103,896.30
• •	
HONOR ROLL FUND	5,152.68
TOWN CLOCK FUND	137.50
SCHOOL FUND	10,854.36
HUBBARDSTON COMMUNITY PARK	24,421.58
C.A.S.H. FUND	127,271.71
HUBBARDSTON PRESERVATION	3,855.53
COUNTRY HEN SCHOLARSHIP	34,464.13
TOTAL TRUST FUNDS	\$ 1,042,052.22

FISCAL YEAR 2018 YEAR ENDING 6/30/2018

GENERAL FUND

Planning Board Revolving 3,202.80 Recreation 5,928.67 Septic Grant 2,707.68 Eastern MM 43,658.21 Accounts Payable -46,074.33 MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash 115.00	Arts Lottery	\$ 17,157.31
Recreation 5,928.67 Septic Grant 2,707.68 Eastern MM 43,658.21 Accounts Payable -46,074.33 MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville \$& G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash		3,202.80
Eastern MM 43,658.21 Accounts Payable - 46,074.33 MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 411,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash		5,928.67
Eastern MM 43,658.21 Accounts Payable - 46,074.33 MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash	Septic Grant	2,707.68
MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -45,089.40	•	43,658.21
MMDT 18,090.75 Money Market 925,280.53 Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -45,089.40	Accounts Payable	- 46,074.33
Depository Account 227,665.67 Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -45,361.15	· · · · · · · · · · · · · · · · · · ·	18,090.75
Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash	Money Market	925,280.53
Uni MMA 141,358.97 Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash	Depository Account	227,665.67
Municipal MMDA 609,834.07 Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40		
Online Collections 64,584.20 Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40	141,358.97	
Friends Farm 20,867.70 Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40	Municipal MMDA	609,834.07
Pitcherville S & G 9,287.36 Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40	Online Collections	64,584.20
Pitcherville #2 6,747.55 Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll - 46,089.40 Petty Cash	Friends Farm	20,867.70
Kataisto 10,046.82 Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40	Pitcherville S & G	9,287.36
Lead the Way 4,002.30 KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll -46,089.40 Petty Cash -46,089.40	Pitcherville #2	6,747.55
4,002.30 KS Solar Hubbardston Solar Seaboard Solar Borrego Solar Payroll - 46,089.40 Petty Cash	Kataisto	10,046.82
KS Solar 103,921.74 Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll - 46,089.40 Petty Cash - 46,089.40	Lead the Way	
Hubbardston Solar 153,976.62 Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll - 46,089.40 Petty Cash - 46,089.40	4,002.30	
Seaboard Solar 45,361.15 Borrego Solar 112,198.69 Payroll - 46,089.40 Petty Cash - 46,089.40	KS Solar	103,921.74
Borrego Solar Payroll - 46,089.40 Petty Cash	Hubbardston Solar	153,976.62
Payroll - 46,089.40 Petty Cash	Seaboard Solar	45,361.15
- 46,089.40 Petty Cash	Borrego Solar	112,198.69
Petty Cash	Payroll	
•	- 46,089.40	
115.00	Petty Cash	
	115.00	

Respectfully Submitted,

Sandra Nason Town Treasurer

TOWN SERVICES



REPORT OF THE AGRICULTURAL COMMISSION

The commission continues to provide educational outreach with a Farm to School Day that was held at the Center School in June, and presence at the town's field day event. We also now have 5 members with the appointment of Jane Abbott to the commission. We continue to address animal and odor concerns as needed.

Respectfully submitted,

Cathy Hansgate, Chair

REPORT OF THE BUILDING DEPARTMENT

The mission of the Hubbardston Building Department is to ensure the public's safety through proper construction oversight and through fair and effective zoning compliance and enforcement efforts.

This mission also provides for the safe and legal construction of all new buildings and building renovations; continued compliance with occupancy and building regulations; Zoning regulation enforcement and all necessary administrative support services.

The Building Department strives to achieve excellence in all facets of building inspections, providing timely, efficient, and thorough inspections for not only Building, but Gas, Plumbing, and Electric. Each of the individual inspectors are responsible for ensuring work sites are inspected and that all work being performed is in compliance with Massachusetts State Codes, Federal Guidelines, and the Town of Hubbardston's Bylaws.

We are committed to providing quality service to all citizens through innovation, continuous improvement, determination and excellence in customer service. We believe that through education and cooperation, we can build positive working relationships within the building community, consumers and citizens alike.



In January 2018 Larry Brandt announced he would be retiring from the Hubbardston Building Inspector's position, and as we say goodbye to our friend and colleague of nearly 20 years, we want to thank Larry for his years of service to the town of Hubbardston.

Larry has been Hubbardston's Building Inspector for nearly two decades. He started his career as Hubbardston's Building Inspector in 2000 and as he retires we wish him much success. Over the years, Larry, who is also a town resident, has seen many changes in town, and has helped us through zoning enforcement, and many building projects, including several sub divisions and commercial building ventures. We thank him for his dedication

to Hubbardston and wish our friend a happy and healthy retirement.

In January of 2018, Rich Breagy, the full time Building Inspector for the town of Princeton, joined the Hubbardston Building Department as our interim Building Inspector. Rich stepped in to act as interim building inspector during an extremely busy season, and was able to oversee many permits, inspections, and other functions for several commercial and residential projects. We want to thank him for helping us out during a difficult time.

On December 1, 2018, the Hubbardston Building Department officially regionalized with Gardner Inspectional Services. As we head into 2019, we are already seeing increased numbers in local renovations, local building projects, new homes, and commercial projects. Now with the assistance of Gardner Inspectional Services we are ready to meet all challenges. Here is to a very successful 2019!

We would like to welcome the new Inspection Team from Gardner City Hall:

Roland Jean - Building Commissioner Rick Germano - Building Inspector Jim Imprescia - Plumbing and Gas Fitting Inspector Darrell Sweeney - Inspector of Wires Shaun Dame - Inspector of Wires Kristina Singer - Principal Clerk Katherine Evangelisti - Administrative Coordinator

Respectfully submitted,
Patricia Burke
Land Use Clerk
Hubbardston Building Department

Туре	Number	Value	Fees	
New Commercial Buildings	0	0.00	0.00	
New 1 & 2 Family Dwellings	8	1,715,869.00	12,362.00	
Additions	5	133,200.00	1,100.00	
Accessory Buildings	7	100,905.00	793.00	
Pools	2	31,100.00	300.00	
Solar - Commercial	0	0.00	0.00	
Solar - Residential	18	352,902.00	3,040.00	
Renovations (ie: Roofs, Siding, Windows, Insulation)	72	901,164.00	6,058.00	
Signs	1	10,000.00	260.00	
Wood/ Pellet Stove Permits	14	37,840.00	718.00	
Total Building Permits	127	3,282,980.00	24,631.00	
Electric Permits	94	777,824.00	9,773.00	
Gas Permits	32	28,700.00	3,564.00	
Plumbing Permits	32	22,200.00	4,328.00	
Demolition Permits	2	2,500.00	150.00	
Safety & Chapter 304 Certificates	15	-	600.00	

REPORT OF THE CABLE ADVISORY COMMITTEE

In 2018 the Cable Advisory Committee continued on their mission to make available video production technology and training to the public. The Committee ensures meetings are broadcast live and digitally recorded for current or future viewership by residents through Public Access Television, WHPA 191 and WHGA 192. The Committee continues to record and broadcast Board of Selectmen meetings, Planning Board meetings and Public Hearings. Throughout the year the Committee Members worked with the other Boards and Committees on an ongoing plan to increase meeting coverage.

The Committee was present at various community events including; Youth Baseball Opening Day, Town Meeting, Hubbardston Easter Egg Hunt, Hubbardston Fair, Meet the Candidate's Night, the Haunted Hayride, the Tree Lighting Ceremony and more. The recordings not only capture the events, they capture the sense of community by Hubbardston's residents.

The Committee continued to reach out to residents to promote public access at town events by attending the $\mathbf{1}^{\text{st}}$ Annual Board/Committee Open House prior to Town Meeting and at the Hubbardston Fair.

The Committee Members will continue working together in the coming year to ensure all future meetings and events are made accessible to the Town.

Respectfully Submitted,

Thomas Colyer, Chair

REPORT OF THE CEMETERY COMMISSION

The Cemetery Commission continued maintenance and repairs to the twelve cemeteries in town including;

- Brookside Cemetery
- Clark Cemetery
- Evergreen Cemetery
- Forest Hill Cemetery
- Greenwood Cemetery
- Harty Cemetery
- Lovewell Cemetery
- Parish Cemetery
- Pine Grove Cemetery
- RT 62 Cemetery
- Rural Glen Cemetery
- Warren Cemetery

The Commission offered a class in September on how to repair and care for the gravestones in the cemeteries taught by Jonathan Appell, Professional Monuments Conservator. Six residents attended the class despite the unusually hot temperatures. A few of the residents continued repairing stones for the remainder of the year and plan to continue repairing stones in 2019. The Commission was responsible for 30 burials during the 2018 season to include full and cremation burials.

The Commission will continue maintain the many small cemeteries in town for the years to come and ask residents to please help in our mission. We would like to ask all who plant or place plastic pots, containers, etc., that when discarding the pots, real flowers or the non-biodegradable decorative arrangements that any dirt be shaken out in our dirt piles or over the embankment. Putting whole containers full of dirt into the 55 gallon barrels makes it difficult not only to get them into trucks, but fills the DPW dumpsters with dirt that does not need to go as trash. We also are kindly asking patrons, who are visiting their loved ones or attending a funeral at any of the cemeteries, please do not drive or park on the grass. Please stay on the marked roadways as there are older graves that are not in cement vaults and graves without markers to signify a burial.

Respectfully Submitted,

Paul Sweeney, Chair

REPORT OF THE CONSERVATION COMMISSION

All new construction in Hubbardston, including additions to existing homes, is subject to a site inspection by the Conservation Commission prior to obtaining a building permit. Projects are reviewed in accordance with the M.G.L. Chapter 131, Section 40, and 310 CMR 10.00-10.99, the Wetlands Protection Act (including the Rivers Protection Act), and the Hubbardston General Wetlands Bylaw. The purpose of the Wetlands Protection Act is to provide a public review and decision-making process for projects that affect a resource area. The interests that the commission is most concerned with in Hubbardston are:

- Protection of public and private water supply
- Protection of ground water supply
- Protection of wildlife habitat
- Flood control
- Storm damage prevention
- Prevention of pollution

Resource areas that are subject to protection include any wetland, marsh, or swamp bordering on any river, stream, pond, or lake and include a 100-foot buffer zone. Other protected resource areas that do not have a buffer zone are land subject to flooding, land under any water body, certified vernal pools, and the riverfront area.

A **Notice of Intent** (NOI) is required for any proposed activity that will remove, fill, dredge, or alter a resource area. A **Request for Determination of Applicability** (RFDA) must be filed for all activities within 100-feet of a resource area. State forms for NOI or RFDA are available from www.state.ma.us/dep

The Rivers Protection Act prohibits activities within 200-feet of any perennial river or stream.

Local regulations do not allow alteration of land within 50 feet of a wetland or 100 feet of a water body. This is referred to as a "no-build" zone.

The Conservation Commission consists of a chairman and four regular members, all of who are appointed volunteers, and a clerk with regular office hours. Current office hours are held on Monday from 2:00pm – 7:00pm, Tuesday and Wednesday from 9:00am – 2:00pm Meetings are held on the first Tuesday of each month at 7:00 p.m. in the Library Basement Conference Room, 7 Main Street.

ACTIVITIES	2014	2015	2016	2017	2018
Number of	5	10	11	15	13
Public Hearings					
Request for	4	1	4	5	4
Determination					
Notice of Intent	1	6	7	7	6
Order of	3	3	5	3	3
Conditions					

Members:

Rick Green, Chairman Tom Larson Anthony Coppola Kayla Larson-Dubois Rich Clapham

Respectfully submitted for the Commission,

Kelly Parker, Administrative Clerk

REPORT OF THE COUNCIL ON AGING

The year 2018 was off to a slow start, since the previous year was a little difficult to overcome. However, the resilience of our seniors is amazing, and the new members of the administration were welcomed with open arms by everyone.

We have continued with our regularly scheduled events of cards, Bingo, singing, crafts, twice-weekly MOC meals, free bakery goods and produce distribution, Trim Together health and wellness program, Wii- Bowling, Walking Club, and monthly blood pressure monitoring. Free eggs are still donated to the senior center each week from the Country Hen. Monthly visits by State Rep Donnie Berthiaume or his aide allow seniors and the townspeople to voice their concerns and ask questions. Monthly meetings are held by the COA, Golden Agers, & Friends of the Senior Center.

Glen Gregory has joined the Hubbardston Senior Center as our Volunteer SHINE (Serving Health Insurance Needs of Everyone) Councilor. He received extensive training in the spring, and held two seminars during Open Enrollment. This program informs the seniors on the importance of keeping updated on the new insurance information that is available each year. Appointments are available every Friday for anyone that would like to meet with him privately to review or change their policies or to learn about Medicare and how it works, especially those about to turn 65 years of age.

The seniors held a St Patrick's Day breakfast in March. A two-day Art Show featuring local artists was held at the Senior Center in April; Hubbardston has some very talented local artists. Some of our seniors from our walking club participated in the Library 5K. In May, the seniors held a combined two-day Plant and Art Show. Summit Elder Care stopped by to do a presentation on the dangers of falling. Hubbardston Police Det. Chatigny did a presentation to the seniors on Scams. Periodic trips to Foxwood throughout the year were enjoyed.

On Memorial Day, the seniors built a float to participate in the Parade, and held a free ice cream social after the services. In June, the seniors held a yard sale along with the town wide yard sale. A second yard sale was held in October. Townspeople were very generous in donating to these endeavors.

A CPR class was held here at the center and was well attended. Thank you to Nancy Afonso for organizing this class.

In July, a goodly group attended the Worcester County Sheriff's Picnic.

In August, Jean Strauss, who worked behind the scenes, gave a talk on the making of the movie *Sound of Music*.

In September, Diane from the Assessor's Office did a presentation on benefits and exemptions available to seniors and the disabled.

In October, the seniors sponsored the Candidates Night. Thirteen candidates from all over the state attended and gave presentations,

A free breakfast honoring our nation's veterans was held in November.

In November, Alex, a nutritionist from the Montachusett Opportunity Council, gave a presentation on "Your Healthy Stomach".

December was a very busy month. A Treetop Angel-making class was presented by Florence Pervier. Our singers preformed in three concerts, as well as at the town Tree Lighting, and provided refreshments at the center afterward. A Volunteer Appreciation Night was held by the town. Seniors helped with refreshments.

The Annual COA Christmas Fair was held December 1st, with lots of holiday spirit. The COA's Christmas trip to the White Mountain was a huge success, with 53 people attending. The seniors were able to add a shepherd boy to the manger scene purchased last year and set up on the church grounds at the corner of Rte.68 and Williamsville Road by redeeming bottles and cans contributed by townspeople.

Respectfully submitted,
Claudia Provencal
Council on Aging Director

REPORT OF THE HUBBARDSTON CULTURAL COUNCIL

The Hubbardston Cultural Council is a board of municipally appointed volunteers. The members of the council are: Bill Shea – Chairman, Lori Engle – Treasurer, Donna Shea - Secretary and Sara Lyon.

In 2018 the council prepared a questionnaire for the Hubbardston community to gather information to help us develop our current mission statement. Our mission statement aids the council in determining which grant applications to approve.

The mission of the Hubbardston Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences in order to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants to benefit the Hubbardston community. Anyone considering a community project that would fit the Cultural Council's criteria is encouraged to apply for upcoming grants.

The Hubbardston Cultural Council gives priority to:

- > Applicants that have secured a local venue
- Projects that serve all ages, with emphasis on unique programming directed towards the interests of the community
- > Projects that celebrate Hubbardston's history, agriculture, and rural character

The Massachusetts Cultural Council awarded the Hubbardston Cultural Council will receive \$4800 in 2019, up from \$4500 in 2018.

The Hubbardston Cultural Council is looking to add more volunteers to join our committee. If you are interested in learning more, please contact Bill Shea at 978-928-4440 0r bill@therupturedduck.com

Respectfully,		
Bill Shea, Chairman		

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

Message from the Director:

The DPW consists of the Director, one mechanic and four truck driver/laborers. We also have two seasonal winter drivers and two seasonal summer employees who help maintain the cemeteries. We have organized and evaluated all of our operations to streamline productivity and accomplish as many projects as possible. The DPW will also continue to perform its regular assigned responsibilities for all the care and the maintenance of all Town roads. We strive to keep them in the best possible condition at all times. We continue to prioritize our workload to get as much work done as possible. This year the DPW acquired a 2005 Trackless MT5T sidewalk plow from partial Chapter 90 and equipment budget monies to replace the 1968 Bombardier sidewalk machine. The DPW greatly appreciates the residents support in our efforts in updating our equipment to better serve you.

Road Maintenance:

The Chapter 90 project for this year was procured at \$478,232.50 and subject to change based on the actual billing. The project involved New Westminster Rd., Adams Rd. and Prentiss Rd totaling 2.04 miles of road. We also Hot Patched sections of Mt. Jefferson Rd., Pitcherville Rd., New Templeton Rd. and Brigham St. in which we used a roller we rented which helped out tremendously. We Crack sealed New Westminster Rd., Evergreen Rd., Williamsville Rd., the small section of Cross Rd., and 1/4 mile of Ragged Hill Rd. near Cross Rd. totaling 56,007.80 of Chapter 90 monies. We line painted numerous roads in town starting with Old Boston Turnpike Rd., Williamsville Rd., Elm St., Main St., Williamsville Rd., New Templeton Rd., also stop bars, slow school along with R/R crossings totaling \$13,025.00. We had National Grid replace the Low efficiency Sodium vapor street lights with High efficiency LED lighting on Main St. and intersections throughout town totaling 21 lights. The DPW has swept all of the roads in Town there for going to straight salt has definitely aided in this as there is no sand on the roads other than previous years sand leaching from the sides onto the road. We have used the over the rail Brush mower and over the last couple of year we have mowed every road in town. We have now set up a maintenance program where each road will be brush mowed at least once every other year. We have done some road shoulder and ditch line work to correct drainage issues on several roads in town. A lot of the drainage work has been done in preparation of future paving projects. We have added road millings to numerous roads in town to help aid in getting the water off the road by filling in ruts, adding a crown to the road and filling in the pothole areas. Flagg Rd., Old Colony Rd., Williamsville cut-off Rd., Mayo Rd., Dogwood North/ South and a portion of Pitcherville Rd. had this done. We have ground cut Healdville Rd., Depot Rd., Old Westminster Rd., Grimes Rd., High Bridge Rd., Morgan Rd., Pitcherville Rd., Birches Rd., Ragged Hill Rd., Cross Rd. and Mt Jefferson Rd., We have Brush mowed Old Boston Turnpike, Barre Rd., Elm St., Parsons Rd., Evergreen Rd., Underwood Rd., Morgan Rd., Pitcherville Rd., Birches Rd., Ragged Hill Rd., New Templeton Rd., Mayo Rd., and sections of Old Westminster Rd.

We work very diligently to keep all of our equipment in excellent working condition. We have devised ways to reduce wear and tear also continue to seek further improvements. We continue to deal with the routine types of maintenance issues that occur during normal wear and tear of the equipment.

I will continually evaluate all of the roads in town and update needed repairs. I have categorized the type of repair each road needs including a basic cost estimate. We have also completed and continue to maintain a 3 year plan on future road repairs that is presented to the Select Board annually. The DPW has been working with Mass DOT to help us repair the Rt. 62 culverts on the State Bridge program, the Evergreen Bridge Project and Gardner Rd. Project to get it on the Tip Grant. Other general road maintenance will be done on various roads as time permits.

Cooperation with other Town Boards and Departments:

We continue to meet with all boards and committees to get as much cooperation as possible. We continue to do most of the repairs for the Police and Fire Departments on their vehicles. We work closely with the Tree Warden in cutting down trees using our shared bucket truck to help with taking down hazardous trees in Town. The DPW will continue to communicate and work together with all Boards and Departments for the betterment of the Town.

The DPW will work hard for the Town and make the roads the best they can be. We urge residents to call 978-928-1408 with questions, concerns or ideas. We will do our best to address them promptly and to your satisfaction.

Inventory:

2018 Freightliner with all season body and power angle plow

2016 16 foot Carry on Trailer

2015 Freightliner with all-season body and power angle plow

2015 John Deere Loader 544K

2015 Carmate Enclosed Utility Trailer

2014 John Deere Z290 Mower

2014 Ford F-450 with dump body and plow

2012 Freightliner 6 wheel dump truck with slide in sander and power angle plow

2010 Utility trailer (Cemetery)

2009 Sterling 6 wheel dump truck with all-season body and power angle plow

2009 Ford Explorer (Director Vehicle)

2007 Case Backhoe

2007 Volvo Road Grader with wing plow

2006 Ford F450 with dump body and plow

2005 Elgin SE Pelican sweeper

2005 Trackless MT5T Combination Sidewalk plow machine

2004 Mack with all-season body and power angle plow

2001 Morbark wood chipper

2001 John Deere M665 Mower

1998 Ford L-8000 with all-season body & wing plow

1997 Ford L-8000 with all-season body and power angle plow ($\underline{\text{replaced by } 18}$ $\underline{\text{Freightliner}}$)

1997 New Holland tractor with flail & rotary heads

1984 Hough 540 Loader

1983 International combination spray/water truck

Respectfully submitted, Travis Brown, DPW Director

REPORT OF THE FINANCE COMMITTEE

Under the Town's Bylaws and Charter, the Finance Committee reviews the budgets for the Town and Regional School Committee for the ensuing fiscal year and provides to the voters a report that is included with the Annual Town Meeting Warrant. This report speaks to the budget matters that the Finance Committee has reviewed and contains the Committee's recommendations or suggestions regarding those matters. The Finance Committee also reviews budget-related Warrant articles and its recommendations and suggestions for those articles are included with those Warrants. Hubbardston's Finance Committee does not prepare these budgets; its role is advisory only. Members of the Finance Committee also act as liaisons to the various Town Boards and Committees, as well as the Hubbardston members of the Regional School Committee, to facilitate communication regarding the budget process.

As of this writing the Finance Committee is fully constituted at five members. The financial challenges the Town faces have not lessened, and I am grateful to all who serve and thankful to have the help of such smart and dedicated individuals. The Town faces important decisions at all times of the year, but particularly at budget time, and serving on the Finance Committee is a great way to participate in our Town government in a meaningful way.

As in prior years, we welcome input from all, and we look forward to participation in this fiscal year's budget process.

Respectfully submitted,

Susan Rayne, Chair

REPORT OF THE HISTORICAL COMMISSION

The Commission worked all year obtaining information needed to put Rural Glen Cemetery on the National Register. It took many hours of research, going over maps, deeds, filling out forms and taking pictures to submit. MA Historic Commission found Rural Glen Cemetery retains its integrity and meets criteria A and C for listing in the National Register of Historic Places with a local level of significance. Our work paid off. The Commission would like to thank Jim Carpenter for all the assistance he gave us. It was recommended we hire a Preservation Consultant as the National Register is highly technical. Town Administrator Ryan McLane worked with Ma. Historic and they provided funds. Public Archaeology Laboratory Inc. was hired with Ms. Johnstone and Ms. Kline doing the work. It will take 18 months to 2 years to be accepted.

MassDot notified us of the Main Street project and we brought to their attention the historic Boston Post Sign at the corner of Main and Brigham Streets.

We were notified of the replacement of the two culverts on Rt. 62 and we noted there is nothing historical in the area.

We have solved the hearsay about the Evangelical Church (formerly Congregational Church) bell which was purchased in 1837. The Unitarian Church bell was purchased in 1833. The Town Clock was a gift to the Town in 1808.

Gary Kangas, Chairman Martha Holgerson, Secretary Barbara Carpenter, Assistant Secretary Ernest Newcomb Kenneth Green

REPORT OF THE LIBRARY DEPARTMENT

The Hubbardston Public Library serves to inspire and educate the public with free access to a large collection of books, magazines, historical archives, video and audio media, and the Internet. Through our educational and social programs, we strive to bring people together in the welcoming spirit of community and friendship.

Over the past year, the staff, trustees and supporters of the Hubbardston Public Library continued their endeavors to promote and support the habit of reading as a source of personal growth, education, and delight for the residents of Hubbardston. The library maintained a varied and current collection of materials to provide this experience. Hubbardston Public Library was once again certified by the Massachusetts Board of Library Commissioners as meeting the minimum standards for Massachusetts Public Libraries for 2018. As a certified library and a member of Central/Western Massachusetts Automated Resource Sharing (CWMARS), the library was able to access the collections of other Massachusetts libraries for our patrons. We continue to offer programs that reflect the needs and interests of our community. We received a State Aid to Public Libraries award for \$6182.44

Our focus for 2018:

- The Library's Strategic Plan Community Survey was developed and 154 people completed it online or in print. The survey results will be compiled in 2019 and will help us to set priorities for services and programs over the next 3 to 5 years.
- We also received funding from the Town, the Hubbardston Community Preservation Fund and the State of Massachusetts to replace our aging roof with slate.
- Energy efficient lighting fixtures were installed around the building to highlight and illuminate the walkways and stairs.
- The boiler was not working properly over Christmas week. A new circulator pump was ordered and installed at a cost of \$1,882.97
- In preparation for our new roof project, the library contracted NU Drain Solutions to inspect and jet clean of debris, the library downspout underground piping.
- A new Wi-Fi router was purchased from our library network provider, CWMARS. This router is designed to improve the overall Wi-Fi experience and will increase the speed of connection.

In 2018, 1,403 Hubbardston residents were library card holders. 5,988 people visited our library during open hours. An additional 1,198 people attended our 89 library programs. The library offered 1 computer, 1 laptop, 1 adult use tablet, and 2 children's tablets for public use as well as 24/7 Wi-Fi access. 548wireless sessions were logged on the library's wireless. The library's website is http://hubbardstonpubliclibrary.org/

The library offered discount passes to the Eric Carle Museum of Picture Book Art, the Tower Hill Botanical Gardens, Magic Wings Butterfly Conservatory, Boston Science Museum, Old Sturbridge Village, Zoo New England and the Mystic Aquarium, as well as a Massachusetts DCR Parks Pass. Nontraditional items for loan at the library included a telescope, specialty cake pans, a ukulele, a croquet set, a bean bag toss, and a *Kill A Watt* Meter.

REPORT OF THE HUBBARDSTON PUBLIC LIBRARY DIRECTOR

With the support of the Hubbardston Cultural Council Grants and library funding, the library was able to offer the following programs during Calendar Year 2018:

- Pastel Painting Workshop: "Monet's Mirror "How to paint Monet's Water Lilies conducted by pastel artist Gregory John Maichack
- *Birds of Prey:* Tom Ricardi of The Massachusetts Birds of Prey Rehabilitation Facility introduced us to some of his feathered friends.
- Little Mermaid Under the Sea Party: Ariel joined some local princesses to sing songs, dance, play games and hear a story.

The library was able to offer these additional programs for 2018:

- *Story Hour*: This library staple met every Wednesday from 10:30 to 11:30 AM from September through June. The program included a story, songs, sign language, yoga, and a related craft project.
- *Lego Club:* Our free build program for elementary-aged children met on Thursdays at 3:00 p.m.
- *Mike the Bubble Man:* The magic and science of bubbles was a fun program for all ages.
- Oney Judge: George & Martha Washington's Run Away Slave: Brought to life by Gwendolyn Quezaire-Presutti
- Banned Book Week: The annual celebration of the freedom to read.
- Local Author Book Signing: Wain-Roy and the Invention of the Backhoe by Lee Horton
- Introduction to Reiki: Carolyn Erskine
- Jungle Jim 80's Rock the Library
- Summer Craft Hour
- Summer Reading Celebration

We are very thankful for the community support that has been provided to the library over the past year. We appreciate so much of what we've received from our town, including:

- In memoriam donations by some of our longtime residents who passed away this year
- The 21st Annual Library Road Race, whose proceeds help to support our historic building and its needs. With the support of the sponsors, volunteers, organizers and participants this year's race was another success. We are grateful for your support and hope to see you next year for #22!
- Book sale –The annual book sale, to which the library staff and trustees contributed a great amount of effort and which allowed book lovers from Hubbardston and beyond to support the library and its collection.

• Our library volunteers, who logged 65 total hours of helping out in the library.

The library continued to offer the following hours in 2018:

Monday 1pm - 7pm Wednesday 10am - 4pm Thursday 1pm - 7pm Saturday 9am - 12pm

The Hubbardston Public Library Staff and Trustees wish to thank all those who continued working so hard to keep the library a part of Hubbardston's past, present, and future. We hope you will continue to advocate for the future of this library.

Respectfully Submitted,
Jayne Arata
Hubbardston Public Library

2018 OPEN SPACE COMMITTEE ANNUAL REPORT

The Open Space Committee had another active year in its oversight of the Town's conservation land and other open space areas. The Committee's responsibilities include maintaining and protecting the town's open space, keeping the town's Open Space and Recreation Plan updated per State guidelines, seeking grants and other funding sources for acquisitions or improvements to existing open space, and maintaining and improving the trail systems on Town conservation lands and within Hubbardston State Forest for the enjoyment of the citizens.

2018 Comings and Goings: We were happy to welcome new member Chip Pettirossi to the committee during 2018, but greatly saddened by the departure of long-time member and chairperson Jassy Bratko. Jassy had provided many years of dedicated effort and expertise in open space issues to the Town, was a driving force behind many of our major open space projects, and will be sorely missed. Luckily, we still have her email address when we are stumped with questions that would benefit from her input!

2018 Projects:

- Cleared vegetation at Dottie Rock overlook in the Malone Road Conservation Area to expose the panoramic view to the east.
- Conducted a site walk at the Geordie Lane Conservation Area to kick off the development of a land management plan.
- Installed safety rails and non-slip surfaces on several bridges within the trail system.
- Began the process of negotiating a conservation restriction for the Malone Road Conservation Area.
- Made revisions to the town's Open Space and Recreation Plan in preparation for a new round of grant funding applications in 2019.
- Groomed ski and snowshoe trails at Malone Road.
- Participated in ongoing skirmishes with beavers to alleviate flooding on the trail system.
- In partnership with North Quabbin Trail Association, performed rough cut for a gentle trail at Malone Road that will be accessible to mobility-challenged users. Further refinements coming in 2019!
- Planted a wildflower garden at Malone Road.

Submitted by Open Space Committee Members:

Stephanie Frend Bob Hatch, Chairman Rick Jones, Secretary Mark Kresge Chip Pettirossi, Treasurer Pat Taylor Susan Worth

REPORT OF THE PARKS COMMISSION

The Parks Commission is responsible for maintaining the public park area in town: the Curtis Recreation Field that encompasses soccer fields, baseball fields, a walking track, the Rainbows End Playground, a skate park and a basketball court. Other public areas include the Millennium Info Park (Charlie Clark Corner), The Town Common, Leonard Field and the Mt Jefferson Conservation Area.

The Parks Commission also provided community events and activities to the town with the Annual Easter Egg Hunt, The Annual Town Wide Yard Sale and The Annual Christmas Tree Lighting on the Town Common.

The Parks Commission also coordinates the scheduling of the Curtis Recreation Fields as well as approving other organizations for usage of public properties in Hubbardston.

The Parks Commission approved many additional events on town property. Spring Baseball, Spring Soccer, Summer Soccer camps, Summer Basketball Camps, Fall Soccer, Lions Club Annual Hubbardston Field Day, and other various events throughout the year.

The commissioners are the liaison for the town residents and the DPW to meet the needs of the town parks. The Commission meets the 3^{rd} Monday of every month at the Senior Center.

Respectfully submitted for the commissioners,

Sanda L. Barry

Park Commissioner

REPORT OF SPECIAL EVENTS

In June we had our 2nd annual Hubbardston Fair at the Rec Field. The event hosted over 100 vendors to include crafts, attractions, food and music. Although the weather was not in our favor, everyone made the best of it.

In July we added a new event called "Bling your Box". The event was a mailbox decorating contest with online voting and a top prize of a \$100 gift card. Although a smaller event in size there was a large amount of imagination and creativity.

In August, 2 events were held to include, "Movie in the Park" showing Jurassic Park. The event was sponsored by Bill and Patrick Shea of The Ruptured Duck. The event was coordinated by the Hubbardston Police Department with Special Events assisting with advertising and the drinks and snacks during the event. Residents brought chairs and blankets to enjoy a movie under the stars. The Jurassic Park vehicles were on site for pictures thanks to Bill & Patrick Shea. The dancing dinosaurs were also on site, making it a fun event for all! August also brought out a new event called "The Dinghy Dash". The event was a cardboard boat regatta that took place on Brigham Pond. Boats were constructed from only cardboard and duct tape. One at a time each Dinghy was launched from the boat ramp with a crew ranging from 1-4 people. Each boat had to follow a set course and travel around buoys in the pond. The top prize was a \$300 gift card given to the boat with the fastest time without sinking. Trophies were also given for "best sink" and the most creative vessel.

In September Special Events assisted The Lions Club with Field Day helping with advertising and vendors. Residents enjoyed a "cow flop" contest as well as a corn-hole competition. The weather was perfect for this event and was a huge success for all involved.

In October Special Events helped The Lions Club with their Halloween Haunted Hayride at Rietta Ranch. This year was a 2 night event. We helped with advertising, skits and recruiting volunteers.

December was a very busy month with multiple events. The 1st event was the annual Tree/Menorah Lighting which was put together by multiple Boards/Committees and volunteers. 8,000 white lights were added to the common which were purchase on clearance at the end of last year's season along with a tree topper and ornaments for the Christmas tree. Special Events Advisor, Katie Young and her Family along with Resident, Lou Gagne worked hard to decorate the common with lights and decorations prior to the event. It was a wonderful, welcoming site to see the common with a beautiful glow for the Holiday Season.

Also in December was the 3rd annual Brunch with Santa held in the Hubbardston Center School Cafeteria. This year saw the largest turnout yet! The event offered a photo opportunity with Santa, craft projects, a large Chinese Auction and refreshments. A fun feel good Town event with fun had by all.

Lastly in December we held the 2nd Annual Hubbardston Light Fight with the event held over two weekends. Spectators followed an interactive map which led them to the houses that entered. This year online voting was added as an option to select the winner with the top prize of a \$300 gift card. This event definitely helps put Hubbardston on the map as well as supporting local business with them opening and offering various specials during the event.

Respectfully Submitted, Katie Young, Special Events Advisor

REPORT OF THE TOWN CENTER COMMITTEE

The Town Center Committee continues to work towards the goal of revitalizing the town center focusing on safety, preserving our local charm, and beautification.

Town Center Reconstruction

Our main project is improving the Town Center, focusing on the reconstruction of Route 68 (Main St) from the intersection of Elm Street and Brigham Street to the intersection of Williamsville Rd. As the Committee works with MassDOT to join the Town Center Project with the Route 68 North reconstruction project scheduled for 2019, this project was extended in 2018 to include Route 68 from Williamsville Rd to the Curtis Recreation field.

This project is a comprehensive investment in the town center's infrastructure and includes the following features:

- Repaying the roadway
- Using traffic calming measures to slow traffic (such as narrowing the roadway)
- Adding on-street parking
- Homogenizing residential and commercial curb cuts
- Reconstructing/adding ADA compliant sidewalks on both sides of the street
- Adding bike lanes on both sides of the street
- Improving the line of sight at the Main St and Elm/Brigham street intersection
- Improving safety at the Williamsville Rd intersection

The Hubbardston Town Center project has been accepted by MassDOT as a Transportation Improvement Project (TIP) with a budget of \$3 million. This will provide the funding for the construction and oversight of the project, including the roadway, sidewalks, bike lanes, and signage. In order to, receive TIP funds, the Town of Hubbardston, our selected engineering firm TEC, and MassDOT are working together to develop an engineering plan. Once the engineering plan is complete, the project will be turned over to MassDOT for the construction and oversight of the project. Construction is estimated to begin in 2024, but this may shift based on readiness of the engineering plan and available funding.

The committee continues to elicit public feedback along the design process, in January 2018 we held a public forum to get feedback to the 25% Engineering Design. Overall the project received positive feedback, with several suggested tweaks that the TEC has taken into consideration. At the 2018 Annual Town Meeting, funds were approved to complete the 75% Engineering design.

Complete Streets

The Town Center Committee has continued working with the Town Administrator and DPW director to implement our town's Complete Streets Plan. In February 2018, Hubbardston received a Complete Street grant to install a sidewalk on Gardner Road (Rt 68) from High Street to Curtis

Recreational Field. However, in order to prioritize the RT 68 North reconstruction, the project shifted to sidewalk improvements on Elm Street extending past Hubbardston Center School. This sidewalk work was mainly completed in 2018, all that remains is the grass seeding to be completed in the spring of 2019.

Capital Improvement Plan

To further our goal of revitalizing the town center, the Town Center Committee agreed to submit 5 projects that are now included on the FY2020 to FY2024 Capital Improvement Plan. The majority of these projects are eligible for Complete Streets funding:

- Extension of Williamsville sidewalk
- Reconstruction and extension of Brigham Street sidewalk
- Reconstruction and extension of High Street sidewalk
- Purchase and installation of pedestrian lighting on Main Street

The last project submitted was the purchase and installation of new playground equipment at Rainbow's End Playground. This project may be eligible for grant funding such as Community Preservation (CPA) funds, and/or other fundraising.

Town Common Lighting Ceremony

The Committee organized the 3rd Annual Town Common Lighting Ceremony with the help of several other town organizations including, the Senior Center, Hubbardston Center School, Special Events Advisor, Town Administrator, Lions Club, Hubbardston Police Department, and other volunteers. We have loved watching the crowd grow from a couple dozen people its first year to nearly 100 people this year.

Respectively submitted by the Town Center Committee

Alicia Muck Member At-large

Brett Duncan Member At-large

Brion Keagle Member At-large

Daniel S. Galante Board of Selectmen Rep.

Nir Cohen Main Street Resident

Phillip Churchill Main Street Resident

William Hansen Member At-large

William Homans Main Street Resident

REPORT OF THE VETERANS AGENT

Massachusetts has been providing benefits to its veterans since colonial days. From the French and Indian Wars to the Global War on Terrorism, the Commonwealth of Massachusetts provides financial assistance to veterans in need. Massachusetts General Law Chapter 115 (MGL Ch.115) requires every city and Town to maintain a Department of Veterans Services and establish a Veterans Services Officer (VSO) to assist in dispensing these benefits.

We are the only state in the nation that, by law, requires every municipality to have a Veterans Agent or VSO employed to assist Veterans and their survivors. I have considered it a privilege to have been able to do this for the town and now I welcome George Kincannon to help implement this program to the veterans of Hubbardston.

Veterans with incomes at or below 200% of the Federal Poverty Level can receive financial assistance under MGL Ch.115 as long as they meet the cash asset limits below.

200% Federal Poverty Level (FPL)				
Number in Family	Maximum Monthly Income			
1	\$ 2081.66			
2	\$ 2,818.33			

Cash asset limits (home and car exempt)

Single \$ 5,000 Married \$ 9,800

My office is in Room 131 of the Westminster Town Hall where we also serve Ashburnham and Westminster Veterans. My office hours are Wednesdays 10am-4pm and by appointment, unless otherwise noted. You can reach me by phone at (978) 874-7461 and/or email jsharp@westminster-ma.gov.

Sincerely,

Jared Sharp

PROTECTION OF PERSONS & PROPERTY



REPORT OF THE BOARD OF HEALTH

The mission of the Board of Health is to promote and protect the public health of all residents in the Town of Hubbardston. This is done through education and enforcement of environmental, public, medical and mental health laws and regulations.

The Board of Health provides enforcement of the State Sanitary Code in the areas of housing, food sales and service, pools and camps. The Board is also responsible for the surveillance and reporting of communicable disease and the State Environmental; Code for wells, septic systems, lead and asbestos abatement and ground water protection; outside wood burning systems as well as the elimination of nuisances. These requirements reflect the principle that many critical health problems are best handled by local officials familiar with local conditions.

The Board of Health experienced a number of changes in 2018. Lucinda Oates resigned from her appointment as of June, Kate Saab joined the Board and an Administrative Clerk was hired. Having a fully staffed department allows for consistent hours to better support our town. We also contracted with Montachusett Public Health Network, located in Fitchburg to track and report all communicable disease, and to assist in all types of inspections so that our Board of Health can consistently perform inspections in a timely manner a Health Agent from Gardner Health Department.

Walgreens of Gardner held a flu clinic for employees and town residents. The Flu Clinic which took place in November had a great turnout.

Having an Administrative Clerk allows our town to be up to date with information, forms and special announcements that are posted in a timely manner on the Town Website. We have also been able to put tracking spreadsheets into motion to track all aspects of The Board of Health responsibilities.

Respectfully Submitted for the Board of Health,

Kelly Parker

Members for 2018:

Cathy Hansgate, Chairman

Bill Homans, Vice Chairman

Kate Saab, Member

REPORT OF THE RECYCLING DEPARTMENT

In 2018 (Fiscal Year 2019, so far) from August to November we served 83 residents and took in \$887 in fees. We made \$789.50 in sales of recycling materials and paid out \$507.98 to recycle materials we can't sell or give away.

Items collected include:

- 162 gallons of waste oil.
- 22 gallons of antifreeze
- 8 car batteries
- 6 oil filters
- 16 tires
- 9 household appliances
- 33 television sets and computer monitors
- 14 computers
- 3 printers
- 2 chainsaws
- 3 lawnmowers
- 13 pressure tanks
- 10 microwaves
- 3 VCRs/DVD players
- 3 fridges and freezers
- 5 quarts of flashlight batteries
- 12 AC & dehumidifiers
- 9 bicycles
- 3 lawn tractors
- 2 toasters

and assorted other objects of various materials.

Bella Kaldera,

Recycling Center Supervisor

REPORT OF THE FIRE DEPARTMENT

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2018. The staff of the Department devoted thousands of hours, paid and unpaid, to provide the best possible emergency services to the residents we protect. The Department responded to 607 incidents during the year while also continuing our efforts in fire prevention through public education and code enforcement.

At the end of September the department expanded it staffing hours to cover fifteen hour blocks six days a week with Sundays remaining at eleven hour blocks. This will allow for faster response times to the vast majority of our calls, as well as ensuring a paramedic response to medical emergencies. We are excited to provide this increased service to the citizens of Hubbardston. Hopefully in the near future we will be able to obtain additional funding to expand Sundays hours as well.

Training remained a major focus of the Department, with many hours spent drilling on Fire and EMS-related duties. Members are required to conduct fifty plus hours annually just to maintain minimum certifications.

Beyond time put toward training and operational readiness, the Department was kept busy with emergency responses during the year. Of particular note was EF0 tornado that occurred on the afternoon of October 23rd. Extensive damage to trees and power lines extended from Evergreen road through Brigham Street and ending on Old Westminster road. The fire department assisted DPW with removal of many large trees to reopen roadways as quickly as possible. Fortunately there were no reports of injuries and only reports of minor property damage.

The on-call members of the department donate four nights a month of on-call time, in addition to their regular response, with many giving more time to cover the hours of 10:00 p.m. to 7:00 a.m. six nights a week and covering Sundays 6:00 p.m. to 7:00 a.m. This assures that we have minimum staffing for the overnight, which is not covered by full time staff. They are required to be in town, ready to respond and only receive compensation for the hours when they do respond to emergencies. The dedication of the call staff saves the tax payers over \$100,000 annually by covering those hours, which otherwise would require additional full time staff to cover. But it has

becomes more and more difficult over the years to recruit and retain staff due to the increasing

demands of the job. From hundreds of hours just to complete the training to become a firefighter

or EMT, to responding to the emergency calls themselves, the demands of being a call

firefighter/EMT are just too much for many people to commit themselves to. The Department

will need to address this in the near future to insure that the quality of service to our community is

maintained.

I would like to thank all of the Town Officials, and members of the Police and Highway

Departments; it has been a pleasure to work with them throughout the year. I would also like to

express my appreciation to the residents of the community for their support. Finally, I would like

to give a special thanks to the men and women of the Hubbardston Fire Department; they have

done an excellent job serving their community and I am, as always, very proud to serve alongside

them.

Respectfully submitted,

Robert F. Hayes Jr.

Fire Chief

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REPORT OF THE POLICE DEPARTMENT

As the Police Chief for this department, I am pleased to submit the 2018 annual report for the Town of Hubbardston Police Department.

2018 Saw the graduation of Officer Donald Blood. He joined the ranks in June as an academy graduate.

The Hubbardston Police Department accomplished an amazing amount of things in 2018. Thanks to the citizens that have supported us financially and emotionally.

In March we participated in Active Shooter drills at the Quabbin. This was great training and a step towards keeping our kids safe. Consequently we trained Detective Chatigny in A.L.I.C.E (Alert, Lockdown, Inform, Counter, Evacuate). This will allow him to provide training to staff and insure our preparedness.

We have seen an increase in overall calls in 2018 by 2.3%. This is largely due to having full staffing as many of these calls are officer in initiated. Further evidence of the officers proactive patrolling is the 42% decrease in Breaking and Enterings and an 82% decrease in burglaries. Outreach has been an important aspect of policing by the HPD. The result of this shows a 47% decrease in larceny and fraud and a 30% decrease in juvenile criminal offenses. The reporting of fraud is also a result of better reporting and our proactive approach to inform the citizens of Hubbardston about various online schemes. This outreach has been accomplished through Facebook and Twitter.

The department continues its exposure on social media sites Facebook and Twitter. In regards to town wide notification Swift911 has replaced CodeRed as our town wide notification system. This system proved to be extremely helpful during paving operations this past summer and into the fall as paving of Rt. 68 was continual. We have also used the message board at the recreation field on numerous occasions. The likes for the Hubbardston Police Facebook page has increased by 52% and Twitter by 58%, and continues to grow.

The department continues its involvement with the North Worcester Drug Task Force, allowing us access to resources we would not normally have. We currently have 2 officers assigned to this unit on an as needed basis. This collaboration has allowed us to focus on drug issues plaguing our community and has resulted in numerous drugs arrests in 2018. We have continued to pursue grants to assist the community.

The department again maintained a presence at the Memorial Day Parade, as well as co-hosting movies in the park, mother/daughter self-defense class, firearms safety classes, Little League Baseball opening day, Pink Patch fundraiser to combat breast cancer, Halloween Ho-Down, Field Day and the annual 5k road race for the Library.

This office remains an active participant in the Comprehensive Emergency Management Team, The Article 2020 Committee, and the North Worcester County Drug Task Force. In addition, this office administrates funding for grants from the Executive Office of Public Safety and Homeland Security.

In 2018 this department received a donation from Bill Shea allowing us to co-sponsor movies in the park as well as the Halloween Ho-Down. With a grant from Country Hen we were able to send Officer Blood to RAD (Rape Aggression Defense Training) and in 2019 we will sponsor training for citizens.

In closing I want to thank the hard working members of the Hubbardston Police Department for their dedication and vigilance. I feel that they represent the community of Hubbardston with pride and conviction. I would also like to thank the residents of Hubbardston for your support. 2019 will bring many of the same challenges to the Town of Hubbardston. Crime and drugs are a constant reminder of the society we live in and that no community is immune. Our goal is to be as vigilant as possible to secure your continued safety. I believe we are well prepared, and dedicated, to meet these challenges and serve the residents of Hubbardston. I am truly honored by the loyalty and dedication of the officers of The Hubbardston Police Department and the residents of this great town. I look forward to 2019 and the upcoming challenges that await us, I am confident that the men and woman of the Hubbardston Police Department are well equipped to handle any type of situation we are placed in.

OUR MISSION STATEMENT

The mission of the Hubbardston Police Department is to provide the highest quality of police service, in cooperation and partnership with the business and citizen community emphasizing integrity, fairness, and professionalism. It is our goal to have a positive impact on the quality of life for the residents and businesses in Hubbardston.

Respectfully submitted,

Chief Dennis G. Perron

2018 POLICE DEPARTMENT PERSONNEL



CHIEF OF POLICE

Dennis G. Perron

POLICE CLERK

Nancy Perron

FULL-TIME OFFICERS

Sergeant Robert Forte

Sergeant Ryan Couture

Detective Scott Chatigny

Officer Michael Amann

Officer Christopher Bergeron

Officer Donald Blood

PART-TIME OFFICERS

Officer Kevin Mailman

Officer Jacob Mosio

Officer James Halkola

Officer Eric Scott

Officer Nicholas Garcia

	2016	2017	2018
Total Calls for Service	12726	12157	12492
Criminal Offenses	324	334	381
Motor Vehicle Accidents	69	66	72
Motor Vehicle Civil Citations	113	118	165
Motor Vehicle Written Warnings	238	267	215
Motor Vehicle Verbal Warnings	1290	1480	1342
Stolen Motor Vehicles	1	1	1
Larceny/Fraud	48	32	17
Break & Entering	18	12	7
Disturbances	44	55	68
Domestic Disputes/Assaults	22	25	22
Restraining/209A Orders	8	14	15
Restraining Order Violations	2	3	5
Vandalism	10	9	5
Suspicious Activity	123	142	53
Fire Arms Permits	141	152	193
Narcotic Violations	73	84	78
Animal Complaints	32	38	136
Burglar Alarms	44	52	107
Medical Emergencies	220	231	244
Juvenile Runaways	2	1	0
Juvenile Criminal Offenses	18	17	12
Building/House Checks	8231	8443	5578
Assist Other Police Departments	245	262	147

Burglary	12	11	2
Missing Persons	4	2	2
Investigations	422	438	416
Warrants Served	21	25	22
Summons Served	84	92	43
Total Criminal Arrests/Complaints	108	142	124

POLICE & DISPATCH EQUIPMENT

3 Desks Misc. Chairs

Misc. Office Furniture

1 Fax/copy/scanner Machine

1 Conference Tables

1 DVD/VCR

3 Lap Tops

1 Server

1 Ammo Cabinet

Paper Shredder

Breathalyzer

2 Base Radios

13 Portable Radios

Highway Base Radio

CB Radio

Telephone Recording System

3 Mobile Radar Units

2013 Ford Taurus Police Interceptor

2017 Ford Explorer 4x4

2003 Polaris ATV Shared with HFD

2016 Chevrolet Impala

Misc. Cruiser Equipment/Supplies

3 Portable Defibrillator

Misc. Flashlights

17 Glock 45 Cal Handguns

Electronic Weapon Cleaning System

35mm Camera

1-Video Recorder

Misc. Crime Scene Equipment

Infrared Camera

Power Point Projector

1 LCD training TV

1 Air Cleaner

8 Security cameras

6 Training Room Tables

21 File Cabinets

1 Copy Machine

3 Stop Sticks

1 VCR

4 Mobile Data Terminals

8 Computers

Misc. Medical Supplies

Gun Safe

Leaps/NCIC Computer

3 Portable Breath Tester

4 Mobile Radios

2 Radio Repeater System

Fire Base Radio

4 XX2 Tasers with cartridges

Traffic Speed Monitor

2 Handheld Radar Unit

2015 Ford Explorer

2014 Ford Explorer

2 in car video systems

2003 Utility Trailer

4 GPS handheld units

4 Hand Held Weapon Detectors

3 Mossberg 12ga shotguns

4 Bushmaster AR-15 Rifles

Misc. Police Equipment

5-Digital Cameras

Misc. Lockers

Night Vision Goggles

Undercover Body Wire System

2 Speed minders

1 Trail Camera

DVR recording system

Speed Sign with Mount

PLANNING



REPORT OF THE PLANNING BOARD

The Planning Board is responsible for the reviewing special permit applications, new subdivisions, and site plan review for a variety of uses and activities. The Board's operating guidelines are the Town of Hubbardston Zoning By-laws, the Subdivision Rules and Regulations, the state Zoning Act (Chapter 40A), and the state Subdivision Control Law (Chapter 41B Section 81A and 81GG). There are five elected members that serve five-year terms. There is one alternate member that is appointed by the Board of Selectmen for a one-year term.

ANR Plans Reviewed and Approved

- Joyce Green Hale Road
- Kraig Kaijala Mt. Jefferson
- John Carpenter Gardner

Scenic Road / Shade Tree Applications Reviewed and Approved

- Guy Mills 51 Healdville Road
- Vincent Ritchie 128 Old Westminster Road

Special Permits Reviewed and Approved

- 147 Williamsville Road Large scale solar system
- 10 Burnshirt Road Addition to non-conforming pre-existing structure
- 20 Streeter Road Kennel permit

Affordable Housing Committee

• The Affordable Housing Committee has been operating under the umbrella of the Planning Board. The Committee did not meet in 2018. However, the Planning Board, in 2018, made progress on review of the Affordable Housing Accounts and the review of the 2017 Draft of the Housing Production Plan (for submission in 2019).

Master Plan

 The Board has continued its work to update the 1988 Master Plan. The Board has been researching grants and soliciting input from other town boards and committees

Gravel Pit Report

 At present, no approved large-scale earth removal operations exist in town. The Planning Board conducted extensive information gathering with regards to existing pit owners and proposed changes to the Earth Removal Bylaws (which were updated at the 2018 Special Town Meeting). With that data, the Planning Board continues to work with existing pit owners to develop plans to reclaim their old earth removal operations.

Amendments to Town of Hubbardston Zoning By- Law

- The Planning Board, over several meetings, reviewed, discussed, and submitted proposed updates to:
 - the Large-Scale Photo Solar Photovoltaic Bylaw
 - the Scenic Road Application Bylaw
 - the Commercial Marijuana Establishments Bylaw
 - the Earth Removal Bylaw

Those updates were voted into bylaw at the 2018 Special Town Meeting.

Amendments to Rules and Regulations

• In December of 2018 the Planning Board voted to amend the Hubbardston Rules and Regulations to update the listed Planning Board fees.

REPORT OF THE BOARD OF APPEALS

The Board of Appeals is a 5-member board appointed by the Board of Selectmen for terms of 5 years. An associate member may be appointed on an annual basis and may exercise full voting rights in the absence of any regular member. The Hubbardston Zoning Bylaws, Article 12, Section 12.2, gives the Board the power to hear and decide on appeals and to hear and decide petitions for variances. They also serve as the granting authority for any Comprehensive Permits that come before the town under M.G.L. Chapter 40B, Section 21.

Variances:

As an extraordinary remedy with respect to particular land or structures, the Board of Appeals has the power to grant a variance from the Hubbardston Zoning Bylaws. Pursuant to M.GL. Chapter 40A, Section 10, the petitioner must show a substantial hardship based on specific circumstances in order to be granted a variance. A zoning variance may not be granted for a use which is not permitted as a right or by special permit in the zoning district in which the land or structure in question lies.

Appeals:

Any person who feels they have been wrongfully denied a permit or has been served with an enforcement order may appeal that decision to the Board of Appeals. Pursuant to M.G.L. Chapter 40A, Section 8, an appeal must be filed with the Town Clerk within 30 days from the date of denial or enforcement order.

For either an appeal or a variance:

The petitioner must file an "<u>Application for a Public Hearing Before the Board of Appeals</u>" at the office of the Town Clerk with the required supporting documents and application fee. The application form and instructions are available from the Town Clerk or online at www.hubbardstonma.us. When a complete application package has been received, a public hearing is then held according to state law.

Year in Review:

Once again the board had a quiet year with only one application received for an Appeal of the Building Commissioner's Decision.

<u>Members</u>: Officers for the Board of Appeals; Chairman Scott Janssens, Vice Chair Andrew Baum and Clerk William Homans. The board has continued to function without an associate member. Anyone interested in serving is encouraged to contact the office of the Board of Selectmen for an appointment form or may download a form from the town website.

<u>Affordable Housing Committee</u>: A request was received from the Planning Board for a ZBA member to serve on the Affordable Housing Committee. Scott Janssens volunteered to serve.

QEMP (Quabbin Educational and Municipal Partnership: Scott and Al attended an informational session in January to give input on economic development and possible school closings, including suggested uses for buildings if schools were to be closed. A final report from QEMP is available on the Hubbardston town website.

Public Hearings and Meetings Held in 2018:

One public hearing requiring 2 meetings were held in 2018 resulting in a denial of the application to overrule the decision of the building commissioner.

February 21:

A public hearing was held on an Application to Overrule the Decision of the Building Commissioner filed by Rachel Boutwell of Phillipston for property located at 12 Upper Intervale Road. The Building Commissioner had ruled that the operation of a concrete forms business at 12 Upper Intervale Road was in violation of Hubbardston Zoning Bylaws Article 4, Section 4.1 *Uses Permitted by Special Permit in Residential Districts*. At the hearing, evidence was taken from the petitioner and abutter's comments were heard. The public hearing was closed at this meeting. The Board could not come to a consensus decision and desired time for further deliberation. A meeting for continued deliberation was scheduled for March 1.

March 1:

Deliberations were continued on the appeal filed by Rachel Boutwell for property at 12 Upper Intervale Road. The board voted unanimously to uphold the decision of the Building Commissioner and the appeal was denied.

Respectfully Submitted for the Board by Joyce Green, Secretary

Scott M. Janssens, Chairman Andrew R. Baum, Vice Chairman William J. Homans, Clerk Gail Orciuch Albert Afonso

EDUCATION





Quabbin Regional School District Annual Report School Year 2017-2018

During the 2017-18 school year, the leadership of the Quabbin Regional School District continued to pursue its primary mission: to provide all students attending school within the District with access to high quality educational programs designed to prepare each student for successful citizenship in a global society.

We know that to enjoy such citizenship, students <u>must</u> have appropriate and meaningful educational experiences while in our schools. We are certain that our students will find their future a challenging place that favors those with the skills and competencies congruent with an every changing and more sophisticated social landscape and job market. We must ensure that we assist them in acquiring the skills and knowledge they will need to succeed. Thus, the District has and will continue to strive to educate its students for a future where the goal is far beyond the memorization of facts. Instead, our school programs must attempt to instill in each student an interest in and enthusiasm for continuing through the years as a lifelong learner comfortable with and capable of adjusting to new ideas and solving ever more complex problems.

Successfully accomplishing this goal would be difficult even if there were no mitigating factors. However, there have always been, and I suspect always will be, obstacles that impede our progress toward completing the work necessary to ensure the success of each and every student. Such obstacles include, but have not been limited to, economic challenges, shifting demographics, and many complex social stressors that have fractured families, leaving our students with social/emotional issues that diminish their ability to learn without very specialized, and often expensive, interventions.

Identifying these issues (while important), has only been the first step in the District's efforts to successfully pursue and accomplish its mission. More important has been the District's efforts to address the need to prepare students for future success regardless of the obstacles the District or student might confront. So, in an effort to build the supports needed to lessen the impact of the factors that would distract from the school district's primary mission, the District leadership engaged all school stakeholders in the work of identifying and planning effective responses to what it saw as the District's greatest needs and/or impediments to meeting or exceeding goals inherent in the District's mission. To that end, during the 2017-2018 school year, the District initiated the following:

- Expanded communication with local and state officials and legislators about specific economic issues facing educational institutions (focus was on the need to rework the state's funding formula for K-12 schools).
- Engaged in a multi-town visioning and planning process to develop and improve economic development in the area in the hope of expanding the local tax base and improving opportunities for local work.
- Continued and expanded discussion with surrounding communities as well as nearby school districts in order to identify opportunities to achieve greater cost efficiency and improved service delivery.
- Worked to establish and actively participated in the Quabbin Educational and Municipal Partnership (QEMP) exploring options outside of the typical school budget discussion by considering a broad set of relevant stakeholder interests including local businesses, municipal officials, students, parents, and other school districts.
- Provided high quality professional development to staff, emphasizing classroom best practices as well as how best to address the social/emotional needs of students within the District schools.
- Enhanced school safety programs both by providing additional high quality training for all district staff and by engaging in more cooperative work with local police departments.
- Engaged in extended discussions with districtwide stakeholders regarding how best to
 use the underutilized space within schools made available due to declining
 enrollments.
- Developed a comprehensive multi-year Strategic Plan focused on improving student and staff growth and development, while recognizing the need to focus on strategies to simultaneously ensure the financial sustainability of the District.
- Perhaps most importantly, the QRSD School Committee selected Dr. Sheila Muir to succeed Dr. Maureen Marshall who retired on June 30, 2018. Dr. Muir is an outstanding educator who brings much skill, talent, and dedication to the school district. The District will most assuredly flourish under her leadership.

Finally, our children's future will be filled with changes and challenges yet unnamed. So, graduates must be ready and able to navigate the impact of change and be courageous enough to meet the varied challenges that we know lie ahead. As citizens, we share the responsibility of preparing our children for this future. We owe them more than a chance to succeed. We owe them access to the programs and activities that will enable them to acquire the skills and competencies to do so. The Quabbin communities have consistently supported the educational needs of its children and, for that, the District and its many graduates are truly thankful.

Respectfully submitted,

Maureen M. Marshall, Ed.D. Superintendent of Schools Quabbin Regional School District

QUABBIN REGIONAL HIGH SCHOOL END OF YEAR REPORT 2017-2018

Quabbin Regional High School is a collaborative learning community where all students have opportunities to achieve personal excellence in a safe and accepting environment. The high school's mission is to prepare students to become self-reliant, life-long learners who are responsible and resourceful citizens in a global society.

On June 1, 2018, Quabbin Regional High School graduated 161 members of the Class of 2018. Among the graduates were International Baccalaureate Diploma students as well as AP students.

The following is information from the 2017-2018 school year:

As of October 1, 2018, Quabbin Regional High School has a smaller student body than the 2017-2018 school year with 164 Seniors (2019), 142 Juniors (2020), 150 Sophomores (2021) and 201 Freshmen (2022). There were 143 School Choice students at QRHS. Among the graduates there were International Baccalaureate Diploma recipients. Both IB program and Advanced Placement courses continue to be offered. At the same time, the school has increased its honors course offerings in several subject areas. There really is something for everyone at QRHS.

In April, a number of students traveled to the France to visit students through an exchange program. There were also a number of students that visited Berlin, Germany. This school year, there will be students visiting France, Italy and Greece. In the coming years, including 2020, it is expected that the Quabbin Regional High School will continue to give students the opportunity for international travel.

In November 2018, the National Honor Society inducted its new members. The annual toy drive sponsored by the National Honor Society was again successful, raising approximately \$2,000 for needy children in the district. The National Honor Society students were able to buy toys for many local students in need.

In November, the NJROTC annual inspection took place. Once again, for the fourteenth time, the Quabbin program was recognized as a Distinguished Unit for the overall excellence of its program.

The Quabbin Regional High School has developed collaborative relationships with a number of community organizations. Among them are the Q-Drug Task Force, the Listening Wellness Center in Barre, the Senior Center in Barre and the Hardwick Youth Center. Students at the school also donated non-perishable food items to both the Barre and the Hardwick Community Food Banks. Seniors had the opportunity to attend a "Credit for Life Program" sponsored by Country Bank for Savings of Ware.

The guidance department sponsored an annual college fair held in the fall that brought many college, vocational schools and military recruiters into our building in order to speak directly with students. This gives students the opportunity to research and ask questions directly connected to their post-secondary planning.

Quabbin Regional High School offers students many opportunities to participate in outside standardized testing programs on campus which include: PSATs, SATs, AP exams, IB exams and ASVAB testing.

All graduates complete a Capstone Experience that reflects achievement of the Quabbin Regional High School's Learning Expectations. This is a student-centered experience; the students will decide how they will accomplish their Capstone. It may be independent of a class through extracurricular programs, by doing honors research, taking a college course, engaging in an internship or taking a Capstone Seminar course.

The students from Quabbin Regional High School contribute community service, as a graduation requirement, to many local organizations from the local fairs to municipal offices. All students are required to complete forty-five hours of community service. It is recommended that this be completed before the junior year.

Quabbin has a proud athletic tradition, dating back to the opening of the school in 1967. Quabbin is a member of the Midland-Wachusett League and a participating member of the Massachusetts Interscholastic Athletic Association (MIAA). Quabbin fields athletic teams in Baseball, Basketball (Boys & Girls), Cross Country (Boys & Girls), Field Hockey, Football, Golf (Boys & Girls), Indoor and Outdoor Track (Boys & Girls), Soccer (Boys & Girls), Softball, Tennis (Girls), and Wrestling. The Quabbin Regional High School also participates in an ice hockey cooperative program through Gardner High School.

Students also have many opportunities to participate in co-curricular activities and organizations, among which are the National Honor Society, the International club, the Classics club, Yearbook, the GSA, the Envirothon team, the Composting and Gardening club, an outdoors club, the Quiet Minds club (yoga), Drama, LINK crew, Lacrosse Club, and the B sharps (glee) and a volleyball club.

For more information on data regarding Quabbin Regional High School, go to: http://profiles.doe.mass.edu/

Respectfully submitted,

Gregory J. Devine Principal Quabbin Regional High School

QUABBIN REGIONAL MIDDLE SCHOOL END OF YEAR REPORT 2017-2018

This year we said good-bye to new retirees Maryann Jordan and Wally Hall. New members of the middle school staff who were transferred from other schools are; Matt Castriotta, Janis Barringer, and Joanna Cackett. We welcomed Alison Nameika into the Special Education department.

To welcome students and parents to the Middle School, 7th and 8th grade orientation night was held on Monday, August 28, 2017. Student schedules were distributed and a mock schedule was followed so that parents and students could meet teachers and learn classroom expectations. Attendance was extremely high with 97% of seventh graders and 92% of eighth graders. Parents and students look forward to the orientation night, which seems to lessen the anxiety of a new school year. Information about the 8th grade Washington, D.C. trip was also discussed at this event.

On Tuesday, August 29, 2017, we welcomed 175 seventh graders and 224 eighth graders. This made the total Middle School student enrollment 399 on opening day.

Middle School Extracurricular Activities

Mogan Gabrenas won the local Geography Bee held at Quabbin Regional Middle School in January 2018. Morgan went on to compete in the state Geography Bee. We are very proud of his accomplishment.

Several vocal and instrumental concerts were held throughout the year. Middle School Central District Music Festival Auditions were held in April. Congratulations to Lillian Maxwell who was selected to the Central District Chorus, and Harrison Lewis who was selected to the Central District Orchestra. Also in February, thirteen middle school students participated in the Quabbin Valley Music Festival in Palmer. These students were chosen by their music directors and attended two rehearsals to prepare for this concert. This was an excellent opportunity for students to play or to sing with a larger ensemble and to work with a new conductor without having to go through the audition process.

May and June saw numerous awards and honors programs. The Honors Breakfast, on May 12th, was prepared and served by staff, honoring 170 students who achieved honor roll status for two marking terms. This program included a brief awards presentation for outstanding grade seven and eight students. June 20th was the grade eight graduation program, held in the high school gym, which marked the passage of students from grade eight to grade nine.

Eighth Grade Activities

On October 13, 2017, five buses of eighth grade students rotated through five stations at the Quabbin Reservoir. Included in these stops were The Quabbin Cemetery, Windsor Dam, the fish

hatchery, the Goodnough Dike, the tower, and the Visitors' Center. We were fortunate to have wonderful weather for this great outdoors trip.

Project 351 - one 8th grade student representing 4 out of our 5 district towns attended Gov. Charles Baker's program in January, 2018. The student ambassadors representing Quabbin were: Joely McKelvie, Hubbardston, Ian Lefevre, New Braintree, Charlotte Tebo, Oakham, and Ashleigh Farrell, Barre.

On Wednesday, March 21, 2018, 65 students were inducted into the National Junior Honor Society in a candle lighting ceremony. To be inducted, students had to maintain a 90% average for six marking terms and show leadership, character, citizenship, and service. Celine Aubuchon, President of QRHS National Honor Society, was the guest speaker.

On Monday, April 9, 2018, 170 students and 23 chaperones traveled to Washington, D.C. Annual stops on the trip included the Smithsonian Museums, a tour of Arlington National Cemetery, the US Capital Building, a night bus tour of Washington, D.C. which included stops at the Jefferson, World War II, Lincoln, Vietnam Veteran, and Korean War memorials, and a visit to the National Zoo before departing for Massachusetts. Buses returned to Quabbin on Thursday, April 12th.

Seventh Grade Activities

On Thursday, June 11, 2018 grade seven travelled to Boston for the day. The field trip included the Museum of Science, Duck Tour, Quincy Market and Fenway Park tour.

On Thursday, June 21, 2018 seventh grade celebrated International Fun Day. It's an interactive day with performers from Arts Essential. In the afternoon the students compete in international games.

MCAS TESTING

On April 2, 3, 5, and 7 students in seventh and eighth grade completed ELA MCAS tests. Testing resumed on May 1 through 4. Grade seven and eight completed the math test. Grade eight completed testing in Science & Technology/Engineering on May 8 and 9.

Our first transition activity was "Step Up Day" on June 9th. During this day students followed a mock schedule which included pictures and measurements in math, a tour of the building, and friendly competition in the middle school gym. August 27, 2018, was orientation night for both parents and students.

The staff of the middle school would like to thank the Quabbin Regional School District community for the support that has been given to our students and our school.

Respectfully submitted,

Susanne R. Musnicki Principal

Principal's Report Hubbardston Center School School Year Ending June 2018

The Hubbardston Center School provides a supportive learning environment that encourages students to achieve high levels of academic performance, develop communication and interpersonal skills, and develop long-lasting, positive relationships with staff and fellow students. Hubbardston Center School faculty and staff work to implement challenging curriculum, based on the Massachusetts Common Core State Standards. Diverse and differentiated teaching methods provide equal opportunities for all students to learn and meet grade level expectations. We strive to develop the idea that learning is a life-long pursuit, and a worthwhile one. We encourage communication and collaboration with parents, guardians, and community members. The school community works together to demonstrate behavior that is always safe, respectful, and responsible. To this end, students and staff develop a sense of ownership and pride in their individual and collective achievements.

The enrollment history at the close of the school year for the past ten years is as follows:

Enrollment history

2007-2008	471 students
2008-2009	450 students
2009-2010	434 students
2010-2011	400 students
2012-2013	336 students
2013-2014	325 students
2014-2015	320 students
2015-2016	313 students
2016-2017	320 students
2017-2018	315 students

Average class size and grade configuration

		Class Sizes 2017 - 2018
Grade	# of sections	Average number of students per section
K	2	25
1	2	23
2	2	20
3	2	22
4	2	23
5	2	22
6	3	22

Staffing

As of July 1, 2018 our teaching staff consists of 14 classroom teachers, 2 special education teachers, 2 Intervention Tutors, and 3 paraprofessionals. Two additional Intervention Tutors will join the team for the upcoming school year as well, and we will be replacing Chris Carlson as the Intervention Specialist as he moves into an administrative role within QRSD.

June of 2018 saw only one retirement from Hubbardston Center School; Paraprofessional Val Berthuime. She was recognized for all her work at the 6th Grade Recognition Ceremony, and the 2017-18 yearbook was dedicated to this beloved support teacher.

Hubbardston Center School Parent/Teacher Organization

The Hubbardston Center School Parent/Teacher Organization, PTO, is the parent teacher organization for the Hubbardston Center School. They are a vital part of our school community, hosting monthly programs for students and community members such as a Halloween Dance, Scholastic Book Fair, Movie Night, Mother/Son Dance, Father/Daughter Dance and several cultural programs that all children enjoyed during the school day. The PTO also paid for all field trip busses, including Nature's Classroom

busses. Meetings are noted on the HCS website and listed in the monthly school newsletter. If you would like more information about the PTO please contact the school.

Executive Board Members 2018-19 Chairperson- Ms Tobin Secretary- Ms Harmon Co-Secretary- Jennifer Labrousse Treasurer- Abby Gagne

Hubbardston Center School Council

Meetings are held as needed, and will commence on a more regular basis since the completion of the QRSD Plan for Success. The 2018-19 Council will be formed in September and a meeting schedule will be developed and posted at that time. Agenda items will the creation of the new HCS Plan for Success, which will be based off of the District Plan. The plan will share goals and the vision for the District, as well as specific, more tailored HCS goals. Meetings are always open to the public, and the schedule for meetings will be publicized on the Hubbardston Center School calendar on the District website at www.qrsd.org

Hubbardston Center School Unified Arts Programs

Music Classes - The Hubbardston Center School Music Curriculum is grounded in the Massachusetts Arts Frameworks and is directed by Dr. Killough-Miller. An understanding of music is gained through sequential development of concepts based on the elements of music. These elements include rhythm, melody, harmony, timbre, form, expression, history and style and composition and performance. All children from grades K - 6 attended one 45-minute class of music instruction each week. A K-4 Spring Concert was held on June 15th, and many parents and friends were in attendance.

Chorus, Band and Orchestra - Any students in grades 4-6 could join the HCS Chorus, led by Ms Karla Peterson, and students in grades 5 & 6 could also join the band/orchestra, led by Ms Toni Brown. Fourth grade students continued their recorder studies, and preformed for parents at the K-4 Spring Concert. The band, chorus and orchestra, performed a concert on June 9^{th.}

Physical Education - Students at Hubbardston Center School participate in two 45-minute physical education classes a week. Mrs. Bristol, our physical education teacher, develops team building, social interaction skills and cognitive concepts linked to fitness, wellness skill development and social skills appropriate to each grade developmental level. At HCS we believe the acquisition of fundamental motor skills are essential to improving ones overall fitness and key to leading an enjoyable active life style.

Art - Under the direction of Ms. Dot Verheyen, our students were introduced to a new World-Cultures and Art program. Ms. Verheyen developed this curriculum to further develop students' appreciation and understanding for various cultural and traditional expressions of art, while developing and strengthening specific art skills that included working with water-colors, sculpting, 3-D mediums, and the more traditional skills of drawing and sketching. Through the study of art, students develop creative and critical thinking skills that will help them be effective problem solvers both in and out of school.

STEM – Students in grades 3-5 took part in STEM (Science, Technology, Engineering & Math) classes taught by Mr. Matt O'Donoghue. This is a standards based curriculum that has inquiry, research, and project-based learning as its core strategies for all learning. Students had multiple opportunities to develop and test hypothesis related to engineering and digital media, and to build, draw, research, and design a variety of prototypes and projects that supported mathematical and scientific theories of inquiry. This class is a favorite of all students and will be expanded to the full K-6 population in 2018.

K-2 Digital Literacy – Students in grades K-2 worked with Ms. Liz Motyks to learn how to use computers to enhance literacy skills. Each class came to the Media Center for a 45-minute digital literacy lesson, which also included exploratory time with various literacy mediums, including read-alouds, choosing books, and computer games and projects.

Extra-curricular Activities, Programs & Events

Student Council - The student council is a group of Hubbardston Center School students in grades 5 and 6 who represent each homeroom in those grades. Meetings are held monthly from 7:30-8:10. The council was run by the 5th/6th grade teachers as advisors, and worked collaboratively to hold school-spirit days that supported both a charitable mission and school spirit. Their mission is to promote school spirit in all grades, act as student representatives for community projects, and to investigate and contribute to organizations in need of assistance in any way possible. This past year the School Council supported Kindness Week, a Spirt Week, a Food Drive and a clothing drive. A group of Student Council members called the "Green Team" helped to make our school environmentally responsible by running the recycling program.

Fun Frontier - The Hubbardston Center School houses a year-round Extended Day program, opening at 6:30 am and closing at 6:00 pm including school vacations. During the 2017-2018 school year, this program served over 85 students. The program is run by Kari Sacramone and provides a well-balanced stimulating environment for students.

Nature's Classroom - In the month of October, approximately 40 fifth graders attended Nature's Classroom, a residential environmental education program in Charlton MA. Nature's Classroom is an unforgettable learning experience for children and their teachers, offering the very best in environmental education. The NC staff works closely with HCS teachers to create a learning partnership that lasts a lifetime. The strengthened peer cooperation and expanded student-teacher relationships have an influence on the cognitive and social-emotional growth of

the students throughout the school year. Together, they return to the classroom more closely united through this shared experience.

Hubbardston Center School Organic Gardening Program – This program has approximately 30 students from grades 2-6 who clean, maintain, and plant our HCS garden. They worked very hard to re-vitalize our garden this year, and with the help of Mr. Gagne, the garden beds have been mended and strengthened. The Garden Club is staffed by Suzanne Dunphy, and Abby Gagne. Ms. Dunphy is our garden club coordinator, and Ms. Gagne assists her in all facets of the club. They work hard to keep our garden thriving and growing, and of-course, they get a "little" help from our hard-working HCS student-gardeners!

Yoga Club – This year, HCS paired with Ms. Lori Churchill of the Wellness Hub Yoga and Mindful Center to bring an after-school yoga program to our students. The program was introduced this spring, and was open to students in grades 3-6. The class filled up with 10 students, and they enjoyed an hour long, weekly yoga introduction class for 6 weeks, run by Yoga Instructor Lisa, a staff member of the Wellness Hub. It was a great success and we look forward to expanding the partnership and program for the 2018-19 school year.

Ski Club - Each year, Hubbardston Center School teams up with Wachusett Mountain to have a ski club. We have about 35 students who participate in the program for six weeks. The club is staffed by a parent volunteer group.

CAPS Program (Central Area Programs and Services)

Hubbardston Center School houses the Kelly Day School. The Kelly Day School is a part of CAPS Collaborative and provides public day school programs servicing students, age 3 – 16, with significant multiple disabilities, including sensory impairments and medical issues. Students are provided educational programming, based on the MA Curriculum Frameworks. Initially, a pre-school and 1 elementary class joined the HCS community, and they've since added a Kindergarten class and an upper elementary class, bringing their total to 4 different classrooms. Hubbardston Center School students volunteer to sit with the Kelly Day students at lunch, and our upper classmen often volunteer to go to the classrooms and help. We see the Kelly Day School as an important and welcomed addition to the HCS community.

In conclusion, Hubbardston Center School is a vibrant learning community in which all members have a shared voice, a shared commitment to learning, and a shared commitment to each other. Students and staff work together to make **HCS** the very best and brightest place it can be!

Respectfully Submitted,

Jill Peterson Principal, Hubbardston Center School

QUABBIN REGIONAL SCHOOL DISTRICT 2017/2018 Employee Salaries for Town Report

Name	FTE	Description	Amount
ADAMS, CHERYL S	0.0000	Supervisor of Visual	\$14,208.50
		Arts	
ADAMS, LEAH M	1.0000	Elem Teacher	\$40,367.49
ADAMS, MICHAEL D	0.0000	Coaching (Winter)	\$5,645.47
ADAMS, NICHOLAS R	0.0000	Sub Middle School	\$490.00
ADAMS, NICHOLAS R	0.0000	Strength and	\$37,800.00
		Conditioning Coach	
AHEARN, STACEY C	0.0000	Sub Aide Period	\$30.00
AHEARN, STACEY C	1.0000	Aide Autism	\$27,808.00
ALLEN, ANN M	0.0000	Sub MS Period	\$36.00
ALLEN, ANN M	0.0000	Longevity	\$550.00
ALLEN, ANN M	0.9000	Aide Sped	\$24,763.50
ALMEIDA, MICHAELA E	1.0000	Intervention Specialist	\$58,210.25
AMIDIO, MARY C	0.0000	Longevity	\$900.00
AMIDIO, MARY C	1.0000	Office Manager	\$47,374.00
ANDREWS, JASON M	0.0000	Coaching (Fall)	\$800.00
ANDREWS, KIRSTEN E	0.0000	Sub Café All	\$740.50
AREMBURG, SARA F	0.0000	Private Music Instructor	\$370.00
ARIOLI, GALE E	0.7500	Receptionist	\$26,488.51
ARNOLD, LUCINDA A	0.0000	Longevity	\$420.77
ARNOLD, LUCINDA A	0.0000	Separation Benefits	\$9,695.90
ARNOLD, LUCINDA A	1.0000	Elem Teacher	\$33,980.56
ARNOLD, MICHELLE L	1.0000	Elem Sped	\$74,468.00
ASHLEY, DOROTHY M	1.0000	Therapeutic Classroom	\$74,453.91
		Teacher	
ATKINSON, STACEY L	0.0000	Sub Café All	\$1,617.00
AYER, DOROTHY M	0.0000	Temp Office Staff	\$153.75
AYER, DOROTHY M	0.0000	Stipend	\$842.80
AYER, DOROTHY M	1.0000	Office Manager	\$34,224.00
BAILEY, CONNER P	1.0000	Technology	\$48,925.00
BAILEY, TYSON E	0.0000	Sub HS Period	\$54.00
BAILEY, TYSON E	1.0000	HS Social Studies	\$49,922.00
BAKER, DYLAN A	0.0000	Coaching (Spring)	\$2,281.40
BAKER, KAYLEIGH E	0.0000	Sub HS Period	\$27.00
BAKER, KAYLEIGH E	1.0000	HS English	\$51,211.00
BALLARD, ERIN M	1.0000	Aide Autism	\$9,882.66
BALSER, MELANIE A	0.0000	Sub MS Period	\$54.00
BALSER, MELANIE A	0.0000	Longevity	\$550.00

BALSER, MELANIE A	0.0000	Stipend 240 S	\$1,037.28
BALSER, MELANIE A	1.0000	Aide Sped	\$27,788.00
BALZANO, STEPHANIE L	0.0000	Longevity	\$550.00
BALZANO, STEPHANIE L	0.0000	Sub Aide Period	\$579.00
BALZANO, STEPHANIE L	0.0000	Stipend 240 S	\$672.84
BALZANO, STEPHANIE L	0.0000	Sub Ruggles Lane	\$1,050.00
BALZANO, STEPHANIE L	0.9000	Aide Sped	\$24,274.80
BARKER-BERLO, DONNA	0.0000	Sub HS Period	\$270.00
BARKER-BERLO, DONNA	0.0000	Stipend PD	\$480.00
BARKER-BERLO, DONNA	0.0000	Longevity	\$750.00
BARKER-BERLO, DONNA	1.0000	HS Science	\$81,581.49
BARNES, CLARE H	0.0000	Longevity	\$1,000.00
BARNES, CLARE H	0.0000	Travel	\$3,000.00
BARNES, CLARE H	1.0000	P & F Manager	\$85,200.11
BARRINGER, EVAN M	0.0000	Sub MS Period	\$27.00
BARRINGER, EVAN M	0.0000	Longevity	\$750.00
BARRINGER, EVAN M	0.0000	Coaching (Fall)	\$4,182.17
BARRINGER, EVAN M	1.0000	MS Social Studies	\$75,205.00
BARRINGER, JANIS A	0.0000	Sub MS Period	\$27.00
BARRINGER, JANIS A	0.0000	Stipend PD	\$335.27
BARRINGER, JANIS A	0.0000	Longevity	\$750.00
BARRINGER, JANIS A	1.0000	MS Sped	\$81,805.00
BARRY, SHAWN D	0.0000	Accrued Payroll	\$52.06
BARRY, SHAWN D	0.0000	Shoe Allowance	\$150.00
BARRY, SHAWN D	0.0000	Custodian OT	\$1,121.07
BARRY, SHAWN D	1.0000	Custodian	\$37,086.40
BASSETT, NIKKI J	1.0000	Kindergarten Teacher	\$49,922.00
BATES, NITA	0.0000	Stipend Advance	\$500.00
		Degree	
BATES, NITA	0.0000	Longevity	\$750.00
BATES, NITA	1.0000	Secretary	\$36,273.51
BATTISTA, MARK G	0.0000	Coach Baseball Camp	\$150.00
BATTISTA, MARK G	0.0000	Coaching (Spring)	\$2,509.54
BEARD-BLAKE,	0.0000	Sub HS Period	\$216.00
ELIZABETH			
BEARD-BLAKE,	0.0000	Advisor HS	\$887.46
ELIZABETH			
BEARD-BLAKE,	1.0000	HS World Language	\$71,176.00
ELIZABETH			
BEAUDET, KRISTINE A	0.0000	Stipend PD	\$180.00
BEAUDET, KRISTINE A	0.0000	Longevity	\$1,500.00
BEAUDET, KRISTINE A	1.0000	Elem Sped	\$83,813.00
BELDEN, DEVIN A	0.0000	Long Term Sub	\$6,020.00
BENNETT, COLLIN J	0.0000	Accrued Payroll	\$591.20

BENNETT, COLLIN J	0.0000	Stipend Athletics	\$900.00
BENNETT, COLLIN J	0.0000	Sub Cust	\$2,152.16
BENNETT, COLLIN J	0.0000	Summer Cust	\$2,512.61
BENNETT, GRIFFIN M	0.0000	Accrued Payroll	\$591.20
BENNETT, GRIFFIN M	0.0000	Sub Cust	\$1,182.40
BENNETT, GRIFFIN M	0.0000	Summer Cust	\$2,571.73
BENNETT, JESSICA A	0.0000	Longevity	\$750.00
BENNETT, JESSICA A	0.0000	Executive Secretary	\$3,375.00
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		School Committee	
BENNETT, JESSICA A	1.0000	Executive Asst.	\$62,292.59
,		Superintendent	. ,
BERNER, JESSICA N	0.0000	Stipend PD	\$120.00
BERNER, JESSICA N	0.0000	Stipend 240 - CPI	\$240.00
BERNER, JESSICA N	0.0000	Stipend PD	\$807.35
BERNER, JESSICA N	1.0000	Elem Teacher	\$59,098.00
BERTHIAUME, GAIL L	0.0000	Shoe Allowance	\$150.00
BERTHIAUME, GAIL L	0.0000	Custodian OT	\$971.52
BERTHIAUME, GAIL L	0.0000	Longevity	\$1,000.00
BERTHIAUME, GAIL L	1.0000	Custodian	\$39,332.80
BERTHIAUME, VALERIE	0.0000	Sub Aide Period	\$657.96
Α			
BERTHIAUME, VALERIE	0.0000	Sub Hubbardston	\$980.00
Α			
BERTHIAUME, VALERIE	0.0000	Longevity	\$1,000.00
Α			
BERTHIAUME, VALERIE	0.0000	Separation Benefits	\$10,464.50
Α			
BERTHIAUME, VALERIE	1.0000	Aide Sped	\$29,948.00
Α			
BIELAK, JAIME E	0.0000	Stipend Extended Day	\$5,575.50
		Program	
BIELAK, JAIME E	0.0000	Stipend Extended Day	\$18,243.38
		Program	
BISSELL, AARON J	0.0000	Stipend Extended Day	\$862.50
		Program	
BLACK, CHRISTINA A	0.0000	Sub Teacher ALL	\$8,855.00
BLACK, JEAN M	0.0000	Sub Ruggles Lane	\$60.00
BLACK, JEAN M	0.0000	Longevity	\$550.00
BLACK, JEAN M	0.0000	Stipend 240 S	\$707.04
BLACK, JEAN M	0.9000	Aide Sped	\$25,504.20
BLASZCZYK, VIRGINIA M	0.0000	Sub MS Period	\$27.00
BLASZCZYK, VIRGINIA M	0.0000	Accrued Payroll	\$720.00
BLASZCZYK, VIRGINIA M	0.0000	Longevity	\$1,000.00
BLASZCZYK, VIRGINIA M	1.0000	MS Math	\$83,813.00

BOGGIO, LESTER M	1.0000	Intervention Tutor	\$24,007.02
BOLGER, BRENT A	0.0000	Sub HS Period	\$378.00
BOLGER, BRENT A	0.0000	Longevity	\$750.00
BOLGER, BRENT A	1.0000	HS Technology	\$83,813.00
BOSCO, KARYN A	1.0000	Elem Teacher	\$66,515.00
BOUCHER, RENEE M	0.0000	Stipend Athletics	\$100.00
BOUCHER, RENEE M	1.0000	Athletic Trainer	\$43,336.87
BOUCHER, THERESA L	0.0000	Stipend PD	\$60.00
BOUCHER, THERESA L	0.0000	Stipend PD	\$877.55
BOUCHER, THERESA L	1.0000	Elem Teacher	\$63,710.47
BOWDRIDGE, TODD M	0.0000	Sub Cust	\$1,514.96
BOYD, JOANNE	0.0000	Longevity	\$550.00
BOYD, JOANNE	0.8500	Aide Kindergarten	\$22,253.00
BRAY, ELECIA C	0.0000	Stipend PD	\$215.85
BRAY, ELECIA C	0.0000	Stipend PD	\$250.00
BRAY, ELECIA C	0.0000	Stipend Teacher Leader	\$500.00
BRAY, ELECIA C	0.0000	Longevity	\$1,000.00
BRAY, ELECIA C	1.0000	Elem Teacher	\$79,002.00
BRENNOCK, DANIEL J	1.0000	NJROTC	\$82,061.28
BREWER, CHRISTINE M	0.0000	Sub Nurse	\$1,035.75
BREWER, JULIE A	1.0000	Special Education Chair	\$74,055.10
BRIAND, ANNE MARIE	0.0000	Sub Aide Period	\$204.00
BRIAND, ANNE MARIE	0.0000	Longevity	\$1,000.00
BRIAND, ANNE MARIE	0.0000	Sub QRHS	\$1,200.00
BRIAND, ANNE MARIE	1.0000	Aide - Therapeutic Prog	\$28,483.00
BRIGGS, AARON W	0.0000	Sub High School	\$120.00
BRIGGS, DENISE J	1.0000	Aide Autism	\$30,948.05
BRIGGS, KEITH A	0.0000	Shoe Allowance	\$150.00
BRIGGS, KEITH A	0.0000	Custodian OT	\$469.84
BRIGGS, KEITH A	1.0000	Custodian	\$7,629.44
BRIGGS, KEITH A	1.0000	Custodian	\$29,669.12
BRISTOL, CHRISTINE	0.0000	Longevity	\$1,500.00
BRISTOL, CHRISTINE	1.0000	Elem PE	\$83,813.00
BRITT, SCOTT M	0.0000	Stipend Extended Day	\$1,841.25
		Program	
BROOKS, MICHAEL A	1.0000	Technology	\$74,280.51
BROPHY, CATHERINE A	1.0000	Aide Autism	\$3,794.05
BROWN, JULIE M	1.0000	Intervention Tutor	\$7,882.90
BROWN, TONI	0.0000	Private Music Instructor	\$306.00
BROWN, TONI	0.0000	Longevity	\$750.00
BROWN, TONI	0.0000	Advisor MS	\$1,672.97
BROWN, TONI	0.0000	Stipend Academic	\$2,500.00
		Coordinator	
BROWN, TONI	0.0000	Coaching (Fall)	\$2,509.54

BROWN, TONI	1.0000	Elem Music	\$77,461.00
BROWNE, KIM A	0.0000	Stipend PD	\$220.66
BROWNE, KIM A	0.0000	Stipend PD	\$300.00
BROWNE, KIM A	0.0000	Longevity	\$1,500.00
BROWNE, KIM A	0.0000	Stipend PD	\$1,985.90
BROWNE, KIM A	1.0000	Elem Sped	\$80,759.00
BRUNELL, RACHEL M	0.0000	Longevity	\$10.69
BRUNELL, RACHEL M	1.0000	Literacy Coach	\$1,218.61
BUCHANAN, DAVID P III	0.0000	Coach Baseball Camp	\$150.00
BUCHANAN, DAVID P III	0.0000	Coaching (Spring)	\$2,967.00
BUCHANAN, DAVID P III	0.0000	Coaching (Fall)	\$6,690.49
BUCHANAN, DAVID P III	1.0000	Long Term Sub	\$51,419.00
BURKE, TINA M	0.0000	Cafe Extra Hours	\$50.33
BURKE, TINA M	0.6667	Cafeteria	\$10,010.37
BURKLE, SHERRY L	0.0000	Stipend PD	\$250.00
BURKLE, SHERRY L	0.0000	Sub HS Period	\$324.00
BURKLE, SHERRY L	0.0000	Accrued Payroll	\$720.00
BURKLE, SHERRY L	0.0000	Advisor HS	\$738.43
BURKLE, SHERRY L	0.0000	Longevity	\$750.00
BURKLE, SHERRY L	0.0000	Advisor HS	\$886.90
BURKLE, SHERRY L	0.0000	Stipend Teacher Leader	\$1,790.00
BURKLE, SHERRY L	1.0000	HS Math	\$74,863.00
BURNETT, RYAN M	0.0000	Coaching (Spring)	\$4,540.22
BURNETT, RYAN M	0.0000	Coaching (Winter)	\$5,436.38
BURNETT, STEVEN E	0.0000	Coaching (Winter)	\$3,136.38
BURNS, LISA A	0.0000	Longevity	\$550.00
BURNS, LISA A	1.0000	Aide Autism	\$34,353.00
BUTLER, SHEENA M	0.0000	Stipend PD	\$157.49
BUTLER, SHEENA M	0.0000	Stipend PD	\$180.00
BUTLER, SHEENA M	0.0000	Stipend 240 - CPI	\$240.00
BUTLER, SHEENA M	1.0000	Language-Based Teacher	\$57,639.00
CACKETT, JOANNA A	1.0000	Reading Specialist	\$93,442.31
CAMERON, KIM L	0.0000	Sub Café All	\$40.00
CAMPIONE, KRISTIN M	0.0000	Stipend Advance Degree	\$1,500.00
CAMPIONE, KRISTIN M	0.0000	Travel	\$2,000.00
CAMPIONE, KRISTIN M	1.0000	Director of Pupil	\$113,124.77
CANAL TOTAL, KANSTIN IVI	1.0000	Personnel	Ψ113)12 II//
CANFIELD, ANDREA C	1.0000	Instructional	\$8,315.69
CARLETTE MACCIONIS	0.0000	Technology Teacher	Ć427.20
CAPLETTE, MICHELLE L	0.0000	Intervention Tutor	\$427.20
CAPLETTE, MICHELLE L	0.0000	Sub Ruggles Lane	\$875.00
CAPLETTE, MICHELLE L	1.0000	Intervention Tutor	\$20,175.84

CAPURSO, JANE M	0.0000	Longevity	\$1,000.00
CAPURSO, JANE M	1.0000	Elem Teacher	\$87,834.00
CARLSON,	0.0000	Longevity	\$750.00
CHRISTOPHER B			
CARLSON,	1.0000	Intervention Specialist	\$80,059.56
CHRISTOPHER B			
CARLSON, KIMBERLY R	0.0000	Longevity	\$550.00
CARLSON, KIMBERLY R	0.0000	Tutor	\$4,027.50
CARLSON, KIMBERLY R	1.0000	Aide Autism	\$35,572.00
CARON, ELAINE A	1.0000	P&F Admin. Support Assist.	\$21,681.92
CARR, TARA A	0.0000	Cafe Extra Hours	\$226.95
CARR, TARA A	0.5000	Cafeteria	\$804.09
CARR, TARA A	0.6700	Cafeteria	\$8,302.64
CARROLL-PASCALE, HELENE A	0.0000	Sub MS Period	\$174.00
CARROLL-PASCALE, HELENE A	0.0000	Advisor MS	\$493.60
CARROLL-PASCALE,	0.0000	Stipend PD	\$900.00
HELENE A		,	
CARROLL-PASCALE,	0.0000	Longevity	\$1,500.00
HELENE A			
CARROLL-PASCALE,	1.0000	MS Science	\$81,805.00
HELENE A			
CARTER, MATTHEW R	0.0000	Stipend PD	\$180.00
CARTER, MATTHEW R	0.0000	Private Music Instructor	\$400.00
CARTER, MATTHEW R	1.0000	Psychologist	\$69,773.00
CASEY, JILLIAN C	0.0000	Sub Nurse	\$375.00
CASS, BETH A	1.0000	Intervention Tutor	\$32,785.71
CASTRIOTTA, MATTHEW	0.0000	Sub MS Period	\$40.00
CASTRIOTTA,	0.0000	Sub MS Period	\$67.50
MATTHEW			
CASTRIOTTA,	0.0000	Longevity	\$1,000.00
MATTHEW			
CASTRIOTTA,	0.0000	Stipend PD	\$1,472.91
MATTHEW			
CASTRIOTTA,	0.0000	Coaching (Fall)	\$2,532.35
MATTHEW			
CASTRIOTTA,	0.0000	Coaching (Winter)	\$3,797.30
MATTHEW			
CASTRIOTTA,	0.0000	Coaching (Spring)	\$4,220.19
MATTHEW			
CASTRIOTTA,	1.0000	MS Social Studies	\$89,847.00
MATTHEW			

CASTRIOTTA, WENDY B	0.0000	Stipend PD	\$90.00
CASTRIOTTA, WENDY B	0.0000	Stipend Teacher Leader	\$500.00
CASTRIOTTA, WENDY B	0.0000	Longevity	\$1,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend 240 - CPI	\$1,020.00
CASTRIOTTA, WENDY B	1.0000	Kindergarten Teacher	\$80,759.00
CHALKE, SHERYL A	0.0000	Stipend Extended Day	\$583.00
		Program	
CHALKE, SHERYL A	0.0000	Stipend Extended Day	\$2,992.50
		Program	
CHANDLER, PAUL E	0.0000	Sub Middle School	\$1,960.00
CHANDLER, PAUL E	0.0000	Sub QRHS	\$3,150.00
CHASE, ADRIENNE L	0.0000	Sub High School	\$420.00
CHASE, MAUREEN L	0.0000	Advisor HS	\$738.43
CHASE, MAUREEN L	0.0000	Longevity	\$750.00
CHASE, MAUREEN L	0.0000	Stipend PD	\$990.00
CHASE, MAUREEN L	0.0000	Stipend Academic	\$2,500.00
		Coordinator	
CHASE, MAUREEN L	1.0000	HS Science	\$85,813.00
CHOBOT, MELISSA L	0.0000	Sub Ruggles Lane	\$60.00
CHRISTENSEN, RONALD	1.0000	Treasurer	\$14,690.13
Р			
CHURCHILL, JENNIFER E	0.0000	Stipend PD	\$210.69
CHURCHILL, JENNIFER E	0.0000	Longevity	\$750.00
CHURCHILL, JENNIFER E	1.0000	Elem Teacher	\$77,110.00
CIRELLI, KATHLEEN M	0.0000	Sub Aide Period	\$129.00
CIRELLI, KATHLEEN M	0.0000	Longevity	\$1,000.00
CIRELLI, KATHLEEN M	0.0000	Seperation Benefits	\$6,003.80
CIRELLI, KATHLEEN M	1.0000	Aide Sped	\$27,788.00
CLARK, BLYTHE L	0.0000	Stipend PD	\$250.00
CLARK, BLYTHE L	0.0000	Stipend Natures	\$437.01
		Classroom	
CLARK, BLYTHE L	0.0000	Stipend Teacher Leader	\$500.00
CLARK, BLYTHE L	0.0000	Longevity	\$750.00
CLARK, BLYTHE L	1.0000	Elem Teacher	\$80,382.00
CLEAVES, WENDY P	1.0000	Math Coach	\$78,123.22
CLELAND, THERESA A	0.5000	Cafeteria	\$1,132.06
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$250.00
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$500.00
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$625.00
CLOUTIER, MEGHAN W	0.0000	Stipend PD	\$120.00
CLOUTIER, MEGHAN W	1.0000	Director of Guidance	\$76,112.40
COATES, MARIE A	0.0000	Stipend PD	\$90.00
COATES, MARIE A	0.0000	Stipend Teacher Leader	\$500.00
COATES, MARIE A	0.0000	Longevity	\$750.00

COATES, MARIE A	1.0000	Kindergarten Teacher	\$59,368.00
COLLETTE, DENISE R	0.5000	Cafeteria	\$7,035.87
COMO, MARY L	0.0000	Sub MS Period	\$27.00
COMO, MARY L	0.0000	Accrued Payroll	\$720.00
COMO, MARY L	0.0000	Longevity	\$750.00
COMO, MARY L	1.0000	MS Math	\$77,776.00
CONSOLMAGNO,	0.0000	Stipend Natures	\$437.01
TERESA J		Classroom	
CONSOLMAGNO,	0.0000	Longevity	\$1,500.00
TERESA J			
CONSOLMAGNO,	1.0000	Office Manager	\$48,795.00
TERESA J			
CONTI, BARBARA A	0.0000	Sub Hubbardston	\$160.00
CONTI, BARBARA A	0.0000	Sub Nurse	\$2,000.00
COOK, JAMIE M	0.0000	Sub Teacher ALL	\$280.00
COOK, JAMIE M	0.0000	Coach Soccer Camp	\$607.50
COOK, JAMIE M	0.0000	Coaching (Fall)	\$4,627.54
COOK, JOAN M	0.0000	Cafe Extra Hours	\$34.90
COOK, JOAN M	0.5000	Cafeteria	\$7,287.15
COOLEY, MARGARET A	0.0000	Stipend Advance	\$500.00
		Degree	
COOLEY, MARGARET A	1.0000	Secretary	\$41,454.41
COONS, KRISTEN D	0.0000	Stipend PD	\$120.00
COONS, KRISTEN D	0.0000	Stipend Teacher Leader	\$500.00
COONS, KRISTEN D	0.0000	Stipend Natures	\$582.68
		Classroom	
COONS, KRISTEN D	0.0000	Longevity	\$1,500.00
COONS, KRISTEN D	1.0000	Elem Teacher	\$85,813.00
COPPOLINO SR, PETER J	0.0000	Shoe Allowance	\$150.00
COPPOLINO SR, PETER J	0.0000	Longevity	\$1,000.00
COPPOLINO SR, PETER J	1.0000	Project Engineer	\$64,325.85
COPPOLINO, JOHN J	0.0000	Accrued Payroll	\$591.20
COPPOLINO, JOHN J	0.0000	Summer Cust	\$3,220.19
COPPOLINO, JOHN J	0.0000	Sub Cust	\$5,322.67
COPPOLINO, PETER J JR	0.0000	Accrued Payroll	\$82.80
COPPOLINO, PETER J JR	0.0000	Shoe Allowance	\$150.00
COPPOLINO, PETER J JR	0.0000	Maintenance OT	\$5,142.02
COPPOLINO, PETER J JR	1.0000	Grounds Maintenance	\$47,403.20
COSTELLO, SHAWN M	0.0000	Accrued Payroll	\$73.17
COSTELLO, SHAWN M	0.0000	Shoe Allowance	\$150.00
COSTELLO, SHAWN M	0.0000	Custodian OT	\$465.66
COSTELLO, SHAWN M	1.0000	Custodian	\$34,902.40
COTTRELL, ELIZABETH	1.0000	Elem Teacher	\$54,083.00
M			

CRANSTON, ASHLEY B	0.0000	Stipend PD	\$120.00
CRANSTON, ASHLEY B	0.0000	Stipend PD	\$500.00
CRANSTON, ASHLEY B	0.0000	Longevity	\$750.00
CRANSTON, ASHLEY B	1.0000	Elem Teacher	\$76,701.00
CRANSTON, JACOB P	0.0000	Accrued Payroll	\$302.99
CRANSTON, JACOB P	0.0000	Summer Cust	\$3,011.43
CRANSTON, KATHRYN A	0.0000	Sub Middle School	\$60.00
CRANSTON, KATHRYN A	0.0000	Sub MS Period	\$60.00
CRANSTON, KATHRYN A	0.0000	Sub Cust	\$315.00
CRANSTON, KATHRYN A	0.0000	Longevity	\$750.00
CRANSTON, KATHRYN A	1.0000	Instructional Assistant	\$35,528.31
·		Sped	
CROSS, PETER A	0.0000	Shoe Allowance	\$150.00
CROSS, PETER A	0.0000	Custodian OT	\$474.34
CROSS, PETER A	0.0000	Longevity	\$550.00
CROSS, PETER A	1.0000	Custodian	\$40,476.80
CUTLER, JENNIFER M	0.0000	Advisor HS	\$1,116.06
CUTLER, JENNIFER M	1.0000	Adjustment Counselor	\$59,098.00
DAHART, HAROLD N	0.0000	Accrued Payroll	\$472.96
DAHART, HAROLD N	0.0000	Summer Cust	\$1,428.12
DAHART, HAROLD N	0.0000	Sub Cust	\$2,877.88
DAHART, HAROLD N	0.0000	Sub Cust	\$3,787.91
DAIGNEAULT, LAURA L	0.0000	Sub Aide Period	\$180.00
DAIGNEAULT, LAURA L	0.0000	Sub Ruggles Lane	\$720.00
DAIGNEAULT, LAURA L	0.0000	Stipend 240 S	\$1,106.56
DAIGNEAULT, LAURA L	1.0000	Aide Sped - Create	\$25,663.00
DAMON, NICOLE K	1.0000	Aide Autism	\$816.59
DAVIS, ERICA L	0.0000	Sub Teacher ALL	\$175.00
DEGNAN, MARTHA E	0.0000	Sub HS Period	\$108.00
DEGNAN, MARTHA E	0.0000	Accrued Payroll	\$480.00
DEGNAN, MARTHA E	0.0000	Longevity	\$750.00
DEGNAN, MARTHA E	1.0000	HS Math	\$83,813.00
DEMAREST, AMBER P	0.0000	Long Term Sub	\$2,065.00
DEMAREST, AMBER P	0.0000	Long Term Sub	\$5,656.25
DEPASQUALE, MARK S	0.0000	Stipend PD	\$120.00
DEPASQUALE, MARK S	0.0000	Accrued Payroll	\$180.00
DEPASQUALE, MARK S	0.0000	Sub HS Period	\$405.00
DEPASQUALE, MARK S	0.0000	Stipend PD	\$450.00
DEPASQUALE, MARK S	0.0000	Stipend Academic	\$2,500.00
		Coordinator	
DEPASQUALE, MARK S	1.0000	HS Social Studies	\$66,515.00
DEVINE, GREGORY J	0.0000	Longevity	\$1,000.00
DEVINE, GREGORY J	1.0000	Principal	\$119,925.00
DEVINE, WILLIAM J	0.0000	Accrued Payroll	\$591.20

DEVINE, WILLIAM J	0.0000	Summer Cust	\$2,128.32
DEVINE, WILLIAM J	0.0000	Sub Cust	\$5,144.45
DEXTRADEUR, DENNIS	0.0000	Sub Teacher ALL	\$4,400.00
M	0.000	0 1: (14):	ÅT 000 00
DEXTRADEUR, DENNIS	0.0000	Coaching (Winter)	\$5,802.29
M BLOKGON BANASIA	0.0000	C 140 D	440.50
DICKSON, PAMELA J	0.0000	Sub MS Period	\$13.50
DICKSON, PAMELA J	0.0000	Sub MS Period	\$40.00
DICKSON, PAMELA J	0.0000	Coach Field Hockey	\$300.00
		Camp	4=== 0.00
DICKSON, PAMELA J	0.0000	Longevity	\$750.00
DICKSON, PAMELA J	0.0000	Stipend PD	\$825.00
DICKSON, PAMELA J	0.0000	Coaching (Fall)	\$3,166.70
DICKSON, PAMELA J	1.0000	MS Science	\$80,759.00
DILLS, NATEA R	0.0000	Stipend Extended Day Program	\$349.25
DOWGIELEWICZ, JILL M	0.0000	Stipend 240	\$300.00
DOWGIELEWICZ, JILL M	0.0000	Stipend PD	\$500.00
DOWGIELEWICZ, JILL M	0.0000	Longevity	\$1,000.00
DOWGIELEWICZ, JILL M	1.0000	Special Education Chair	\$87,834.00
DOYLE, KIMBERLY J	0.0000	Stipend Teacher Leader	\$500.00
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DOYLE, KIMBERLY J	0.0000	Stipend Natures Classroom	\$582.68
DOYLE, KIMBERLY J	0.0000	Longevity	\$1,500.00
DOYLE, KIMBERLY J	1.0000	Elem Teacher	\$79,785.00
DRISCOLL, AMY L	0.0000	Stipend Extended Day	\$262.50
DNISCOLL, AIVIT L	0.0000	Program	Ş202.30
DUBOIS, PAUL A	0.0000	Sub HS Period	\$297.00
DUBOIS, PAUL A	0.0000	Stipend PD	\$450.00
DUBOIS, PAUL A	0.0000	Accrued Payroll	\$720.00
DUBOIS, PAUL A	0.0000	Stipend Academic	\$2,500.00
DOBOIS, FAUL A	0.0000	Coordinator	\$2,300.00
DUBOIS, PAUL A	1.0000	HS Math	\$66,855.00
DUBOIS-GOULD, KERI A	0.0000	Fixed Benefit	\$359.60
DOBOIS-GOOLD, KLINI A	0.0000	Life/Disability	\$339.00
DUBOIS-GOULD, KERI A	0.0000	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	1.0000	Food & Nutritional	\$72,828.00
DODOIS GOOLD, KLINI A	1.0000	Svces Manager	7,2,020.00
DUNPHY, SUZANNE M	0.0000	Stipend After School	\$918.00
2 3 TH THI, 30 LI HAVE IVI	0.0000	Program	7310.00
DUVAL, CHERYL A	0.0000	Longevity	\$750.00
DUVAL, CHERYL A	0.0000	Travel	\$1,000.00
DUVAL, CHERYL A	0.0000	Fixed Benefit	\$1,411.16
DOVAL, CHENTLA	0.0000	Life/Disability	71,711.10
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DUVAL, CHERYL A	0.0000	Vacation Buyback	\$5,116.02
DUVAL, CHERYL A	0.0000	Stipend Annuity	\$8,000.00
DUVAL, CHERYL A	1.0000	Director of	\$133,016.56
,		Administrative Services	,
DYMEK, SARAH E	0.0000	Sub Hardwick	\$210.00
DYMEK, SARAH E	0.0000	Sub Oakham	\$210.00
DYMEK, SARAH E	0.0000	Sub Ruggles Lane	\$735.00
DYMEK, SARAH E	0.0000	Sub Hubbardston	\$770.00
DYMEK, SARAH E	0.0000	Long Term Sub	\$2,800.00
ELLSWORTH, ELLEN M	0.0000	Longevity	\$550.00
ELLSWORTH, ELLEN M	0.0000	Stipend 240 S	\$797.20
ELLSWORTH, ELLEN M	1.0000	Aide Sped	\$28,483.00
ENOS, EVELYN A	0.0000	Cafe Extra Hours	\$16.49
ENOS, EVELYN A	0.0000	Longevity	\$550.00
ENOS, EVELYN A	1.0000	Food Service	\$20,550.78
ERICKSON, TRISIA L	0.0000	Stipend Teacher Leader	\$79.23
ERICKSON, TRISIA L	0.0000	Longevity	\$201.95
ERICKSON, TRISIA L	0.0000	Stipend PD	\$450.00
ERICKSON, TRISIA L	0.0000	Longevity	\$548.05
ERICKSON, TRISIA L	1.0000	Elem Teacher	\$22,024.45
ERICKSON, TRISIA L	1.0000	Literacy Coach	\$62,462.68
ERICSON, CANDACE A	0.0000	Advisor HS	\$717.14
ERICSON, CANDACE A	0.0000	Longevity	\$1,000.00
ERICSON, CANDACE A	1.0000	Aide Media	\$32,551.00
EVERITT, LAURA J	1.0000	Aide Autism	\$31,764.06
EWING, DENIEL E	0.0000	Sub Café All	\$195.00
EWING, DENIEL E	0.0000	Sub Teacher ALL	\$390.00
EWING, DENIEL E	0.0000	Lunch Monitor	\$2,365.00
EYLER-PELLETIER, AMY L	0.0000	Longevity	\$750.00
EYLER-PELLETIER, AMY L	0.0000	Stipend PD	\$1,341.06
EYLER-PELLETIER, AMY L	1.0000	MS Social Studies	\$81,805.00
FABRIZIO, JENNIFER E	0.0000	Accrued Payroll	\$500.00
FABRIZIO, JENNIFER E	0.0000	Stipend 504 Coord	\$500.00
FABRIZIO, JENNIFER E	1.0000	Guidance	\$76,244.00
FARMER, CAITLIN M	0.0000	Sub HS Period	\$189.00
FARMER, CAITLIN M	0.0000	Advisor HS	\$558.03
FARMER, CAITLIN M	0.0000	Stipend Teacher Leader	\$1,790.00
FARMER, CAITLIN M	1.0000	HS English	\$59,098.00
FARMER, SANDRA L	0.0000	Lunch Monitor	\$2,610.00
FARRAJ, LORI J	0.0000	Sub Aide Period	\$132.00
FARRAJ, LORI J	0.0000	Sub Ruggles Lane	\$450.00
FARRAJ, LORI J	0.0000	Longevity	\$550.00
FARRAJ, LORI J	1.0000	Aide Autism	\$34,366.00
FARRELL, MATTHEW J	0.0000	Stipend Natures	\$437.01

		Classroom	
FARRELL, MATTHEW J	0.0000	Longevity	\$1,000.00
FARRELL, MATTHEW J	1.0000	MS PE	\$79,785.00
FAUCHER, SARAH E	0.0000	Stipend Natures	\$437.01
,		Classroom	,
FAUCHER, SARAH E	1.0000	Elem Sped	\$54,552.00
FAUTEUX, CHRISTINE E	0.0000	Stipend Natures	\$437.01
		Classroom	
FAUTEUX, CHRISTINE E	0.0000	Longevity	\$750.00
FAUTEUX, CHRISTINE E	1.0000	Elem Teacher	\$76,701.00
FEENEY, ITZEL A	0.0000	Sub Hardwick	\$930.00
FEENEY, PAIGE	1.0000	Elem Teacher	\$55,705.00
FERRAGAMO, SARAH L	0.7500	Special Services	\$26,488.51
		Coordinator	
FLEMING, MARY E	0.0000	Stipend PD	\$120.00
FLEMING, MARY E	0.0000	Stipend Teacher Leader	\$420.77
FLEMING, MARY E	0.0000	Stipend PD	\$500.00
FLEMING, MARY E	0.0000	Stipend PD	\$919.65
FLEMING, MARY E	1.0000	Elem Teacher	\$67,318.00
FLEMING, SETH E	0.0000	Shoe Allowance	\$150.00
FLEMING, SETH E	0.0000	Custodian OT	\$2,250.09
FLEMING, SETH E	1.0000	Custodian	\$40,943.84
FLYNN, TERESA R	0.0000	Lunch Monitor	\$1,150.00
FOLEY, CAROLYN G	0.0000	Stipend PD	\$250.00
FOLEY, CAROLYN G	0.0000	Stipend PD	\$360.00
FOLEY, CAROLYN G	0.0000	Stipend Teacher Leader	\$500.00
FOLEY, CAROLYN G	0.0000	Longevity	\$750.00
FOLEY, CAROLYN G	1.0000	Elem Teacher	\$89,847.00
FORD, LINDA J	0.0000	Stipend PD	\$234.46
FORD, LINDA J	0.0000	Longevity	\$750.00
FORD, LINDA J	1.0000	Elem Teacher	\$85,813.00
FOSTER, CAITLIN E	0.0000	Stipend PD	\$152.20
FOSTER, CAITLIN E	0.0000	Accrued Payroll	\$250.00
FOSTER, CAITLIN E	0.0000	Accrued Payroll	\$250.00
FOSTER, CAITLIN E	0.0000	Stipend Natures	\$437.01
		Classroom	
FOSTER, CAITLIN E	0.0000	Stipend 504 Coord	\$500.00
FOSTER, CAITLIN E	1.0000	Guidance	\$55,705.00
FRANKLIN, IDA	0.6667	Cafeteria	\$770.02
FREEMAN, DEVON J	0.0000	Stipend Extended Day	\$4,898.75
		Program	
FRITSCHER, KATHLEEN S	0.0000	Sub Teacher ALL	\$30.00
FROST, ALICIA L	0.0000	Sub HS Period	\$243.00
FROST, ALICIA L	0.0000	Advisor HS	\$738.43

FROST, ALICIA L	0.0000	Stipend 240 - CPI	\$1,110.00
FROST, ALICIA L	1.0000	HS World Language	\$71,165.85
FRYDEL, KATHLEEN A	0.0000	Sub HS Period	\$81.00
FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$887.46
FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$2,281.40
FRYDEL, KATHLEEN A	1.0000	NJROTC	\$88,281.68
GAGE, JANIS	0.0000	Accrued Payroll	\$67.50
GAGE, JANIS	0.0000	Tutor	\$225.00
GAGE, JANIS	0.0000	Tutor	\$5,782.50
GAGNE, ABIGAIL C	0.0000	Stipend After School	\$240.00
		Program	
GAGNE, ABIGAIL C	0.0000	Lunch Monitor	\$3,127.50
GALLIGAN, LAUREN L	0.0000	Private Music Instructor	\$610.00
GARDNER, KATHLEEN	0.0000	Sub HS Period	\$459.00
GARDNER, KATHLEEN	0.0000	Longevity	\$750.00
GARDNER, KATHLEEN	1.0000	HS Business	\$68,148.00
GAREAU, THOMAS D	0.0000	Sub MS Period	\$108.00
GAREAU, THOMAS D	0.0000	Accrued Payroll	\$510.00
GAREAU, THOMAS D	0.0000	Longevity	\$750.00
GAREAU, THOMAS D	1.0000	MS Math	\$64,872.00
GASPAR,	1.0000	Guidance	\$60,871.00
MARY-CATHERINE			
GENDRON, CASSANDRA	1.0000	Payroll Coordinator	\$51,376.00
L			
GENTILE, MELISSA	0.0000	Sub Teacher ALL	\$7,700.00
GIBREE, REBECCA M	0.0000	Sub MS Period	\$160.00
GIBREE, REBECCA M	0.0000	Sub MS Period	\$571.50
GIBREE, REBECCA M	1.0000	MS World Language	\$55,959.00
GILLMEISTER, EMILY M	0.0000	Lunch Monitor	\$1,240.00
GILLON, BRIA N	0.0000	Stipend Extended Day	\$6,732.08
		Program	
GILMARTIN, JASON M	0.0000	Fixed Benefit	\$1,200.00
		Life/Disability	
GILMARTIN, JASON M	1.0000	Assistant Principal	\$110,495.22
GINGRAS, KATHLEEN M	0.0000	Cafe Extra Hours	\$78.63
GINGRAS, KATHLEEN M	0.0000	Cafe Catering	\$133.66
GINGRAS, KATHLEEN M	0.6667	Cafeteria	\$8,755.00
GLIDDEN, ERIN L	0.0000	Longevity	\$550.00
GLIDDEN, ERIN L	0.8500	Aide Sped	\$23,036.70
GLYNN, KELLIE S	0.0000	Cafe Extra Hours	\$241.65
GLYNN, KELLIE S	0.0000	Cafe Catering	\$258.85
GLYNN, KELLIE S	0.0000	Cafe Extra Hours	\$1,175.59
GLYNN, KELLIE S	1.0000	Food Service	\$4,850.41
GLYNN, KELLIE S	0.8333	Cafeteria	\$9,419.83

GOEWEY, PAUL N	0.0000	Sub HS Period	\$243.00
GOEWEY, PAUL N	0.0000	Accrued Payroll	\$720.00
GOEWEY, PAUL N	0.0000	Longevity	\$750.00
GOEWEY, PAUL N	0.0000	Coaching (Fall)	\$4,182.17
GOEWEY, PAUL N	1.0000	HS Math	\$79,002.00
GRAHAM, CATHERINE T	0.0000	Advisor HS	\$597.24
GRAHAM, CATHERINE T	0.0000	Longevity	\$1,000.00
GRAHAM, CATHERINE T	0.0000	Stipend Administrative	\$2,000.00
,		Assistant	
GRAHAM, CATHERINE T	1.0000	Secretary	\$51,712.18
GRAVES, JENNIFER	0.0000	Longevity	\$550.00
GRAVES, JENNIFER	0.0000	Stipend 240 S	\$622.80
GRAVES, JENNIFER	0.0000	Tutor	\$3,645.00
GRAVES, JENNIFER	0.8500	Aide Sped	\$22,474.85
GREGORIOU, JANE C	0.0000	Longevity	\$53.28
GREGORIOU, JANE C	1.0000	Elem Teacher	\$4,956.55
GREGORIOU, JANE C	0.0000	Separation Benefits	\$7,629.80
GRICZIKA, MICHELLE K	0.0000	Stipend Natures	\$437.01
		Classroom	
GRICZIKA, MICHELLE K	1.0000	Elem Teacher	\$51,419.00
GRIFFIN, PATRICIA L	0.0000	Longevity	\$550.00
GRIFFIN, PATRICIA L	1.0000	Aide Sped	\$27,788.00
GRONER, MICHAEL H	0.0000	Sub MS Period	\$220.00
GRONER, MICHAEL H	0.0000	Stipend PD	\$250.00
GRONER, MICHAEL H	0.0000	Sub MS Period	\$342.00
GRONER, MICHAEL H	0.0000	Advisor MS	\$591.27
GRONER, MICHAEL H	0.0000	Longevity	\$750.00
GRONER, MICHAEL H	0.0000	Coaching (Spring)	\$2,327.03
GRONER, MICHAEL H	1.0000	MS Social Studies	\$80,759.00
GUMULA, THADDEUS J	0.0000	Stipend Athletics	\$60.00
GUMULA, THADDEUS J	0.0000	Tutor	\$1,770.00
HALEY, CHRISTOPHER P	0.0000	Sub HS Period	\$270.00
HALEY, CHRISTOPHER P	0.0000	Longevity	\$1,000.00
HALEY, CHRISTOPHER P	1.0000	HS Math	\$80,759.00
HALL, MICHELLE L	0.0000	Sub MS Period	\$108.00
HALL, MICHELLE L	0.0000	Longevity	\$750.00
HALL, MICHELLE L	0.0000	Advisor MS	\$1,904.91
HALL, MICHELLE L	1.0000	MS World Language	\$79,785.00
HALL, WALLACE A JR	0.0000	Longevity	\$98.36
HALL, WALLACE A JR	1.0000	MS Sped	\$8,243.90
HALL, WALLACE A JR	0.0000	Seperation Benefits	\$11,756.30
HANDY, KIMBERLY E	0.0000	Lunch Monitor	\$267.50
HANSON, DONNA T	0.0000	Longevity	\$1,500.00
HANSON, DONNA T	1.0000	Purchasing & Payables	\$54,362.57

		Coordinator	
HARDER, KELLY L	0.0000	Sub Ruggles Lane	\$150.00
HARDER, KELLY L	1.0000	Aide Autism	\$33,529.00
HARDING, BRANDYN J	0.0000	Summer Cust	\$1,344.00
HARDING,	0.0000	Differential	\$55.04
CHRISTOPHER C			700.0
HARDING,	0.0000	Shoe Allowance	\$150.00
CHRISTOPHER C			,
HARDING,	0.0000	Differential	\$403.77
CHRISTOPHER C			
HARDING,	0.0000	Maintenance OT	\$505.68
CHRISTOPHER C			
HARDING,	0.0000	Maintenance OT	\$4,409.42
CHRISTOPHER C			. ,
HARDING,	1.0000	Maintenance	\$8,428.00
CHRISTOPHER C			
HARDING,	1.0000	Grounds Maintenance	\$37,220.80
CHRISTOPHER C			
HARDING, TAWNYA L	0.0000	Sub New Braintree	\$240.00
HARDING, TAWNYA L	0.0000	Sub Aide Period	\$326.04
HARDING, TAWNYA L	0.0000	Sub Oakham	\$360.00
HARDING, TAWNYA L	0.0000	Longevity	\$550.00
HARDING, TAWNYA L	0.9000	Aide Sped	\$24,517.80
HARMON, ROBIN D	0.0000	Longevity	\$1,500.00
HARMON, ROBIN D	0.0000	Seperation Benefits	\$10,499.70
HARMON, ROBIN D	1.0000	Elem Sped	\$89,847.00
HARPER, TAMI L	1.0000	Elem Teacher	\$54,552.00
HAUPT, KRISTI K	0.0000	Stipend PD	\$180.00
HAUPT, KRISTI K	0.0000	Stipend Teacher Leader	\$500.00
HAUPT, KRISTI K	1.0000	Elem Sped	\$76,701.00
HAYES, KEARA A	1.0000	Elem Teacher	\$54,329.00
HELSTOSKY CREMINS,	0.0000	Stipend PD	\$120.00
JANE E			
HELSTOSKY CREMINS,	0.0000	Accrued Payroll	\$180.00
JANE E			
HELSTOSKY CREMINS,	1.0000	Clinical Coordinator	\$81,805.00
JANE E			
HEPPENSTALL, NANCY H	0.0000	Longevity	\$1,000.00
HEPPENSTALL, NANCY H	1.0000	Elem Teacher	\$83,813.00
HERRIN, JANICE L	0.0000	Long Term Sub	\$8,000.00
HICKSON, KATHARINE B	0.0000	Stipend Extended Day	\$7,199.34
		Program	
HILLIARD, SEAN M	1.0000	Aide Autism	\$12,180.96
HOBSON, MELISSA S	0.0000	Stipend PD	\$480.00

HOBSON, MELISSA S	1.0000	Kindergarten Teacher	\$57,376.00
HOEKSTRA, ROBERT J	0.0000	Coaching (Winter)	\$3,261.84
HOLBROOK, LAURA L	1.0000	Special Services	\$43,620.50
,		Coordinator	
HOLWELL, KATHLEEN M	0.0000	Sub HS Period	\$108.00
HOLWELL, KATHLEEN M	0.0000	Advisor HS	\$887.46
HOLWELL, KATHLEEN M	0.0000	Stipend PD	\$900.00
HOLWELL, KATHLEEN M	0.0000	Longevity	\$1,500.00
HOLWELL, KATHLEEN M	1.0000	HS Science	\$89,847.00
HOPKINS, DONNA L	1.0000	Intervention Tutor	\$32,785.71
HORGAN, JESSICA A	0.0000	Stipend Extended Day	\$13,908.42
		Program	
HOSEGOOD, RACHAEL L	0.0000	Stipend Extended Day	\$2,563.00
		Program	
HUARD, JENNIFER A	0.0000	Stipend PD	\$250.00
HUARD, JENNIFER A	0.0000	Stipend PD	\$360.00
HUARD, JENNIFER A	0.0000	Stipend Teacher Leader	\$500.00
HUARD, JENNIFER A	0.0000	Longevity	\$1,500.00
HUARD, JENNIFER A	1.0000	Elem Teacher	\$83,813.00
HUBBARD, DONNA I	0.0000	Longevity	\$1,500.00
HUBBARD, DONNA I	1.0000	Guidance	\$81,805.00
HUDEC-SURRETTE,	0.0000	Sub HS Period	\$189.00
BARBARA			
HUDEC-SURRETTE,	0.0000	Longevity	\$1,500.00
BARBARA			
HUDEC-SURRETTE,	0.0000	Seperation Benefits	\$10,394.70
BARBARA			
HUDEC-SURRETTE,	1.0000	HS PE	\$89,847.00
BARBARA			
HUGHES, ANDREA L	0.0000	Stipend PD	\$360.00
HUGHES, ANDREA L	0.0000	Stipend Natures	\$437.01
		Classroom	1
HUGHES, ANDREA L	0.0000	Longevity	\$750.00
HUGHES, ANDREA L	1.0000	Elem Teacher	\$79,785.00
HUME, STEPHANIE D	1.0000	Intervention Tutor	\$32,785.71
HURLEY, RICHARD	0.0000	Sub HS Period	\$702.00
HURLEY, RICHARD	0.0000	Longevity	\$1,000.00
HURLEY, RICHARD	0.0000	Coaching (Fall)	\$2,509.54
HURLEY, RICHARD	0.0000	Seperation Benefits	\$11,992.60
HURLEY, RICHARD	1.0000	HS Sped	\$77,776.00
HUYNH, JENNIFER	0.0000	Lunch Monitor	\$1,627.50
ICKES, GWENNAN	1.0000	Elem Teacher	\$59,325.00
INGELS, HARRISON	0.0000	Coaching (Fall)	\$1,514.40
DANIEL			

JABLONSKI, MICHAEL J	0.0000	Sub HS Period	\$81.00
JABLONSKI, MICHAEL J	0.0000	Stipend PD	\$300.00
JABLONSKI, MICHAEL J	0.0000	Longevity	\$750.00
JABLONSKI, MICHAEL J	1.0000	HS Social Studies	\$89,847.00
JACKSON, JANTA	0.0000	Sub Café All	\$2,135.50
JANUSZEWSKI, ASHLEY	1.0000	Guidance	\$55,705.00
E	1.0000	Galdanee	755,705.00
JASKOVIAK, EVA R	1.0000	Elem Teacher	\$52,508.00
JEWETT, JOSEPH E	0.0000	Stipend-Accompianist	\$250.00
JEWETT, JOSEPH E	0.0000	Private Music Instructor	\$3,618.00
JODREY, DANIELLE M	1.0000	Speech	\$55,705.00
JOHNSSON, VERONICA	0.0000	Stipend Extended Day	\$23,216.25
V		Program	
JORDAN, MARY ANN	0.0000	Temp Office Staff	\$225.00
JORDAN, MARY ANN	0.0000	Longevity	\$250.00
JORDAN, MARY ANN	0.0000	Stipend Administrative	\$500.00
		Assistant	
JORDAN, MARY ANN	0.0000	Seperation Benefits	\$11,086.83
JORDAN, MARY ANN	1.0000	Secretary	\$12,928.05
JOSEPHSON, KELLIE A	0.0000	Stipend PD	\$180.00
JOSEPHSON, KELLIE A	0.0000	Stipend Mentor	\$250.00
		Program	
JOSEPHSON, KELLIE A	0.0000	Stipend 240 - CPI	\$660.00
JOSEPHSON, KELLIE A	0.0000	Longevity	\$1,000.00
JOSEPHSON, KELLIE A	1.0000	Intervention Specialist	\$90,502.23
JOYCE, ERIN P	0.0000	Sub MS Period	\$27.00
JOYCE, ERIN P	0.0000	Stipend PD	\$135.00
JOYCE, ERIN P	1.0000	MS English	\$55,959.00
KANE, MAUREEN	0.0000	Stipend 240 - CPI	\$1,200.00
KAY, RALPH W	0.0000	Coaching (Spring)	\$2,967.00
KEARNEY, ERIN E	0.0000	Stipend 240 - CPI	\$3,611.25
KEARNEY, ERIN E	1.0000	Speech	\$39,267.46
KESLAKE, KAREN M	1.0000	Admin Support	\$19,754.68
KIERMAN, KRISTEN M	1.0000	LPN	\$39,158.58
KILLOUGH-MILLER,	0.0000	Longevity	\$1,500.00
RUSSELL D			
KILLOUGH-MILLER,	1.0000	Elem Music	\$89,847.00
RUSSELL D			
KONDE, BEVERLY M	0.0000	Stipend Natures	\$437.01
		Classroom	
KONDE, BEVERLY M	0.0000	Longevity	\$1,500.00
KONDE, BEVERLY M	0.0000	Seperation Benefits	\$11,752.60
KONDE, BEVERLY M	1.0000	Elem Teacher	\$77,776.00
KONRAD, ASHLEY M	1.0000	Intervention Tutor	\$13,078.45

KOVACH, CYNTHIA M	0.0000	Stipend Athletics	\$90.00
KOVACH, CYNTHIA M	0.0000	Accrued Payroll	\$572.73
KOVACH, CYNTHIA M	0.0000	Longevity	\$1,000.00
KOVACH, CYNTHIA M	0.0000	Sub Cust	\$1,773.75
KOVACH, CYNTHIA M	0.0000	Summer Cust	\$1,957.50
KOVACH, CYNTHIA M	1.0000	Security	\$44,003.73
KOWAL, SHAWNA L	0.0000	Sub Ruggles Lane	\$60.00
KOWAL, SHAWNA L	0.0000	Sub Hubbardston	\$96.00
,		Period	·
KOWAL, SHAWNA L	0.0000	Sub Aide Period	\$219.00
KOWAL, SHAWNA L	0.0000	Longevity	\$550.00
KOWAL, SHAWNA L	1.0000	Aide Sped	\$27,242.00
KUNTZ, LAURA L	1.0000	Aide Autism	\$25,199.67
KWIATKOWSKI, MARIA	0.0000	Cafe Extra Hours	\$96.33
KWIATKOWSKI, MARIA	0.0000	Longevity	\$350.00
KWIATKOWSKI, MARIA	0.5000	Cafeteria	\$7,734.31
LABARRE, ERIN L	0.0000	Sub Ruggles Lane	\$665.00
LABARRE, ERIN L	0.0000	Sub Oakham	\$5,285.00
LAM, NICOLETTE	0.0000	Sub Aide Period	\$69.00
LAM, NICOLETTE	0.0000	Longevity	\$1,000.00
LAM, NICOLETTE	0.0000	Seperation Benefits	\$8,462.00
LAM, NICOLETTE	1.0000	Aide Sped - 1-1	\$27,788.00
LAMBERT, AMANDA L	0.0000	Stipend PD	\$500.00
LAMBERT, AMANDA L	1.0000	Speech	\$79,423.00
LAMPSON, TRACIE A	1.0000	Math Coach	\$87,378.59
LANDRY, NANCY A	0.0000	Fixed Benefit	\$272.50
		Life/Disability	
LANDRY, NANCY A	1.0000	HR Manager	\$86,561.28
LANGLOIS, JILL E	0.0000	Stipend PD	\$750.00
LANGLOIS, JILL E	1.0000	Special Education Chair	\$64,237.00
LAPATI, DONA L	0.0000	Sub Teacher ALL	\$1,560.00
LAPATI, JESSLYN L	1.0000	Secretary	\$37,936.96
LAPATI, ROBERT M	0.0000	Shoe Allowance	\$150.00
LAPATI, ROBERT M	0.0000	Custodian OT	\$1,847.91
LAPATI, ROBERT M	1.0000	Custodian	\$32,858.40
LAPORTE, FRANCIS G	0.0000	Accrued Payroll	\$91.55
LAPORTE, FRANCIS G	0.0000	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	0.0000	Custodian OT	\$2,785.24
LAPORTE, FRANCIS G	1.0000	Custodian	\$40,496.26
LARSON, SHONNA L	0.0000	Sub Teacher ALL	\$7,140.00
LAUGHLIN, KAYLEIGH E	1.0000	Kindergarten Teacher	\$51,419.00
LAUNDIS, CLAUDIA C	0.0000	Cafe Extra Hours	\$69.19
LAUNDIS, CLAUDIA C	0.5000	Cafeteria	\$6,565.92
LAUNDIS, JEFFREY J	0.0000	Shoe Allowance	\$150.00

LAUNDIS, JEFFREY J	0.0000	Custodian OT	\$2,751.00
LAUNDIS, JEFFREY J	0.2250	Custodian	\$8,583.12
LAVIOLETTE, JAMES G	0.0000	Shoe Allowance	\$150.00
LAVIOLETTE, JAMES G	0.0000	Custodian OT	\$1,615.59
LAVIOLETTE, JAMES G	1.0000	Custodian	\$20,238.40
LAVIOLETTE, JAMES G	1.0000	Custodian Team Leader	\$20,819.28
LAWSON, AMANDA M	0.0000	Sub Café All	\$919.00
LEAHY, DAVID M	0.0000	Sub HS Period	\$54.00
LEAHY, DAVID M	0.0000	Stipend PD	\$690.00
LEAHY, DAVID M	1.0000	HS Science	\$84,582.00
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$256.00
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$4,482.00
LEBLANC, JOANNE M	0.0000	Longevity	\$550.00
LEBLANC, JOANNE M	0.0000	Advisor HS	\$984.95
LEBLANC, JOANNE M	0.0000	Advisor HS	\$4,476.53
LEBLANC, JOANNE M	1.0000	Aide Media	\$31,445.00
LEBLANC, LINDSEY T	0.0000	Stipend Extended Day	\$592.00
		Program	
LECK, PAMELA J	0.0000	Sub Aide Period	\$18.00
LECK, PAMELA J	0.0000	Accrued Payroll	\$150.00
LECK, PAMELA J	0.0000	Tutor	\$337.50
LECK, PAMELA J	0.0000	Tutor	\$480.00
LECK, PAMELA J	1.0000	Aide Autism	\$32,685.00
LEFEVRE, MARY E	0.0000	Longevity	\$550.00
LEFEVRE, MARY E	0.0000	Stipend 240 - CPI	\$1,560.00
LEFEVRE, MARY E	1.0000	EC Literacy Support	\$11,841.16
LEPORE, CHRISTINA K	1.0000	HS Sped	\$52,508.00
LEROUX, ANDREA P	0.0000	Stipend PD	\$250.00
LEROUX, ANDREA P	0.0000	Advisor MS	\$591.27
LEROUX, ANDREA P	0.0000	Accrued Payroll	\$720.00
LEROUX, ANDREA P	0.0000	Longevity	\$750.00
LEROUX, ANDREA P	1.0000	MS Math	\$85,813.00
LESLIE, MELISSA A	0.0000	Coaching (Spring)	\$4,220.19
LETENDRE, CODY R	0.0000	Accrued Payroll	\$591.20
LETENDRE, CODY R	0.0000	Sub Cust	\$4,249.26
LETOURNEAU, KRISTIN M	0.0000	Cafe Extra Hours	\$3.34
LETOURNEAU, KRISTIN M	0.6667	Cafeteria	\$9,292.23
LEWIS, PETER B	0.0000	Sub HS Period	\$27.00
LEWIS, PETER B	0.0000	Stipend Building Tech	\$87.50
LEWIS, PETER B	0.0000	Longevity	\$750.00
LEWIS, PETER B	0.0000	Advisor HS	\$1,672.97
LEWIS, PETER B	0.0000	Advisor MS	\$1,672.97
LEWIS, PETER B	0.0000	Private Music Instructor	\$1,764.00
LEWIS, PETER B	0.0000	Coaching (Fall)	\$2,463.91

LEWIS, PETER B	0.0000	Advisor HS	\$2,855.11
LEWIS, PETER B	1.0000	MHS Music	\$81,805.00
LINDSAY, JAIME	0.0000	Sub Café All	\$45.00
LINDSAY, JAIME	0.0000	Cafe Extra Hours	\$402.68
LINDSAY, JAIME	0.5000	Cafeteria	\$5,316.24
LINDSTEN, RICHARD	0.0000	Coach Soccer Camp	\$412.50
LINDSTEN, RICHARD	0.0000	Coaching (Spring)	\$4,182.17
LINDSTEN, RICHARD	0.0000	Coaching (Fall)	\$4,802.16
LOCKE, CHRISTINE	0.0000	Sub Teacher ALL	\$1,365.00
LOEHR, TERICYN J	1.0000	Educational	\$47,285.10
,		Accountability	
		Coordinator	
LUCIA, DEANNA M	0.0000	Stipend After School	\$500.00
		Program	
LUTZEN, MELINDA K	1.0000	Elem Teacher	\$52,961.00
MACKAY, BRIAN D	0.0000	Shoe Allowance	\$150.00
MACKAY, BRIAN D	0.0000	Custodian OT	\$1,738.84
MACKAY, BRIAN D	1.0000	Custodian	\$35,196.05
MAILLOUX, JESSE T	0.0000	Private Music Instructor	\$450.00
MAIO, CHRISTINE M	0.0000	Sub New Braintree	\$330.00
MAIO, CHRISTINE M	0.0000	Longevity	\$550.00
MAIO, CHRISTINE M	1.0000	Aide Kindergarten	\$27,788.00
MAJOY, LESLIE B	0.0000	Longevity	\$517.41
MAJOY, LESLIE B	0.6000	Elem Sped	\$45,291.75
MALLOZZI, NICHOLAS C	0.0000	Accrued Payroll	\$591.20
JR.			
MALLOZZI, NICHOLAS C	0.0000	Sub Cust	\$16,501.88
JR.			
MARCOUX, LISA M	0.0000	Stipend 240 - CPI	\$1,200.00
MARGOLA, ANN M	0.0000	Sub Aide Period	\$186.00
MARGOLA, ANN M	0.0000	Sub Ruggles Lane	\$210.00
MARGOLA, ANN M	1.0000	Aide Autism	\$35,748.00
MARINELLI, ELENI	0.0000	Stipend PD	\$250.00
MARINELLI, ELENI	0.0000	Sub HS Period	\$378.00
MARINELLI, ELENI	0.0000	Advisor HS	\$591.27
MARINELLI, ELENI	0.0000	Stipend Teacher Leader	\$1,790.00
MARINELLI, ELENI	1.0000	HS English	\$56,643.00
MARINELLI, KENDALL L	0.0000	Sub Teacher ALL	\$70.00
MARLEY, ASHLEY M	0.0000	Sub Aide Period	\$94.44
MARLEY, ASHLEY M	0.0000	Sub New Braintree	\$175.00
MARLEY, ASHLEY M	0.8000	Aide Sped	\$16,738.40
MARSDEN, DAWN M	0.0000	Cafe Catering	\$70.58
MARSDEN, DAWN M	0.0000	Cafe Extra Hours	\$114.45
MARSDEN, DAWN M	0.0000	Longevity	\$425.00

MARSDEN, DAWN M	1.0000	Cafeteria	\$15,936.16
MARSHALL, MAUREEN	1.0000	Superintendent	\$102,830.76
M			,
MARSHALL, PHYLLIS S	0.0000	Shoe Allowance	\$150.00
MARSHALL, PHYLLIS S	0.0000	Custodian OT	\$274.88
MARSHALL, PHYLLIS S	0.0000	Longevity	\$1,000.00
MARSHALL, PHYLLIS S	1.0000	Custodian	\$40,807.62
MARTIN, MEAGAN R	0.0000	Stipend PD	\$149.05
MARTIN, MEAGAN R	1.0000	Elem Teacher	\$51,720.07
MARTINELLI, DENISE A	0.0000	Sub Teacher ALL	\$80.00
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	1.0000	Aide Sped	\$27,788.00
MCCARTHY, MATTHEW	0.0000	Accrued Payroll	\$15.09
D			
MCCARTHY, MATTHEW	0.0000	Shoe Allowance	\$150.00
D			
MCCARTHY, MATTHEW	0.0000	SLB	\$206.25
D			
MCCARTHY, MATTHEW	0.0000	Longevity	\$1,000.00
D			
MCCARTHY, MATTHEW	0.0000	Maintenance OT	\$1,690.85
D			
MCCARTHY, MATTHEW	1.0000	Maintenance	\$43,994.16
D			
MCCLURE, CAILAN M	0.0000	Stipend-Accompanist	\$650.00
MCCLURE, CAILAN M	0.0000	Private Music Instructor	\$6,320.00
MCCORMICK, RACHEL C	0.0000	Sub Aide Period	\$12.00
MCCORMICK, RACHEL C	1.0000	Aide Autism	\$25,475.00
MCCRONE, ANN C	0.0000	Sub MS Period	\$463.50
MCCRONE, ANN C	0.0000	Longevity	\$750.00
MCCRONE, ANN C	0.0000	Stipend PD	\$900.00
MCCRONE, ANN C	1.0000	MS Science	\$70,193.00
MCDONALD, SHERRY E	0.0000	Sub Teacher ALL	\$960.00
MCDONALD, SHERRY E	0.0000	Long Term Sub	\$2,500.00
MCGINN, CHRISTOPHER	1.0000	Technology	\$58,710.00
G			
MCGINNES, CORINNA K	0.0000	Sub Cust	\$13,276.31
			4=4.00
MCKINSTRY, DANIELLE	0.0000	Sub Aide Period	\$51.00
M	0.000	C	4122.22
MCKINSTRY, DANIELLE	0.0000	Stipend	\$130.00
M DANIELLE	0.0000	Cula Tanala an Al-l	¢720.00
MCKINSTRY, DANIELLE	0.0000	Sub Teacher ALL	\$720.00
M			

MCKINSTRY, DANIELLE M	0.8000	Aide Sped	\$15,530.40
MCMORROW, DIANE K	0.0000	Sub HS Period	\$351.00
MCMORROW, DIANE K	0.0000	Longevity	\$750.00
MCMORROW, DIANE K	0.0000	Stipend PD	\$825.00
MCMORROW, DIANE K	0.0000	Advisor HS	\$886.90
MCMORROW, DIANE K	0.0000	Stipend Teacher Leader	\$1,790.00
MCMORROW, DIANE K	1.0000	HS Science	\$85,813.00
MEDEIROS, CARLA M	0.0000		\$360.00
MEDEIROS, CARLA M	0.0000	Stipend PD	\$582.68
IVIEDEIROS, CARLA IVI	0.0000	Stipend Natures Classroom	\$362.06
MEDEIROS, CARLA M	0.0000	Longevity	\$750.00
MEDEIROS, CARLA M	1.0000	Elem Teacher	\$70,888.00
MELANSON, KAREN A	0.0000	Tutor	\$1,170.00
MERTZIC, JACQUELINE M	0.0000	Sub MS Period	\$18.00
MERTZIC, JACQUELINE	0.0000	Sub Middle School	\$450.00
M	0.000		Ψ 100100
MERTZIC, JACQUELINE	1.0000	Aide Autism	\$22,641.84
M			
METZGER, NATALIE W	0.0000	Longevity	\$750.00
METZGER, NATALIE W	0.0000	Stipend PD	\$1,600.00
METZGER, NATALIE W	1.0000	Psychologist	\$87,119.00
MIKNAITIS, STANLEY J	0.0000	Sub Cust	\$9,030.07
MARTINELLI, DENISE A	0.0000	Sub Teacher ALL	\$80.00
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	1.0000	Aide Sped	\$27,788.00
MCCARTHY, MATTHEW	0.0000	Accrued Payroll	\$15.09
D			
MCCARTHY, MATTHEW	0.0000	Shoe Allowance	\$150.00
D			
MCCARTHY, MATTHEW	0.0000	SLB	\$206.25
D			
MCCARTHY, MATTHEW	0.0000	Longevity	\$1,000.00
D			
MCCARTHY, MATTHEW	0.0000	Maintenance OT	\$1,690.85
D			
MCCARTHY, MATTHEW	1.0000	Maintenance	\$43,994.16
D			
MCCLURE, CAILAN M	0.0000	Stipend-Accompanist	\$650.00
MCCLURE, CAILAN M	0.0000	Private Music Instructor	\$6,320.00
MCCORMICK, RACHEL C	0.0000	Sub Aide Period	\$12.00
MCCORMICK, RACHEL C	1.0000	Aide Autism	\$25,475.00
MCCRONE, ANN C	0.0000	Sub MS Period	\$463.50

MACCRONE ANN C	0.0000	Longovity	\$750.00
MCCRONE, ANN C		Longevity	\$900.00
MCCRONE, ANN C MCCRONE, ANN C	0.0000	Stipend PD	
·	1.0000	MS Science	\$70,193.00
MCDONALD, SHERRY E	0.0000	Sub Teacher ALL	\$960.00
MCDONALD, SHERRY E	0.0000	Long Term Sub	\$2,500.00
MCGINN, CHRISTOPHER	1.0000	Technology	\$58,710.00
G			412.275.21
MCGINNES, CORINNA K	0.0000	Sub Cust	\$13,276.31
MCKINSTRY, DANIELLE	0.0000	Sub Aide Period	\$51.00
M		au I	4.00.00
MCKINSTRY, DANIELLE	0.0000	Stipend	\$130.00
M			4
MCKINSTRY, DANIELLE	0.0000	Sub Teacher ALL	\$720.00
M			
MCKINSTRY, DANIELLE	0.8000	Aide Sped	\$15,530.40
M			
MCMORROW, DIANE K	0.0000	Sub HS Period	\$351.00
MCMORROW, DIANE K	0.0000	Longevity	\$750.00
MCMORROW, DIANE K	0.0000	Stipend PD	\$825.00
MCMORROW, DIANE K	0.0000	Advisor HS	\$886.90
MCMORROW, DIANE K	0.0000	Stipend Teacher Leader	\$1,790.00
MCMORROW, DIANE K	1.0000	HS Science	\$85,813.00
MEDEIROS, CARLA M	0.0000	Stipend PD	\$360.00
MEDEIROS, CARLA M	0.0000	Stipend Natures	\$582.68
		Classroom	
MEDEIROS, CARLA M	0.0000	Longevity	\$750.00
MEDEIROS, CARLA M	1.0000	Elem Teacher	\$70,888.00
MELANSON, KAREN A	0.0000	Tutor	\$1,170.00
MERTZIC, JACQUELINE	0.0000	Sub MS Period	\$18.00
M			
MERTZIC, JACQUELINE	0.0000	Sub Middle School	\$450.00
М			
MERTZIC, JACQUELINE	1.0000	Aide Autism	\$22,641.84
М			
METZGER, NATALIE W	0.0000	Longevity	\$750.00
METZGER, NATALIE W	0.0000	Stipend PD	\$1,600.00
METZGER, NATALIE W	1.0000	Psychologist	\$87,119.00
MIKNAITIS, STANLEY J	0.0000	Sub Cust	\$9,030.07
MURPHY, KELLEE J	0.0000	Stipend PD	\$120.00
MURPHY, KELLEE J	0.0000	Stipend Teacher Leader	\$319.67
MURPHY, KELLEE J	0.0000	Longevity	\$1,500.00
MURPHY, KELLEE J	1.0000	Elem Teacher	\$75,463.33
MURPHY, PAUL F	0.0000	Accrued Payroll	\$133.81
MURPHY, PAUL F	0.0000	Shoe Allowance	\$150.00
IVIORFIII, FAUL F	0.0000	Since Allowalice	\$130.00

MURPHY, PAUL F	0.0000	Custodian OT	\$4,782.90
MURPHY, PAUL F	1.0000	Custodian Team Leader	\$20,819.28
MURPHY, PAUL F	1.0000	Custodian	\$21,707.63
MURRAY, GEORGE V JR	0.0000	Shoe Allowance	\$150.00
MURRAY, GEORGE V JR	0.0000	Longevity	\$750.00
MURRAY, GEORGE V JR	1.0000	Project Engineer	\$64,325.85
MUSNICKI, KYLE J	0.0000	Sub Cust	\$2,040.00
MUSNICKI, SUSANNE R	0.0000	Longevity	\$1,500.00
MUSNICKI, SUSANNE R	1.0000	Principal	\$123,289.07
NAMEIKA, ALISON M	1.0000	MS Sped	\$57,073.00
NEWTON, EDWARD R	0.0000	Stipend PD	\$360.00
NEWTON, EDWARD R	0.0000	<u> </u>	\$1,000.00
		Longevity Elem Teacher	
NEWTON, EDWARD R	1.0000		\$83,813.00
NICHOLLS-RYAN,	0.0000	Lunch Monitor	\$630.00
FELICIA A	1 0000	Doop of Conveity 0	¢C7.004.00
NICORA, STEVEN P JR	1.0000	Dean of Security &	\$67,084.99
NOTI DODERTE	0.0000	Discipline	Ć450.00
NOEL, ROBERT E	0.0000	Shoe Allowance	\$150.00
NOEL, ROBERT E	0.0000	Custodian OT	\$401.38
NOEL, ROBERT E	0.0000	Maintenance OT	\$401.67
NOEL, ROBERT E	0.0000	Longevity	\$1,000.00
NOEL, ROBERT E	1.0000	Grounds Maintenance	\$9,116.00
NOEL, ROBERT E	1.0000	Custodian	\$32,559.60
NOSEK, CHRISTOPHER	0.0000	Stipend 240 - CPI	\$240.00
W			
NOSEK, CHRISTOPHER	0.0000	Stipend PD	\$360.00
W			
NOSEK, CHRISTOPHER	0.0000	Stipend Natures	\$437.01
W		Classroom	
NOSEK, CHRISTOPHER	1.0000	Elem Teacher	\$57,873.00
W			
O'CONNOR, JEAN F	0.0000	Sub Teacher ALL	\$2,040.00
O'DONNELL, JUSTINA M	0.0000	Sub Teacher ALL	\$690.00
O'DONNELL, JUSTINA M	0.0000	Lunch Monitor	\$1,772.50
O'DONOGHUE,	1.0000	Elem STEM	\$60,517.73
MATTHEW P			
OLIVO, MICHAEL	0.0000	Shoe Allowance	\$150.00
THOMAS			
OLIVO, MICHAEL	0.0000	Custodian OT	\$5,132.61
THOMAS			
OLIVO, MICHAEL	1.0000	Custodian	\$35,976.32
THOMAS			
OLSON, BETHANY G	0.0000	Longevity	\$1,000.00
OLSON, BETHANY G	1.0000	Elem Teacher	\$89,847.00

O'NEIL, CHRISTINA E	0.0000	Longevity	\$550.00
O'NEIL, CHRISTINA E	0.9000	Aide Sped	\$26,953.20
ORNE, KERI A	0.0000	Sub Aide Period	\$72.36
ORNE, KERI A	0.0000	Sub High School	\$300.00
ORNE, KERI A	0.8500	Aide Sped	\$22,015.09
ORNE, KRISTA M	0.0000	Sub Café All	\$2,065.25
ORSZULAK, JAMIE K	0.0000	Sub Aide Period	\$288.00
ORSZULAK, JAMIE K	0.0000	Sub Oakham	\$315.00
ORSZULAK, JAMIE K	0.0000	Longevity	\$550.00
ORSZULAK, JAMIE K	1.0000	Aide Sped	\$29,360.00
ORSZULAK, KYLIE J	0.0000	Sub Teacher ALL	\$540.00
ORTOLINO, SHANNON	0.0000	Stipend PD	\$360.00
M	0.0000	Stipena i B	7500.00
ORTOLINO, SHANNON	0.0000	Stipend Natures	\$582.68
M		Classroom	
ORTOLINO, SHANNON	0.0000	Longevity	\$1,000.00
M			·
ORTOLINO, SHANNON	1.0000	Elem Teacher	\$79,785.00
M			
PAAKKONEN, LISA B	0.0000	Sub HS Period	\$270.00
PAAKKONEN, LISA B	0.0000	Accrued Payroll	\$720.00
PAAKKONEN, LISA B	1.0000	HS Math	\$70,567.00
PAGE, BARBARA G	0.0000	Stipend 240 - CPI	\$240.00
PAGE, BARBARA G	0.0000	Stipend PD	\$250.00
PAGE, BARBARA G	0.0000	Accrued Payroll	\$500.00
PAGE, BARBARA G	0.0000	Stipend 504 Coord	\$500.00
PAGE, BARBARA G	0.0000	Longevity	\$750.00
PAGE, BARBARA G	1.0000	Guidance	\$85,813.00
PALMER, CHRISTINE A	0.0000	Sub Teacher ALL	\$700.00
PAQUETTE, SARAH E	0.0000	Sub HS Period	\$459.00
PAQUETTE, SARAH E	1.0000	HS Social Studies	\$51,419.00
PARADISE, NADINE A	0.0000	Sub Aide Period	\$362.16
PARADISE, NADINE A	0.0000	Longevity	\$550.00
PARADISE, NADINE A	0.8500	Aide Kindergarten	\$22,253.00
PARKER, GERALD W	0.0000	Accrued Payroll	\$591.20
PARKER, GERALD W	0.0000	Sub Cust	\$1,067.86
PARKER, GERALD W	0.0000	Summer Cust	\$2,531.08
PATERSON, NICOLE J	0.0000	Stipend Extended Day	\$2,550.25
		Program	
PAYNE, LISA A	0.0000	Sub MS Period	\$24.00
PAYNE, LISA A	0.0000	Longevity	\$750.00
PAYNE, LISA A	0.0000	Advisor HS	\$2,801.34
PAYNE, LISA A	1.0000	MS Art	\$71,867.00
PEABODY, DONNA M	0.0000	Shoe Allowance	\$150.00

PEABODY, DONNA M	0.0000	Custodian OT	\$189.74
PEABODY, DONNA M	0.0000	Longevity	\$550.00
PEABODY, DONNA M	1.0000	Custodian	\$40,613.02
PERRY, TODD R	0.0000	Sub Teacher ALL	\$210.00
PETERS, TONYA L	0.0000	Sub Teacher ALL	\$70.00
PETERSON, JILL A	1.0000	Principal	\$102,000.00
PETERSON, KARLA V	0.0000	Longevity	\$1,500.00
ETERSON, KARLA V	0.0000	Advisor MS	\$1,672.97
PETERSON, KARLA V	0.0000	Advisor HS	\$2,466.30
PETERSON, KARLA V	1.0000	Elem Music	\$77,776.00
PIERCE, BARRY A	0.0000	Shoe Allowance	\$150.00
PIERCE, BARRY A	0.0000	Custodian OT	\$1,503.30
PIERCE, BARRY A	1.0000	Custodian	\$40,476.80
PIERCE, NICHOLAS M	1.0000	Technology	\$48,925.00
PIERMARINI, SUE M	0.0000	Longevity	\$1,500.00
PIERMARINI, SUE M	1.0000	Elem PE	\$79,785.00
PIKUL, BRENDA L	0.0000	Longevity	\$350.00
PIKUL, BRENDA L	1.0000	Food Service	\$16,968.24
PIMENTAL, BRANDI M	0.0000	Lunch Monitor	\$3,325.00
PIMENTAL, JOHN J JR	0.0000	Shoe Allowance	\$150.00
PIMENTAL, JOHN J JR	0.0000	Longevity	\$750.00
PIMENTAL, JOHN J JR	1.0000	Project Engineer	\$68,408.66
PITNEY, JAMES M	0.0000	Sub Middle School	\$490.00
PITNEY, JAMES M	0.0000	Sub QRHS	\$3,080.00
PITNEY, JAMES M	0.0000	Long Term Sub	\$4,875.00
POLLARD, TIMOTHY D	0.0000	Seperation Benefits	\$194.00
POLLARD, TIMOTHY D	0.0000	Travel	\$1,057.69
POLLARD, TIMOTHY D	1.0000	P&F Supervisor	\$21,340.00
PORTER, BENJAMIN W	0.0000	Private Music Instructor	\$128.00
PORTER, BENJAMIN W	0.0000	Stipend	\$200.00
PORTER, BENJAMIN W	0.0000	Private Music Instructor	\$900.00
PRIZIO, PAMELA S	0.0000	Advisor MS	\$493.60
PRIZIO, PAMELA S	0.0000	Advisor MS	\$591.27
PRIZIO, PAMELA S	1.0000	Guidance	\$62,697.00
RANIOLO, MELINA M	1.0000	Elem Sped	\$54,083.00
REED, DENISE M	0.0000	Sub Ruggles Lane	\$29.86
REED, DENISE M	0.0000	Sub Ruggles Lane	\$910.00
REED, DENISE M	1.0000	Intervention Tutor	\$17,736.53
REED, VIRGINIA S	0.0000	Stipend PD	\$223.51
REED, VIRGINIA S	0.0000	Stipend PD	\$360.00
REED, VIRGINIA S	0.0000	Longevity	\$1,500.00
REED, VIRGINIA S	0.0000	Stipend 240 - CPI	\$1,800.00
REED, VIRGINIA S	1.0000	Elem Sped	\$81,805.00
RICCHIAZZI, NICOLE K	0.0000	Stipend PD	\$250.00

RICCHIAZZI, NICOLE K	0.0000	Stipend PD	\$360.00
RICCHIAZZI, NICOLE K	0.0000	Longevity	\$750.00
RICCHIAZZI, NICOLE K	0.0000	Stipend 240 - CPI	\$1,440.00
RICCHIAZZI, NICOLE K	1.0000	Elem Teacher	\$66,164.00
RICE, JESSICA M	0.0000	Sub Aide Period	\$162.00
RICE, JESSICA M	0.0000	Sub Oakham	\$300.00
RICE, JESSICA M	0.0000	Longevity	\$550.00
RICE, JESSICA M	0.9000	Aide Sped	\$25,130.70
RICE, LINDA L	0.0000	Cafe Extra Hours	\$77.00
RICE, LINDA L	0.0000	Longevity	\$550.00
RICE, LINDA L	0.8600	Food Service	\$16,173.51
RICHARDS, REBECCA L	0.0000	Tutor	\$840.00
RICHARDS, REBECCA L	1.0000	Elem Sped	\$54,083.00
RIDEOUT, MICHELE M	0.0000	Sub Nurse	\$250.00
ROBBINS, DORI A	0.0000	Lunch Monitor	\$1,060.00
ROBIDOUX,	0.0000	Coach Baseball Camp	\$150.00
CHRISTOPHER M		'	
ROBIDOUX,	0.0000	Coaching (Spring)	\$2,357.42
CHRISTOPHER M			
ROBIDOUX, JACOB M	0.0000	Sub Cust	\$1,320.00
ROBIDOUX, MICHAEL G	0.0000	Coaching (Fall)	\$3,326.87
ROBIDOUX, REBECCA J	0.0000	Sub MS Period	\$27.00
ROBIDOUX, REBECCA J	0.0000	Stipend Athletics	\$60.00
ROBIDOUX, REBECCA J	0.0000	Advisor MS	\$443.73
ROBIDOUX, REBECCA J	0.0000	Advisor MS	\$1,194.47
ROBIDOUX, REBECCA J	0.0000	Advisor MS	\$1,194.47
ROBIDOUX, REBECCA J	0.0000	Coaching (Spring)	\$2,509.54
ROBIDOUX, REBECCA J	0.0000	Coaching (Winter)	\$2,509.54
ROBIDOUX, REBECCA J	1.0000	MS Sped	\$79,423.00
ROBILLARD, CHRISSY M	0.0000	Stipend PD	\$90.00
ROBILLARD, CHRISSY M	0.0000	Sub New Braintree	\$100.00
ROBILLARD, CHRISSY M	0.0000	Stipend Teacher Leader	\$500.00
ROBILLARD, CHRISSY M	0.0000	Longevity	\$750.00
ROBILLARD, CHRISSY M	1.0000	Elem Teacher	\$64,577.00
ROGOWSKI, LINDA M	0.0000	Sub Ruggles Lane	\$30.00
ROGOWSKI, LINDA M	0.0000	Stipend Natures \$437.01	
		Classroom	
ROGOWSKI, LINDA M	0.0000	Longevity	\$1,000.00
ROGOWSKI, LINDA M	1.0000	Aide Sped	\$27,788.00
ROGOWSKI, NANCY R	0.0000	Sub Hubbardston	\$12.00
		Period	
ROGOWSKI, NANCY R	0.0000	Sub Aide Period	\$192.24
ROGOWSKI, NANCY R	0.0000	Longevity	\$550.00
ROGOWSKI, NANCY R	1.0000	Aide Sped	\$28,057.00

ROLLINS, LISA M	0.0000	Summer Cust	\$222.38
ROLLINS, LISA M	0.0000	Stipend Athletics \$360.00	
ROLLINS, LISA M	0.0000	Longevity	\$550.00
ROLLINS, LISA M	0.7500	Custodian	\$8,583.47
ROTTI, JANICE E	0.0000	Stipend Administrative	\$76.92
·		Assistant	
ROTTI, JANICE E	0.0000	Stipend Advance	\$500.00
		Degree	
ROTTI, JANICE E	0.0000	Longevity	\$1,500.00
ROTTI, JANICE E	1.0000	Office Manager	\$47,374.00
ROUSSEAU, JULIE	1.0000	Office Manager	\$1,165.14
ROUSSEAU, SUSAN M	0.0000	Stipend Mentor	\$250.00
		Program	
ROUSSEAU, SUSAN M	0.0000	Stipend PD	\$360.00
ROUSSEAU, SUSAN M	0.0000	Stipend Teacher Leader	\$500.00
ROUSSEAU, SUSAN M	0.0000	Longevity	\$750.00
ROUSSEAU, SUSAN M	1.0000	Elem Teacher	\$73,560.00
ROUTHIER, LU-ANN	0.0000	Longevity	\$550.00
ROUTHIER, LU-ANN	1.0000	Aide Sped	\$27,788.00
ROY, MARIE C	0.0000	Stipend Extended Day	\$4,468.50
		Program	
ROY, NANCEE J	0.0000	Stipend PD	\$135.00
ROY, NANCEE J	0.0000	Sub MS Period	\$300.00
ROY, NANCEE J	0.0000	Sub MS Period	\$324.00
ROY, NANCEE J	0.0000	Longevity	\$750.00
ROY, NANCEE J	1.0000	MS English	\$87,834.00
RUSS, GAIL D	0.0000	Sub Café All	\$1,593.00
RUSSELL, CAROLE A	0.0000	Cafe Extra Hours	\$427.22
RUSSELL, CAROLE A	0.5000	Cafeteria	\$6,968.83
SACRAMONE,	0.0000	Stipend Extended Day	\$3,487.52
BENJAMIN A		Program	
SACRAMONE, JASON D	0.0000	Sub MS Period	\$27.00
SACRAMONE, JASON D	0.0000	Stipend PD	\$135.00
SACRAMONE, JASON D	0.0000	Stipend PD	\$250.00
SACRAMONE, JASON D	0.0000	Longevity	\$750.00
SACRAMONE, JASON D	1.0000	MS English	\$83,813.00
SACRAMONE, KARI M	1.0000	Extended Day	\$62,036.45
		Coordinator	
SAINT DENIS, LINDA R	0.0000	Longevity	\$550.00
SAINT DENIS, LINDA R	0.0000	Sub High School	\$600.00
SAINT DENIS, LINDA R	1.0000	Aide Sped - Involve	\$27,788.00
SALVADORE, DANIEL R	0.0000	Accrued Payroll	\$591.20
SALVADORE, DANIEL R	0.0000	Summer Cust	\$1,060.47

SALVADORE, DANIEL R	0.0000	Sub Cust	\$1,374.85
SALVADORE, THERESE L	0.0000	Sub HS Period	\$135.00
SALVADORE, THERESE L	0.0000	Advisor HS	\$591.27
SALVADORE, THERESE L	0.0000	Sub HS Period	\$649.88
SALVADORE, THERESE L	0.0000	Advisor HS	\$984.95
· ·	1.0000	HS Art	\$61,230.24
SALVADORE, THERESE L			· · ·
SANDMAN, SHANE A	0.0000	Accrued Payroll	\$12.20
SANDMAN, SHANE A	0.0000	Shoe Allowance	\$150.00
SANDMAN, SHANE A	0.0000	Custodian OT	\$4,123.68
SANDMAN, SHANE A	1.0000	Custodian	\$35,707.84
SARTELLE, ALYSSA S	1.0000	Employment &	\$40,939.39
CAVES DATRICIA A	0.000	Community Specialist	4422.00
SAYRE, PATRICIA A	0.0000	Sub New Braintree	\$120.00
SAYRE, PATRICIA A	0.0000	Longevity	\$1,500.00
SAYRE, PATRICIA A	1.0000	Kindergarten Teacher	\$83,813.00
SCHOOLCRAFT, MARY K	0.0000	Sub Teacher ALL	\$245.00
SCHROEDER, JOSHUA J	0.0000	Stipend PD	\$330.00
SCHROEDER, JOSHUA J	0.0000	Sub HS Period	\$459.00
SCHROEDER, JOSHUA J	0.0000	Advisor HS	\$1,476.86
SCHROEDER, JOSHUA J	1.0000	HS Science	\$59,098.00
SCIPIONE, KELLY A	0.0000	Stipend 240 - CPI	\$1,200.00
SCOTLAND, CHERYL L	0.0000	Longevity	\$1,000.00
SCOTLAND, CHERYL L	1.0000	Aide Sped - Involve	\$27,788.00
SCRIVANI, OLIVIA M	0.0000	Sub Oakham	\$70.00
SCRIVANI, OLIVIA M	0.0000	Sub Hubbardston	\$105.00
SCRIVANI, OLIVIA M	0.0000	Sub Ruggles Lane	\$210.00
SCRIVANI, OLIVIA M	0.0000	Sub Hardwick	\$280.00
SCRIVANI, OLIVIA M	0.0000	Long Term Sub	\$2,030.00
SCZUCKA, MOLLY R	0.0000	Sub HS Period	\$945.00
SCZUCKA, MOLLY R	1.0000	HS Social Studies	\$51,419.00
SEE, GINA M	0.0000	Lunch Monitor	\$3,042.50
SEITZ, MICHAEL J	0.0000	Sub Teacher ALL	\$5,950.00
SERRANO, STEPHANIE T	0.0000	Cafe Extra Hours	\$33.39
SERRANO, STEPHANIE T	0.0000	Cafe Catering	\$86.78
SERRANO, STEPHANIE T	0.7500	Cafeteria	\$10,453.24
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$78.00
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$320.00
SHELDON, ARTHUR G	0.0000	Longevity	\$1,000.00
SHELDON, ARTHUR G	0.0000	Coaching (Winter)	\$3,797.30
SHELDON, ARTHUR G	1.0000	MS PE	\$81,805.00
SHELDON, LAURIE A	0.0000	Stipend PD	\$120.00
SHELDON, LAURIE A	0.0000	Longevity	\$750.00
SHELDON, LAURIE A	1.0000	Elem Teacher	\$79,002.00
SHERIDAN, KAREN V	0.0000	Sub Teacher ALL	\$90.00
SHERIDAIN, NAREIN V	0.0000	JUD TEACHET ALL	Ş30.00

SIMONS, WILLIAM J	0.0000	Advisor HS	\$591.27
SIMONS, WILLIAM J	0.0000	Longevity	\$750.00
SIMONS, WILLIAM J	0.0000	Sub HS Period	\$783.00
SIMONS, WILLIAM J	1.0000	HS Art	\$69,663.00
SKERRY, ERICA L	0.0000	Sub Teacher ALL	\$1,697.50
SKERRY, KARL T	0.0000	Sub Cust	\$2,761.25
SKERRY, KYLE N	0.0000	Sub Cust	\$704.00
SKERRY, STACEY L	0.0000	Longevity	\$750.00
SKERRY, STACEY L	0.0000	Fixed Benefit	\$1,200.00
,		Life/Disability	, ,
SKERRY, STACEY L	1.0000	Finance/Acctg/Transp Manager	\$75,710.92
SMICHINSKI, KYLIE T	0.0000	Sub Ruggles Lane	\$60.00
SMICHINSKI, KYLIE T	1.0000	Aide Autism	\$23,745.53
SPOONER, JOHN M	0.0000	Accrued Payroll	\$20.00
SPOONER, JOHN M	0.0000	Sub Oakham	\$60.00
SPOONER, JOHN M	0.0000	Sub New Braintree	\$120.00
SPOONER, JOHN M	0.0000	Stipend PD	\$245.49
SPOONER, JOHN M	0.0000	Longevity	\$1,500.00
SPOONER, JOHN M	1.0000	Elem Teacher	\$89,847.00
SPRINGER, MARY L	0.0000	Sub HS Period	\$162.00
SPRINGER, MARY L	0.0000	Stipend PD	\$180.00
SPRINGER, MARY L	0.0000	Stipend Academic	\$2,500.00
		Coordinator	
SPRINGER, MARY L	1.0000	HS World Language	\$89,847.00
SPURR, BENJAMIN T	0.0000	Sub Cust	\$2,160.00
ST. GEORGE, SHELLY A	1.0000	Principal	\$101,000.00
STAFFORD, CATHERINE M	0.0000	Lunch Monitor	\$2,030.00
STAITI, J. MICHAEL	1.0000	At Risk Student Support	\$26,956.76
STAITI, KIM S	0.0000	Longevity	\$1,000.00
STAITI, KIM S	0.0000	Stipend Nurse Leader	\$1,500.00
STAITI, KIM S	1.0000	School Nurse	\$64,872.00
STAITI, NICOLE M	0.0000	Coaching (Fall)	\$2,327.03
STANDRING, SHIRLEY L	0.0000	Sub HS Period	\$135.00
STANDRING, SHIRLEY L	0.0000	Longevity	\$750.00
STANDRING, SHIRLEY L	1.0000	HS English	\$76,244.00
STANKAITIS, DANIELLE	0.0000	Sub MS Period	\$159.00
M			
STANKAITIS, DANIELLE	0.0000	Accrued Payroll	\$720.00
M			
STANKAITIS, DANIELLE	0.0000	Longevity	\$750.00
M			

STANKAITIS, DANIELLE	1.0000	MS Math	\$76,244.00	
M CTARLES LIFATUER I	1.0000	Intervention Tutor	¢27.007.07	
STAPLES, HEATHER L	1.0000	Intervention Tutor	\$27,007.87	
STEKL, NANCY A	0.0000	Sub HS Period	\$243.00	
STEKL, NANCY A	0.0000	Longevity	\$1,000.00	
STEKL, NANCY A	1.0000	HS Science	\$83,813.00	
STEVENS, RANDY S	0.0000	Sub Teacher ALL	\$2,642.50	
STEWART, MICHAEL J	0.0000	Cafe Catering	\$521.76	
STEWART, MICHAEL J	0.0000	Cafe Extra Hours	\$1,031.80	
STEWART, MICHAEL J	1.0000	Food Service	\$29,221.43	
STOLZ, PATRICIA A	0.0000	Stipend Advance Degree	\$500.00	
STOLZ, PATRICIA A	0.0000	Longevity	\$1,000.00	
STOLZ, PATRICIA A	0.0000	Stipend SIS Integration	\$2,000.00	
STOLZ, PATRICIA A	1.0000	Secretary	\$51,712.18	
STYMIEST, HANNAH R	0.0000	Stipend Extended Day	\$565.50	
STYMIEST, HANNAH R	0.0000	Stipend Extended Day Program	\$5,840.67	
SULLIVAN, JEANETTE M	0.0000	Sub Teacher ALL	\$3,540.00	
SULLIVAN, KELLY M	0.0000	Sub HS Period	\$27.00	
SULLIVAN, KELLY M	1.0000	HS Math	\$59,098.00	
SYRIA, ALYSSA M	0.0000	Stipend Extended Day	\$7,310.73	
,		Program		
SZAFAROWICZ,	0.0000	Sub Oakham	\$120.00	
PATRICIA A				
SZAFAROWICZ,	0.0000	Stipend PD	\$239.99	
PATRICIA A				
SZAFAROWICZ,	0.0000	Longevity	\$1,500.00	
PATRICIA A			7 - 7,5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 -	
SZAFAROWICZ,	1.0000	Elem Teacher	\$87,834.00	
PATRICIA A				
SZCZEPANIAK, LORI	0.0000	Stipend 240 S	\$1,275.00	
TARQUINIO, AMY C	0.0000	Lunch Monitor	\$2,265.00	
TESCHNER, RACHEL N	0.0000	Sub Ruggles Lane	\$30.00	
TESCHNER, RACHEL N	0.0000	Stipend 240 - CPI	\$240.00	
TESCHNER, RACHEL N	0.0000	Longevity	\$550.00	
TESCHNER, RACHEL N	0.0000	Stipend 240 S	\$958.08	
TESCHNER, RACHEL N	1.0000	Aide Sped	\$25,919.00	
THOMASIAN, NATASHA	0.0000	Sub New Braintree	\$35.00	
L				
THOMASIAN, NATASHA	0.0000	Sub Aide Period	\$102.96	
L				
THOMASIAN, NATASHA	1.0000	Intervention Tutor	\$32,785.71	
L				

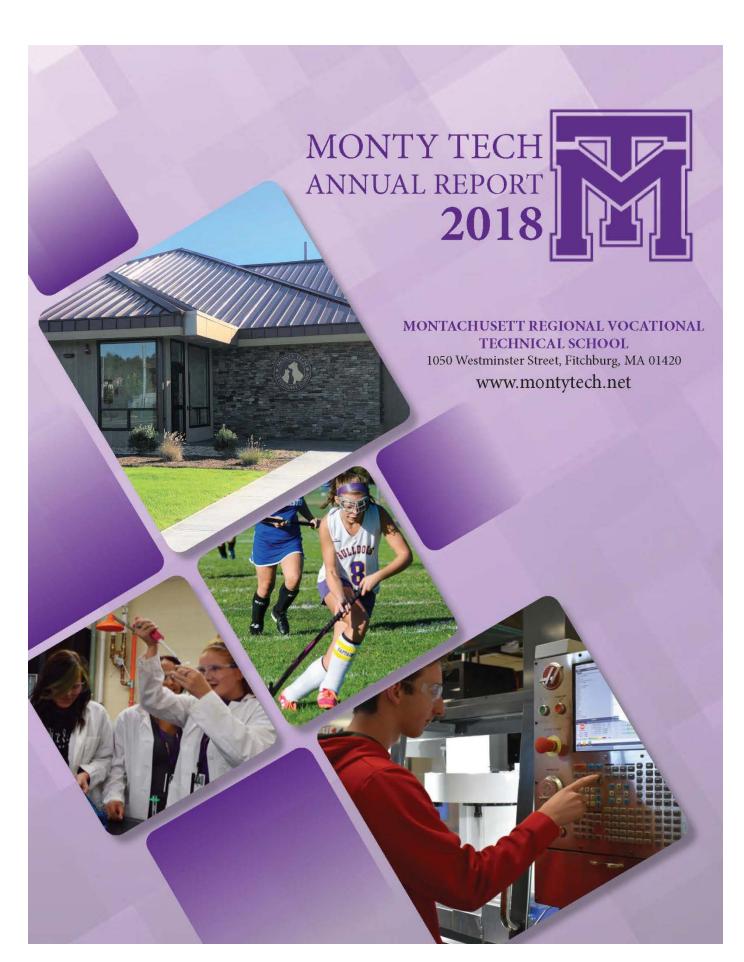
THOMASIAN, ROBIN J	1.0000	Aide Autism	\$31,112.00
THOMPSON, KERRY A	1.0000	RN	\$41,081.97
TOBIN, VICKI A	0.0000	Sub Teacher ALL	\$300.00
TOBIN, VICKI A	0.0000	Sub Teacher ALL	\$420.00
TOOMEY, CHRISTINE M	0.0000	Sub Aide Period	\$873.00
TOOMEY, CHRISTINE M	0.0000	Sub Ruggles Lane	\$960.00
TOOMEY, CHRISTINE M	0.0000	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	0.0000	Stipend 240 S	\$1,037.28
TOOMEY, CHRISTINE M	1.0000	Aide Sped	\$27,788.00
TOPPER, LISA A	1.0000	Elem Art	\$51,391.01
TREMBLAY, MARTIN	0.0000	Sub Middle School	\$70.00
TREMBLAY, MARTIN	0.0000	Sub Oakham	\$140.00
TREMBLAY, MARTIN	0.0000	Sub High School	\$840.00
TREMBLAY, MARTIN	0.0000	Coaching (Fall)	\$1,200.00
TREMBLAY, NOREEN B	0.0000	Stipend PD	\$188.81
TREMBLAY, NOREEN B	0.0000	Longevity	\$750.00
TREMBLAY, NOREEN B	0.0000	Stipend 240 - CPI	\$2,925.00
TREMBLAY, NOREEN B	1.0000	School Nurse	\$69,103.00
TREMBLAY, STEPHEN J	0.0000	Sub High School	\$740.00
TRUMBULL, REGINA Q	0.0000	Sub HS Period	\$459.00
TRUMBULL, REGINA Q	0.0000	Accrued Payroll	\$690.00
TRUMBULL, REGINA Q	0.0000	Advisor HS	\$738.43
TRUMBULL, REGINA Q	1.0000	HS Math	\$62,366.00
TUCKER, JULIE M	1.0000	Secretary	\$32,344.38
TUTTLE, DIANA L	0.0000	Stipend 240 - CPI	\$180.00
TUTTLE, DIANA L	0.0000	Stipend Natures	\$437.01
		Classroom	
TUTTLE, DIANA L	1.0000	School Nurse	\$57,873.00
TUTTLE, SIDNEY N	0.0000	Sub Teacher ALL	\$180.00
URE, ANDREA L	0.0000	Sub Hubbardston	\$60.00
URE, ANDREA L	0.0000	Lunch Monitor	\$80.00
VAILLANCOURT, SASHA	0.0000	Stipend PD	\$180.00
L			
VAILLANCOURT, SASHA	0.0000	Stipend PD	\$220.66
L			
VAILLANCOURT, SASHA	0.0000	Longevity	\$1,000.00
L			
VAILLANCOURT, SASHA	0.0000	Stipend PD	\$1,985.90
L			
VAILLANCOURT, SASHA	1.0000	Elem Sped	\$80,759.00
L			40
VALARDI JR, EDWARD J	0.0000	Custodian OT	\$94.55
VALARDI JR, EDWARD J	0.0000	Shoe Allowance	\$150.00
VALARDI JR, EDWARD J	0.0000	Longevity	\$1,000.00

VALARDI JR, EDWARD J	1.0000	Custodian	\$39,332.80
VALARDI, BRENDA J	0.0000	Longevity	\$350.00
VALARDI, BRENDA J	0.8600	Food Service	\$26,165.82
VAN DYKE, JULIA B	0.0000	Sub Middle School	\$140.00
VAN DYKE, JULIA B	0.0000	Sub QRHS	\$280.00
VARIN, KERRY E	0.0000	Stipend PD	\$250.00
VARIN, KERRY E	0.0000	Sub HS Period	\$270.00
VARIN, KERRY E	0.0000	Longevity	\$1,500.00
VARIN, KERRY E	1.0000	HS Social Studies	\$81,805.00
VARNEY, KAREN MARIE	0.0000	Sub Teacher ALL	\$30.00
· · · · · · · · · · · · · · · · · · ·		Sub Teacher ALL	·
VARTERESIAN, MARY M	0.0000		\$5,065.00
VASSEUR, CARRIE A	0.0000	Stipend PD	\$300.00
VASSEUR, CARRIE A	0.0000	Stipend PD	\$585.00
VASSEUR, CARRIE A	0.0000	Stipend Academic	\$2,500.00
VACCELID CARRIE A	1.0000	Coordinator	¢c0.772.00
VASSEUR, CARRIE A	1.0000	HS English	\$69,773.00
VAZQUEZ, ASHLEY	0.0000	Sub Aide Period	\$12.00
VAZQUEZ, ASHLEY	1.0000	Aide Autism	\$20,454.82
VERHEYEN, DOROTHY J	0.0000	Longevity	\$1,500.00
VERHEYEN, DOROTHY J	1.0000	Elem Art/Humanities	\$83,813.00
VERROCHI, EDWARD R	0.0000	Sub MS Period	\$340.00
III			
VERROCHI, EDWARD R	0.0000	Sub MS Period	\$612.00
III			1
VERROCHI, EDWARD R	0.0000	Longevity	\$750.00
III			
VERROCHI, EDWARD R	1.0000	MS English	\$72,683.00
III			
VILLANOVA,	0.0000	Sub HS Period	\$108.00
CAROL-ANNE			
VILLANOVA,	0.0000	Stipend SA	\$240.00
CAROL-ANNE			
VILLANOVA,	0.0000	Longevity	\$750.00
CAROL-ANNE			
VILLANOVA,	1.0000	HS English	\$70,888.00
CAROL-ANNE			
VINCENTSEN, JULIE A	0.0000	Stipend Advance	\$1,000.00
		Degree	
VINCENTSEN, JULIE A	1.0000	Principal	\$112,529.66
VOILAND, KATHLEEN A	0.0000	Sub Teacher ALL	\$4,445.00
VYCE, JANICE A	0.0000	Sub MS Period	\$279.00
VYCE, JANICE A	0.0000	Stipend PD	\$720.00
VYCE, JANICE A	0.0000	Longevity	\$750.00
VYCE, JANICE A	1.0000	MS Science	\$79,785.00

WAGHER, JOSEPH A	0.0000	Stipend Extended Day Program	\$2,363.75
WAGNER, ANDREW W	0.0000	Stipend Natures	\$437.01
With the state of	0.000	Classroom	ψ 137101
WAGNER, ANDREW W	0.0000	Accrued Payroll	\$500.00
WAGNER, ANDREW W	0.0000	Stipend 504 Coord	\$500.00
WAGNER, ANDREW W	0.0000	Stipend 240 - CPI	\$1,980.00
WAGNER, ANDREW W	1.0000	Guidance	\$63,853.00
WAITE, CLARISSA L	0.0000	Stipend MCAS Alt	\$100.00
WAITE, CLARISSA L	0.0000	Advisor MS	\$443.73
WAITE, CLARISSA L	0.0000	Longevity	\$1,000.00
WAITE, CLARISSA L	0.0000	Stipend 240 - CPI	\$1,560.00
WAITE, CLARISSA L	1.0000	MS Sped	\$87,834.00
WALSH, ANDREW A	0.0000	Travel	\$2,000.00
WALSH, ANDREW A	1.0000	Director of Technology	\$98,720.33
WALSH, DAVID P	0.0000	Stipend Extended Day	\$3,340.88
,		Program	, , , , , , , , , , , , , , , , , , , ,
WALSH, ERIN K	1.0000	Assistant Principal	\$94,095.24
WAY, JONATHAN D	0.0000	Private Music Instructor	\$3,180.00
WEIDERMAN, GARTH R	0.0000	Sub HS Period	\$135.00
WEIDERMAN, GARTH R	0.0000	Coaching (Fall)	\$2,852.88
WEIDERMAN, GARTH R	1.0000	HS Sped	\$70,193.00
WEIDERMAN, KELLY A	0.0000	Stipend PD	\$120.00
WEIDERMAN, KELLY A	0.0000	Sub HS Period	\$135.00
WEIDERMAN, KELLY A	0.0000	Accrued Payroll	\$180.00
WEIDERMAN, KELLY A	0.0000	Advisor HS	\$558.03
WEIDERMAN, KELLY A	1.0000	HS English	\$78,771.98
WELCH, JOANNE L	0.0000	Stipend 240 S	\$206.52
WELCH, JOANNE L	0.0000	Sub Aide Period	\$823.20
WELCH, JOANNE L	0.8500	Aide Sped	\$22,358.40
WHALLEY, REBECCA L	1.0000	Aide Autism	\$13,884.48
WHITCOMB, MARISOL T	0.0000	Sub Hubbardston	\$70.00
WHITCOMB, MARISOL T	0.0000	Stipend 240 S	\$142.56
WHITCOMB, MARISOL T	0.0000	Sub Hubbardston	\$209.88
,		Period	,
WHITCOMB, MARISOL T	0.8500	Aide Sped	\$10,256.37
WHITCOMB, MARISOL T	1.0000	Intervention Tutor	\$18,094.85
WHITELAW, MARY E	0.0000	Sub Teacher ALL	\$180.00
WHITELAW, ROBERT B	0.0000	Sub Middle School	\$70.00
JR			
WHITELAW, ROBERT B	0.0000	Sub QRHS	\$1,610.00
JR			
WHITNEY, CAROL W	0.0000	Cafe Extra Hours	\$3.87
WHITNEY, CAROL W	0.0000	Longevity	\$425.00

WILLIAMS, MARTHA K 0.0000 Sub QRHS \$60.00 WILLIAMS, MARTHA K 0.0000 Sub Aide Period \$426.00 WILLIAMS, MARTHA K 0.0000 Longevity \$1,000.00 WILLIAMS, MARTHA K 0.0000 Sub Copy Tech \$1,734.32 WILLIAMS, MARTHA K 1.0000 Aide Media \$31,758.00 WISEMAN, ASHLEY M 0.0000 Lunch Monitor \$2,430.00 WITKOS, RENEE L 0.0000 Sub Teacher ALL \$180.00 WOICIK, HEIDI L 1.0000 Literacy Coach \$86,716.06 WORTHINGTON, 0.0000 Stipend Advance \$1,000.00 PATRICIA A Degree Longevity \$1,500.00 WORTHINGTON, 0.0000 Stipend New Braintree \$4,000.00 PATRICIA A Principal \$112,862.38 WORTHINGTON, 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended \$1,790.00 WYNNE, AILEY P 0.0000	WHITNEY, CAROL W	0.8300	Cafeteria	\$13,425.42
WILLIAMS, MARTHA K 0.0000 Sub Aide Period \$426.00 WILLIAMS, MARTHA K 0.0000 Longevity \$1,000.00 WILLIAMS, MARTHA K 0.0000 Sub Copy Tech \$1,734.32 WILLIAMS, MARTHA K 1.0000 Aide Media \$31,758.00 WISEMAN, ASHLEY M 0.0000 Lunch Monitor \$2,430.00 WITKOS, RENEE L 0.0000 Sub Teacher ALL \$180.00 WOICIK, HEIDI L 1.0000 Literacy Coach \$86,716.06 WORTHINGTON, 0.0000 Stipend Advance \$1,000.00 PATRICIA A Degree Principal WORTHINGTON, 0.0000 Stipend New Braintree \$4,000.00 PATRICIA A Principal \$112,862.38 WORTHINGTON, 1.0000 Principal \$112,862.38 WORTHINGTON, 0.0000 Sub HS Period \$27.00 WORTHINGTON, 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended	·			
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WILLIAMS, MARTHA K 1.0000 Aide Media \$31,758.00 WISEMAN, ASHLEY M 0.0000 Lunch Monitor \$2,430.00 WITKOS, RENEE L 0.0000 Sub Teacher ALL \$180.00 WOICIK, HEIDI L 1.0000 Literacy Coach \$86,716.06 WORTHINGTON, 0.0000 Stipend Advance \$1,000.00 PATRICIA A Degree Pogree WORTHINGTON, 0.0000 Stipend New Braintree \$4,000.00 PATRICIA A Principal \$112,862.38 WORTHINGTON, 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$	•		·	ł · · · · · · · · · · · · · · · · · · ·
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WORTHINGTON, PATRICIA A 0.0000 Stipend Advance Degree \$1,000.00 WORTHINGTON, PATRICIA A 0.0000 Longevity \$1,500.00 WORTHINGTON, PATRICIA A 0.0000 Stipend New Braintree Principal \$4,000.00 WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended Essay Coordinator \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Spring) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30			Literacy Coach	·
PATRICIA A Degree WORTHINGTON, PATRICIA A 0.0000 Longevity \$1,500.00 WORTHINGTON, PATRICIA A 0.0000 Stipend New Braintree Principal \$4,000.00 WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended Essay Coordinator \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Fall) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30	· ·		· ·	
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PATRICIA A Stipend New Braintree \$4,000.00 WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended \$1,790.00 Essay Coordinator \$2,000.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Spring) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30		0.0000		\$1,500.00
PATRICIA A Principal WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended Essay Coordinator \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Fall) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30	•		0 ,	
PATRICIA A Principal WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended Essay Coordinator \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Fall) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30	WORTHINGTON,	0.0000	Stipend New Braintree	\$4,000.00
WORTHINGTON, PATRICIA A 1.0000 Principal \$112,862.38 WYNNE, AILEY P 0.0000 Sub HS Period \$27.00 WYNNE, AILEY P 0.0000 Longevity \$750.00 WYNNE, AILEY P 0.0000 Stipend CAS/Extended Essay Coordinator \$1,790.00 WYNNE, AILEY P 0.0000 Stipend PD \$2,000.00 WYNNE, AILEY P 1.0000 HS English \$66,515.00 YOUNG, BRIAN T 0.0000 Sub HS Period \$27.00 YOUNG, BRIAN T 0.0000 Longevity \$1,000.00 YOUNG, BRIAN T 0.0000 Coaching (Winter) \$2,532.35 YOUNG, BRIAN T 0.0000 Coaching (Fall) \$4,220.19 YOUNG, BRIAN T 0.0000 Separation Benefits \$12,356.30	•		1	
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YOUNG, ERIN M 1.0000 Intervention Tutor \$32,785.71	YOUNG, ERIN M	1.0000	Intervention Tutor	\$32,785.71
YOUNG, JANE R 1.0000 School Nurse \$71,176.00	YOUNG, JANE R	1.0000	School Nurse	\$71,176.00
ZACEK, MARIE M 0.0000 Sub New Braintree \$80.00	ZACEK, MARIE M	0.0000	Sub New Braintree	\$80.00
ZACEK, MARIE M 0.0000 Stipend PD \$176.44	ZACEK, MARIE M	0.0000	Stipend PD	\$176.44
ZACEK, MARIE M 0.0000 Longevity \$750.00	ZACEK, MARIE M	0.0000	Longevity	\$750.00
ZACEK, MARIE M 1.0000 Kindergarten Teacher \$64,577.00	ZACEK, MARIE M	1.0000	Kindergarten Teacher	\$64,577.00
ZALNERAITIS, MICHELLE 0.0000 Sub Oakham \$140.00	ZALNERAITIS, MICHELLE	0.0000	Sub Oakham	\$140.00
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M	M			
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M	M			

ZALNERAITIS, MICHELLE	0.0000	Stipend Natures	\$437.01
M		Classroom	
ZALNERAITIS, MICHELLE	0.0000	Coach Field Hockey	\$500.00
M		Camp	
ZALNERAITIS, MICHELLE	0.0000	Longevity	\$750.00
M			
ZALNERAITIS, MICHELLE	0.0000	Coaching (Fall)	\$4,845.82
M			
ZALNERAITIS, MICHELLE	1.0000	Elem Teacher	\$80,887.00
M			
ZALNERAITIS, RICHARD	0.0000	Stipend PD	\$120.00
Р			
ZALNERAITIS, RICHARD	0.0000	Accrued Payroll	\$180.00
Р			
ZALNERAITIS, RICHARD	0.0000	Coach Baseball Camp	\$225.00
Р			
ZALNERAITIS, RICHARD	0.0000	Sub HS Period	\$243.00
Р			
ZALNERAITIS, RICHARD	0.0000	Longevity	\$1,000.00
Р			
ZALNERAITIS, RICHARD	0.0000	Coaching (Spring)	\$2,422.91
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ZALNERAITIS, RICHARD	1.0000	HS Technology	\$77,776.00
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ZIENIUK, CELESTE	0.0000	Longevity	\$750.00
ZIENIUK, CELESTE	1.0000	Elem Teacher	\$56,187.00



Schools across North Central Massachusetts are filled with eager students, talented educators and supportive administrators, all working together toward common goals: student achievement and academic excellence. While students and teachers at Monty Tech work together toward these goals daily, they also strive to achieve vocational-technical proficiency, assuring our graduates have a choice when they graduate: to pursue college or a career or both. As college costs continue to rise, and the need for qualified tradespeople is expanding across our region, having this choice is becoming increasingly important. Preparing our students to make this choice is a privilege, and so we remain committed to providing the best possible educational programs for our students.

Monty Tech academic programs are effectively serving students at all levels, as indicated on the most recent MCAS scores: 95% of students earned Advanced or Proficient scores in ELA, 85% earned Advanced or Proficient scores in mathematics, and 82% earned Advanced or Proficient scores in Biology. Student performance on this exam met or exceeded state-determined targets in every subgroup. Teachers continue to refine curriculum, incorporate new instructional strategies, and challenge every student to reach new levels, and we couldn't be prouder of the results.

School leaders also closely monitor each of the school's 21 vocational programs, to ensure they align with current industry standards, and that they continue to prepare students for entry-level careers in their chosen field. Whether it means purchasing new equipment, incorporating new certifications or credentials into the curriculum, or seeking new educational partners, vocational instructors and school leaders work collaboratively to ensure vocational programs at Monty Tech are among the most comprehensive, current, and innovative programs across the Commonwealth.

The 2017-2018 school year was marked by countless reasons to celebrate our students and staff, who consistently demonstrate vocational excellence and innovation.

Students and instructors in our Carpentry, Electrical, Plumbing, Masonry, HVAC and Property Maintenance, and Cabinetmaking trades completed a two-year long project – a 7,500 sq. ft. building, now home to the school's newest vocational program, Veterinary Science. This project was funded entirely by private sector donations, gifts, local, state and federal grants, and in-kind support in the form of donated materials and labor, and deep discounts on building materials and supplies. School officials raised an unprecedented \$2.6M to support the establishment of the Monty Tech Veterinary Science program - a tremendous accomplishment that reflects the support our community continues to provide our students, faculty and staff.

The Monty Tech Veterinary Clinic is not the only new and exciting opportunity available to our students. The school was recently awarded a \$500,000 Skills Capital Grant, to improve the Engineering Technology, Electrical, and CAD/Drafting & Design programs. This generous grant has allowed instructors to create two innovative learning spaces, intended to replicate working and learning environments maintained by industry leaders in advanced manufacturing and automation. Using this new equipment, students will prepare to become manufacturing technicians, robotics technicians, automation technicians, moldmakers, and CNC machinists at local corporations, filling the existing skills gap across these industries.

While students and instructors across the school continue to demonstrate creativity, innovation, and leadership, school leaders continue to keep an eye on emerging trends in vocational education. As we prepare these talented students to make important life choices, we are reminded that in the end, the choice is theirs to make: college or career or both. It is our job to support their aspirations and to educate and train them to achieve at the highest possible level. On behalf of our talented educators and administrators, who remain focused on delivering the highest quality academic and vocational-technical education possible, I am delighted to present the District's 2017-2018 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech.

Respectfully submitted,

Sheila M. Harrity, Ed.D., Superintendent-Director

Shula M. Harrity

Our Mission

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

Our District

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

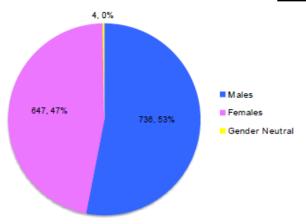
Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton
Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

Leadership

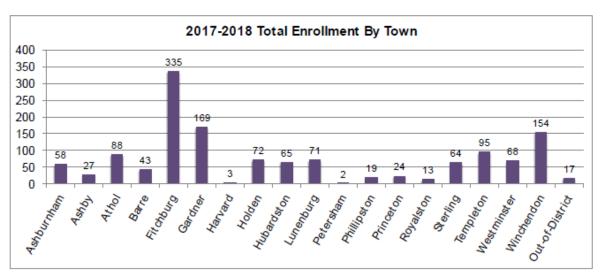
The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

Sheila M. Harrity, Superintendent-Director Tom Browne, Principal Dayana Carlson, Assistant Principal Tammy Crockett, Business Manager Pamela Pothier, Director of Technology Christina Favreau, Director of Academic Programs Jim Hachey, Director of Vocational Programs Michael Gormley, Director of Facilities Katy Whitaker, Development Coordinator Victoria Zarozinski, Director of Student Support Services

Enrollment



On June 1, 2018, student enrollment at Monty Tech included 1,387 students in grades nine through twelve, representing each of the district's eighteen sending communities. Each class of students is comprised of a relatively equal balance of male vs. female students, and each student attending Monty Tech has elected to do so, prepared to explore an interest in one of the school's twenty-one rigorous vocational-technical programs. While the school currently offers only five programs non-traditional for male students, and twelve programs non-traditional for female students, we are proud to have a student population that is well-balanced by gender and a variety of academic interests and achievements.



Throughout 2017-2018, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2017, approximately 700 district eighth graders participated in the annual "Tour Day" event. Students toured our twenty vocational- technical areas and learned about the school's challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members to further explore the facilities and speak with staff members.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2017-2018 school year, serving approximately 600 area students.

Class of 2018 Awards

Members of the Class of 2018 were awarded approximately \$97,000 in scholarships. The Monty Tech Foundation generously provided \$37,250 in scholarships to graduating seniors, ranging in amounts of \$100 to \$2,600. The Foundation also awarded \$3,240 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 57% of the graduating class of 2018 reported plans to enroll at a 4-year college/university upon graduation. By earning college credits while still in high school, these students will save both time and money as they pursue advanced educational programs.

Financial Report

A great deal of effort was put forth by the School Committee, administration, and staff to develop a cost-effective budget for the fiscal year 2017-2018. The final fiscal year 2017-2018 Educational Plan totaled \$26,895,680, which represents a 2.0% increase over the 2016-2017 Educational Plan. The District's FY17 budget exceeds the minimum spending required by Massachusetts General Law Chapter 70 by only \$41,379 or .2%.

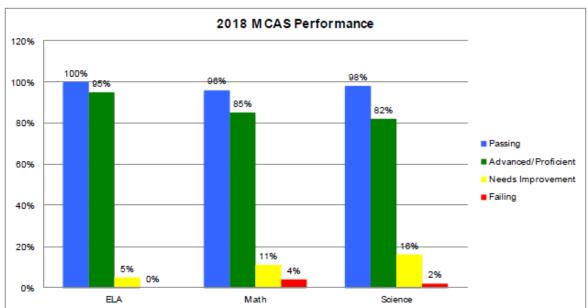
The District was audited in November 2018 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA, and received a very good report.

Grants and Contracts

Monty Tech continues to pursue grant funding on an annual basis. These funds help provide many educational and social services to the student population. For fiscal year 2018, state and federal grant sources provided the school with \$991,611. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Marine Corp Junior Reserve Officer Training. The District also received more than \$508,000 in competitive grants, including a Skills Capital Grant for \$495,000 to purchase equipment for the Electrical, Engineering and CAD/Drafting and Design programs, and a grant from the Community Foundation of North Central Massachusetts in the amount of \$13,919 to expand the school's continuing education program to include an Oil Burner Technician training program. Using these allocation and competitive funds, the school was able to purchase a variety of instructional technology, equipment, and supplies to enhance the learning experience across both academic and vocational programs.

Academic Achievement

In 2017-2018, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics and Biology. For Spring 2018, Monty Tech's passing rate on the English Language Arts was 100%, Mathematics 96%, Biology 98%.



Monty Tech is committed to providing students with rigorous STEM learning opportunities, and so in recent years, the curriculum has been expanded to include Advanced Placement Programs (two ELA courses, two mathematics courses, two science courses, and one computer science course) and teachers have participated in meaningful, high-quality professional development which will enable us to roll-out two Project Lead the Way biomedical courses in the 2018-2019 school year.

The school is in its 6th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance. In 2017-2018, Monty Tech had forty-six students achieve qualifying scores, earning advanced standing and/or college credit. More than half of the students who tested in the following subjects received qualifying scores: AP Computer Science Principles (66%), AP Chemistry (53%), and AP BC Calculus (100%). In addition, the AP Chemistry program experienced the most growth in terms of qualifying score as their passing rate increased by 44.7% from 2017 to 2018.

AP Exam Results, 5-Year Review							
	2012-2013 2013-2014 2014-2015 2015-2016 2016-2017 2017-2018						
Total AP Students	69	57	89	145	120	135	
Number of AP Exams	69	62	116	187	148	133	
AP Students with Qualifying Scores	36.2%	57.9%	52.8%	26.9%	44.2%	48.9%	
Qualifying Scores (State)	72.6%	72.2%	70.9%	70.5%	69.7%	69.9%	
Qualifying Scores (Global)	60.9%	61.3%	60.7%	60.3%	60.3%	61.3%	
Courses Offered	2	2	3	5	7	7	

Data provided by College Board, July 2018

Vocational Projects in the District Communities

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2017-2018 school year was a busy one for our vocational educators, as each trade aimed to provide practical, handson learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body Collision Repair Technology: The Monty Tech Auto Body shop benefited from new instructional equipment this year. Eight new welding stations were installed, allowing instructors to expand the welding curriculum in an effort to better align with industry standards. New textbooks and a new nitrogen welder were critical as instructors worked to implement a more extensive plastic welding program. In addition to the 100+ community service projects completed last year, students and instructors repaired a trailer for the Westminster Police and clear coated the 9/11 Memorial for the Fitchburg Fire Department. Seniors received their EPA 6 H Certificate, I-Car Pro Level 1 in Refinishing and Non-Structural Repair. And, for the fourth consecutive year, Monty Tech Auto Body students won the coveted World of Wheels Pedal car competition. Seven students earned co-op placements, and one Senior traveled to Louisville, KY, competing in the SkillsUSA national competition in June 2018. Instructors are incredibly proud of his performance, as he was won at the national level and has qualified to compete in the Collision Repair World Competition in Russia, scheduled for summer 2019. (Total student enrollment: 65)

Automotive Technology: As in past years, the Monty Tech Automotive Technology program continues to service a variety of vehicles. Over 400 vehicles were serviced and repaired during the 2017-2018 school year, including vehicles brought in by faculty, staff, public, school and students. Students performed extensive repairs, to include head gaskets, timing belts, and various other technical repairs. Thanks for funding provided by the school's Perkins grant, every student enrolled in the program earned at least one industry-recognized certification, and Senior students were able to participate in the widely renown ASE Testing. A total of eight students earned co-op placements throughout the school year, which is a testament to the strength of the program, that continues to be the areas premier workforce pipeline for area automotive dealerships and businesses. (Total student enrollment: 70)

Business Technology: Monty Tech's Business Technology program continues to benefit from a unique partnership with Workers Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from students, who completed 9 modules and earned a financial literacy certificate. As a member of the Massachusetts Schools Bank Association through the Federal Reserve Bank of Boston, Monty Tech students are able to compete in the Banking Bowl and Marketing Competitions. Monty Tech Business Technology instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. These agreements, with Mount Wachusett Community College and New England Institute of Technology, will provide qualified students with college credits at no cost to the student. Students are eligible to receive 18 credits from Mount Wachusett Community College and 16 credits from New England Institute of Technology. Opportunities to demonstrate customer service, cash handling, and accounting skills are ever-present as the Business Technology students successfully operate an in-house retail location, The Gear House School Store, and the Monty Tech Greenhouse. Seven Seniors and nine Juniors were out on co-op placements during the 2017-2018 school year. (Total student enrollment: 68)

Cabinetmaking: Students and instructors in the school's Cabinetmaking program spent a majority of their time during the 2017-2018 school year manufacturing, assembling and installing classroom cabinets, clinic casework, and solid surface countertops in the school's new Veterinary Science training center. Sophomore students crafted 400 maple bread boards with a purple heart accent strip for guests at the 2018 Superintendent's Dinner. Upperclassmen fabricated two credenzas and a bench for Mount Wachusett Community College. These unique pieces were made from the reclaimed maple trees that were cut from the site of their new science wing. Students and instructors completed an additional 40+ projects throughout the school and surrounding communities, to include: three canopy gutter enclosures for the Veterinary Center, a wall of upper cabinets and a computer station for the Electrical shop, two base cabinets and maple doors for Machine Technology, and 36 cosmetology nail tables for Cosmetology. A total of 14 students (9 seniors and 5 juniors) earned co-op placements. (Total student enrollment: 70)

CAD/Drafting & Design: The Monty Tech CAD/Drafting & Design program is increasingly busy each year with outside projects, completing miscellaneous signs and banners for community sports events, craft fairs, and non-profit events. Students also played an instrumental role in 2018 Superintendent's Dinner, designing the layout and décor for this annual fundraising event, and ended the year by designing and installing signage throughout the building for the 2018 graduation exercises. A total of six students were awarded co-op placements, working and learning in area businesses. Four students advanced to the SkillsUSA states competition, representing the program well. Over the course of the 2017-2018 school year, CAD/Drafting & Design students achieved over 100 industry-recognized certifications in AutoCAD, Inventor, Revit, and Solidworks. Program instructors were instrumental in the success of the school's 2018 Skills Capital Grant application, and, as a result, the school was awarded \$500,000. A portion of these funds will be used to establish a fabrication lab for 3D printing, 3D scanning, Injection molding, CNC work, and Laser cutting. (Total student enrollment: 62)

Cosmetology: The Monty Tech Cosmetology program welcomed a new instructor for the 2017-2018 school year, Stephanie Delphia, whose considerable experience in the field, and business acumen as a salon owner, brought fresh perspective and valuable lessons to the students enrolled in the program. Students and instructors in the program provided numerous community services, including basic manicures to the residents at Heywood Wakefield Commons, services to parents who work with disadvantaged children, and numerous walk-in clients. Senior students held three staff appreciation nights, raising funds so that they could travel to New York's International Hair show. Eleven seniors earned co-op placements - the largest number of Cosmetology students placed in the program's history. Finally, for the second consecutive year, every senior successfully passed the Massachusetts Cosmetology State Boards, earning licenses to practice. (Total student enrollment: 87)

Culinary Arts: Monty Tech Culinary Arts students and instructors are always busy with the daily operation of the Mountain Room Restaurant, which is open for lunch from 11:30 am to 1:00 pm Monday through Friday. In addition to operating a full-service restaurant and bakery, serving 90-120 patrons daily, culinary students showcase their talents throughout the year, providing outstanding service at events that include the following: two Program Advisory Committee dinner meetings, four Monty Tech Foundation breakfasts, Monty Tech's Retirees holiday luncheon, a graduation reception, the Women in Technology event, Principal and Counselors' Day, the Monty Tech homecoming dance, MAVA meetings, all School Committee meetings and sub-committee meetings, Gardner AARP luncheon and MHCC volunteer luncheon. Community service opportunities for students are always a highlight, and this year our students prepared meals for Our Father's House, and NEADS events. Students and instructors also prepared and donated pastry and baked goods to the House of Peace and Education in Gardner. The program's greatest undertaking is always the Annual Superintendent's Dinner scholarship fundraiser, during which students work side-by-side with some of the area's finest chefs, preparing a six-course dinner with extensive hors d'oeuvres for more than three hundred guests. Culinary Arts students value industry-recognized credentials, and were proud to earn Allergen Awareness and ServeSafe Certifications. A senior student was recognized by the Massachusetts Restaurant Association with a \$10,000 Scholarship to Johnson & Wales University. (Total student enrollment: 95)

<u>Dental Assisting</u>: A critical component of the Monty Tech Dental Assisting curriculum is the preparation for the Dental Assisting National Board certification exams. Every sophomore passed the DANB Infection Control exam, and every senior passed the DANB Radiology exam. In addition, all senior students successfully completed two full-mouth x-rays on live patients during the affiliation experience, meeting a state requirement for program completion. Three students (one senior and two juniors) earned co-op placements, while the remaining 22 students participated in affiliation/externship experiences in area dental clinics and offices. Students and instructors welcomed Community

Health Connections, a school-based dental hygiene program, and provided dental services to more than 60 students in need. Monty Tech Dental Assisting students were given valuable hands-on experience, assisting the staff from CHC during each dental procedure performed. Junior students provided dental education to students at Winchendon Memorial Elementary School and Meetinghouse Elementary School in Westminster, and two sophomore students delivered a presentation on oral care to community members at Gardner Golden Age. (Total student enrollment: 54)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, and the 2017-2018 school year was no exception. In addition to studying early education and care concepts, students worked collaboratively to raise funds for Lucy's Love Bus, an agency that provided grants for children with cancer that are not cover by health insurance; helped various clubs raise funds for SkillsUSA Change for Children; provided gifts for a child through Kylee's Kare Kits; and provided supplies to Department of Children & Families, in support of foster families taking in infants in emergency situations. Two outstanding program graduates earned their CDA (Child Development Associate) credential, and the Monty Tech Child Care Center continues to operate at full capacity with a waiting list, providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 60)

Electrical: Throughout 2017-2018, students and instructors in the Monty Tech Electrical program completed all wiring the school's new Veterinary Science Training Center. This included all underground raceway installations, as well as installing conduits within the walls for all the wiring throughout the building. Program graduates are entering the trade at a prime time, as the electrical contracting business continues to reach new heights. To that end, program instructors worked diligently to place as many students on Co-op as possible, preparing them for a seamless transition from school to work. The program continued to support the building maintenance department by repairing numerous small electrical issues throughout the building. Program instructor, Dean Lepkowski, worked closely with several program advisory committee members to develop a proposal for the school's 2018 Skills Capital Grant application. Their efforts resulted in an outstanding grant application and an award of \$500,000, a portion of which will be used to establish a state-of-the-art A.R.M. (Automation, Robotics, and Mechatronics) Lab, responding to regional workforce needs, student interest, and the critical shortage of high-quality electronic system control and fabrication training programs in the area. (Total student enrollment: 82)

Engineering Technology: The Engineering Technology program at Monty Tech is a rigorous program, infused with nationally certified curriculum provided by Project Lead the Way, and countless hands-on learning opportunities that provide students with opportunities to demonstrate creativity, make connections with prior learning, and earn college credits. During the 2017-2018 school year, 13 sophomore students took the Introduction to Engineering end-of-course assessment, and performed quite well. Seven students earned college credits, with scores of Advanced or Proficient. Eight juniors took the Principles of Engineering and Computer Integrated Manufacturing assessments, and six earned college credits in both areas. In addition, all freshmen completed the OSHA 10-hour General Industry training. Engineering program instructors were pivotal in determining the equipment and materials that should be included in the school's 2018 Skills Capital Grant application, and, as a result, the school was awarded \$500,000. A portion of these funds will be used to purchase a robotic arm, 3D printers and related software, which will benefit the program for years to come. (Total student enrollment: 41)

Graphic Communications: Throughout the 2017-2018 school year, the students in Monty Tech's Graphic Communications shop produced numerous projects for our district cities and towns, and a variety of non-profit organizations in the district. In total, student successfully produced approximately 400 orders, saving cities, towns and non-profit organizations more than \$200,000. The program welcomed 24 freshmen students to the shop, one of whom earned a gold medal at the SkillsUSA district competition. The program was enhanced with the addition of new equipment, which included a popular wide format printer. Of the 21 talented seniors who graduated from the Graphic Communication program, 18 were accepted into colleges/universities and three chose to enter the workforce in related careers. (Total student enrollment: 87)

<u>Health Occupations</u>: The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. A unique collaboration with Mount Wachusett Community College enables Senior students to participate in an Emergency Medical Technician training program, earning eight college credits at no cost; 11 Seniors completed the EMT Course in 2017-2018. In addition, 15 seniors earned co-op placements, and 24 seniors received their clinical medical assistant certificate. Every junior enrolled in the Health Occupations program earned CPR certification, as well as a certificate in dementia care from the

Alzheimer's Association. Students and instructors in the Health Occupations program are particularly invested in community service, and as a result, students hand-made veteran's day cards and sent them to Bedford VA Hospital; bought gifts and clothing for the Fitchburg Community Christmas party; hosted an American Red Cross Blood drive; and held a "Baby Shower" benefiting Battered Women's Resources, Inc. (Total student enrollment: 107)

House Carpentry: In addition to completing construction of the school's new 7,500 sq. ft. Veterinary Science training center, students and instructors in Monty Tech's House Carpentry program supported a number of community organizations, by building and installing window boxes, picnic tables, and even dugout benches for Quabbin Regional High School's softball field. Students also handcrafted countless adirondack chairs for charitable donations. A total of nine students (five seniors and four juniors) earned co-op placements throughout the school year, while all sophomore students successfully completed the OSHA 10-hour Construction training, which enables the students to work on outside projects and qualifies them for the school's popular co-op program in their junior year of study. (Total student enrollment: 59)

HVAC & Property Maintenance: Students and instructors in the HVAC & Property Maintenance program were pivotal in the completion of the new Veterinary Science training center, installing more than 1,000 feet of combined non-potable water, drain and refrigerant lines throughout the building. Five VRF wall units and 14 VAV modules designed to heat and cool the building were also installed. Students earned National EPA Certification for refrigerant recovery, and a total of 12 students (8 seniors and 4 juniors) were placed in area businesses through the school's popular co-op program. Instructors worked throughout the year with colleagues at partner institution, Mount Wachusett Community College, in an effort to share and align curriculum to a newly proposed post-secondary program at the college, a partnership that would yield benefits to program graduates in the form of articulated credits and/or advanced standing in the post-secondary training program. (Total student enrollment: 58)

Information Technology: The Information Technology program continues to offer students more industry-recognized certificates than any other program at Monty Tech. It is an accomplishment our instructors are so proud of, as these certifications affirm the technical skill proficiency needed for so many entry-level careers in networking and information technology. All Freshmen completed their OSHA 10-hour General Industry training, and completed their VEX Robot Certification. The Sophomores have the opportunity to pass the IC3 Certificate Exam for basic computer hardware, software, and internet knowledge and skills. All Sophomores also passed the Test-out PC Pro Certificate exam and the Cisco IT Essential course for computer repair and maintenance, and the introduction to Networking course. Eight exceptional Sophomores also earned COMPTIA A+ credentials. All Juniors completed the Linux Essentials course, and five passed the CIW Advanced HTML5 & CSS3 Certification exam. All Seniors and one Junior completed the Linux Essentials course, and all Seniors also completed the Python Programming course. Seniors who were not placed in the co-op program were able to participate in the AP Computer Science Principles course, which resulted in four students earning qualifying scores. A total of nine students earned co-op placements, applying their technical skills in area businesses. In total, more than 400 hours of community tech support was completed, which involved hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 61)

Machine Technology: The 2017-2018 school year brought new technology, curriculum, and a renovated instructional space to the students and instructors in the school's Machine Technology program. As recipients of a \$435,000 Skills Capital Grant, instructors were able to train students in precision measurement, and granted more than 300 certifications to students accordingly. The program also received an additional \$12,000 Gene Haas Scholarship Grant, and used those funds to sponsor four students in advanced training endeavors, and award two college-bound students substantial scholarships. All freshmen received their OSHA 10-hour general industry certification, while 12 upperclassmen earned co-op placements, working and learning in area machine shops. Machine Technology students and instructors also completed a number of outside projects, which included engraving school plaques and cutting key tags for the Fitchburg Police Department. (Total student enrollment: 48)

Masonry: The talents of Monty Tech Masonry students are on display for all to see, with the completion of a beautiful stone veneer on the exterior of the new Veterinary Science training center. In addition, students and instructors poured several concrete pads, installed pavers, and tiled almost every room in the 7,500 sq. ft. clinic. Students also helped to maintain the main campus by replacing four sets of concrete steps at the busy Dukakis Performing Arts Center. Program instructors remain committed to community service, and as a result, worked with students to complete a number of projects in neighboring communities, to include repairing the memorial brick walk at the Winchendon Veterans Cemetery. Students were introduced to the new OSHA silica standard, and the program benefitted from new equipment,

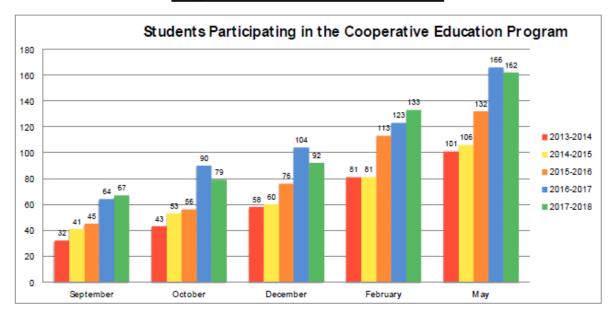
dust free saws and grinders, and continues to operate in compliance with trade regulations. Three students earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. (Total student enrollment: 60)

<u>Plumbing</u>: The 2017-2018 school year welcomed a new plumbing instructor, Christopher Morrissette, and 18 freshmen to the Plumbing trade. All freshmen successfully completed the OSHA 10-hour General Industry safety training, while the sophomores completed the OSHA 10-hour Construction Training. Seniors also earned the Mega-Press gas piping certification at the Viega training facility in Nashua, NH. Students and instructors worked diligently to complete the Veterinary Science training center, and completed a variety of plumbing repairs throughout the main building. A total of 13 students (nine seniors and four juniors) participated in the school's popular co-op program. Two outstanding seniors were recognized for their outstanding technical skills, receiving scholarships from the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, and from the Central Mass Plumbing & Gas Inspectors Association, which will be used to continue their education. (Total student enrollment: 71)

<u>Veterinary Science:</u> In 2017-2018, Monty Tech launched its 21st vocational-technical education program, Veterinary Science. After a very successful exploratory program, 22 students were accepted into the program and are proud to be Monty Tech's first class of Veterinary Science students. All freshmen completed the OSHA 10-hour healthcare training, and spent the second semester engaged in introductory animal science lessons, as well as a number of valuable field trips to support the new curriculum, with trips to: UMASS Amherst to study Equine Reproduction Medicine, Lilac Hedge Farm and Jordan's Dairy to observe agricultural production facilities in Massachusetts, Feed Commodities International to observe individualized rations being created for dairy farms, and Dakin Humane Society to discuss the industry of animal sheltering, with particular emphasis on the veterinary care required. (Total student enrollment: 22)

Welding/Metal Fabrication: The 2017-2018 school year brought new equipment to the students in the school's Welding/Metal Fabrication program, which enabled instructors to incorporate pipe welding, light gauge material welding and grinding techniques into the curriculum. Numerous projects were completed by talented students, including more than fifty requests for individual projects from community members residing in the school's sending district. All freshmen students successfully completed the OSHA 10-hour General Industry training, and a total of 11 upperclassmen (eight seniors and three juniors) were placed in area shops, working and learning from trade professionals who support the school's co-op program. (Total student enrollment: 60)

Co-operative Education and Student Placement



The Cooperative Education Program is an extension of the student's technical education that combines classroom instruction with on-the-job-training. The Co-op Program provides students the opportunity to further develop academic, technical and employability skills in an industry work environment. All students are eligible to participate in Co-op Program, provided they satisfy state and school grade, attendance and performance requirements. All Co-op students have completed the OSHA recognized Career Safe online health and safety course.

The Cooperative Education Program is beneficial for both student and employer. For the student, it is a chance to gain on-the job training that improves both their technical and employability skills. Additionally, making industry connections enhances post-graduate employment opportunities. The Co-op Program allows students to earn while they learn.

Employer benefits include addressing workforce needs in an efficient manner. Coop students provide a pool of temporary and potential full-time employees who are already trained, thus reducing employer training costs. Co-op work hours may be tailored to suit the needs of partnering employers. During school year 2017-2018, approximately 25% of qualified students (Juniors and Seniors) earned Co-op placements, working, learning and applying their technical skills related in area businesses.

Student Support Services

During the 2017-2018 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker that participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three- year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions, mental health emergency treatment, medical/mental health re-entry and transition support and services, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

Skills USA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through the school's association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service. The 2017-2018 school year was an extraordinary one for our chapter of Skills USA. The students met the challenges of district competitions, performed well at the state level, and prepared for the national conference. They also conducted several community service projects and raised money for various deserving charities. Serving as co-advisors were Michael Forhan, Auto Body Instructor, Anne Marie Cataldo, Early Childhood Education Instructor, and Brad Pelletier, Special Education Instructor. Highlights of the year include:

 In September 2017, twenty-seven students applied and were accepted to form the Monty Tech SkillsUSA Leadership Team. After two leadership training sessions, seven officers were elected.

- In November 2017, twenty students, consisting of chapter officers and Leadership Team members attended the Annual Fall State Leadership Conference, where they participated in workshops and leadership exercises and performed community service at an area YMCA Day Camp.
- The SkillsUSA local competitions took place November 27th December 13th, and the students learned on December 15th who would advance to the next round of competition.
- In December, the chapter adopted twenty-five children from Kylee's Kare Kits and provided gifts for these
 underserved children. Several members of the leadership team assisted wrapping and packaging gifts for the
 children.
- A total of forty-two medals were captured at the District Competition held in March 2018 at Bay Path Regional Vocational Technical School: sixteen gold, thirteen silver, and thirteen bronze medals were awarded.
- Samantha Collette, a senior in the CAD/Drafting & Design program, was selected to serve on the State Advisory
 Committee to help aid in the planning of the State Conference.
- Thirty-six district medalists and qualifiers, thirteen local leadership and occupational related event contestants, one state officer, and sixteen voting delegates attended the State Leadership and Skills Conference, held in April 2018 at Blackstone Valley Vocational Technical School. There, five students were awarded gold medals, and earned the right to compete at the very competitive National Leadership & Skills Conference held in late June.
- Thirteen students and five instructors attended the National Leadership & Skills Conference in Louisville, KY in June 2018, where Kayla Gerry, a 2018 graduate of the Health Occupations program, earned a silver medal.

Technology

The 2017-2018 school year brought increased access to technology for all students, through the school's popular 1:1 Chromebook initiative. Google Cloud Print and numerous printers located throughout the building provide students with options to print or share their work with classroom instructors. Two Chromebook charging stations, located in the cafeteria and library, give an added layer to support to students who may need to charge their devices throughout the day.

An outstanding Instructional Technologist, Ellen Gammel, was hired, bringing expertise across a broad spectrum, to include educational technology, software, and troubleshooting tips. Several members of the school's leadership team joined Ms. Gammel, traveling to Orlando, FL to attend the annual Future of Education Technology Conference, with the goal of identifying new solutions, technologies, and best practices that will enhance the school's technology-driven approach to education.

To support the 1:1 Chromebook initiative and other technology needs, Monty Tech successfully completed a number of necessary infrastructure upgrades, using federal e-rate dollars totaling \$109,114.70. The school's external bandwidth speeds have been increased to 1.5 GB and internal bandwidth to 10GB to better ensure continued connectivity and speeds appropriate with a high–use learning community.

Marine Corps JROTC

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) had an extraordinary 2017-2018 school year. Perhaps the most noteworthy accomplishment was the cadet corps' remarkable response to Hurricane Harvey. With the support of the surround communities, the cadets were able to raise almost \$100,000 in cash and material for relief efforts. With the assistance of the United States Marine Corps, 56 cadets and 15 adults flew to the Houston area where they spent 7 days working on homes that were damaged by the storm.

The Monty Tech JROTC Cadet Corps was honored to host the Wreaths Across America Convoy with a remembrance ceremony as it made its way down to Arlington National Cemetery.

The Cyber Security Team received national recognition by securing a place to compete in the Air Force Association's National Cyber Security Competition held in Baltimore, MD, for the eighth consecutive year. The competition field began with over 1900 hundred teams battling for just 13 seats, and Monty Tech placed 6th in the highly competitive field

The 2017-2018 Corps of Cadets completed over 10,000 hours of community service, conducting a major food drive with United Way, working side-by-side with the Marine Corps Reserve in a national Toys for Tots campaign, and spending six weekends working with the local Salvation Army helping to raise over \$25,000 for needy families.

During the summer of 2018, our Cadet Cyber Team was asked to support a Cyber STEM camp for the National Marine Corps JROTC program. The Cyber Team coordinated the 8-day camp that focused on defending cyber networks from attacks. The camp also offered an introduction to robotics programming using the VEX Robotics System and computer programming using the CanaKit Raspberry Pi 3's. The camp was attended by 120 students, representing twelve states, and was a wonderful success for all involved.

Student Athletics

The Monty Tech athletic program was proud to provide meaningful extracurricular activities to more than 500 students during the 2017-2018 school year, participating on our freshmen, junior varsity, or varsity teams. Seventeen teams competed in the fall 2017, thirteen during the winter season and 11 represented the school in the spring of 2018.

The varsity football team struggled the first part of the season, but won the two non-playoff games against Gardner and Tyngsboro, ending the season with a 2-9 record. The varsity boys soccer team finished the regular season with a 10-5-2 record, led by Charlie Kelley, with 23 goals and 8 assists on the season. The JV boys soccer team is expected to have a promising future, as the young team finished 7-7-2. The varsity girls soccer team finished at 5-9-3, while the junior varsity girls soccer team finished with a record of 7-3-5. The varsity field hockey team finished the season with a 10-7-2 record, losing 3-0 to Quaboag in the district tournament. The young freshman/sophomore jv field hockey team ended their season with a 3-2-4 record. The varsity golf team earned a spot in the district tournament, with a record of 7-7, while the junior varsity team participated in a handful of tournaments and official matches, working on improving their scores. The varsity girls volleyball team had a disappointing year, finishing 3-17, but the JV team may be able to help build a stronger program in future years, as they finished with an improved record of 7-9. The varsity boys cross country team finished 9-3 overall and 6-3 in the Colonial Athletic League, while the girls cross country team finished 6-4 overall and 3-4 in the league.

The boys varsity basketball team qualified for the district tournament, with a record of 13-7, losing in a thrilling home game with Marian, 80-76. The JV boys basketball team finished at 9-10 and looks to send some talented players to the varsity team next. The freshmen boys basketball team finished 5-14, winning three of their last four games. The varsity girls basketball team had a very successful campaign, with a regular season finish of 16-4. They extended their season, qualifying for the district tournament, where they defeated Tahanto 57-33 and Main South 40-36, and advanced to the semi-finals, where they played a hard fought game against Maynard, losing 60-54. With the core of the team retuning next year, it should be a very interesting season. The JV girls basketball team were 15-4 on the season, and expects to send some talented players to the varsity level during the 2018-2019 school year. The freshmen girls basketball team finished with a record of 9-7. The Monty Tech wrestling team finished with a record of 7-18, but were still able to place second in the Colonial Athletic League. The indoor track and field teams look to improve in the coming years, with a finish from the boys at 1-7 and the girls team recorded a 0-8 finish. The varsity boys ice hockey team finished 10-9-1, losing to the Worcester team 4-3 in the tournament. The girls ice hockey team continues to improve each year, and after graduating three players, hopes to recruit some new players in the coming school year.

Due to poor field conditions, the varsity baseball team was unable to host a home game, finishing the season with a record of 5-15. The JV baseball team finished 1-10, and freshman baseball team struggled with a record of 2-5. The varsity softball team continues to excel, finishing the regular 16-4, and winning the first two games in the district tournament, before losing to Hopedale 11-5 in the finals. The JV girls softball team finished 12-3 and should provide

some talented players to future teams. Boys varsity lacrosse finished with a 5-13 record, while the JV boys lacrosse team had a solid season, finishing 8-5. The varsity girls lacrosse team ended with a 3-14 record, while the JV girls lacrosse had 5-5 season. Finally, with more than 50 student athletes participating, the boys and girls track and field teams both had a very successful season; the boys finished at 5-3, while the girls ended with a record of 4-5.

Congratulations to the Outstanding Male and Female athletes for 2017-2018, Nick McDermott and Erica Regan.

Monty Tech School of Continuing Education

The Monty Tech School of Continuing Education continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2017, Monty Tech offered 140 classes with 871 registrations, and during the Spring 2018 semester, there were 114 post-graduate and continuing studies courses, with 671 registrations.

The program is on track to support North Central Massachusetts workforce readiness pipeline with an increase in career and licensure courses. The students earn industry-recognized credentials, and participate in externships to support the hands on learning component. We continue to increase our small business partnerships, and the number and quality of personal enrichment classes - sewing, knitting, acrylic painting and glass fusing, to name a few. Catalog distribution has more than doubled, from 80,000 to 170,000 copies, and the relatively new online registration feature continues to add value to our students and instructors.

Spring 2019 will see an Oil Burner Technician certification prep courses come to fruition. This will provide our community members with a high quality, affordable entry into a viable career pathway. Upon completion of the 120-hour program, students will have the opportunity to sit for the oil burner technician state licensing exam, and begin their work in the oil burner industry.

The continued success and sustainability of an adult education program is based on hiring quality instructors and meeting the needs of the community and supporting workforce development. Our goal in the coming year includes increasing our adult education course offerings, with a continued concentration on career programs. Stay tuned for Pharmacy Technician, Medical Billing and Coding, Manufacturing Boot Camp and Apprenticeship opportunities at the Monty Tech School of Continuing Education.

Practical Nursing Program

The Monty Tech Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. On June 28, 2018, a graduating class of 35 students completed the Practical Nursing Program and entered the nursing profession. The class achieved an initial pass rate of 77%, with 27 of the 35 graduates passing the NCLEX-PN exam. Five graduates are waiting to take their NCLEX- PN exam, and three graduates are expected to retake the examination in the coming months.

All of the 2018 graduates are currently employed in the health care profession throughout Massachusetts, and many are working within the eighteen cities and towns of the Monty Tech school district as LPNs in various health care settings, ranging from long term care, sub-acute care to mental health facilities.

The Monty Tech Practical Nursing Program continues to develop the "LPN to BSN Bridge" relationship with Fitchburg State University. Several 2018 graduates are pursuing seats in the LPN to BSN program at FSU and will be continuing their education to the Bachelors in Nursing. Many class applicants cited their attraction to Monty Tech as the opportunity to complete a ten-month accelerated program and then bridge to Fitchburg State University.

Monty Tech Practical Nursing students are now completing patient scenarios in the Sim Lab on a weekly basis in Terms 2 and 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios consistent with our curriculum frameworks, and have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting. Instructors have successfully developed and implemented a

Maternity Sim lab boot camp where students utilize the new simulation models to simulate the birthing process. Student feedback has been positive regarding these new maternity scenarios, stating it better prepares them for an unexpected outcome during a delivery.

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. Having a clinical rotation at AdCare Hospital in Worcester, and performing simulation scenarios involving substance abuse clients, has better prepared our graduates to work in a substance abuse clinical setting, as well.

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Expand science offerings to include new biomedical courses: For several months, school officials worked to launch an exciting new biomedical science program. Using grant funds, a science lab was renovated, transforming it into a biomedical science laboratory, aligned with current industry standards. In addition, one talented instructor, Mr. Dylan Hager, attended four weeks of intensive teacher training (2 weeks during summer 2017 at the University of San Diego, and 2 weeks during the summer of 2018 at the University of Washington). While Mr. Hager spent weeks preparing this exciting new coursework, school officials purchased the supplies and materials necessary to deliver two rigorous Project Lead the Way courses, Human Body Systems and Principles of Biomedical Sciences. These courses, which will be available to students Fall 2018, are expected to engage students in a variety of hands-on learning opportunities in a newly renovated laboratory environment that replicates industry standards. Students will be trained in the safe and effective use of the same tools that professionals in hospitals and laboratories are currently using and will work together to find solutions to real-world problems by analyzing medical histories, reading and interpreting autopsy reports, and understanding basic biology and human physiology.

Celebrate the completion of the school's newest instructional space: For two years, students and instructors in our Carpentry, Electrical, Plumbing, Masonry, HVAC and Property Maintenance, and Cabinetmaking trades worked to complete an incredible project – a 7,500 sq. ft. building, which would become home to the school's newest vocational program, Veterinary Science. With construction of this state-of-the-art facility completed during the summer months, school officials celebrated the finished product with local and state officials, donors, and community members who helped bring the innovative animal science program to Monty Tech. While the facility will not be open to serve pets until Fall 2019, Monty Tech Veterinary Science students will work and learn in the new space in the 2018-2019 school year, preparing for a successful opening September 2019.

Expand post-secondary and continuing education opportunities: Montachusett Regional Vocational Technical School is home to a very popular evening program that, in recent years, has expanded to include countless workforce readiness programs. A generous grant provided by the Community Foundation of North Central Massachusetts has enabled school officials to begin developing a new, meaningful workforce training program that will have an immediate and positive impact on regional workforce needs. In 2018-2019, an Oil Burner Technician Certification course will be made available to non-traditional students with an interest in pursuing entry-level careers in HVAC trades. This evening program, the only such course in North Central Massachusetts, will include three industry-recognized certification opportunities and will undoubtedly benefit dislocated workers who have been interested in related careers but unable to participate in the required training, due to lack of offerings or high costs associated with similar training programs.

Expand the school's marketing efforts: A Monty Tech high school experience is one students must choose, and to ensure that every interested student in our sending district has access to information needed to make sound decisions regarding his/her high school experience, it is imperative that the school's marketing efforts are expanded to include a variety of social media platforms. While the school currently hosts an updated website and Facebook page, school officials are exploring adding Twitter and Instagram accounts, in an effort to continue to engage interested students and parents.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-one dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2017-2018 School Committee for their outstanding service.

Brian J. Walker, Fitchburg Chair

Diane Swenson, Ashburnham Vice Chair

Peter Capone, Ashby Toni L. Phillips, Athol Whitney Marshall, Barre Claudia Holbert/ Dr. Robert Babineau, Fitchburg Dr. Ronald Tourigny, Fitchburg Melanie Weeks, Fitchburg Eric D. Commodore/ Matthew Vance, Gardner James S. Boone, Gardner Vacant Seat, Harvard James Cournoyer, Holden Kathleen Airoldi, Hubbardston Barbara Reynolds, Lunenburg Edward Simms, Petersham Eric Olson, Phillipston John P. Mollica, Princeton Mary C. Barclay, Royalston Dr. Kenneth I.H. Williams/ William Brassard, Sterling James M. Gilbert, Templeton Ross Barber, Westminster

> Terri Hillman Secretary

Austin Cyganiewicz, Winchendon

Norman J. LeBlanc District Treasurer

Respectfully Submitted By:

Sheila M. Harrity, Ed.D., Superintendent-Director January 17, 2019

Montachusett Regional Vocational Technical School 1050 Westminster Street Fitchburg, MA 01420 (978) 345-9200 www.montytech.net

TOWN CLERK



REPORT OF THE TOWN CLERK

The Town Clerk is responsible for conducting all elections in the Town of Hubbardston and the office has custody of many public records. Most of the duties of the Town Clerk are established by Massachusetts General Law.

A variety of services are provided for the public including voter registration, Notary Public, dog licenses, fishing and hunting licenses, marriage licenses, business certificates, and certified copies of vital records (births, marriages, deaths). Some items are available to order online at www.hubbardstonma.us.

Office hours are Monday 2pm-8pm and Tuesday, Wednesday, Thursday 8am-4pm. Visit our new office in the basement of the library at 7 Main Street, across the hall from the old office.

TOWN MEETINGS HELD IN 2018

DATE	ТҮРЕ	VOTER TURNOUT
June 5	Special	153 (5%)
June 5	ANNUAL	179 (5%)

ELECTIONS HELD IN 2018

DATE	ТҮРЕ	VOTER TURNOUT	Cost
June 12	Annual Town & Capital Exclusion (Library Roof)	581 (18%)	\$3,756.86
September 4	State Primary	679 (20%)	\$3,007.30
November 6	State	2291 (68%)	\$2,446.25

YEAR IN REVIEW

New Office Location: In April, the Town Clerk's office was moved across the hall to the former Building Department office. One weekend was spent spackling, sanding and painting the walls in warm caramel. A new countertop with a shelf underneath was installed to be used as a desk. The old carpeting was retained although it could use replacing. Recently the walls have been adorned with watercolors painted by Jane McCauley. Thanks to Pati Burke and Rick Green for helping make my new office both functional and comfortable.

Open Meeting Law: Boards and committees must understand and comply with the Open Meeting Law. This year 2 complaints were filed against Hubbardston boards; one against the Board of Selectmen and one against the Planning Board.

Procedures Manual: One of my goals has been to write a Procedures Manual for the Town Clerk's office. While a handbook exists for general Town Clerk duties, the specific methods followed in Hubbardston had not previously been documented. The manual now has instructions for almost 20 different tasks that are fulfilled by this office and is continually being added to and updated.

Public Records: A total of 47 public records requests were received and responded to during 2018. This number decreased by about half from last year

Rabies Clinic: Gardner Animal Care Clinic held a rabies clinic at the Fire Station in March and the Town Clerk was there for Hubbardston dog owners who wished to purchase their licenses at the same time. Free micro-chipping was also available.

Senior Work-Off Program: The Town Clerk's office continues to use the services of our senior population who qualify for the Senior Work-Off Program. This is a tremendous help with organizing and filing the huge amount of paperwork that comes into the office. Thank you to Patricia Woodward who has put in many hours of hard work in this office.

LICENSES

Business Certificates (DBA's)

Any person conducting business under a name other than their own is required by State Law to register with the Town. 15 new businesses were registered and 10 certificates were renewed in 2018. Renewal notices were sent to 10 businesses that did not respond. Business Certificates are valid for 4 years and essentially is a registration of the name of the business, not permission to conduct business. See Mass. General Law Chapter 110, Section 5 and 6 for details.

Dog Licenses

Massachusetts General Laws require that all dogs over the age of 6 months must be licensed each year and have a current rabies vaccination. A kennel license is required for any household with more than 4 dogs. One new kennel by special permit was granted in 2018. The total dog licenses issued were:

- 1038 Dog Licenses
- 4 kennel licenses for 4 dogs or less (personal kennel)
- 1 breeder kennel license for 4 dogs only
- 1 kennel license for no more than 5 dogs; 2 for no more than 6 dogs
- 3 kennel licenses for 10 dogs or less
- 3 kennel licenses for more than 10 dogs
- 58 Failure to License citations were written by Animal Control
- 17 Complaints to Gardner District Court for Failure to License by Animal Control

The total amount of revenue collected in dog and kennel licenses was \$14,253.

The total amount of revenue collected in overdue fines and citations in 2018 was \$2,875.

Hunting/Fishing Licenses

All hunting and fishing licenses are available online at Department of Fisheries and Wildlife www.mass.gov. We continue to offer licenses as a service to our residents. Licenses sold during 2018 were:

- 3 Fishing; 1 Ages 65-69; 5 over 70
- 2 Hunting
- 3 Sporting; 1 Age 65-69; 7 over 70
- 4 Archery stamps

- 5 Primitive Firearms stamps
- 1 Bear Permits
- 1 Turkey Permits
- 1 Rec Saltwater Fishing; 4 over 60

VITAL STATISTICS

The names of those who were born to Hubbardston residents, whose death occurred in Hubbardston or whose marriage intentions are taken out in Hubbardston are no longer published in the Town Report due to privacy laws.

These are the number of vital records recorded in 2018

- 27 Births
- 30 Deaths
- 15 Marriages
- 6 Brought to Town for Burial

Please call the office anytime with questions or concerns.

Thank you for your support.

Respectfully Submitted,

Joyce E. Green

Certified Massachusetts Municipal Clerk

Hubbardston Town Clerk

LIST OF BYLAWS APPROVED BY THE ATTORNEY GENERAL IN 2018

			HTROVED DT 1		Date of	
Meeting Date	TM Warrant Article #	General or Zoning	Bylaw Ch/Sec	Subject/ Comments	AG Approval Letter	Eff. Date
6/5/2018 STM	3	General	Chapters I, II, III, V, VI, VII, IX, XII, XIII, XXIV, XXVI, XXVII, XXIX, XXX, XXXI	Amendments recommended by Bylaw Review Committee including adding detail to Table of Contents	9/17/2018	9/18/2018
6/5/2018 STM	4	General	New Chapter XXXII Scenic Roads	Add criteria & procedure for designating scenic roads and method of enforcement of violations	9/17/2018	9/18/2018
6/5/2018 STM	5	Zoning	Article 20 Use of Large Scale Solar Photovoltaic Installations	Amend Sections 20.2.4 Designated Location; 20.2.5 Large-Scale Ground-Mounted; 20.3.4 Site Plan Review; 20.3.5 Site Control; 20.3.8.2 Solar Panels & Structures; 20.3.10.2 Land Clearing	9/17/2018	6/5/2018
6/5/2018 STM	6	Zoning	Article 18 Wireless Communication Facility	Amend 18.6.2(c)6 by changing "bond" to "cash surety"	9/17/2018	6/5/2018
6/5/2018 STM	7	General	Chapter IV Financial Year & Finances	Add Section 6 Departmental Revolving Funds	9/17/2018	9/18/2018
6/5/2018 STM	8	General	Chapter I General Provisions	Add Section 7 Authorization for Numbering; allows Town Clerk to correct internal cross-references & assign appropriate numbering	7/3/2018	7/5/2018
6/5/2018	10	Zoning	Article 22 Commercial Marijuana Establishments	New bylaw	7/3/2018	6/5/2018
6/5/2018	11	Zoning	Article 2 Definitions	Add uses to include new Art 22	7/3/2018	6/5/2018

MASSACHUSETTS GENERAL LAWS/ACTS & RESOLVES/SPECIAL LEGISLATION ACCEPTED BY HUBBARDSTON IN 2018

Date	Method of Acceptance	MGL/Act or Bill No.	Subject/ Comments
6/5/2018	Town Meeting, Art 18	Chapter 59, Sec 5, Clause 56	Voted to accept MGL Ch 59, Sec 5, Clause 56 to allow real and personal property tax abatements up to 100% to members of the MA National Guard and reservists on active duty in foreign countries for the FY they performed such service subject to eligibility criteria to be established by the BOA; expires after 2 years
6/5/2018	Town Meeting, Art 19	Chapter 59, Sec 5, Clause 41C	Voted to reduce age of eligibility under MGL Ch 59, Sec 5, Clause 41c from 70 to 65 years or older and increase the qualifying gross receipts limit to \$20,000 if single, \$30,000 if married and increase whole estate limit to \$40,000 if single and \$55,000 if married
6/5/2018	Town Meeting, Art 20	Chapter 59, Sec 5, Clause 41A	Voted to increase the gross receipts income threshold to the allowed income limit or the "circuit breaker" state income tax credit for single non-head of household filers under MGL Ch 59, Sec 5, Clause 41A and to reduce the interest on deferred taxes from 8% to 5%

COMMONWEALTH OFMASSACHUSETTS TOWN OF HUBBARDSTON

SPECIAL TOWN MEETING

Tuesday,

June 5, 2018 • 6:30 p.m.

CENTER SCHOOL

STABILIZATION: \$ 324,830 MUNICIPAL CAPITAL STABILIZATION: \$156,759 FREE CASH: \$495,561

Worcester, ss. To either of the Constables of the Town of Hubbardston in the County of Worcester: In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Hubbardston, qualified to vote in elections and Town affairs, to meet at the Center School located at 8 Elm Street in said Hubbardston on Tuesday, June 5, 2018, at 6:30 o'clock in the evening, then and there to act on the following articles:

<u>ARTICLE 1</u>. To see if the Town will vote to transfer from Free Cash the sum of \$6,271.20 to pay Places Associates, Inc. for costs associated with consulting and peer engineering review of the D.J. Palm Inc. application for a gravel removal permit; or take any action relative thereto. (Submitted by Planning Board) (Finance Committee

Recommends)

ARTICLE 2. To see if the Town will vote to transfer from Free Cash the sum of \$2,760.00 to pay KP Law, P.C. for legal costs associated with the review of the decision on the D.J Palm Inc. application for a gravel removal permit; or take any action relative thereto.

(Submitted by Planning Board)

(Finance Committee

Recommends)

<u>ARTICLE 3</u>. To see if the Town will vote to amend the Hubbardston General Bylaws as recommended after extensive review by the Bylaw Review Committee that was appointed per the Town Charter, with the full and complete text of changes available on the official Town website,

<u>http://www.hubbardstonma.us/pages/HubbardstonMA_clerk/vot</u>, and at the Town Clerk's office, at Town Hall on Monday from 2 pm to 8 pm, and on Tuesday, Wednesday and Thursday from 8 am to 4 pm.

The proposed changes are summarized as follows:

General changes to be made throughout the General Bylaws:

- 1. Table of Contents expanded to include section titles to make it easier to find what you're looking for and section titles were given to those that did not have one.
- 2. Formatting changes to make format more consistent throughout document.
- 3. Grammatical corrections; example: "which" was changed to "that" where appropriate
- 4. Posting requirements were updated to include the town website and, where appropriate, social media
- 5. Internal cross-references were corrected and/or updated

The following is a summary of the Chapters & Sections with proposed changes other than the above formatting or grammatical changes (using new chapter numbers). **Bold** indicates added or new language; strikethrough indicates deleted text.

- 1. Chapter I, GENERAL PROVISIONS; **ADD** severability clause to cover all bylaws (individual clauses were deleted from Chap XXI, XXIII, XXVI, XXVII, XXVIII and XXX) "**Should any provision or section of this bylaw be held unconstitutional or invalid, such holding shall not be construed as affecting the validity of any of the remaining provisions or sections, it being the intent that this bylaw shall stand notwithstanding the invalidity of any provision or section thereof."**
- 2. Chapter II, TOWN MEETINGS, Sec 3; FinCom review of Town Meeting warrant time frame INCREASED from 7 days to 30 days prior to meeting
- 3. Chapter II, TOWN MEETINGS, Sec 7, 9,13,15; Procedural changes to Town Meeting requested by Moderator including; Sec 7, changing from a standing count to having counters count votes with a show of hands; Sec 9 limiting a person to speak to a motion not more than twice or for more than 10 minutes; Sec 13 clarify majority vote to a be a majority of those present and voting; Sec 15 changing "Addressing the Chair" to "Addressing the Moderator" and ADD a sentence to Sec 15, "The moderator may use an alternate sequence for recognizing speakers."
- 4. Chapter II, TOWN MEETINGS; DELETE Sec 8 Reconsidering the Vote, DELETE Sec 10 Limitations on a Motion to Reconsider, DELETE part of Sec 16 "or to give notice of a motion to reconsider.", DELETE Sec 20 Divided Motion, and RENUMBER remaining sections.
- 5. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; Quabbin Regional School Committee: DELETE "to consist of three (3) members, one to be elected each year for a term of three (3) years" and ADD "as provided by the Quabbin Regional School District Agreement" to make consistent with Town Charter
- 6. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; AMEND Board of Registrars of Voters: change to 3 members and the Town Clerk, not 4 members and the Town Clerk per MGL Chap 51, Sec 15.
- 7. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; CORRECTIONS made to statutory cross-references for those positions appointed by the Board of Selectmen.
- 8. Chapter XII, COMMITTEES Sec 1.3; MOVED to Procurement Chapter XXIII SECTION 4; "No Town officer, agent or member of any board of the Town shall sell materials, supplies or services to the Town without the permission or approval of the Board of Selectmen expressed by a vote which shall appear on the records of said Board."
- 9. Chapter V (former Chapter XII), GENERAL COMMITTEE POLICIES; MOVED from Ch XII Committees and re-titled General Committee Policies; Sec 1.2, DELETE last sentence that read "All-members of a committee which fails or neglects to make a report at Annual Town Meeting shall by such failure be held to have resigned and without further action or vote, new members shall be appointed." All subsequent chapters to be renumbered.
- 10. Chapter V, GENERAL COMMITTEE POLICIES, Sec 4 (former Ch XII, Sec1.5); **ADD** word "special" before the word "committee" in the first line for clarification.
- 11. Chapter VI (former Chapter V) MODERATOR; **ADD** Section 1, **A Moderator shall be elected at Annual Town Election for a three-year term.**
- 12. Chapter VI (former Chapter V). MODERATOR; DELETE Section 2 to conform to current practice and RENUMBER remaining sections, "The Moderator shall appoint all committees except as otherwise provided by law, by Town Charter or by vote of the meeting within thirty (30) days after the

- passage of the vote creating the committee, and in choosing a committee by nominations from the floor, no person shall nominate more than one member of such committee." Note: Appointments are outlined in the Town Charter and made by Selectmen or Town Administrator.
- 13. Chapter VI (former Chapter V) MODERATOR; Section 13 **ADD** "Unless otherwise provided by law or bylaws, all motions shall require a majority vote **of those present and voting in order to determine the outcome.**"
- 14. Chapter VII (former Chapter VI) TOWN CLERK; DELETE Section 7 "All other provisions pertaining to the Town Clerk shall be found under Chapter 41 of the General Laws."
- 15. Chapter IX (former Chapter VIII) TOWN COUNSEL; Last sentence of Section 2 was MOVED to new Section 4; "No officer, board or committee, shall, at the expense or in behalf of the Town, employ or be represented by any other than the Town counsel or appointed Special Counsel."
- 16. Chapter XIII CAPITAL IMPROVEMENT PLANNING COMMITTEE; MOVE old Sec 2.1 of Chap XII to NEW Chapter XIII Capital Improvement Planning Committee
- 17. MOVED from Chap XII, Sec 2.2 and re-numbered as Chapter XIV COMMUNITY PRESERVATION COMMITTEE; CAPITALIZED names of boards & committees; DELETE the word "the" in 2 places; **ADD** requirement for posting on official Town website; **ADD** words "community preservation" prior to the word "surcharge" for clarification
- 18. Chapter XV (former Chapter XIII) ANNUAL REPORTS; **ADD** language requiring posting the Annual Report on the official Town website
- 19. Chapter XV (former Chapter XIII) ANNUAL REPORTS, Sec 5; DELETE entire section: "SECTION 5. Committee Reports, The Board of Selectmen shall be responsible during the month of March prior to each Annual Town Meeting for notification in writing to the chairperson of any committee that has made no report to the Town since the last Annual Meeting that some report will be expected at the coming Annual Town Meeting and the warrant for such Annual Town Meeting may contain an article to hear and act upon the report of each of such committees, specifically naming them."
- 20. Chapter XVI (former Chapter XIV) LICENSES & PERMITS; DELETE previously deleted Sec 3 and renumber remaining sections
- 21. Chapter XVI(former Chapter XIV) LICENSES & PERMITS, Sec 5 (former Section 6), Licenses and Permits of Delinquent Taxpayers, ; CHANGE delinquent taxpayer bylaw to require Town Taxes, etc. to be paid if due for not less than a 30-day period before permits may be issued. Time period previously was 12 months.
- 22. Chapter XVIII (former Chapter XVI) STREETS & SIDEWALKS, Section 1.6; DELETE in its entirety "No person shall coast or skate on any street or public place except on such as are designated by the Board of Selectmen or on public playgrounds." Remaining subsections to be renumbered.
- 23. Chapter XVIII (former Chapter XVI) STREETS & SIDEWALKS, Sec 2.1; DELETE last paragraph that reads "Notwithstanding the above, the Town Meeting may accept as a public way a way that does not meet all of the conditions set forth above upon a recommendation, by majority vote, from the Planning Board to waive such condition(s)."
- 24. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 1; CHANGE the dates of the winter parking ban on any street TO November 15 to April 15 FROM current dates of December 31 to March 31.

- 25. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 2; AMEND to combine Groups A and B and label as Group A and relabel Group C as Group B; AMEND parking fines to INCREASE parking Fines to \$20 for Group A and \$25 for Group B
- 26. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 3; DELETE words "coastal or" from Subparagraph 3 Littering, Coastal or inland waters
- 27. Chapter XX (former Chapter XVIII) DRIVEWAYS, Sec 1; MOVE sentence from Sec 4 to Sec 1 "The cost of construction will be the responsibility of the owner."
- 28. Chapter XX (former Chapter XVIII) DRIVEWAYS; AMEND by reordering sections 2,3, and 4 for more logical sequence
- 29. Chapter XX (former Chapter XVIII) DRIVEWAYS, Sec 4 (former Section 3); AMEND by adding "The existing town road surface must not be disturbed and the gutter line must be maintained. The width and flare of the driveway apron must conform to specifications on the driveway permit." and DELETE old wording: "The Department of Public Works is concerned with width and flare of driveway where it meets the road, since road surface must not be disturbed and gutter line must be maintained."
- 30. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 3; AMEND definition of applicant for clarification by ADDING new wording "Applicant: The individual, corporation or other legal entity who makes the application for an Earth Removal Permit. Such individual, corporation or other legal entity may be the Owner of the site or may be the operator of the Earth Removal Operation. The permit shall be issued to the Applicant. If the Applicant is not the Owner of the land, the applicant shall provide the Owner's notarized permission to make an application and alter the site for an Earth Removal Operation." and DELETING old wording "The individual, corporation or other legal entity who makes the application for an Earth Removal Permit. Such individual, corporation or other legal entity may not be the Owner of the site, but may be operator of the Earth Removal Operation. The permit shall be issued to the Applicant. If the Applicant is not the Owner of the land, the applicant shall demonstrate that they have the legal permission of the Owner to make an application and alter the site for an Earth Removal Operation."
- 31. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 4.F.; AMEND wording for clarification as follows: "Each operation proposed by the same applicant for a site with multiple owners lots shall require a separate Earth Removal Permit for each lot so affected."
- 32. Chapter XXI EARTH REMOVAL, Sec 8.B.; **ADD** language to require posting of a public hearing on the official Town website.
- 33. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 9.A.4.; CORRECT cross reference by DELETING section 9.B.12 and replacing with **Section 9.B.1-11.**
- 34. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 9.B.11.;AMEND last sentence to CORRECT typographical error by DELETING "a maximum slope of 2:1" and replacing with "a maximum slope of 3:1"
- 35. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 10; CORRECT typographical error in line 2, by CHANGING "if one if present" to "if one is present"
- 36. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 13.C.; Line 1 ADD words "firm or corporation" to read "In the event the permitting authority determines that any person, firm or

- **corporation**, whether or not an Owner, as defined herein, is in violation of this bylaw, the person, **firm or corporation** may be assessed the cost of any and all action taken to remedy the violation..."
- 37. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 14; **DELETE** Severability Clause
- 38. Chapter XXIII (former Chapter XXI) PROCUREMENT, Sec 2; **CHANGE** by DELETING existing language and replacing with the following NEW language: "All contracts shall be reviewed by the Town Administrator and Town Counsel and signed by the Town Administrator **as per the Town**Charter Section 3-4-10."
- 39. Chapter XXIII (former Chapter XXI) PROCUREMENT, Sec 3.7; **DELETE** Severability Clause
- 40. Chapter XXIII (former Chapter XXI) PROCUREMENT, **MOVED** from Committees Chapter V SECTION 1.3 and inserted as Section 5: "No Town officer, agent or member of any board of the Town shall sell materials, supplies or services to the Town without the permission or approval of the Board of Selectmen expressed by a vote which shall appear on the records of said Board."
- 41. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 1; definitions were put in alphabetical order; **CHANGE** definition of "Dog" as follows: "Dog" shall mean all-animals **domestic dogs** of the canine species, regardless of sex.
- 42. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 1; ADD definition of a Personal Kennel, subsection "f)"Personal Kennel" a pack or collection of 4 dogs or fewer, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit."
- 43. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 3; **ADD** acronym "**ACO**" in parentheses after "Animal Control Officer"
- 44. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 5; **CHANGE** "Town" Pound to "**Regional**" Pound
- 45. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS; AMEND BY REPLACING THE WORD "less" with the word "fewer" in 4 places
- 46. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 7; AMEND Disposition of Unclaimed Dogs By DELETING Old language: *Any dog which has been impounded and is not redeemed*

by the owner within the ten day period of confinement, shall be disposed of as provided by MGL, Chapter 140/151A when each of the following criteria have been met:

(a) The dog was detained for a period of Ten (10) days.

(b)The description of the dog to be published in a local newspaper and description of dog to be advertised on the local public access Television Channel at least Three (3) days before the scheduled date of destruction.

(c)The dog was made available for adoption in accordance with the previous section.

AND INSERTING New Language:

Any dog that has been impounded and is not reclaimed by the owner within the ten day period of confinement, shall be made available for adoption provided the following criteria have been met:

- (a) The dog was detained for a period of Ten (10) days.
- (b) The description of the dog is advertised in a local newspaper, on the ACO's website and through other relevant social media outlets.
- (c) The dog is found free of disease and is not extremely aggressive as determined by the ACO.
- 47. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 8.(b); INSERT **Two Hundred** (\$200.00) **Dollars** in place of \$200.00 (Two Hundred dollars)
- 48. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3; replace word "which" with "that" in several places; Sec 3, IV.E.1., replace the word "in" with "into"
- 49. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3, IV, B.; **DELETE** second sentence "If said user, on the basis of absence from town or filing the report, the Police Chief or Fire Chief may extend the fifteen day period for a reasonable period." and ADD "The Police Chief or Fire Chief may extend the fifteen (15) day period at their discretion."
- 50. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3,IV.E.1.c)(1); CLARIFY fee structure by DELETING "four(4) to ten (10) alarms" and REPLACING with "four (4) to nine (9) alarms"
- 51. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3,V.A.3; CORRECT cross reference by DELETING \$51-31D or 51-6 AND REPLACING WITH Section 3
- 52. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.3; Delete period at the end of the first sentence and combine with the beginning of the next sentence as follows: "...or otherwise managed, but excluding those petroleum products..."
- 53. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.9.3; AMEND to make grammatical CORRECTION by replacing word "disposal" with "dispose"
- 54. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.10; DELETE reference to Section 2.5 and REPLACE with Section 4.5.1 and DELETE reference to Section 2.9 AND REPLACE with Chapter 1, Section 4.
- 55. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.11; **DELETE** Severability Clause
- 56. Chapter XXVII (former Chapter XXV) CONDUCT IN OR ON LICENSED PREMISES, Sec 7; **DELETE** Severability Clause
- 57. Chapter XXIX (former Chapter XXVIII) PERSONNEL, Sec 1; **ADD sexual orientation and religion** to list of non-discrimination factors; **AMEND** word "sex" to "gender"
- 58. Chapter XXIX (former Chapter XXVIII) PERSONNEL, Sec 6; **DELETE** Severability Clause

- 59. Chapter XXX (former Chapter XXIX) GENERAL WETLANDS BYLAW, Sec 1; CORRECT typographical error in Paragraph 2, change "normal maintenance or improvement or land in agricultural use" to "normal maintenance or improvement of land in agricultural use"
- 60. Chapter XXX (former Chapter XXIX) GENERAL WETLANDS BYLAW, Sec 10; **ADD** to the end of the second paragraph the following new sentence: "The Commission shall notify the applicant prior to engaging a consultant at the applicant's expense."
- 61. Chapter XXXI AGRICULTURE; capitalization corrections and other formatting changes
- 62. Chapter XXXI AGRICULTURE; **DELETE** Severability Clause

Or take any action relative thereto. (Submitted by Bylaw Review Committee)

ARTICLE 4. To see if the Town will vote to add a section to the Hubbardston General Bylaws with respect to Scenic Roads as follows; or take any action relative thereto.

32.1 Authority and Purpose

Authority. This bylaw is adopted under authority of MGL c. 40, § 15C, and MGL c. 40, § 21. Purpose. The purpose of a Scenic Road Bylaw is to help the Town maintain and enhance its rural, small town character by ensuring that work done to trees and stone walls on the public right-of-way of scenic roads is done in a way that helps preserve the scenic, historic and aesthetic characteristics of the public right-of-way.

Whereas the Town of Hubbardston has designated scenic roads (see addendum) pursuant to MGL Chapter 40, Section 15C, the additional purpose of this bylaw is to define, clarify and regulate Hubbardston Scenic Roads.

32.2 Applicability

This bylaw applies to all roads in Hubbardston previously identified by Town Meeting as "Scenic" and all future roads to be so identified.

32.3 Definitions

- 32.3.1Abutter: Shall mean all property owners, including those across the street, abutting the property where work requiring a scenic road hearing is required.
- 32.3.2 Cutting or Removal of Trees: Shall mean the removal of one or more trees, trimming of major branches, (as defined herein), cutting of roots, or any other work that would otherwise compromise a tree's health, such as soil and/or root compaction, water deprivation, or other conditions resulting from proposed work along a scenic road sufficient in the opinion of the Planning Board or the Tree Warden to cause eventual destruction of a tree. This definition does not apply to routine or emergency tree maintenance that removes only permanently diseased or damaged limbs, trunks, roots and dead whole trees. Nor does this definition apply to trimming work, including cutting of major branches, by the Town's Department of Public Works Department, provided that the Planning Board has reviewed the proposed work and determined it to be in accordance with good practices. However, the removal of whole, live trees by the DPW is included in this definition.
- 32.3.3 Major Branch: Shall mean a living branch that is fully attached to a tree (as defined herein) and that has a diameter of three inches or more, 12 inches from the point at which said branch connects to the tree.
- 32.3.4 Posting: Shall mean the marking of a tree or stone wall along a road for the purpose of a scenic road hearing. For trees, such marking as described in MGL c. 87, § 3 (Shade Tree Act). For stone walls, a ribbon or other appropriate flagging material shall be temporarily affixed at the limit of work on both ends of the stone wall.
- 32.3.5 Repair, Maintenance, Reconstruction or Paving Work: Shall mean any work done within the right-of-way by any person or agency, public or private. Within this definition is any work on any portion

of the right-of-way which was not physically commenced at the time the road was designated as a scenic road. Construction of new driveways, bicycle paths, sidewalks or roadside paths, or alteration of existing ones is included, insofar as it takes place within the right-of-way. Roadside clearing of trees to provide for vehicular clearance or for improvements to the line-of-sight shall also be included in this definition. Construction or alteration of water, sewer, drainage, electric, telephone, cable TV, or other utilities within the right-of-way is also included to the degree that they impact trees and stone walls, except as exempted in Subsection 22.1.2 above.

- 32.3.6 Right of Way: The area on and within the boundaries of the public way. If the boundaries are unknown, any affected trees or stone walls shall be presumed to be within the public right-of-way until shown to be otherwise.
- 32.3.7 Roads: Shall mean a right-of-way of any way used and maintained as a public way, including the vehicular traveled way plus necessary appurtenances within the right-of-way, such as bridge structures, drainage systems, retaining walls, traffic control devices, and sidewalks, but not intersecting streets or driveways. When the boundary of the right-of-way is an issue so that a dispute arises as to whether or not certain trees or stone walls or portions thereof are within or without the way, the trees and stone walls shall be presumed to be within the way until the contrary is shown. Trees and stone walls existing on or partially within the boundary of the right-of-way shall be considered to be within the right-of-way.
- 32.3.8 Tearing Down or Destruction of Stone Walls: Shall mean the destruction removal, covering or painting of more than 10 total linear feet of stone wall involving more than one cubic foot of wall material per linear foot above existing grade. Temporary removal and replacement at the same location with the same materials is permitted without Planning Board approval if the Town Highway Department is notified before the work begins so that it can confirm that the wall is properly replaced. Repair of a stone wall that does not involving tearing down or destroying the wall is not covered by this bylaw.
- 32.3.9 Shade Trees: Under MGL c. 87, Public Shade Trees are defined as all trees within a public way or on the boundaries thereof including trees planted in accordance with the provisions of section 7; and when it appears in any proceeding in which the ownership of or rights in a tree are material to the issue, that, from length of time or otherwise, the boundaries of the highway cannot be made certain by records or monuments, and that for that reason it is doubtful whether the tree is within the highway, it shall be taken to be within the highway and to be public property until the contrary is shown.
- 32.3.10 Trees: Shall include any living tree whose trunk has a diameter of four inches or more as measured four feet above the ground. Nothing in this definition shall be construed to permit a person, other than the Tree Warden or his deputy, to trim, cut down, or remove a public shade tree more than 1 1/2 inches in diameter one foot from the ground.
- 32.3.11 Warden: Shall mean the Town of Hubbardston Tree Warden or designated deputy.

32.4 Criteria for designation as scenic road

In determining which roads or portions of roads should be recommended to Town Meeting for designation as scenic roads, the following criteria should be considered:

- (1) Overall scenic beauty;
- (2) Contribution of trees to scenic beauty;
- (3) Contribution of stone walls to scenic beauty;
- (4) Age and historic significance of roads, trees, and stone walls;
- (5) Built features such as historic buildings, historic monuments, historic burial grounds, historic structures, farm buildings and fencing; and
- (6) Road features such as historic layout, surface, carriage width, use restrictions, and non-historic bridges.

32.5 Procedure for designating scenic roads

The Planning Board, the Board of Selectmen, the Conservation Commission, the Historical Commission, or a petition of 10 citizens of the Town may propose "scenic road" designation of any Hubbardston road other than a state highway. The Planning Board shall then hold a Public Hearing notifying the Board of Selectmen, the Tree Warden, the Department of Public Works, the Conservation Commission, and the Historical Commission, all property owners with land bordering the right-of-way and the public by

advertising on the Town website and twice in a newspaper of general circulation in the area, the last publication to occur at least seven days prior to the date of the hearing. The Planning Board shall make a recommendation to Town Meeting on the merits of designation of the proposed road as a scenic way. No road shall be designated a scenic road by Town Meeting unless such designation is favorably recommended by the Planning Board, the Conservation Commission or the Historical Commission. A majority vote of Town Meeting is required for designation.

Following designation by Town Meeting, the Planning Board shall:

- A) Notify all municipal departments that may take action with respect to such roads;
- B) Notify the Massachusetts Highway Department;
- C) Indicate such designation on all maps currently in use by municipal departments;
- D) Notify all utility companies or other such parties, which may be working on the border of such road.
- E) The roads already designated as scenic roads under the Scenic Roads Act of 1973 (MGL c. 40, § 15C) shall retain their status as scenic for the purpose of this Scenic Road bylaw. These roads are listed on addendum.
- 32.5.1 Procedures for altering, repairing, modifying a scenic road
- 32.5.1.1 Filing. Any person, organization or agency seeking the consent of the Planning Board under MGL c. 40, § 15C, regarding road repair, maintenance, reconstruction, or paving work that may involve the cutting or removal or trees or the tearing down of stone walls, or portions thereof, shall file an application with the Planning Board and submit the following information:
- a) A completed scenic road application, including two copies of a plan showing proposed work and the extent of alterations or removal of trees or stone walls, so that readers may locate it with reasonable specificity on the ground without the need for additional plats or references, and describing in reasonable detail the proposed changes to trees and stone walls, and a statement of purpose, or purposes, for the proposed action. The plan shall show the name of the street or streets, the extent of the Scenic Road right-of-way, names of abutters within 100 feet of the proposed work, a title block and suitable space to record the action of the Planning Board. A plan drawn to scale is preferred, but not required.
- (b) One copy of the completed application and one copy of the plan shall also be submitted to the Town Clerk.
- c) Any further explanatory material useful to adequately inform the Planning Board, including clearly identifiable digital or printed photographs of the proposed work area and its existing conditions.
- d) A certified list of abutters within 100 feet of the subject property.
- 32.5.1.2 Notice. The Planning Board shall, as required by statute, give notice of the public hearing to discuss the alterations that the applicant wants to have done. Notice will be posted on the official Town website and twice in a newspaper of general circulation in the area, with the last publication occurring at least seven days prior to the hearing.
- a) The Applicant shall be responsible for the cost of advertising and noticing the abutters of the public hearing.
- b) The notice will contain the time, date, place and purpose of the hearing.
- c) Copies of the notice shall be sent to the Board of Selectmen, the Tree Warden, the Department of Public Works, the Conservation Commission and the Historical Commission before the public hearing commences.
- d) Timing of the hearing. The Planning Board shall hold a public hearing within 30 days of receipt of a properly filed request and shall take action on the request within 45 days of the hearing being held.
- e) Decision. The Planning Board shall provide its written decision to the applicant, with copy filed with the Town Clerk, within seven days of taking action on the application. If a consolidated meeting has been held involving the Tree Warden, then the Tree Warden shall issue a separate written decision related to the public shade trees. The Planning Board and, or the Tree Warden shall also provide copy of the decision to the applicant, the Conservation Commission, the Historical Commission, the Tree Warden, and Department of Public Works.
- f) Tree replacement. If the cutting or removal of whole trees is approved by the Planning Board or Tree Warden, the Planning Board, at its discretion, may require the applicant to replace the trees cut with nursery quality trees, which are of Zone 6 hardiness at a minimum, that are native to the region, and that

are acceptable to the Planning Board, in consultation with the Tree Warden. For trees that are 18 inches or more in caliper, measured four feet from the ground, the Planning Board may require the removed tree to be replaced with two trees of at least a two-and-one-half-inch caliper, measured four feet from the ground. The location of the replacement trees shall be at the direction of the Tree Warden, in consultation with the Planning Board.

- g) Public shade trees. When required by MGL c. 87 (Shade Trees), notice shall be given and the Planning Board hearing required by MGL c. 40, § 15C (Scenic Roads) shall be held in conjunction with those held by the Tree Warden, with the Tree Warden responsible for the consolidated notice acting under MGL c. 87 (Shade Trees). Consent to an action by the Planning Board shall not be construed as consent by the Tree Warden or vice versa. A Planning Board decision shall contain a condition that no work shall take place until any applicable provisions of MGL c. 87 (Shade Trees) have been complied with.
- h) Statute of limitations. The approval of the Planning Board or Tree Warden under these regulations for any proposed work shall be valid for two years from the date the decision is filed with the Town Clerk. After two years from this date, the decision is void unless an extension is granted before the expiration.
- i) Emergency repair. The requirements of this bylaw shall not apply when the Tree Warden acts in an emergency in accordance with law. In cases where a tree or branch poses a threat to public safety and there is not sufficient time to obtain prior approval from the Planning Board, the Planning Board shall be notified by the Tree Warden within the calendar week after any action which would have been a violation of this bylaw if the threat had not existed. Under no circumstances are stone walls to be torn down or destroyed on a scenic road under the auspices of emergency repair.

32.5.3 Considerations

In acting on applications concerning scenic roads, the Planning Board shall take into consideration the following:

- A. Contribution of trees and/or stonewalls to scenic beauty;
- B. Age and historic significance of roads, trees and stone walls;
- C. Features of the road, such as surface, pavement width and bridges;
- D. Public safety;
- E. Local residential traffic patterns and overall traffic volume and congestion;
- F. Compensatory actions proposed, such as tree and stone wall replacement;
- G. Functional importance and urgency of repair, maintenance, reconstruction or paying;
- H. Additional evidence contributed by abutters, Town agencies and other interested parties;
- I. Recreational uses of the road;
- J. Preservation of natural resources and historic resources;
- K. Scenic and aesthetic characteristics;
- L. Environmental values;
- M. Other planning information;
- N. Existence or absence of reasonable alternatives.
- O. Applicants reasons and considerations

32.6 Enforcement; violations and penalties

- 32.6.1 This bylaw shall be administered by the Planning Board and enforced by the Planning Board, Building Inspector, Tree Warden, Department of Public Works Director or others designated by the Town Administrator. Enforcing officials may issue a citation for the violation of this bylaw and shall take appropriate action in the name of the Town of Hubbardston to prevent, correct, restrain or abate such violations.
- 32.6.2 Failure to file with the Planning Board for permission to cut or remove trees or for destruction of any portion of a stone wall within the layout of any scenic road will require an immediate cessation of work and an immediate filing as detailed above and the applicant shall be required to restore the features if required by the Planning Board. Unless waived, the required restoration shall consist of restoring the stone wall to its previously existing condition and/or replacing the trees cut with nursery quality trees that are acceptable to the Planning Board. For every three inches of tree cut, measured across the stump, a nursery quality replacement tree with a two-and-one-half-inch caliper, measured four feet from the ground, shall be planted by the applicant. Failure to comply with a duly issued decision of the Planning

Board shall subject the applicant to restoration as detailed above and other remedial measures that the Planning Board deems necessary.

32.6.3 Any violation of this bylaw, MGL c. 40, § 15C, or a Planning Board decision issued under this bylaw or MGL c. 40, § 15C, shall be punishable by a fine not to exceed \$300 per violation, any such violation may also be enforced through the non-criminal disposition in accordance with this bylaw. Each day, or portion thereof, that a violation of this bylaw continues without a Planning Board approved decision to take restorative action shall be deemed a separate offense.

32.6.4 In addition to the foregoing remedies, the Town of Hubbardston, acting by and through its Planning Board, and with the approval of the Board of Selectmen, shall have all other legal and equitable remedies which may exist, including without limitation the right to seek injunctive relief. In addition, the Town of Hubbardston may in its discretion enforce the provisions of this bylaw in the manner provided in MGL c. 40, § 21D.

32.6.5 In all other aspects, all provisions of this bylaw shall remain in full force. (Submitted by Planning Board)

ARTICLE 5. To see if the Town will vote to amend various sections of Article 20 Use of Large-Scale Solar Photovoltaic Installations of the Hubbardston Zoning Bylaws as follows; or take any action relative thereto.

20.2 Definitions

To 20.2.4: Delete "sited as-of right" and replace with "by Special Permit"

To Read:

20.2.4 Designated Location: Large scale solar photovoltaic installations may be sited by Special Permit in all zoning districts in the Town of Hubbardston.

To: 20.2.5 Large Scale Ground-Mounted Solar Photovoltaic Installation

Delete "Ground -Mounted"

Delete "and is not roof-mounted" and replace with "or a roof".

Delete "-mounted"

Delete "and has a minimum nameplate capacity of 250kW DC" and replace with "with solar panels covering 20,000 square feet or more on one lot or minimum nameplate capacity of 250kW DC"

To read:

20.2.5 Large-Scale Solar Photovoltaic Installation: A solar photovoltaic system that is structurally mounted on the ground or a roof, with solar panels covering 20,000 square feet or more on one lot or minimum nameplate capacity of 250kW DC"

20.3 General Requirements

To: 20.3.4 Site Plan Review

Delete "Ground mounted"

Delete "with 250 kW or larger of rated nameplate capacity"

Delete "3", after the word Article.

To read:

20.3.4 Site Plan Review

Large scale solar photovoltaic installations shall undergo site plan review by the Site Plan Review Authority, as set forth in this Section and Article 9 of the Zoning Bylaws prior to construction, installation or modification as provided in this section.

20.3.5 Site Control

The project proponent shall submit documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed solar photovoltaic installation.

ADD: Any special permit submit issued under this section shall include a condition stating the above requirement and further stating that, in accepting the special permit the Applicant and Owner grant the Town permission to enter the property for the purpose of assessing and removing an abandoned or discontinued facility. This letter shall be signed and notarized by the applicant and owner.

20.3.8 Dimension and Density Requirements

To: 20.3.8.2 Appurtenant Structures

Delete existing section and replace with a following new section

To Read:

20.3.8.2 Solar Panels and Appurtenant Structures

All appurtenant structures to large-scale ground-mounted solar photovoltaic installations shall be subject to reasonable regulations concerning the bulk and height of structures, lot area, setbacks, open space, parking and building coverage requirements. All such appurtenant structures, including but not limited to, equipment shelters, storage facilities, transformers, and substations, shall be architecturally compatible with each other. All structures will be hidden from view whenever reasonable by vegetation and/or joined or clustered to avoid adverse visual impacts.

All Solar Panels shall be screened from view by vegetation and in place prior to issuing the Certificate to Generate for the system. Such screening shall be provided in the required setback areas where existing vegetation setbacks is insufficient for year-round screening. Screens shall consist of evergreen vegetation 1.5 times the height of the highest solar panels. Berms or other methods to adequately screen the facility, depending on site specific conditions may be considered. Screen shall be maintained and replaced as necessary by the owner/operator of the solar energy system.

20.3.10.2 Land Clearing, Soil Erosion and Habitat Impacts

Add: to section title – Screening Requirements

To Read: 20.3.10.2 Land Clearing, Soil Erosion, Habitat Impact, Screening Requirements

20.3.11 Delete existing wording of section.

Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the large-scale ground-mounted solar photovoltaic installation or otherwise prescribed by applicable laws, regulations, and the Town's Zoning Bylaws.

Replace with:

- a) Land Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the solar energy systems or otherwise prescribed by applicable laws, regulations, and bylaws. Existing vegetation shall remain in required setback areas except where such vegetation would shade the solar energy system. However, in no event shall clearing of existing vegetation in setbacks exceed half the required setback width. Adequate erosion control measures shall be provided for all proposed land clearing.
- b). Protection of Natural Resources and Habitat Large-scale ground-mounted solar energy systems shall be designed to minimize impacts to agricultural and environmentally sensitive land and to be compatible with continued agricultural use of the land whenever possible. Access driveways shall be constructed to minimize grading, removal of stone walls or roadside trees, and to minimize impacts to environmental or historic resources.
- c). Screening/Buffering: Large-scale ground-mounted solar energy systems shall be screened year round from all adjoining properties in all zoning districts and from public and private ways. Screening will be in place prior to issuing the Certificate to Generate in all zoning districts. Such screening shall be provided in the required setback areas and where existing vegetation in setbacks is insufficient for year-round screening purposes. The screen shall consist of dense evergreen vegetative screening 1.5 times the height of the highest solar panels. Berms or other methods to adequately screen the facility, depending on site specific conditions may be considered. Screen shall be maintained and replaced as necessary by the owner/operator of the solar energy system.

To: 20.4 Certificate to Generate

Add: The Planning Board may revoke the "Certificate to Generate" for cause after a public hearing.

To Read:

20.4 Certificate to Generate

No solar facility may sell or distribute generated power until all conditions of the issued permit and requirements of this by-law are approved and certified at a meeting of the Planning Board, and the "Certificate to Generate" is issued and recorded in the Worcester County Registry of Deeds.

The Planning Board may revoke the "Certificate to Generate" for cause after a public hearing.

Add:

20.5 Reporting Requirements

The owner of the solar installation shall provide a report to the Planning Board in January of each calendar year with the following information: total amount of electricity generated, major maintenance performed; planned or actual major system modifications; change of ownership; changes to bond amounts.

(Submitted by Planning Board)

2/3

Vote Required

(Finance Committee Will Make Recommendation at Town Meeting)

ARTICLE 6. To see if the Town will vote to amend Article 18 Wireless Communication Facility of the Hubbardston Zoning Bylaws as follows; or take any action in relation thereto. *Deletions shown by strikethrough and insertions shown by bold as follows:*

Section 18.6.2 Filing Requirements

c. Construction

6. Change "A bond" to "A cash surety"

(Submitted by Planning Board)

2/3 Vote

Required

(Finance Committee will make recommendation at Town Meeting)

ARTICLE 7. To see if the Town will vote to amend the Hubbardston General Bylaws by adding the following new section to establish and authorize revolving funds for use by certain town departments, boards, committees, or officers under Massachusetts General Laws Chapter 44, Section 53E1/2; or take any other action relative thereto.

[Recommended placement: Chapter IV Financial Year & Finances, Section 6. Departmental Revolving Funds]

SECTION 6. Departmental Revolving Funds

A. Purpose

This bylaw establishes and authorizes revolving funds for use by town departments, boards, committees and officers in connection with the operation of programs or activities that generate fees, charges or other receipts to support all or some of the expenses of those programs or activities. These revolving funds are established under and governed by General Laws Chapter 44, §53E1/2.

B. Expenditure Limitations

A department head, board, committee or officer may incur liabilities against and spend monies from a revolving fund established and authorized by this bylaw without appropriation subject to the following limitations:

- 1. No liability shall be incurred in excess of the available balance of the fund.
- 2. The total amount spent during a fiscal year shall not exceed the amount authorized by Annual Town Meeting on or before July 1 of that fiscal year, or any authorization that is later approved during that fiscal year by the Board of Selectmen and Finance Committee.
- 3. Fringe benefits of full-time employees whose salaries or wages are paid from the fund shall also be paid from the fund.

C. Interest

Interest earned on monies credited to a revolving fund established by this bylaw shall be credited to the general fund.

D. Procedures and Reports

Except as provided in General Laws Chapter 44, §53E1/2 and this bylaw, all applicable state and local laws and regulations that govern the receipt, custody, expenditure and payment of town funds shall apply to the use of revolving funds established and authorized by this bylaw.

E. Authorized Revolving Funds

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Fund	Authorization By	Revenue Source	Use of Fund
Con Com Fund	Conservation Commission	Receipts from fees for site inspections and plan review	Payment to member performing site inspection and expenses relating to such inspections or plan review
DPW Temporary Driveway Fund	DPW Director	Charges and fees collected by the DPW upon payment of permit fees for temporary driveway applications	Expenses associated with road repairs made necessary by the temporary driveway installation.
Gas Fund	Gas Inspector	Gas Permit Fees and Applications	Pay inspector for inspection services
Grave Fund	Cemetery Commissioners	Payments for grave openings	Payment to party hired to open grave
Haz Mat Fund	Fire Chief	Service charges for clean-up and disposal of hazardous materials	Expenditures related to clean-up and disposal of hazardous materials
Hazardous Building Demolition Fund	Board of Health and the Building Department	Reimbursement from property owners for demolition of hazardous buildings	Payment of expenses associated with the demolition of hazardous buildings and related clean-up of underlying property
Hubbardston Special Events Fund	Town Administrator	Donations, sale of promotional items and other sources	Payment of the costs associated with organizing and hosting various special community celebratory events throughout the year
Late fee Dog License Fund	Town Clerk	Fees for late licensing of dogs and kennels	Payment of costs associated with the regulation of dogs, including ACO capital expense.
MART Transportation Management Fund	Executive Admin Assist	MART Reimbursement	Payment of costs associated with the supervision and operation of the MART Transportation
Open Burn Fund	Fire Chief	Receipts for fees for open burning	Payment of expenses related to fighting brush fires in town, including payment of part-time wages, forest firefighting equipment and other costs of fighting such fires
PEG Access	Cable Advisory Committee	License Fees from Cable TV providers	Expenses associated with providing recording and broadcasting of town meetings, events, and other costs associated with cable access.

Planning Board Fund	Planning Board	Site Plan Review, Site Inspection Fees, Special Permit & Subdivision and Application fees.	Expenses related to Site Plan Review, Special permit, Subdivision Applications and Zoning Bylaw & Subdivision Regulations revisions, Training, Consultants, and Administrative support.
Plumbing Fund	Plumbing Inspector	Plumbing Permit Fees and Applications	Pay inspector for inspection services
Public Records	Town Clerk	Charges and fees collected upon payment of public records fees.	Expenses associated with providing public records, and other costs associated with public records requests.
Recycling Fund	Board of Health	Fees collected for use of center and drop-off of recyclables	Costs associated with programs and facilities needed to recycle materials, including employee wages
Septic Fund	Board of Health	Fees for septic system plan review, agent inspections, and perc tests	Payments to septic system plan review engineers and to agents witnessing perc tests or performing inspections
Tax Title Collection Fund	Treasurer/Collector	Charges and fees collected upon redemption of tax titles or sales of property	Expenses associated with making a tax taking and to pay out of pocket expenses incurred in connection with a redemption or tax title foreclosure proceeding.
Vaccine Administration Account	Board of Health	Fees, health insurance reimbursements and receipts for vaccine related services	Payments for vaccine, supplies, and services deemed necessary by the Board of Health
Wiring Fund	Wiring Inspector	Electrical Permit Fees and Applications	Pay inspector for inspection services and clerical wages

(Submitted by Bylaw Review Committee)
Recommend)

(Finance Committee Does Not

ARTICLE 8. To see if the Town will vote to amend the Hubbardston General Bylaws by adopting under Chapter I, General Provisions, a new Section 7, as follows; or take any action relative thereto:

Section 7. Authorization for Numbering

With the approval of the Town Administrator, the Town Clerk is authorized to correct internal cross-references and assign appropriate alphanumeric references to chapters, articles, sections, subsections, paragraphs and subparagraphs of the Hubbardston General and Zoning Bylaws where none are approved by Town Meeting and if such are approved by Town Meeting, to make non-substantive editorial revisions to ensure consistent and appropriate sequencing and numbering. (Submitted by Town Clerk)

<u>ARTICLE 9.</u> To see if the Town will vote to amend the Hubbardston General Bylaws by adopting a new Section 4 under Chapter XVI Streets and Sidewalks as follows; or take any action relative thereto.

Section 4: Removal of Snow and Ice from Sidewalks

Section 4.1 Time Period

The owner of any real property that abuts any sidewalk shall remove any and all accumulation, whether natural or otherwise, of snow and/or ice within 24 hours of the end of the precipitation that caused the accumulation. If the snow and/or ice has accumulated other than by precipitation, it shall be removed within 24 hours of its accumulation on such sidewalk. In order to comply with this bylaw, all sidewalks shall be cleared to the surface of the sidewalk, or, where it is impracticable to do so, the sidewalk shall be treated with sand or otherwise. It is the express intent of this bylaw to assure safe and convenient access on sidewalks to all travelers, including those with disabilities and/or mobility impairments, including people who use wheelchairs.

Section 4.2 Penalty

Any owner of real property who violates Section 4.1 of this bylaw shall pay a fine of ten dollars (\$10). Each 24-hour period in which snow and/or ice is not removed or treated as provided herein shall constitute a separate offense. No prosecution or other proceeding hereunder shall be commenced more than 60 days from the violation. The provisions of this bylaw may be enforced by the Hubbardston Police Department through the non-criminal disposition method as provided in M.G.L. Ch. 40, Sec. 21D.

Section 4.3 Additional Penalty

In addition to the remedies provided in section 4.2 of this bylaw, the Board of Selectmen in its discretion, may, after due notice to the owner of the real property and an opportunity to be heard, perform otherwise cause the clearing or treating of snow and/or ice to be performed, and recover from said owner the expense therefore that shall not exceed five hundred dollars (\$500). Such expenses shall constitute a municipal lien against the real property as provided in M.G.L. Ch. 40, Sec. 58. (Submitted by Department of Public Works)

<u>ARTICLE 10.</u> To see if the Town will vote to amend the Hubbardston Zoning Bylaws by adding Article 22 Commercial Marijuana Establishments as follows; or take any action in relation thereto:

Article 22 Commercial Marijuana Establishments

Sections

- 22.1 Purpose
- 22.2 Definitions
- 22.3 General Requirement
- 22.4 General Zoning Districts
- 22.5 Procedure for Obtaining a Marijuana Establishment

22.1 Purpose

The purpose of this bylaw is to ensure safe access to the growing, distribution, and sale of Marijuana in the Town of Hubbardston. No Marijuana establishment shall impinge on any property owner's right to freedom of noise, odor, light pollution, or to the natural, scenic, historic and aesthetic qualities of their property.

22.2 Definitions

All definitions in MGL Chapter 94G Sections 1 Definitions and 935CMR 500.000 Adult Use of Marijuana Section 500.002 Definitions are made part of this bylaw.

22.3 General Requirements

All Marijuana Establishments including cultivating, retail sales, product manufacturing, independent testing laboratory, or any other type of marijuana type establishment shall be in conformance with Massachusetts General Law 94G, 935 CMR 500.00 Adult use of Marijuana. The Planning Board shall be the permit granting authority. The enforcement authority of this bylaw shall be the Building Inspector and or Planning Board.

22.4 General Zoning Districts for Marijuana Establishment

Marijuana Establishments as described in MGL 94G and 935 CMR 500.00 shall be allowed in the following districts after the applicant has been approved by the Cannabis Control Commission.

- 22.4.1 Marijuana Establishment allowed by Right in Residential District:
- Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf).
- **22.4.2** Marijuana Establishment allowed by Special Permit in Residential District: Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and 10,000 sf) by Special Permit.
- **22.4.3** Marijuana Establishment allowed by Special Permit in the Town Center District Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf) by Special Permit.
- **22.4. Marijuana Establishment allowed in the Commercial District by Special Permit.** All Marijuana Establishments as defined by MGL 94G are allowed by Special Permit.

22.5 Procedure for obtaining any Marijuana Establishment Licenses

22.5.1 Conduct a Community Outreach Hearing

- **22.5.1.1** The Planning Board will hold a joint Community Outreach Hearing with Hubbardston Board of Selectmen. All costs associated with this hearing shall be paid for by the applicant.
- **22.5.1.2** The Outreach Hearing shall be advertised twice in (14) days period prior to the hearing in the Gardner News and posted on the town website.
- **22.5.1.3** A copy of the notice filed with the Town Clerk, Planning Board, Board of Selectmen, Board of Health, building inspector and Police Chief.
- **22.5.1.4** A copy of hearing notices must be sent to abutters within 300' of the proposed Marijuana Establishment by registered mail.
- **22.5.1.5** The content of the hearing shall include discussion of type of Marijuana establishment to be located, security information, steps taken by applicant to prevent diversion to minors, plan for positive community impact, information to demonstrate location will not be a nuisance.
- **22.5.1.6** The applicant is required to answer questions from the community members.

22.5.2 Enter into Host Community Agreement. (HCA)

After the hearing the applicant shall make application to the Board of Selectmen for a Host Community Agreement with the Town of Hubbardston. The HCA will follow MGL 94G and 935CMR 500.000 Adult Use of Marijuana.

22.5.3 Certify compliance with local zoning, including buffer zone requirement.

After the Host Agreement has been executed between the Board of Selectmen the applicant will meet with Planning Board to review a general site plan to show that the proposal conforms to the zoning and buffer zone requirements. If the zoning and buffer zone requirements are in

compliance with Town of Hubbardston Zoning the Planning Board will vote to a send letter to Cannabis Control Commission that the proposed Marijuana establishment is in compliance with zoning and buffer zone requirement.

22.6 Final Approval

After Cannabis Control Commission has contacted the town that the application is complete the applicant, if required by zoning, must apply to the Planning Board for a Special Permit for Marijuana Establishment per Articles 7, 8, 9 and 21 of the Hubbardston Zoning Bylaw. (Submitted by Planning Board)

2/3 Vote Required

(Finance Committee Will Make Recommendation at Town Meeting)

ARTICLE 11. To see if the Town will vote to amend the Hubbardston Zoning Bylaws with respect to Marijuana establishments by making deletions and insertions to Sections as follows, or take any action relative thereto:

Changes to Article 2 Definitions

Add to index list:

2.39 Commission

2.40 Marijuana Establishment

Add 2.39 Commission

The Cannabis Control Commission established by Section 76 of Chapter 10 of the Massachusetts General Laws.

Add 2.40 Marijuana Establishment

Marijuana Establishment means a Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a medical marijuana treatment center.

Changes to Article 4 – Use Regulation

Add the following to Article 4.1 Use Permitted by Right in Residential District

q. Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf). (subject to Article 22)

Add the following to Article 4.2 Use permitted by Special Permit in Residential Districts

n. Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and 10,000 sf). (subject to Article 22)

Add the following to Article 4.3.1 Use Permitted by Special Permit in the Town Center District

c. Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf) by special permit. (subject to Article 22)

Add the following to Article 4.5 Use Permitted by Special Permit in Commercial Districts

g. All Marijuana Establishments as defined by MGL 94G are allowed by special permit. (subject to Article 22)

(Submitted by Planning Board) Vote Required 2/3

You are hereby directed to serve this warrant by posting attested copies thereof at the Place of Meeting, Hubbardston Center School, "Mr. Mike's" convenience store, the Town Office, and the Post Office fourteen days, at least, before the day of said meeting. Hereof, fail not, and make due return of this warrant with your doings thereon to the Town Clerk at the time and place of meeting as aforementioned.

Given under our hands this 7th day of May 2018:

BOARD OF SELECTMEN of HUBBARDSTON	
Daniel S. Galante	A true copy, Attest:
Michael S. Stauder	Joyce E. Green, Town Clerk
Jeffrey L. Williams	Date of Posting:
Patrick R. Girouard	Method:, Constable
Richard Haddad	



MINUTES - SPECIAL TOWN MEETING June 5, 2018 HUBBARDSTON CENTER SCHOOL

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator Edward Leonard; Board of Selectmen members Daniel Galante (Chair), Michael Stauder, Jeffrey Williams, Patrick Girouard and Richard (Jamie) Haddad; Town Clerk Joyce Green; Finance Committee members Susan Rayne (Chair), Timothy Hart and Shannon Erb; Town Administrator Ryan McLane; and representative for Town Counsel, Carolyn Murray.

A total of 153 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Moderator Leonard called the meeting to order at 6:30pm. The Moderator announced that the meeting was being videotaped. The following actions were taken on the articles presented in the aforesaid warrant:

ARTICLE 1. **Motion, Daniel Galante,** that the Town vote to transfer from Free Cash the sum of \$6,271.20 to pay Places Associates, Inc. for costs associated with consulting and peer engineering review of the D.J. Palm Inc. application for a gravel removal permit.

Second: Michael Stauder Vote: Motion Carries; Majority Affirmative Vote

ARTICLE 2. **Motion, Daniel Galante,** that the Town vote to transfer from Free Cash the sum of \$2,760.00 to pay KP Law, P.C. for legal costs associated with the review of the decision on the D.J Palm Inc. application for a gravel removal permit.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative Vote

<u>ARTICLE 3</u>. Motion, Daniel Galante, that the Town vote to amend the Hubbardston General Bylaws as recommended after extensive review by the Bylaw Review Committee that was appointed per the Town Charter, with the full and complete text of changes available on the official Town website, http://www.hubbardstonma.us/pages/HubbardstonMA_clerk/vot, and at the Town Clerk's office, at Town Hall on Monday from 2 pm to 8 pm, and on Tuesday, Wednesday and Thursday from 8 am to 4

Second: Michael Stauder

The proposed changes are summarized as follows:

General changes to be made throughout the General Bylaws:

- 1. Table of Contents expanded to include section titles to make it easier to find what you're looking for and section titles were given to those that did not have one.
- 2. Formatting changes to make format more consistent throughout document.
- 3. Grammatical corrections; example: "which" was changed to "that" where appropriate
- 4. Posting requirements were updated to include the town website and, where appropriate, social media
- 5. Internal cross-references were corrected and/or updated

The following is a summary of the Chapters & Sections with proposed changes other than the above formatting or grammatical changes (using new chapter numbers). **Bold** indicates added or new language; strikethrough indicates deleted text.

[Note: The Moderator proposed to the meeting that he read the revision numbers only (1-62) allowing time for comments or questions on each. No objections were heard and the procedure was followed. Proofreading errors were corrected to #13 and #17.]

- 63. Chapter I, GENERAL PROVISIONS; **ADD** severability clause to cover all bylaws (individual clauses were deleted from Chap XXI, XXIII, XXVII, XXVIII, XXVIII and XXX) "Should any provision or section of this bylaw be held unconstitutional or invalid, such holding shall not be construed as affecting the validity of any of the remaining provisions or sections, it being the intent that this bylaw shall stand notwithstanding the invalidity of any provision or section thereof."
- 64. Chapter II, TOWN MEETINGS, Sec 3; FinCom review of Town Meeting warrant time frame INCREASED from 7 days to 30 days prior to meeting
- 65. Chapter II, TOWN MEETINGS, Sec 7, 9,13,15; Procedural changes to Town Meeting requested by Moderator including; Sec 7, changing from a standing count to having counters count votes with a show of hands; Sec 9 limiting a person to speak to a motion not more than twice or for more than 10 minutes; Sec 13 clarify majority vote to a be a majority of those present and voting; Sec 15 changing "Addressing the Chair" to "Addressing the Moderator" and ADD a sentence to Sec 15, "The moderator may use an alternate sequence for recognizing speakers."
- 66. Chapter II, TOWN MEETINGS; DELETE Sec 8 Reconsidering the Vote, DELETE Sec 10 Limitations on a Motion to Reconsider, DELETE part of Sec 16 "or to give notice of a motion to reconsider.", DELETE Sec 20 Divided Motion, and RENUMBER remaining sections.
- 67. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; Quabbin Regional School Committee: DELETE "-to consist of three (3) members, one to be elected each year for a term of three (3) years" and ADD "as provided by the Quabbin Regional School District Agreement" to make consistent with Town Charter
- 68. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; AMEND Board of Registrars of Voters: change to 3 members and the Town Clerk, not 4 members and the Town Clerk per MGL Chap 51, Sec 15.
- 69. Chapter III, VACANCIES & APPOINTMENTS, Sec 1; CORRECTIONS made to statutory cross-references for those positions appointed by the Board of Selectmen.
- 70. Chapter XII, COMMITTEES Sec 1.3; MOVED to Procurement Chapter XXIII SECTION 4; "No Town officer, agent or member of any board of the Town shall sell materials, supplies or services to the Town without the permission or approval of the Board of Selectmen expressed by a vote which shall appear on the records of said Board."
- 71. Chapter V (former Chapter XII), GENERAL COMMITTEE POLICIES; MOVED from Ch XII Committees and re-titled General Committee Policies; Sec 1.2, DELETE last sentence that read "All-members of a committee which fails or neglects to make a report at Annual Town Meeting shall by such failure be held to have resigned and without further action or vote, new members shall be appointed." All subsequent chapters to be renumbered.
- 72. Chapter V, GENERAL COMMITTEE POLICIES, Sec 4 (former Ch XII, Sec1.5); **ADD** word "special" before the word "committee" in the first line for clarification.
- 73. Chapter VI (former Chapter V) MODERATOR; **ADD** Section 1, **A Moderator shall be elected at Annual Town Election for a three-year term.**
- 74. Chapter VI (former Chapter V). MODERATOR; DELETE Section 2 to conform to current practice and RENUMBER remaining sections, "The Moderator shall appoint all committees except as otherwise-provided by law, by Town Charter or by vote of the meeting within thirty (30) days after the

- passage of the vote creating the committee, and in choosing a committee by nominations from the floor, no person shall nominate more than one member of such committee." Note: Appointments are outlined in the Town Charter and made by Selectmen or Town Administrator.
- 75. *Underlined section corrected by Moderator: Chapter VI (former Chapter V) MODERATOR; Section 13 should read Chapter II Town Meetings, Section 11 (former Section 13)*; ADD "Unless otherwise provided by law or bylaws, all motions shall require a majority vote of those present and voting in order to determine the outcome."
- 76. Chapter VII (former Chapter VI) TOWN CLERK; DELETE Section 7 "All other provisions pertaining to the Town Clerk shall be found under Chapter 41 of the General Laws."
- 77. Chapter IX (former Chapter VIII) TOWN COUNSEL; Last sentence of Section 2 was MOVED to new Section 4; "No officer, board or committee, shall, at the expense or in behalf of the Town, employ or be represented by any other than the Town counsel or appointed Special Counsel."
- 78. Chapter XIII CAPITAL IMPROVEMENT PLANNING COMMITTEE; MOVE old Sec 2.1 of Chap XII to NEW Chapter XIII Capital Improvement Planning Committee
- 79. *Underlined number 2 corrected to 3 by Moderator; MOVED from Chap XII, Sec 2.2 and re-numbered as Chapter XIV COMMUNITY PRESERVATION COMMITTEE; CAPITALIZED names of boards & committees; DELETE the word "the" in 2 3* places; **ADD** requirement for posting on official Town website; **ADD** words "**community preservation**" prior to the word "surcharge" for clarification
- 80. Chapter XV (former Chapter XIII) ANNUAL REPORTS; **ADD** language requiring posting the Annual Report on the official Town website
- 81. Chapter XV (former Chapter XIII) ANNUAL REPORTS, Sec 5; DELETE entire section: "SECTION-5. Committee Reports, The Board of Selectmen shall be responsible during the month of March prior to each Annual Town Meeting for notification in writing to the chairperson of any committee that has made no report to the Town since the last Annual Meeting that some report will be expected at the coming Annual Town Meeting and the warrant for such Annual Town Meeting may contain an article to hear and act upon the report of each of such committees, specifically naming them."
- 82. Chapter XVI (former Chapter XIV) LICENSES & PERMITS; DELETE previously deleted Sec 3 and renumber remaining sections
- 83. Chapter XVI(former Chapter XIV) LICENSES & PERMITS, Sec 5 (former Section 6), Licenses and Permits of Delinquent Taxpayers, ; CHANGE delinquent taxpayer bylaw to require Town Taxes, etc. to be paid if due for not less than a 30-day period before permits may be issued. Time period previously was 12 months.
- 84. Chapter XVIII (former Chapter XVI) STREETS & SIDEWALKS, Section 1.6; DELETE in its entirety "No person shall coast or skate on any street or public place except on such as are designated by the Board of Selectmen or on public playgrounds." Remaining subsections to be renumbered.
- 85. [DELETED from proposed amendments: Chapter XVIII (former Chapter XVI) STREETS & SIDEWALKS, Sec 2.1; DELETE last paragraph that reads "Notwithstanding the above, the Town-Meeting may accept as a public way a way that does not meet all of the conditions set forth above upon a recommendation, by majority vote, from the Planning Board to waive such condition(s)."]

- 86. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 1; CHANGE the dates of the winter parking ban on any street TO November 15 to April 15 FROM current dates of December 31 to March 31.
- 87. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 2; AMEND to combine Groups A and B and label as Group A and relabel Group C as Group B; AMEND parking fines to INCREASE parking Fines to \$20 for Group A and \$25 for Group B
- 88. Chapter XIX (former Chapter XVII) OPERATION OF MOTOR VEHICLES, Sec 3; DELETE words "coastal or" from Subparagraph 3 Littering, Coastal or inland waters
- 89. Chapter XX (former Chapter XVIII) DRIVEWAYS, Sec 1; MOVE sentence from Sec 4 to Sec 1 "The cost of construction will be the responsibility of the owner."
- 90. Chapter XX (former Chapter XVIII) DRIVEWAYS; AMEND by reordering sections 2,3, and 4 for more logical sequence
- 91. Chapter XX (former Chapter XVIII) DRIVEWAYS, Sec 4 (former Section 3); AMEND by adding "The existing town road surface must not be disturbed and the gutter line must be maintained. The width and flare of the driveway apron must conform to specifications on the driveway permit." and DELETE old wording: "The Department of Public Works is concerned with width and flare of driveway where it meets the road, since road surface must not be disturbed and gutter line must be maintained."
- 92. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 3; AMEND definition of applicant for clarification by ADDING new wording "Applicant: The individual, corporation or other legal entity who makes the application for an Earth Removal Permit. Such individual, corporation or other legal entity may be the Owner of the site or may be the operator of the Earth Removal Operation. The permit shall be issued to the Applicant. If the Applicant is not the Owner of the land, the applicant shall provide the Owner's notarized permission to make an application and alter the site for an Earth Removal Operation." and DELETING old wording "The individual, corporation or other legal entity who makes the application for an Earth Removal Permit. Such individual, corporation or other legal entity may not be the Owner of the site, but may be operator of the Earth Removal Operation. The permit shall be issued to the Applicant. If the Applicant is not the Owner of the land, the applicant shall demonstrate that they have the legal permission of the Owner to make an application and alter the site for an Earth Removal Operation."
- 93. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 4.F.; AMEND wording for clarification as follows: "Each operation proposed by the same applicant for a site with multiple owners lots shall require a separate Earth Removal Permit for each lot so affected."
- 94. Chapter XXI EARTH REMOVAL, Sec 8.B.; **ADD** language to require posting of a public hearing on the official Town website.
- 95. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 9.A.4.; CORRECT cross reference by DELETING section 9.B.12 and replacing with **Section 9.B.1-11.**
- 96. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 9.B.11.;AMEND last sentence to CORRECT typographical error by DELETING "a maximum slope of 2:1" and replacing with "a maximum slope of **3:1"**
- 97. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 10; CORRECT typographical error in line 2, by CHANGING "if one if present" to "if one is present"

- 98. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 13.C.; Line 1 ADD words "firm or corporation" to read "In the event the permitting authority determines that any person, firm or corporation, whether or not an Owner, as defined herein, is in violation of this bylaw, the person, firm or corporation may be assessed the cost of any and all action taken to remedy the violation…"
- 99. Chapter XXI (former Chapter XIX) EARTH REMOVAL, Sec 14; **DELETE** Severability Clause
- 100. Chapter XXIII (former Chapter XXI) PROCUREMENT, Sec 2; **CHANGE** by DELETING existing language and replacing with the following NEW language: "All contracts shall be reviewed by the Town Administrator and Town Counsel and signed by the Town Administrator **as per the Town Charter Section 3-4-10.**"
- 101. Chapter XXIII (former Chapter XXI) PROCUREMENT, Sec 3.7; **DELETE** Severability Clause
- 102. Chapter XXIII (former Chapter XXI) PROCUREMENT, **MOVED** from Committees Chapter V SECTION 1.3 and inserted as Section 5: "No Town officer, agent or member of any board of the Town shall sell materials, supplies or services to the Town without the permission or approval of the Board of Selectmen expressed by a vote which shall appear on the records of said Board."
- 103. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 1; definitions were put in alphabetical order; **CHANGE** definition of "Dog" as follows: "Dog" shall mean all-animals **domestic dogs** of the canine species, regardless of sex.
- 104. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 1; **ADD** definition of a Personal Kennel, subsection "f)"Personal Kennel" a pack or collection of 4 dogs or fewer, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit."
- 105. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 3; **ADD** acronym "**ACO**" in parentheses after "Animal Control Officer"
- 106. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 5; **CHANGE** "Town" Pound to "**Regional**" Pound
- 107. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS; AMEND BY REPLACING THE WORD "less" with the word "fewer" in 4 places
- 108. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 7; AMEND Disposition of Unclaimed Dogs By DELETING Old language: *Any dog which has been impounded and is not redeemed*

by the owner within the ten day period of confinement, shall be disposed of as provided by MGL, Chapter 140/151A when each of the following criteria have been met:

(b) The dog was detained for a period of Ten (10) days.

(b)The description of the dog to be published in a local newspaper and description of dog to be advertised on the local public access Television Channel at least Three (3) days before the scheduled date of destruction.

(c)The dog was made available for adoption in accordance with the previous section.

AND INSERTING New Language:

Any dog that has been impounded and is not reclaimed by the owner within the ten day period of confinement, shall be made available for adoption provided the following criteria have been met:

- (a) The dog was detained for a period of Ten (10) days.
- (b) The description of the dog is advertised in a local newspaper, on the ACO's website and through other relevant social media outlets.
- (c) The dog is found free of disease and is not extremely aggressive as determined by the ACO.
- 109. Chapter XXIV (former Chapter XXII) REGULATION OF DOGS, Sec 8.(b); INSERT **Two Hundred (\$200.00) Dollars** in place of \$200.00 (Two Hundred dollars)
- 110. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3; replace word "which" with "that" in several places; Sec 3, IV.E.1., replace the word "in" with "into"
- 111. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3, IV, B.; **DELETE** second sentence "If said user, on the basis of absence from town or filing the report, the Police Chief or Fire Chief may extend the fifteen day period for a reasonable period." and ADD "The Police Chief or Fire Chief may extend the fifteen (15) day period at their discretion."
- 112. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3,IV.E.1.c)(1); CLARIFY fee structure by DELETING "four(4) to ten (10) alarms" and REPLACING with "four (4) to nine (9) alarms"
- 113. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 3,V.A.3; CORRECT cross reference by DELETING \$51-31D or 51-6 AND REPLACING WITH Section 3
- 114. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.3; Delete period at the end of the first sentence and combine with the beginning of the next sentence as follows: "...or otherwise managed, but excluding those petroleum products..."
- 115. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.9.3; AMEND to make grammatical CORRECTION by replacing word "disposal" with "dispose"
- 116. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.10; DELETE reference to Section 2.5 and REPLACE with Section 4.5.1 and DELETE reference to Section 2.9 AND REPLACE with Chapter 1, Section 4.
- 117. Chapter XXVI (former Chapter XXIV) PUBLIC SAFETY, Sec 4.11; **DELETE** Severability Clause
- 118. Chapter XXVII (former Chapter XXV) CONDUCT IN OR ON LICENSED PREMISES, Sec 7; **DELETE** Severability Clause
- 119. Chapter XXIX (former Chapter XXVIII) PERSONNEL, Sec 1; **ADD sexual orientation and religion** to list of non-discrimination factors; **AMEND** word "sex" to "gender"
- 120. Chapter XXIX (former Chapter XXVIII) PERSONNEL, Sec 6; **DELETE** Severability Clause

- 121. Chapter XXX (former Chapter XXIX) GENERAL WETLANDS BYLAW, Sec 1; CORRECT typographical error in Paragraph 2, change "normal maintenance or improvement or land in agricultural use" to "normal maintenance or improvement of land in agricultural use"
- 122. Chapter XXX (former Chapter XXIX) GENERAL WETLANDS BYLAW, Sec 10; **ADD** to the end of the second paragraph the following new sentence: "The Commission shall notify the applicant prior to engaging a consultant at the applicant's expense."
- 123. Chapter XXXI AGRICULTURE; capitalization corrections and other formatting changes
- 124. Chapter XXXI AGRICULTURE; **DELETE** Severability Clause

Two corrections made by Moderator prior to the vote on Article 3:

#13: should read Chapter II Town Meetings, Section 11 (former Section 13) **ADD**: Unless otherwise provided by law or bylaws, all motions shall require a majority vote **of those present and voting in order to determine the outcome.**"

#17: should read Delete the word "the" in **3** places [instead of 2 places].

Motion, Vincent Ritchie, to delete #23 from the list of amendments under Article 3. Second: Thomas Bratko.

Town Counsel explained the statutory process that applies in order to have a road made a public way. A layout of the road must first be voted by the Board of Selectmen and ultimately would come before Town Meeting for a vote of acceptance.

Vote on Motion to Amend: Motion Carries; Majority

Affirmative Vote

Vote on Article 3 as Corrected and Amended on the floor: Motion carries, Majority Affirmative Vote

ARTICLE 4. Motion, Daniel Galante, that the Town vote to add a section to the Hubbardston General Bylaws with respect to Scenic Roads as follows;

Second: Jeffrey Williams

32.1 Authority and Purpose

Authority. This bylaw is adopted under authority of MGL c. 40, § 15C, and MGL c. 40, § 21. Purpose. The purpose of a Scenic Road Bylaw is to help the Town maintain and enhance its rural, small

town character by ensuring that work done to trees and stone walls on the public right-of-way of scenic roads is done in a way that helps preserve the scenic, historic and aesthetic characteristics of the public right-of-way.

Whereas the Town of Hubbardston has designated scenic roads (see addendum) pursuant to MGL Chapter 40, Section 15C, the additional purpose of this bylaw is to define, clarify and regulate Hubbardston Scenic Roads.

32.2 Applicability

This bylaw applies to all roads in Hubbardston previously identified by Town Meeting as "Scenic" and all future roads to be so identified.

32.3 Definitions

- 32.3.1Abutter: Shall mean all property owners, including those across the street, abutting the property where work requiring a scenic road hearing is required.
- 32.3.2 Cutting or Removal of Trees: Shall mean the removal of one or more trees, trimming of major branches, (as defined herein), cutting of roots, or any other work that would otherwise compromise a tree's health, such as soil and/or root compaction, water deprivation, or other conditions resulting from proposed work along a scenic road sufficient in the opinion of the Planning Board or the Tree Warden to cause eventual destruction of a tree. This definition does not apply to routine or emergency tree maintenance that removes only permanently diseased or damaged limbs, trunks, roots and dead whole trees. Nor does this definition apply to trimming work, including cutting of major branches, by the

Town's Department of Public Works Department, provided that the Planning Board has reviewed the proposed work and determined it to be in accordance with good practices. However, the removal of whole, live trees by the DPW is included in this definition.

- 32.3.3 Major Branch: Shall mean a living branch that is fully attached to a tree (as defined herein) and that has a diameter of three inches or more, 12 inches from the point at which said branch connects to the tree.
- 32.3.4 Posting: Shall mean the marking of a tree or stone wall along a road for the purpose of a scenic road hearing. For trees, such marking as described in MGL c. 87, § 3 (Shade Tree Act). For stone walls, a ribbon or other appropriate flagging material shall be temporarily affixed at the limit of work on both ends of the stone wall.
- 32.3.5 Repair, Maintenance, Reconstruction or Paving Work: Shall mean any work done within the right-of-way by any person or agency, public or private. Within this definition is any work on any portion of the right-of-way which was not physically commenced at the time the road was designated as a scenic road. Construction of new driveways, bicycle paths, sidewalks or roadside paths, or alteration of existing ones is included, insofar as it takes place within the right-of-way. Roadside clearing of trees to provide for vehicular clearance or for improvements to the line-of-sight shall also be included in this definition. Construction or alteration of water, sewer, drainage, electric, telephone, cable TV, or other utilities within the right-of-way is also included to the degree that they impact trees and stone walls, except as exempted in Subsection 22.1.2 above.
- 32.3.6 Right of Way: The area on and within the boundaries of the public way. If the boundaries are unknown, any affected trees or stone walls shall be presumed to be within the public right-of-way until shown to be otherwise.
- 32.3.7 Roads: Shall mean a right-of-way of any way used and maintained as a public way, including the vehicular traveled way plus necessary appurtenances within the right-of-way, such as bridge structures, drainage systems, retaining walls, traffic control devices, and sidewalks, but not intersecting streets or driveways. When the boundary of the right-of-way is an issue so that a dispute arises as to whether or not certain trees or stone walls or portions thereof are within or without the way, the trees and stone walls shall be presumed to be within the way until the contrary is shown. Trees and stone walls existing on or partially within the boundary of the right-of-way shall be considered to be within the right-of-way.
- 32.3.8 Tearing Down or Destruction of Stone Walls: Shall mean the destruction removal, covering or painting of more than 10 total linear feet of stone wall involving more than one cubic foot of wall material per linear foot above existing grade. Temporary removal and replacement at the same location with the same materials is permitted without Planning Board approval if the Town Highway Department is notified before the work begins so that it can confirm that the wall is properly replaced. Repair of a stone wall that does not involving tearing down or destroying the wall is not covered by this bylaw.
- 32.3.9 Shade Trees: Under MGL c. 87, Public Shade Trees are defined as all trees within a public way or on the boundaries thereof including trees planted in accordance with the provisions of section 7; and when it appears in any proceeding in which the ownership of or rights in a tree are material to the issue, that, from length of time or otherwise, the boundaries of the highway cannot be made certain by records or monuments, and that for that reason it is doubtful whether the tree is within the highway, it shall be taken to be within the highway and to be public property until the contrary is shown.
- 32.3.10 Trees: Shall include any living tree whose trunk has a diameter of four inches or more as measured four feet above the ground. Nothing in this definition shall be construed to permit a person, other than the Tree Warden or his deputy, to trim, cut down, or remove a public shade tree more than 1 1/2 inches in diameter one foot from the ground.
- 32.3.11 Warden: Shall mean the Town of Hubbardston Tree Warden or designated deputy.

32.4 Criteria for designation as scenic road

In determining which roads or portions of roads should be recommended to Town Meeting for designation as scenic roads, the following criteria should be considered:

- (1) Overall scenic beauty;
- (2) Contribution of trees to scenic beauty;
- (3) Contribution of stone walls to scenic beauty;
- (4) Age and historic significance of roads, trees, and stone walls;
- (5) Built features such as historic buildings, historic monuments, historic burial grounds, historic structures, farm buildings and fencing; and
- (6) Road features such as historic layout, surface, carriage width, use restrictions, and non-historic bridges.

32.5 Procedure for designating scenic roads

The Planning Board, the Board of Selectmen, the Conservation Commission, the Historical Commission, or a petition of 10 citizens of the Town may propose "scenic road" designation of any Hubbardston road other than a state highway. The Planning Board shall then hold a Public Hearing notifying the Board of Selectmen, the Tree Warden, the Department of Public Works, the Conservation Commission, and the Historical Commission, all property owners with land bordering the right-of-way and the public by advertising on the Town website and twice in a newspaper of general circulation in the area, the last publication to occur at least seven days prior to the date of the hearing. The Planning Board shall make a recommendation to Town Meeting on the merits of designation of the proposed road as a scenic way. No road shall be designated a scenic road by Town Meeting unless such designation is favorably recommended by the Planning Board, the Conservation Commission or the Historical Commission. A majority vote of Town Meeting is required for designation.

Following designation by Town Meeting, the Planning Board shall:

- A) Notify all municipal departments that may take action with respect to such roads;
- B) Notify the Massachusetts Highway Department;
- C) Indicate such designation on all maps currently in use by municipal departments;
- D) Notify all utility companies or other such parties, which may be working on the border of such road.
- E) The roads already designated as scenic roads under the Scenic Roads Act of 1973 (MGL c. 40, § 15C) shall retain their status as scenic for the purpose of this Scenic Road bylaw. These roads are listed on addendum.
- 32.5.1 Procedures for altering, repairing, modifying a scenic road
- 32.5.1.1 Filing. Any person, organization or agency seeking the consent of the Planning Board under MGL c. 40, § 15C, regarding road repair, maintenance, reconstruction, or paving work that may involve the cutting or removal or trees or the tearing down of stone walls, or portions thereof, shall file an application with the Planning Board and submit the following information:
- a) A completed scenic road application, including two copies of a plan showing proposed work and the extent of alterations or removal of trees or stone walls, so that readers may locate it with reasonable specificity on the ground without the need for additional plats or references, and describing in reasonable detail the proposed changes to trees and stone walls, and a statement of purpose, or purposes, for the proposed action. The plan shall show the name of the street or streets, the extent of the Scenic Road right-of-way, names of abutters within 100 feet of the proposed work, a title block and suitable space to record the action of the Planning Board. A plan drawn to scale is preferred, but not required.
- (b) One copy of the completed application and one copy of the plan shall also be submitted to the Town Clerk.
- c) Any further explanatory material useful to adequately inform the Planning Board, including clearly identifiable digital or printed photographs of the proposed work area and its existing conditions.
- d) A certified list of abutters within 100 feet of the subject property.
- 32.5.1.2 Notice. The Planning Board shall, as required by statute, give notice of the public hearing to discuss the alterations that the applicant wants to have done. Notice will be posted on the official Town website and twice in a newspaper of general circulation in the area, with the last publication occurring at least seven days prior to the hearing.
- a) The Applicant shall be responsible for the cost of advertising and noticing the abutters of the public hearing.

- b) The notice will contain the time, date, place and purpose of the hearing.
- c) Copies of the notice shall be sent to the Board of Selectmen, the Tree Warden, the Department of Public Works, the Conservation Commission and the Historical Commission before the public hearing commences.
- d) Timing of the hearing. The Planning Board shall hold a public hearing within 30 days of receipt of a properly filed request and shall take action on the request within 45 days of the hearing being held.
- e) Decision. The Planning Board shall provide its written decision to the applicant, with copy filed with the Town Clerk, within seven days of taking action on the application. If a consolidated meeting has been held involving the Tree Warden, then the Tree Warden shall issue a separate written decision related to the public shade trees. The Planning Board and, or the Tree Warden shall also provide copy of the decision to the applicant, the Conservation Commission, the Historical Commission, the Tree Warden, and Department of Public Works.
- f) Tree replacement. If the cutting or removal of whole trees is approved by the Planning Board or Tree Warden, the Planning Board, at its discretion, may require the applicant to replace the trees cut with nursery quality trees, which are of Zone 6 hardiness at a minimum, that are native to the region, and that are acceptable to the Planning Board, in consultation with the Tree Warden. For trees that are 18 inches or more in caliper, measured four feet from the ground, the Planning Board may require the removed tree to be replaced with two trees of at least a two-and-one-half-inch caliper, measured four feet from the ground. The location of the replacement trees shall be at the direction of the Tree Warden, in consultation with the Planning Board.
- g) Public shade trees. When required by MGL c. 87 (Shade Trees), notice shall be given and the Planning Board hearing required by MGL c. 40, § 15C (Scenic Roads) shall be held in conjunction with those held by the Tree Warden, with the Tree Warden responsible for the consolidated notice acting under MGL c. 87 (Shade Trees). Consent to an action by the Planning Board shall not be construed as consent by the Tree Warden or vice versa. A Planning Board decision shall contain a condition that no work shall take place until any applicable provisions of MGL c. 87 (Shade Trees) have been complied with.
- h) Statute of limitations. The approval of the Planning Board or Tree Warden under these regulations for any proposed work shall be valid for two years from the date the decision is filed with the Town Clerk. After two years from this date, the decision is void unless an extension is granted before the expiration.
- i) Emergency repair. The requirements of this bylaw shall not apply when the Tree Warden acts in an emergency in accordance with law. In cases where a tree or branch poses a threat to public safety and there is not sufficient time to obtain prior approval from the Planning Board, the Planning Board shall be notified by the Tree Warden within the calendar week after any action which would have been a violation of this bylaw if the threat had not existed. Under no circumstances are stone walls to be torn down or destroyed on a scenic road under the auspices of emergency repair.

32.5.3 Considerations

In acting on applications concerning scenic roads, the Planning Board shall take into consideration the following:

- A. Contribution of trees and/or stonewalls to scenic beauty;
- B. Age and historic significance of roads, trees and stone walls;
- C. Features of the road, such as surface, pavement width and bridges;
- D. Public safety;
- E. Local residential traffic patterns and overall traffic volume and congestion;
- F. Compensatory actions proposed, such as tree and stone wall replacement;
- G. Functional importance and urgency of repair, maintenance, reconstruction or paving;
- H. Additional evidence contributed by abutters, Town agencies and other interested parties;
- I. Recreational uses of the road;
- J. Preservation of natural resources and historic resources;
- K. Scenic and aesthetic characteristics;
- L. Environmental values;
- M. Other planning information;
- N. Existence or absence of reasonable alternatives.
- O. Applicants reasons and considerations

32.6 Enforcement; violations and penalties

32.6.1 This bylaw shall be administered by the Planning Board and enforced by the Planning Board, Building Inspector, Tree Warden, Department of Public Works Director or others designated by the Town Administrator. Enforcing officials may issue a citation for the violation of this bylaw and shall take appropriate action in the name of the Town of Hubbardston to prevent, correct, restrain or abate such violations.

32.6.2 Failure to file with the Planning Board for permission to cut or remove trees or for destruction of any portion of a stone wall within the layout of any scenic road will require an immediate cessation of work and an immediate filing as detailed above and the applicant shall be required to restore the features if required by the Planning Board. Unless waived, the required restoration shall consist of restoring the stone wall to its previously existing condition and/or replacing the trees cut with nursery quality trees that are acceptable to the Planning Board. For every three inches of tree cut, measured across the stump, a nursery quality replacement tree with a two-and-one-half-inch caliper, measured four feet from the ground, shall be planted by the applicant. Failure to comply with a duly issued decision of the Planning Board shall subject the applicant to restoration as detailed above and other remedial measures that the Planning Board deems necessary.

32.6.3 Any violation of this bylaw, MGL c. 40, § 15C, or a Planning Board decision issued under this bylaw or MGL c. 40, § 15C, shall be punishable by a fine not to exceed \$300 per violation, any such violation may also be enforced through the non-criminal disposition in accordance with this bylaw. Each day, or portion thereof, that a violation of this bylaw continues without a Planning Board approved decision to take restorative action shall be deemed a separate offense.

32.6.4 In addition to the foregoing remedies, the Town of Hubbardston, acting by and through its Planning Board, and with the approval of the Board of Selectmen, shall have all other legal and equitable remedies which may exist, including without limitation the right to seek injunctive relief. In addition, the Town of Hubbardston may in its discretion enforce the provisions of this bylaw in the manner provided in MGL c. 40, § 21D.

32.6.5 In all other aspects, all provisions of this bylaw shall remain in full force.

A list of current Scenic Roads in Hubbardston was read by Vincent Ritchie for informational purposes.

Vote on Article 4: Motion Carries; Majority Affirmative Vote

<u>ARTICLE 5.</u> Motion, Daniel Galante, that the Town vote to amend various sections of Article 20 Use of Large-Scale Solar Photovoltaic Installations of the Hubbardston Zoning Bylaws as follows; **Second: Michael Stauder**

20.2 Definitions

To 20.2.4: Delete "sited as-of right" and replace with "by Special Permit"

To Read: 20.2.4 Designated Location: Large scale solar photovoltaic installations may be sited by Special Permit in all zoning districts in the Town of Hubbardston.

To: 20.2.5 Large Scale Ground-Mounted Solar Photovoltaic Installation

Delete "Ground -Mounted"

Delete "and is not roof-mounted" and replace with "or a roof".

Delete "-mounted"

Delete "and has a minimum nameplate capacity of 250kW DC" and replace with "with solar panels covering 20,000 square feet or more on one lot or minimum nameplate capacity of 250kW DC"

To read: 20.2.5 Large-Scale Solar Photovoltaic Installation: A solar photovoltaic system that is structurally mounted on the ground or a roof, with solar panels covering 20,000 square feet or more on one lot or minimum nameplate capacity of 250kW DC"

20.3 General Requirements

To: 20.3.4 Site Plan Review

Delete "Ground mounted"

Delete "with 250 kW or larger of rated nameplate capacity"

Delete "3", after the word Article.

To read: 20.3.4 Site Plan Review

Large scale solar photovoltaic installations shall undergo site plan review by the Site Plan Review Authority, as set forth in this Section and Article 9 of the Zoning Bylaws prior to construction, installation or modification as provided in this section.

20.3.5 Site Control

The project proponent shall submit documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed solar photovoltaic installation.

ADD: Any special permit submit issued under this section shall include a condition stating the above requirement and further stating that, in accepting the special permit the Applicant and Owner grant the Town permission to enter the property for the purpose of assessing and removing an abandoned or discontinued facility. This letter shall be signed and notarized by the applicant and owner.

20.3.8 Dimension and Density Requirements

To: 20.3.8.2 Appurtenant Structures

Delete existing section and replace with a following new section

To Read: 20.3.8.2 Solar Panels and Appurtenant Structures

All appurtenant structures to large-scale ground-mounted solar photovoltaic installations shall be subject to reasonable regulations concerning the bulk and height of structures, lot area, setbacks, open space, parking and building coverage requirements. All such appurtenant structures, including but not limited to, equipment shelters, storage facilities, transformers, and substations, shall be architecturally compatible with each other. All structures will be hidden from view whenever reasonable by vegetation and/or joined or clustered to avoid adverse visual impacts.

All Solar Panels shall be screened from view by vegetation and in place prior to issuing the Certificate to Generate for the system. Such screening shall be provided in the required setback areas where existing vegetation setbacks is insufficient for year-round screening. Screens shall consist of evergreen vegetation 1.5 times the height of the highest solar panels. Berms or other methods to adequately screen the facility, depending on site specific conditions may be considered. Screen shall be maintained and replaced as necessary by the owner/operator of the solar energy system.

20.3.10.2 Land Clearing, Soil Erosion and Habitat Impacts

Add: to section title – Screening Requirements

To Read: 20.3.10.2 Land Clearing, Soil Erosion, Habitat Impact, Screening Requirements

20.3.11 Delete existing wording of section.

Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the large-scale ground-mounted solar photovoltaic installation or otherwise prescribed by applicable laws, regulations, and the Town's Zoning Bylaws.

Replace with:

a) Land Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the solar energy systems or otherwise prescribed by applicable laws, regulations, and bylaws. Existing vegetation shall remain in required setback areas except where such vegetation would shade the solar energy system. However, in no event shall clearing of existing vegetation in setbacks exceed half the required setback width. Adequate erosion control measures shall be provided for all proposed land clearing.

- b). Protection of Natural Resources and Habitat Large-scale ground-mounted solar energy systems shall be designed to minimize impacts to agricultural and environmentally sensitive land and to be compatible with continued agricultural use of the land whenever possible. Access driveways shall be constructed to minimize grading, removal of stone walls or roadside trees, and to minimize impacts to environmental or historic resources.
- c). Screening/Buffering: Large-scale ground-mounted solar energy systems shall be screened year round from all adjoining properties in all zoning districts and from public and private ways. Screening will be in place prior to issuing the Certificate to Generate in all zoning districts. Such screening shall be provided in the required setback areas and where existing vegetation in setbacks is insufficient for year-round screening purposes. The screen shall consist of dense evergreen vegetative screening 1.5 times the height of the highest solar panels. Berms or other methods to adequately screen the facility, depending on site specific conditions may be considered. Screen shall be maintained and replaced as necessary by the owner/operator of the solar energy system.

To: 20.4 Certificate to Generate

Add: The Planning Board may revoke the "Certificate to Generate" for cause after a public hearing.

To Read:

20.4 Certificate to Generate

No solar facility may sell or distribute generated power until all conditions of the issued permit and requirements of this by-law are approved and certified at a meeting of the Planning Board, and the "Certificate to Generate" is issued and recorded in the Worcester County Registry of Deeds.

The Planning Board may revoke the "Certificate to Generate" for cause after a public hearing.

Add: 20.5 Reporting Requirements

The owner of the solar installation shall provide a report to the Planning Board in January of each calendar year with the following information: total amount of electricity generated, major maintenance performed; planned or actual major system modifications; change of ownership; changes to bond amounts.

Planning Board Chairman Vincent Ritchie read a written report on the Zoning Bylaw changes being proposed recommending that Town Meeting adopt the proposed changes to the Use of Large-Scale Solar Photovoltaic Installations bylaw, changes to Wireless Communication Facility bylaw proposed under Article 6, and the bylaw proposed under Article 10 on Commercial Marijuana Establishments.

2/3 Vote Required

Vote on Article 5: Motion Carries; Yes- 146, No-4

<u>ARTICLE 6</u>. Motion, Daniel Galante, that the Town vote to amend Article 18 Wireless Communication Facility of the Hubbardston Zoning Bylaws as follows;

Deletions shown by strikethrough and insertions shown by **bold** as follows:

Section 18.6.2 Filing Requirements

c. Construction

6. Change "A bond" to "A cash surety"

2/3 Vote Required

Second: Michael Stauder

<u>ARTICLE 7.</u> Motion, Jeffrey Williams, that the Town vote to amend the Hubbardston General Bylaws by adding the following new section to establish and authorize revolving funds for use by certain town departments, boards, committees, or officers under Massachusetts General Laws Chapter 44, Section

Vote: Motion Carries; Yes-147, No-3

53E1/2.

Second: Michael Stauder

[Recommended placement: Chapter IV Financial Year & Finances, Section 6. Departmental Revolving Funds]

SECTION 6. Departmental Revolving Funds

A. Purpose

This bylaw establishes and authorizes revolving funds for use by town departments, boards, committees and officers in connection with the operation of programs or activities that generate fees, charges or other receipts to support all or some of the expenses of those programs or activities. These revolving funds are established under and governed by General Laws Chapter 44, §53E1/2.

B. Expenditure Limitations

A department head, board, committee or officer may incur liabilities against and spend monies from a revolving fund established and authorized by this bylaw without appropriation subject to the following limitations:

- 4. No liability shall be incurred in excess of the available balance of the fund.
- 5. The total amount spent during a fiscal year shall not exceed the amount authorized by Annual Town Meeting on or before July 1 of that fiscal year, or any authorization that is later approved during that fiscal year by the Board of Selectmen and Finance Committee.
- 6. Fringe benefits of full-time employees whose salaries or wages are paid from the fund shall also be paid from the fund.

C. Interest

Interest earned on monies credited to a revolving fund established by this bylaw shall be credited to the general fund.

D. Procedures and Reports

Except as provided in General Laws Chapter 44, §53E1/2 and this bylaw, all applicable state and local laws and regulations that govern the receipt, custody, expenditure and payment of town funds shall apply to the use of revolving funds established and authorized by this bylaw.

E. Authorized Revolving Funds

Fund	Authorization By	Revenue Source	Use of Fund
Con Com Fund	Conservation Commission	Receipts from fees for site inspections and plan review	Payment to member performing site inspection and expenses relating to such inspections or plan review
DPW Temporary Driveway Fund	DPW Director	Charges and fees collected by the DPW upon payment of permit fees for temporary driveway applications	Expenses associated with road repairs made necessary by the temporary driveway installation.
Gas Fund	Gas Inspector	Gas Permit Fees and Applications	Pay inspector for inspection services
Grave Fund	Cemetery Commissioners	Payments for grave openings	Payment to party hired to open grave
Haz Mat Fund	Fire Chief	Service charges for clean-up and disposal of hazardous materials	Expenditures related to clean-up and disposal of hazardous materials

Hazardous Building Demolition Fund	Board of Health and the Building Department	Reimbursement from property owners for demolition of hazardous buildings	Payment of expenses associated with the demolition of hazardous buildings and related clean-up of underlying property
Hubbardston Special Events Fund	Town Administrator	Donations, sale of promotional items and other sources	Payment of the costs associated with organizing and hosting various special community celebratory events throughout the year
Late fee Dog License Fund	Town Clerk	Fees for late licensing of dogs and kennels	Payment of costs associated with the regulation of dogs, including ACO capital expense.
MART Transportation Management Fund	Executive Admin Assist	MART Reimbursement	Payment of costs associated with the supervision and operation of the MART Transportation
Open Burn Fund	Fire Chief	Receipts for fees for open burning	Payment of expenses related to fighting brush fires in town, including payment of part-time wages, forest firefighting equipment and other costs of fighting such fires
PEG Access	Cable Advisory Committee	License Fees from Cable TV providers	Expenses associated with providing recording and broadcasting of town meetings, events, and other costs associated with cable access.
Planning Board Fund	Planning Board	Site Plan Review, Site Inspection Fees, Special Permit & Subdivision and Application fees.	Expenses related to Site Plan Review, Special permit, Subdivision Applications and Zoning Bylaw & Subdivision Regulations revisions, Training, Consultants, and Administrative support.
Plumbing Fund	Plumbing Inspector	Plumbing Permit Fees and Applications	Pay inspector for inspection services
Public Records	Town Clerk	Charges and fees collected upon payment of public records fees.	Expenses associated with providing public records, and other costs associated with public records requests.
Recycling Fund	Board of Health	Fees collected for use of center and drop-off of recyclables	Costs associated with programs and facilities needed to recycle materials, including employee wages
Septic Fund	Board of Health	Fees for septic system plan review, agent inspections, and perc tests	Payments to septic system plan review engineers and to agents witnessing perc tests or performing inspections

Tax Title Collection Fund	Treasurer/Collector	Charges and fees collected upon redemption of tax titles or sales of property	Expenses associated with making a tax taking and to pay out of pocket expenses incurred in connection with a redemption or tax title foreclosure proceeding.
Vaccine Administration Account	Board of Health	Fees, health insurance reimbursements and receipts for vaccine related services	Payments for vaccine, supplies, and services deemed necessary by the Board of Health
Wiring Fund	Wiring Inspector	Electrical Permit Fees and Applications	Pay inspector for inspection services and clerical wages

Vote on Article 7: Motion Carries; Majority Affirmative Vote

ARTICLE 8. Motion, Daniel Galante, that the Town vote to amend the Hubbardston General Bylaws by adopting under Chapter I, General Provisions, a new Section 7, as follows:

Section 7. Authorization for Numbering

With the approval of the Town Administrator, the Town Clerk is authorized to correct internal cross-references and assign appropriate alphanumeric references to chapters, articles, sections, subsections, paragraphs and subparagraphs of the Hubbardston General and Zoning Bylaws where none are approved by Town Meeting and if such are approved by Town Meeting, to make non-substantive editorial revisions to ensure consistent and appropriate sequencing and numbering.

Second: Jeffrey Williams Vote: Motion Carries; Unanimous Affirmative Vote

ARTICLE 9. Motion, Daniel Galante, that the Town vote to amend the Hubbardston General Bylaws by adopting a new Section 4 under Chapter XVI Streets and Sidewalks as follows:

Section 4: Removal of Snow and Ice from Sidewalks

Section 4.1 Time Period

The owner of any real property that abuts any sidewalk shall remove any and all accumulation, whether natural or otherwise, of snow and/or ice within 24 hours of the end of the precipitation that caused the accumulation. If the snow and/or ice has accumulated other than by precipitation, it shall be removed within 24 hours of its accumulation on such sidewalk. In order to comply with this bylaw, all sidewalks shall be cleared to the surface of the sidewalk, or, where it is impracticable to do so, the sidewalk shall be treated with sand or otherwise. It is the express intent of this bylaw to assure safe and convenient access on sidewalks to all travelers, including those with disabilities and/or mobility impairments, including people who use wheelchairs.

Section 4.2 Penalty

Any owner of real property who violates Section 4.1 of this bylaw shall pay a fine of ten dollars (\$10). Each 24-hour period in which snow and/or ice is not removed or treated as provided herein shall constitute a separate offense. No prosecution or other proceeding hereunder shall be commenced more than 60 days from the violation. The provisions of this bylaw may be enforced by the Hubbardston Police Department through the non-criminal disposition method as provided in M.G.L. Ch. 40, Sec. 21D.

Section 4.3 Additional Penalty

In addition to the remedies provided in section 4.2 of this bylaw, the Board of Selectmen in its discretion, may, after due notice to the owner of the real property and an opportunity to be heard, perform otherwise cause the clearing or treating of snow and/or ice to be performed, and recover from said owner the expense therefore that shall not exceed five hundred dollars (\$500). Such expenses shall constitute a municipal lien against the real property as provided in M.G.L. Ch. 40, Sec. 58.

Second: Patrick Girouard

Moderator Leonard called on DPW Director, Travis Brown, to speak to Article 9 and answer questions.

Motion to Amend: Alicia Muck, amend Article 9 to apply to sidewalks that are a minimum of one foot from the roadway.

Second on Motion to Amend: Catherine Hansgate

Vote on Motion to Amend: FAILS; Majority Negative Vote

Vote on Article 9: MOTION FAILS; Majority Negative Vote

At this point it was 7:40pm and the Moderator asked the meeting if they wished to continue with the last 2 articles in the Special Town Meeting or start the Annual Town Meeting and go back to the Special at the conclusion of the Annual. It was clear that voters wanted to continue with and finish the Special Town Meeting prior to starting the Annual Town Meeting and therefore, the Moderator proceeded.

ARTICLE 10. Motion, Daniel Galante, that the Town vote to amend the Hubbardston Zoning Bylaws by adding Article 22 Commercial Marijuana Establishments as follows:

Second: Jeffrey Williams

Article 22 Commercial Marijuana Establishments

Sections

- 22.1 Purpose
- 22.2 Definitions
- 22.3 General Requirement
- 22.4 General Zoning Districts
- 22.5 Procedure for Obtaining a Marijuana Establishment

22.1 Purpose

The purpose of this bylaw is to ensure safe access to the growing, distribution, and sale of Marijuana in the Town of Hubbardston. No Marijuana establishment shall impinge on any property owner's right to freedom of noise, odor, light pollution, or to the natural, scenic, historic and aesthetic qualities of their property.

22.2 Definitions

All definitions in MGL Chapter 94G Sections 1 Definitions and 935CMR 500.000 Adult Use of Marijuana Section 500.002 Definitions are made part of this bylaw.

22.3 General Requirements

All Marijuana Establishments including cultivating, retail sales, product manufacturing, independent testing laboratory, or any other type of marijuana type establishment shall be in conformance with Massachusetts General Law 94G, 935 CMR 500.00 Adult use of Marijuana. The Planning Board shall be the permit granting authority. The enforcement authority of this bylaw shall be the Building Inspector and or Planning Board.

22.4 General Zoning Districts for Marijuana Establishment

Marijuana Establishments as described in MGL 94G and 935 CMR 500.00 shall be allowed in the following districts after the applicant has been approved by the Cannabis Control Commission.

*22.4.1 Marijuana Establishment allowed by Right in Residential District: [Amended on the floor by changing "Right" to "Special Permit"]

Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf).

22.4.2 Marijuana Establishment allowed by Special Permit in Residential District:

Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and 10,000 sf) by Special Permit.

22.4.3 Marijuana Establishment allowed by Special Permit in the Town Center District

Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf) by Special Permit.

22.4. Marijuana Establishment allowed in the Commercial District by Special Permit. All Marijuana Establishments as defined by MGL 94G are allowed by Special Permit.

22.5 Procedure for obtaining any Marijuana Establishment Licenses

22.5.1 Conduct a Community Outreach Hearing

- **22.5.1.1** The Planning Board will hold a joint Community Outreach Hearing with Hubbardston Board of Selectmen. All costs associated with this hearing shall be paid for by the applicant.
- **22.5.1.2** The Outreach Hearing shall be advertised twice in (14) days period prior to the hearing in the Gardner News and posted on the town website.
- **22.5.1.3** A copy of the notice filed with the Town Clerk, Planning Board, Board of Selectmen, Board of Health, building inspector and Police Chief.
- **22.5.1.4** A copy of hearing notices must be sent to abutters within 300' of the proposed Marijuana Establishment by registered mail.
- **22.5.1.5** The content of the hearing shall include discussion of type of Marijuana establishment to be located, security information, steps taken by applicant to prevent diversion to minors, plan for positive community impact, information to demonstrate location will not be a nuisance.
- **22.5.1.6** The applicant is required to answer questions from the community members.

22.5.2 Enter into Host Community Agreement. (HCA)

After the hearing the applicant shall make application to the Board of Selectmen for a Host Community Agreement with the Town of Hubbardston. The HCA will follow MGL 94G and 935CMR 500.000 Adult Use of Marijuana.

22.5.3 Certify compliance with local zoning, including buffer zone requirement.

After the Host Agreement has been executed between the Board of Selectmen the applicant will meet with Planning Board to review a general site plan to show that the proposal conforms to the zoning and buffer zone requirements. If the zoning and buffer zone requirements are in compliance with Town of Hubbardston Zoning the Planning Board will vote to a send letter to Cannabis Control Commission that the proposed Marijuana establishment is in compliance with zoning and buffer zone requirement.

22.6 Final Approval

After Cannabis Control Commission has contacted the town that the application is complete the applicant, if required by zoning, must apply to the Planning Board for a Special Permit for Marijuana Establishment per Articles 7, 8, 9 and 21 of the Hubbardston Zoning Bylaw.

Discussion: Planning Board Chair Vincent Ritchie noted that our Temporary Moratorium on Marijuana will expire on June 30, 2018 and recommended passage of this bylaw as a means to regulate marijuana establishments that may want to locate in Hubbardston.

Motion to amend: Vincent Ritchie, to amend Section 22.4.1 by changing the word "Right" to "Special Permit."

Second: Thomas Bratko

Vote on Motion to Amend: Motion Carries; Majority Affirmative Vote

2/3 Vote Required Vote on Article 10: Motion Passes; Yes-142, No-9

<u>ARTICLE 11</u>. Motion, Daniel Galante, that the Town vote to amend the Hubbardston Zoning Bylaws with respect to Marijuana establishments by making deletions and insertions to Sections as follows: **Second: Jeffrey Williams**

Changes to Article 2 Definitions

Add to index list:

2.39 Commission

2.40 Marijuana Establishment

Add 2.39 Commission

The Cannabis Control Commission established by Section 76 of Chapter 10 of the Massachusetts General Laws.

Add 2.40 Marijuana Establishment

Marijuana Establishment means a Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a medical marijuana treatment center.

Changes to Article 4 – Use Regulation

Add the following to Article 4.1 Use Permitted by Right Special Permit in Residential District [Amended to reflect amendment voted to Article 10]

q. Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf). (subject to Article 22)

Add the following to Article 4.2 Use Permitted by Special Permit in Residential Districts

n. Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and $10,\!000$ sf). (subject to Article 22)

Add the following to Article 4.3.1 Use Permitted by Special Permit in the Town Center District

c. Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf) by special permit. (subject to Article 22)

Add the following to Article 4.5 Use Permitted by Special Permit in Commercial Districts

g. All Marijuana Establishments as defined by MGL 94G are allowed by special permit. (subject to Article 22)

2/3 Vote Required

Vote on Article 11: Motion Carries; Yes-149, No-2

Seeing no further business before the meeting, the Moderator adjourned the Special Town Meeting at 7:52pm with the intention to immediately convene the Annual Town Meeting.

Respectfully Submitted,

Joyce E. Green
Town Clerk
(Town Seal)



ANNUAL TOWN MEETING

Tuesday,

June 5, 2018 • 7:30 p.m.

CENTER SCHOOL

STABILIZATION: \$ 324,830 MUNICIPAL CAPITAL STABILIZATION: \$156,759 FREE CASH: \$495,561

Worcester, ss. To either of the Constables of the Town of Hubbardston in the County of Worcester: In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Hubbardston qualified to vote in elections and Town affairs to meet at the Center School located at 8 Elm Street in said Hubbardston on Tuesday, June 5, 2018 at 7:30 o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. To choose all necessary officers.

ARTICLE 2. To hear the reports of the Town Officers and Committees and act thereon.

<u>ARTICLE 3.</u> To see if the Town will vote to authorize the Board of Selectmen to enter into agreements with the Commonwealth of Massachusetts Department of Transportation for the construction and maintenance of public highways for the twelve month period beginning July 1, 2018; or take any other action relative thereto.

(Submitted by Board of Selectmen)

(Finance

Committee Recommends)

ARTICLE 4. To see if the Town will vote to accept educational grants and aid for Fiscal Year 2019, to be expended for authorized purposes by the Montachusett Regional Vocational Technical School and the Quabbin Regional School District; or take any other action relative thereto.

(Submitted by Board of Selectmen)

(Finance

Committee Recommends)

ARTICLE 5. To see if the Town will vote to authorize the continuation of the following Holden Hospital Account #220-512-5580-0000 for Fiscal Year 2019; or take any other action relative thereto:

The Holden Hospital Account is funded by monies received from the establishment of a \$2,500,000 trust fund under a settlement between the Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. Any purchases to be presented for payment from this account shall be authorized by the appropriate board, and shall only be used for the following:

- a. Vehicle Replacement Assistance This fund would be used to assist in funding the replacement of a rescue vehicle and medical equipment for the Town of Hubbardston. This fund would accumulate, and would supplement any town funds utilized for the purchase. Any purchases to be presented for payment from this Account shall be preauthorized by the Board of Selectmen with voucher authorized by the Town Administrator.
- b. Education and Training This fund would be used to reimburse and/or off set a portion of the cost for members of the Hubbardston Fire Department in good standing who successfully completed EMT training and receive EMT certification from the State of Massachusetts. This fund would also be used to reimburse EMTs for successfully completing advanced training in the same manner. Any purchases to be presented for payment from this Account shall be preauthorized by the Board of Selectmen with voucher authorized by the Town Administrator.

- c. Health Related This fund would be utilized for other Health related programs within the Town of Hubbardston, under the direction of the Board of Health, or other health related agencies. Funds to be withdrawn by voucher submitted by the Board of Health or other Town Health related agencies.
- d. Excess Investment Surplus Any return on investment above 8% will be placed in this account which will accumulate and can be used for any special project or acquisition associated with any of the above three categories of distribution, or any other health related projects deemed compatible with the fund's design, with the approval of the Board of Selectmen. Funds may be withdrawn by voucher submitted by the Town Administrator.

(Submitted by Board of Selectmen) Committee Recommends) (Finance

ARTICLE 6. To see if the Town will vote pursuant to MGL Ch. 44 §53E ½ and 53F 3/4, to re-authorize the use of existing revolving fund accounts in Fiscal Year 2019; to determine whether such revolving fund accounts shall be credited with the following receipts; to determine which boards, departments or officers shall be authorized to expend amounts from such revolving fund accounts; and to determine whether the maximum amounts that may be expended from such revolving fund accounts in Fiscal Year 2019 shall be the following amounts or any other amounts shown on the following chart; or take any other action relative thereto.

Fund	Authorization By	Revenue Source	Use of Fund	FY2019 Spending Limit
Wiring Fund	Wiring Inspector	Electrical Permit Fees and Applications	Pay inspector for inspection services and clerical wages	\$50,000
Gas Fund	Gas Inspector	Gas Permit Fees and Applications	Pay inspector for inspection services	\$3,000
Plumbing Fund	Plumbing Inspector	Plumbing Permit Fees and Applications	Pay inspector for inspection services	\$6,000
Recycling Fund	Board of Health	Fees collected for use of center and drop-off of recyclables	Costs associated with programs and facilities needed to recycle materials, including employee wages	\$5,000
Grave Fund	Cemetery Commissioners	Payments for grave openings	Payment to party hired to open grave	\$5,000
Haz Mat Fund	Fire Chief	Service charges for clean-up and disposal of hazardous materials	Expenditures related to clean-up and disposal of hazardous materials	\$3,000
Septic Fund	Board of Health	Fees for septic system plan review, agent inspections, and perc tests	Payments to septic system plan review engineers and to agents witnessing perc tests or performing inspections	\$20,000

Vaccine Administration Account	Board of Health	Fees, health insurance reimbursements and receipts for vaccine related services	Payments for vaccine, supplies, and services deemed necessary by the Board of Health	\$5,000
Con Com Fund	Conservation Commission	Receipts from fees for site inspections and plan review	Payment to member performing site inspection and expenses relating to such inspections or plan review	\$3,000
Open Burn Fund	Fire Chief	Receipts for fees for open burning	Payment of expenses related to fighting brush fires in town, including payment of part-time wages, forest firefighting equipment and other costs of fighting such fires	\$11,000
Late fee Dog License Fund	Town Clerk	Fees for late licensing of dogs and kennels	Payment of costs associated with the regulation of dogs, including ACO capital expense.	\$10,000
MART Transportation Management Fund	Executive Administrative Assistant to the Board of Selectmen	MART Reimbursement	Payment of costs associated with the supervision and operation of the MART Transportation	\$35,000
Hubbardston Special Events Fund	Town Administrator	Donations, sale of promotional items and other sources	Payment of expenses associated with organizing and hosting various special community celebratory events throughout the year.	\$50,000
Hazardous Building Demolition Fund	Board of Health and the Building Department	Reimbursement from property owners for demolition of hazardous buildings	Payment of expenses associated with the demolition of hazardous buildings and related clean-up of underlying property	\$20,000
Planning Board Fund	Planning Board	Site Plan Review, Site Inspection Fees, Special Permit & Subdivision and Application fees.	Expenses related to Site Plan Review, Special permit, Subdivision Applications and Zoning Bylaw & Subdivision Regulations revisions, Training, Consultants, and Administrative support.	\$10,000

Tax Title Collection Fund	Treasurer/Collector	Charges and fees collected upon redemption of tax titles or sales of property	Expenses associated with making a tax taking and to pay out of pocket expenses incurred in connection with a redemption or tax title foreclosure proceeding.	\$10,000
DPW Temporary Driveway Fund	DPW Director	Charges and fees collected by the DPW upon payment of permit fees for temporary driveway applications	Expenses associated with road repairs made necessary by the temporary driveway installation.	\$2,500
PEG Access	Cable Advisory Committee	License Fees from Cable TV providers	Expenses associated with providing recording and broadcasting of town meetings, events, and other costs associated with cable access.	\$25,000
Public Records	Town Clerk	Charges and fees collected upon payment of public records fees	Expenses associated with providing public records, and other costs associated with public records requests	\$5,000
			Total of all Revolving Funds:	\$278, 500

(Submitted by Board of Selectmen)

(Finance Committee Recommittee Recommittee

BUDGET ARTICLES

ARTICLE 7. To see if the Town will vote to raise and appropriate from taxation, transfer from available funds, or otherwise provide the following sums of money to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, expense, and outlays of the Town Departments, including the incremental cost of the first year of collective bargaining agreements between the Town and Teamsters Local 170 (DPW) and the New England Police Benevolent Association, Inc. Local 092 effective July 1, 2018, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2019 (July 1, 2018 through June 30, 2019) as printed in the attached Appendix A, and further, to accept and expend Federal and State Funds to offset certain salaries or expenses and outlay; or take any other action relative thereto.

General Government	\$ 627,762
Public Safety	\$ 1,274,830
Growth Management	\$ 75,116
Education	\$ 5,184,843
Public Works and Cemeteries	\$ 812,780
Resident Services	\$ 177,773
Unclassified	\$ 860,392
TOTAL GENERAL FUND OPERATING BUDGET	\$ 9,013,495

Note: The detailed Fiscal Year 2019 Operating Budget included in Appendix A of this warrant is only a guide and non-binding as to the raise and appropriate vote of the category totals shown above and/or as a motion.

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 8. To see if the Town will vote to transfer from Free Cash the sum of \$15,000 (Fifteen Thousand Dollars and 00/100 Dollars) to fund the Senior Citizen Work-off Tax Abatement Program Account # 001-141-5120-0000 for Fiscal Year 2019; or take any action relative thereto.

(Submitted by the Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 9. To see if the Town will vote to transfer from Free Cash, the following sums to pay for the following Fiscal Year 2019 cash capital expenses; or take any other action relative thereto.

	FY19 Capital Article Table		
	New Obligations	Amount	Funding Mechanism
A	To fund the purchase of an exhaust mitigation system for the Hubbardston Fire Department	\$57,300	Free Cash Allocation
В	To fund structural firefighting gear for the Hubbardston Fire Department	\$16,800	Free Cash Allocation
С	To fund engineering costs for Town Center Reconstruction Project	\$150,000	Free Cash Allocation
D	To fund various maintenance projects for the Hubbardston Library	\$6,000	Free Cash Allocation
	New Obligations Total	\$230,100	

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to enter into renewable energy purchase and/or net metering credit purchase agreements, including solar energy and related new metering credits, for terms of more than three years and on such other terms and conditions deemed by the Board of Selectmen to be in the best interest of the Town, and to take all actions necessary to implement and administer such agreements; or take any action relative thereto.

(Submitted by Town Administrator)

(Finance Committee Recommends)_

ARTICLE 11. To see if the Town will transfer from Free Cash the sum of \$3,000 for the purpose of funding an updated wage and job classification study in Fiscal Year 2019; or take any other action relative thereto.

(Submitted by Town Administrator)

(Finance Committee Recommends)

ARTICLE 12. To see if the Town will vote to transfer from Free Cash the sum of \$7,834 for the purpose of funding a cafeteria steamer and kettle with a CombiOven for the Hubbardston Center School; or take any other action relative thereto.

(Submitted by School Committee)

(Finance Committee Recommends)

CPA ARTICLES

ARTICLE 13. To see if the Town will vote to appropriate or reserve from the Community Preservation annual revenues the amounts recommended by the Committee Preservation Committee for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2019, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2019 estimated revenues for Committee Administrative Expenses (5%) \$3,276.94

Reserves:

From FY 2019 estimated revenues for Historic Resources Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Community Housing Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Open Space Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Budgeted Reserve (65%)	\$42,600.25
(Submitted by Community Preservation Committee)	(Finance
Committee Recommends)	

ARTICLE 14. To see if the Town will vote to appropriate \$133,000 to fund the cost of replacing the Hubbardston Public Library roof, including all costs incidental and related thereto, and to meet said appropriation, to transfer the sum of \$33,000 from the Community Preservation Act Undesignated Reserve Fund, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$100,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund, and further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; or take any other action relative thereto.

(Submitted by Community Preservation Committee) 2/3 Vote Required

(Finance Committee Recommends)

ARTICLE 15. To see if the Town will vote to appropriate \$100,000 to fund the cost of exterior painting and exterior repair work to siding, sills, venting and trim to preserve and restore the historic Evangelical Congregational Church (dba Day Spring Church), including all costs incidental and relate thereto, and to meet said appropriation, to transfer the sum of \$50,000 from the Community Preservation Act Undesignated Reserve, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$50,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund; further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; to authorize the Board of Selectmen to enter into a grant agreement with the Evangelical Congregational Church setting forth the terms and conditions thereof; and to authorize the Board of Selectmen to acquire an historic preservation restriction from said Church; provided further that the town shall not enter into any grant agreement or disburse any funds for this project until the Community Preservation Committee makes a determination that said grant is eligible for funding under

the standards established in the decision issued by the Massachusetts Supreme Judicial Court in Caplan v.

Town of Acton, issued on March 9, 2018; or take any other action relative thereto.

(Submitted by Community Preservation Committee)

(Finance Committee Recommends)

2/3 Vote Required

ARTICLE 16. To see if the Town will vote to appropriate \$76,620 to fund the cost of repairing and replacing the roof, and thereby restoring and preserving the historic First Parish Unitarian Church of Hubbardston, including all costs incidental and relate thereto, and to meet said appropriation, to transfer the sum of \$35,000 from the Community Preservation Act Historic Reserves Fund and \$3,310 from the Community Preservation Act Undesignated Reserve Fund, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$35,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund; further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; to authorize the Board of Selectmen to enter into a grant agreement with the First Parish Unitarian Church setting forth the terms and conditions thereof; and

to authorize the Board of Selectmen to acquire an historic preservation restriction from said Church; provided further that the town shall not enter into any grant agreement or disburse any funds for this project until the Community Preservation Committee makes a determination that said grant is eligible for funding under the standards established in the decision issued by the Massachusetts Supreme Judicial Court in Caplan v. Town of Acton, issued on March 9, 2018; or take any action relative thereto.

(Submitted by Community Preservation Committee)

(Finance

Committee Recommends)

2/3 Vote Required

GENERAL ARTICLES

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of \$100,000 by taxation for replacing the Hubbardston Public Library roof, including all costs incidental and related thereto; provided, however, that the appropriation of funds taken hereunder shall be expressly contingent upon approval by the voters of a Proposition 2 ½ capital outlay expenditure exclusion ballot question under General Laws Chapter 59, Section 21C.; or take any other action relative thereto.

(Submitted by Library Board of Trustees)

(Finance

Note: Article 15 is asking voters to approve a capital outlay exclusion which is a "temporary" Prop 2 ½ over-ride. A capital outlay exclusion requires this article to be approved and the successful passage of the ballot question at the election to be held on June 12, 2018.

Committee Recommends)

ARTICLE 18. To see if the Town will accept the provisions of M.G.L Chapter 59, Section 5, Clause 56 such that the Board of Assessors may grant real and personal property tax abatements up to 100 percent of the total tax assessed to members of the Massachusetts National Guard and reservists on active duty in foreign countries for the fiscal year they performed such service subject to eligibility criteria to be established by the board of assessors. The authority to grant abatements under this section shall expire after two (2) years of acceptance unless extended by a vote of the town; or take any action relative thereto. (Submitted by Board of Assessors)

(Finance Committee Recommends)

ARTICLE 19. To see if the Town will reduce the age of eligibility for qualification for exemption under MGL Chapter 59, Section 5, Clause 41c Minimum Age requirement from any person aged 70 or older to 65 years or older, and to increase the qualifying gross receipts limit to \$20,000 if single and \$30,000 if married and to increase the whole estate limit to \$40,000 if single and \$55,000 if married; or take any action relative thereto.

(Submitted by Board of Assessors)

(Finance Committee Recommends)

ARTICLE 20. To see if the Town will increase the income (gross receipts) threshold of \$20,000 to the allowed income limit for the "circuit breaker" state income tax credit for single non-head of household filers under M.G.L. Chapter 59, Section 5, Clause 41A, and to reduce the interest on deferred taxes from 8 percent to five percent; or take any action relative thereto.

(Submitted by Board of Assessors)

(Finance

Committee Recommends)

ARTICLE 21. To see if the Town will vote to amend the composition of the Open Space Committee by deleting one Conservation Committee member and deleting one at-large member. The remaining board composition will be seven at-large members appointed by the Board of Selectmen; or take any action relative thereto.

(Submitted by Open Space Committee)

ARTICLE 22. To see if the Town will vote to authorize the Board of Selectmen to negotiate and execute a tax agreement for payments-in-lieu of taxes ("PILOT") with 978 Solar Development LLC, its successors and assigns pursuant to M.G.L. Chapter 59, Section 38H(b) and Chapter 164, Section 1, or any other

enabling authority, upon the terms and conditions as said Board shall deem in the best interest of the Town, for both real property and personal property associated with a solar photovoltaic facility having a proposed nameplate capacity of approximately 4.95 megawatts DC and land (on a portion thereto) located on 147 Williamsville Road and described as Assessors Map 4 Block 127 upon which such facility is to be located, and to take all actions necessary to implement and effectuate the terms of such agreement; or take any action relative thereto.

(Submitted by Planning Board)

(Finance Committee Recommends)

ARTICLE 23. Motion, the abutters/residents of Hubbardston, that the Town vote to accept Streeter Road, Hubbardston, Massachusetts, as a public road, owned by the respective abutting land owners, and further to authorize the Board of Selectmen to acquire, after layout, by gift or eminent domain property interests in said way sufficient to use the way for all purposes for which public ways are used in the Town of Hubbardston; or take any action relative thereto.

(Submitted by Citizen Petition)
Committee Does Not Recommend)

(Finance

You are hereby directed to serve this warrant by posting attested copies thereof at the Place of Meeting, Hubbardston Center School, "Mr. Mike's" convenience store, the Town Office and the Post Office fourteen days, at least, before the day of said meeting. Hereof, fail not, and make due return of this warrant with your doings thereon to the Town Clerk at the time and place of meeting as aforementioned.

Given under our hands this 7th day of May 2018:

BOARD OF SELECTMEN of HUBBARDSTON

	A true copy, Attest:
Daniel S. Galante	- <u></u> -
	Joyce E. Green, Town Clerk
Michael S. Stauder	
	Date of Posting:
Jeffrey L. Williams	
Patrick R. Girouard	Method:
	By:, Constable
Richard J. Haddad	by, constant



COMMONWEALTH OFMASSACHUSETTS TOWN OF HUBBARDSTON

MINUTES-ANNUAL TOWN MEETING TU

Tuesday, June 5, 2018

CENTER SCHOOL

STABILIZATION: \$ 324,830 FREE CASH: \$495,561

MUNICIPAL CAPITAL STABILIZATION: \$156,759

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator Edward Leonard; Board of Selectmen members Daniel Galante (Chair), Michael Stauder, Jeffrey Williams, Patrick Girouard and Richard (Jamie) Haddad; Town Clerk Joyce Green; Finance Committee members Susan Rayne (Chair), Timothy Hart and Shannon Erb; Town Administrator Ryan McLane; and representative for Town Counsel, Carolyn Murray.

A total of 179 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Moderator Leonard called the meeting to order at 7:52pm and noted that the late start was due to the desire of the meeting to complete voting on the articles in Special Town Meeting.

Chairman of the Board of Selectmen, Daniel Galante, gave a "State of the Town" address, welcoming our new Town Administrator, Ryan McLane, thanking Acting Town Administrator Brian Bullock for his service, and thanking Travis Brown and the DPW workers for their fine work keeping the roads clear this past winter. Chairman Galante also discussed the upcoming reconstruction of Route 68 from the Rutland line to Main Street, the schedule for the northern section of Route 68 being moved up the list to FY2019, the work of the Town Center Committee on the engineering for the Main Street project, a 2-year roads plan by our DPW Director, and grants received for the Quabbin Educational & Municipal Partnership (QEMP) and creation of a Regional Economic Development Management position.

Town Administrator Ryan McLane said a few words to introduce himself and thanked the staff for their work in bringing him up to speed in his new position. His decision-making is driven by a dedication to professionalism, communication, fiscal responsibility, and strong policies and procedures. He asked for residents' help in filling the open positions on our boards and committees.

Beginning at 8:04pm, the following actions were taken on the articles presented in the aforesaid warrant:

ARTICLE 1. All necessary officers will be chosen at the Annual Town Election on Tuesday, June 12, 2018.

ARTICLE 2. The Annual Reports of the Town Officers and Committees are currently at the printer and will be available in approximately one week and will be posted on the Town website.

<u>ARTICLE 3.</u> Motion, Daniel Galante, that the Town vote to authorize the Board of Selectmen to enter into agreements with the Commonwealth of Massachusetts Department of Transportation for the construction and maintenance of public highways for the twelve month period beginning July 1, 2018..

Second: Jeffrey Williams

Vote: Motion Carries; Majority Affirmative

Vote

<u>ARTICLE 4.</u> Motion, Daniel Galante, that the Town vote to accept educational grants and aid for Fiscal Year 2019, to be expended for authorized purposes by the Montachusett Regional Vocational Technical School and the Quabbin Regional School District.

Second: Michael Stauder

Vote: Motion Carries; Majority Affirmative

Vote

<u>ARTICLE 5</u>. Motion, Daniel Galante, that the Town vote to authorize the continuation of the following Holden Hospital Account #220-512-5580-0000 for Fiscal Year 2019:

The Holden Hospital Account is funded by monies received from the establishment of a \$2,500,000 trust fund under a settlement between the Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. Any purchases to be presented for payment from this account shall be authorized by the appropriate board, and shall only be used for the following:

- a. Vehicle Replacement Assistance This fund would be used to assist in funding the replacement of a rescue vehicle and medical equipment for the Town of Hubbardston. This fund would accumulate, and would supplement any town funds utilized for the purchase. Any purchases to be presented for payment from this Account shall be preauthorized by the Board of Selectmen with voucher authorized by the Town Administrator.
- b. Education and Training This fund would be used to reimburse and/or off set a portion of the cost for members of the Hubbardston Fire Department in good standing who successfully completed EMT training and receive EMT certification from the State of Massachusetts. This fund would also be used to reimburse EMTs for successfully completing advanced training in the same manner. Any purchases to be presented for payment from this Account shall be preauthorized by the Board of Selectmen with voucher authorized by the Town Administrator.
- c. Health Related This fund would be utilized for other Health related programs within the Town of Hubbardston, under the direction of the Board of Health, or other health related agencies. Funds to be withdrawn by voucher submitted by the Board of Health or other Town Health related agencies.
- d. Excess Investment Surplus Any return on investment above 8% will be placed in this account which will accumulate and can be used for any special project or acquisition associated with any of the above three categories of distribution, or any other health related projects deemed compatible with the fund's design, with the approval of the Board of Selectmen. Funds may be withdrawn by voucher submitted by the Town Administrator.

Second: Michael Stauder Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 6. Motion, Daniel Galante, that the Town vote pursuant to MGL Ch. 44 §53E ½ and 53F 3/4, to re-authorize the use of existing revolving fund accounts in Fiscal Year 2019; to determine whether such revolving fund accounts shall be credited with the following receipts; to determine which boards, departments or officers shall be authorized to expend amounts from such revolving fund accounts; and to determine whether the maximum amounts that may be expended from such revolving fund accounts in Fiscal Year 2019 shall be the following amounts or any other amounts shown on the following chart.

Fund	Authorization By	Revenue Source	Use of Fund	FY2019 Spending Limit
Wiring Fund	Wiring Inspector	Electrical Permit Fees and Applications	Pay inspector for inspection services and clerical wages	\$50,000
Gas Fund	Gas Inspector	Gas Permit Fees and Applications	Pay inspector for inspection services	\$3,000
Plumbing Fund	Plumbing Inspector	Plumbing Permit Fees and Applications	Pay inspector for inspection services	\$6,000

Recycling Fund	Board of Health	Fees collected for use of center and drop-off of recyclables	Costs associated with programs and facilities needed to recycle materials, including employee wages	\$5,000
Grave Fund	Cemetery Commissioners	Payments for grave openings	Payment to party hired to open grave	\$5,000
Haz Mat Fund	Fire Chief	Service charges for clean-up and disposal of hazardous materials	Expenditures related to clean-up and disposal of hazardous materials	\$3,000
Septic Fund	Board of Health	Fees for septic system plan review, agent inspections, and perc tests	Payments to septic system plan review engineers and to agents witnessing perc tests or performing inspections	\$20,000
Vaccine Administration Account	Board of Health	Fees, health insurance reimbursements and receipts for vaccine related services	Payments for vaccine, supplies, and services deemed necessary by the Board of Health	\$5,000
Con Com Fund	Conservation Commission	Receipts from fees for site inspections and plan review	Payment to member performing site inspection and expenses relating to such inspections or plan review	\$3,000
Open Burn Fund	Fire Chief	Receipts for fees for open burning	Payment of expenses related to fighting brush fires in town, including payment of part-time wages, forest firefighting equipment and other costs of fighting such fires	\$11,000
Late fee Dog License Fund	Town Clerk	Fees for late licensing of dogs and kennels	Payment of costs associated with the regulation of dogs, including ACO capital expense.	\$10,000
MART Transportation Management Fund	Executive Administrative Assistant to the Board of Selectmen	MART Reimbursement	Payment of costs associated with the supervision and operation of the MART Transportation	\$35,000
Hubbardston Special Events Fund	Town Administrator	Donations, sale of promotional items and other sources	Payment of expenses associated with organizing and hosting various special community celebratory events throughout the year.	\$50,000

Hazardous Building Demolition Fund	Board of Health and the Building Department	Reimbursement from property owners for demolition of hazardous buildings	Payment of expenses associated with the demolition of hazardous buildings and related clean-up of underlying property	\$20,000
Planning Board Fund	Planning Board	Site Plan Review, Site Inspection Fees, Special Permit & Subdivision and Application fees.	Expenses related to Site Plan Review, Special permit, Subdivision Applications and Zoning Bylaw & Subdivision Regulations revisions, Training, Consultants, and Administrative support.	\$10,000
Tax Title Collection Fund	Treasurer/Collector	Charges and fees collected upon redemption of tax titles or sales of property	Expenses associated with making a tax taking and to pay out of pocket expenses incurred in connection with a redemption or tax title foreclosure proceeding.	\$10,000
DPW Temporary Driveway Fund	DPW Director	Charges and fees collected by the DPW upon payment of permit fees for temporary driveway applications	Expenses associated with road repairs made necessary by the temporary driveway installation.	\$2,500
PEG Access	Cable Advisory Committee	License Fees from Cable TV providers	Expenses associated with providing recording and broadcasting of town meetings, events, and other costs associated with cable access.	\$25,000
Public Records	Town Clerk	Charges and fees collected upon payment of public records fees	Expenses associated with providing public records, and other costs associated with public records requests	\$5,000
			Total of all Revolving Funds:	\$278, 500

Second: Michael Stauder

Vote

Vote: Motion Carries; Majority Affirmative

ARTICLE 7. Motion, Daniel Galante, that the Town vote to raise and appropriate from taxation, transfer from available funds, or otherwise provide the following sums of money to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, expense, and outlays of the Town Departments, including the incremental cost of the first year of collective bargaining agreements between the Town and Teamsters Local 170 (DPW) and the New England Police Benevolent Association, Inc. Local 092 effective July 1, 2018, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2019 (July 1, 2018 through June 30, 2019) as printed in the attached Appendix A, and further, to accept and expend Federal and State Funds to offset certain salaries or expenses and outlay.

Second: Jeffrey Williams

[The Moderator read each line item account number to provide voters the opportunity for discussion on any given line item. The total for each section as noted below was voted separately.]

Motion: Vincent Ritchie, to amend Account #001-175-5110-0000 Planning Board Clerk (new) from \$3,040 to the requested amount of \$11,500.

Second: Thomas Bratko

Vote on Motion to Amend: Motion Carries, Majority

Affirmative Vote

Motion: Laura Foley, to increase Account #001-541-5700-0000 Council on Aging Expense from \$3,000 to \$5,000.

Second: Barbara Hubbard. Vote on Motion to Amend: Motion Carries, Majority Affirmative Vote

Motion: Jamie Pitney, that the 2 previously voted amended amounts (\$8,460 + \$2,000) be taken from Free Cash.

Second: Susan Flagg Vote: Motion Carries, Majority Affirmative Vote

The following section totals as amended were voted separately along with the FY2019 budget total.

General Government	\$ 627,762	Carries
Public Safety	\$ 1,274,830	Carries
Growth Management	\$ 83,576	Carries as amended
Education	\$ 5,184,843	Carries
Public Works and Cemeteries	\$ 812,780	Carries
Resident Services	\$ 179,773	Carries as amended
Unclassified	\$ 860,392	Carries

Vote on TOTAL GENERAL FUND OPERATING BUDGET EXPENSES as Amended \$9,023,956

Vote: Motion Carries; Majority Affirmative Vote

ARTICLE 8. Motion, Daniel Galante, that the Town vote to transfer from Free Cash the sum of \$15,000 (Fifteen Thousand Dollars and 00/100 Dollars) to fund the Senior Citizen Work-off Tax Abatement Program Account # 001-141-5120-0000 for Fiscal Year 2019.

Second: Michael Stauder Vote: Motion Carries; Majority Affirmative

Vote

<u>ARTICLE 9.</u> Motion, Daniel Galante, that the Town vote to transfer from Free Cash, the following sums to pay for the following Fiscal Year 2019 cash capital expenses.

	FY19 Capital Article Table		
	New Obligations	Amount	Funding Mechanism
A	To fund the purchase of an exhaust mitigation system for the Hubbardston Fire Department	\$57,300	Free Cash Allocation
В	To fund structural firefighting gear for the Hubbardston Fire Department	\$16,800	Free Cash Allocation
С	To fund engineering costs for Town Center Reconstruction Project	\$150,000	Free Cash Allocation
D	To fund various maintenance projects for the Hubbardston Library	\$6,000	Free Cash Allocation
	New Obligations Total	\$230,100	

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 10. Motion, Daniel Galante, that the Town vote to authorize the Board of Selectmen to enter into renewable energy purchase and/or net metering credit purchase agreements, including solar energy and related new metering credits, for terms of more than three years and on such other terms and conditions deemed by the Board of Selectmen to be in the best interest of the Town, and to take all actions necessary to implement and administer such agreements.

Second: Jeffrey Williams

A friendly amendment was proposed by Tom Robinson to require 3 bids for such agreements. The friendly amendment was rejected by the maker and second of the motion.

Michael Stauder explained that this is a special case that required a time-sensitive vote by the Board of Selectmen to enter into the agreement at a very advantageous rate for the town. The agreement was signed by the Board of Selectmen and is contingent upon passage of this article.

Vote on Article 10: Motion Carries; Majority Affirmative Vote

<u>ARTICLE 11</u>. Motion, Daniel Galante, that the Town transfer from Free Cash the sum of \$3,000 for the purpose of funding an updated wage and job classification study in Fiscal Year 2019.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 12. NO ACTION TAKEN

[To see if the Town will vote to transfer from Free Cash the sum of \$7,834 for the purpose of funding a cafeteria steamer and kettle with a CombiOven for the Hubbardston Center School; or take any other action relative thereto.]

ARTICLE 13. Motion, Daniel Galante, that the Town vote to appropriate or reserve from the Community Preservation annual revenues the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2019, with each item to be considered a separate appropriation:

Appropriations:

From FY 2019 estimated revenues for Committee Administrative Expenses (5%) \$3,276.94

Reserves:

From FY 2019 estimated revenues for Historic Resources Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Community Housing Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Open Space Reserve (10%)	\$6,553.88
From FY 2019 estimated revenues for Budgeted Reserve (65%)	\$42,600.25

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 14. Motion, Daniel Galante, that the Town vote to appropriate \$133,000 to fund the cost of replacing the Hubbardston Public Library roof, including all costs incidental and related thereto, and to meet said appropriation, to transfer the sum of \$33,000 from the Community Preservation Act Undesignated Reserve Fund, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$100,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund, and further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs.

2/3 Vote Required

Vote:

Motion

Second: Jeffrey Williams

Carries; Unanimous Affirmative Vote

ARTICLE 15. Motion, Daniel Galante, that the Town vote to appropriate \$100,000 to fund the cost of exterior painting and exterior repair work to siding, sills, venting and trim to preserve and restore the historic Evangelical Congregational Church (dba Day Spring Church), including all costs incidental and related thereto, and to meet said appropriation, to transfer the sum of \$50,000 from the Community Preservation Act Undesignated Reserve, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$50,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund; further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; to authorize the Board of Selectmen to enter into a grant agreement with the Evangelical Congregational Church setting forth the terms and conditions thereof; and to authorize the Board of Selectmen to acquire an historic preservation restriction from said Church; provided further that the town shall not enter into any grant agreement or disburse any funds for this project until the Community Preservation Committee makes a determination that said grant is eligible for funding under the standards established in the decision issued by the Massachusetts Supreme Judicial Court in Caplan v. Town of Acton, issued on March 9, 2018.

Second: Jeffrey Williams

Discussion: Several voters expressed their support and several expressed their opposition.

Objections were raised regarding Government supporting religious organizations.

There were concerns voiced about the church being sold and becoming a flea market or other storefront. The Moderator allowed a member of the church to speak (Mary Bilotti) who clarified that the building has a deed restriction on it stipulating that it must always remain a church.

2/3 Vote Required Vote: MOTION FAILS; Yes-88, No-54

ARTICLE 16. Motion, Daniel Galante, that the Town vote to appropriate \$76,620 to fund the cost of repairing and replacing the roof, and thereby restoring and preserving the historic First Parish Unitarian Church of Hubbardston, including all costs incidental and related thereto, and to meet said appropriation, to transfer the sum of \$35,000 from the Community Preservation Act Historic Reserves Fund and \$3,310 from the Community Preservation Act Undesignated Reserve Fund, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$35,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund; further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; to authorize the Board of Selectmen to enter into a grant agreement with the First Parish Unitarian Church setting forth the terms and conditions thereof; and to authorize the Board of Selectmen to acquire an historic preservation restriction from said Church; provided further that the town shall not enter into any grant agreement or disburse any funds for this project until the Community Preservation Committee makes a determination that said grant is eligible for funding under the standards established in the decision issued by the Massachusetts Supreme Judicial Court in Caplan v. Town of Acton, issued on March 9, 2018.

Second: Jeffrey Williams

Discussion: Several of the same concerns brought up for Article 15 were reiterated for this article. It was noted that this church was the first meetinghouse in Hubbardston.

Matching grants will be applied for to help defray the cost of the roof but proof of the matching funds is required in order to be eligible for that grant.

It was noted that if this passes, we will have approved CPA funds twice for one church and denied CPA funds twice for another church.

A motion made by Jerry Whaland to revote Article 15 was ruled out of order by the Moderator.

ARTICLE 17. Motion, Daniel Galante, that the Town vote to raise and appropriate the sum of \$100,000 by taxation for replacing the Hubbardston Public Library roof, including all costs incidental and related thereto; provided, however, that the appropriation of funds taken hereunder shall be expressly contingent upon approval by the voters of a Proposition 2 ½ capital outlay expenditure exclusion ballot question under General Laws Chapter 59, Section 21C.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 18. Motion, Daniel Galante, that the Town accept the provisions of M.G.L Chapter 59, Section 5, Clause 56 such that the Board of Assessors may grant real and personal property tax abatements up to 100 percent of the total tax assessed to members of the Massachusetts National Guard and reservists on active duty in foreign countries for the fiscal year they performed such service subject to eligibility criteria to be established by the board of assessors. The authority to grant abatements under this section shall expire after two (2) years of acceptance unless extended by a vote of the town.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 19. Motion, Daniel Galante, that the Town reduce the age of eligibility for qualification for exemption under MGL Chapter 59, Section 5, Clause 41c Minimum Age requirement from any person aged 70 or older to 65 years or older, and to increase the qualifying gross receipts limit to \$20,000 if single and \$30,000 if married and to increase the whole estate limit to \$40,000 if single and \$55,000 if married.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 20. Motion, Daniel Galante, that the Town increase the income (gross receipts) threshold of \$20,000 to the allowed income limit for the "circuit breaker" state income tax credit for single non-head of household filers under M.G.L. Chapter 59, Section 5, Clause 41A, and to reduce the interest on deferred taxes from 8 percent to five percent.

Second: Jeffrey Williams Vote: Motion Carries; Majority Affirmative

Vote

ARTICLE 21. Motion, Daniel Galante, that the Town vote to amend the composition of the Open Space Committee by deleting one Conservation Commission member and deleting one at-large member. The remaining board composition will be seven at-large members appointed by the Board of Selectmen.

Second: Jeffrey Williams

Motion to Amend: Robert Hatch, to only delete one Conservation Commission member, so that the make-up of the Open Space Committee will be eight at-large members.

Second on Motion to Amend: Barbara Hubbard

Vote on Motion to Amend: Motion Carries; Majority Affirmative Vote

Vote on Article 21 as amended: Motion

Carries; Majority Affirmative Vote

ARTICLE 22. Motion, Daniel Galante, that the Town vote to authorize the Board of Selectmen to negotiate and execute a tax agreement for payments-in-lieu of taxes ("PILOT") with 978 Solar Development LLC, its successors and assigns pursuant to M.G.L. Chapter 59, Section 38H(b) and Chapter 164, Section 1, or any other enabling authority, upon the terms and conditions as said Board shall deem in the best interest of the Town, for both real property and personal property associated with a solar photovoltaic facility having a proposed nameplate capacity of approximately 4.95 megawatts DC and land (on a portion thereto) located on 147 Williamsville Road and described as Assessors Map 4 Block 127 upon which such facility is to be located, and to take all actions necessary to implement and effectuate the terms of such agreement.

Second: Jeffrey Williams

Discussion: A friendly amendment was proposed by Vincent Ritchie to add that such agreement shall be signed contingent upon certification from the Planning Board that the applicant has fulfilled their obligations imposed upon them through their Special Permit. Assessor Diane Peterson (RRG) noted that the DOER (Department of Energy Resources) requires the agreement be negotiated before the applicant can submit an application to the DOER for the project. It was stated that Town Counsel will write this stipulation into any agreement that is drafted.

Vote: Motion Carries; Majority Affirmative Vote

ARTICLE 23. (Submitted by Citizen Petition) Motion, the abutters/residents of Hubbardston, that the Town vote to accept Streeter Road, Hubbardston, Massachusetts, as a public road, owned by the respective abutting land owners, and further to authorize the Board of Selectmen to acquire, after layout, by gift or eminent domain property interests in said way sufficient to use the way for all purposes for which public ways are used in the Town of Hubbardston; or take any action relative thereto.

Town Counsel stated that since this was submitted by Citizen Petition with the required, the Board of Selectmen are obligated to place this article on the warrant; however, that does not necessarily mean that the article is anything that Town Meeting can actually take action on or that in any way it could be binding. This petition seeks to have the town vote to accept Streeter road. Ms. Murray repeated the statutory process required to accept a public way and stated that none of these procedures has been taken with regard to Streeter Road and therefore a vote on Article 23 would have no effect on Streeter Road becoming a public way.

Selectman Michael Stauder stated that the Board has been in conversations with the residents of Streeter Road and they have engaged them. He felt that an affirmative vote on the article would empower the Board to go forward and spend the time and effort and money required to go through the statutory process.

Moderator Leonard stated that voting on the article would have no binding effect and as he has always tried to follow a procedure where people understand what they are voting on, he wants there to be no misunderstanding that voting on Article 23 would have any binding effect.

Deb Reed, resident of Streeter Road, stated that the signers of the petition were aware that any vote taken tonight would not be binding but their intention was to see if the townspeople had an appetite to accept Streeter Road in the future when the legal work was completed and whether they may be willing to expend the funds necessary to make Streeter Road a public way.

The Moderator proposed that the article be voted as follows:

Motion: Debra Reed

Be it Resolved that the sense of Hubbardston Town Meeting is in support of the acceptance of Streeter Road, Hubbardston, Massachusetts, as a public road, owned by the respective abutting land owners, and further to authorize the Board of Selectmen to acquire, after layout, by gift or eminent domain property interests in said way sufficient to use the way for all purposes for which public ways are used in the Town of Hubbardston.

Second: Michael Stauder

Motion: Sharon Begley, to pass over Article 23 as the statutory requirements have not been met. Moderator stated that the motion to pass over is out of order.

Facts as stated by Streeter Road resident Debra Reed regarding Streeter Road:

- only private way in Hubbardston that is not a dead end; cross road between 2 public roads
- recent 5-day car count indicated an average of 87 cars travelled the North end of Streeter Road
- has been a gravel road since its inception and has been reasonably maintained since that time
- residents wish for Streeter Road to remain a gravel road
- PB agreed to waive the need to upgrade the road and has accepted it in its existing condition
- same standard as other gravel roads in town, namely Halfrey, Mt Jefferson, Mile
- 8/10ths of a mile in length and maintained by the town for decades by grading
- once accepted, the town will be eligible for an additional \$3182 in Chapter 90 funds

- for public safety there is a hydrant located on Lovewell Pond servicing Streeter and Grimes Rd
- 25 homes are located on Streeter Road and pay the same tax rate as those on public roads
- residents of Streeter Road will pay expenses required, including a surveyor to do the layout and legal counsel to draw up documents, either outright or through a betterment on their taxes

Donna Russell added that an approved plan recorded on August 13, 1986 indicated that Streeter Road is a private way and has no layout and that the center of the travelled way has been taken as the center of a 50 foot wide roadway. This road has been in existence for at least 50 years and falls within Section 2, Paragraph A of Hubbardston Subdivision Regulations. It also falls under section 81-P and 81-L, Paragraph C.

Sharon Begley wanted residents to know that there are places on Streeter Road that are not wide enough for 2 cars to pass and that drainage work would also need to be completed.

Tom Bratko added that his research shows that Streeter Road has been used as a public way for at least 82 years.

The record will show that a vote on the motion to support Article 23 shows a majority of voters in favor with 7 voters opposed.

Seeing no further business before the meeting, the Moderator adjourned at 10:08pm.

Respectfully Submitted,

Joyce Green, Town Clerk

(Town Seal)



COMMONWEALTH OF MASSACHUSETTS TOWN OF HUBBARDSTON

WARRANT ANNUAL TOWN ELECTION JUNE 12, 2018

Worcester, ss.

To either of the Constables of the Town of Hubbardston:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of the Town of Hubbardston who are eligible to vote in elections, to vote at the

HUBBARDSTON CENTER SCHOOL GYMNASIUM on TUESDAY, the 12th of JUNE 2018,

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the **ANNUAL TOWN ELECTION** on the foregoing question and to choose the following officers:

personal property taxes including all costs incide Y You are hereby directed Center School, Town O (14) days prior to said e	bardston be allowed to assess as for the purpose of replacing to dental and related thereto, for the serve this warrant by posting ffice, U.S. Post Office, and Mr. lection. this day of May, 2018. MEN of HUBBARDSTON	the Hubbardston Public Is the fiscal year beginning gattested copies thereof a	tibrary roof, July first 2018? at Hubbardston re at least fourteen (seal)
Shall the Town of Hub personal property taxes including all costs incid Y You are hereby directed Center School, Town O (14) days prior to said e Given under our hands BOARD OF SELECTM	for the purpose of replacing the dental and related thereto, for the serve this warrant by posting ffice, U.S. Post Office, and Mr. lection. this day of May, 2018.	the Hubbardston Public Is the fiscal year beginning g attested copies thereof a Mike's Convenience Sto	Library roof, July first 2018? At Hubbardston re at least fourteen (seal)
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Shall the Town of Hub personal property taxes including all costs incid	for the purpose of replacing the fortal and related thereto, for t	he Hubbardston Public L	ibrary roof,
Shall the Town of Hub			
_	hardston he allowed to assess a	un additional \$100 000 :-	real estate and
DIOCHON TI			
One Position	PARKS COMMISSION	EK	3-Year Term
One Position	HOUSING AUTHORIT		2-Year Term
One Position	HOUSING AUTHORIT		3-Year Term
One Position	HOUSING AUTHORIT		4-Year Term
One Position	HOUSING AUTHORIT		5-Year Term
One Position	TRUSTEES OF PUBLIC		2-Year Term
Two Positions	TRUSTEES OF PUBLIC		3-Year Terms
One Position	CEMETERY COMMISS		3-Year Term
One Position	FINANCE COMMITTE		2-Year Term
One Position	FINANCE COMMITTE		3-Year Term
Two Positions	QUABBIN REG SCHOO		3-Year Terms
One Position	BOARD OF HEALTH		1-Year Term
Two Positions	BOARD OF HEALTH		3-Year Terms
One Position	PLANNING BOARD		5-Year Term
	BOARD OF ASSESSOR	AS	3-Year Term
One Position			0 T T T
Two Positions One Position	BOARD OF SELECTMI	EN	3-Year Terms



COMMONWEALTH OF MASSACHUSETTS TOWN OF HUBBARDSTON

Annual Town Election, June 12, 2018

OFFICIAL Election Results

Total # Registered Voters = 3307

TOTAL VOTES CAST TODAY: 581 (18%) * = Elected

BOARD OF SELECTMEN, 3-Yr Terms (2 positions)

*Patrick R. Girouard 443 *Jeffrey L. Williams 367 Write-Ins 6

BOARD OF ASSESSORS, 3-Year Term

*Jeffrey A. Young 423 Write-Ins 10

PLANNING BOARD, 5-Year Term

Vincent K. Ritchie 160
*William J. Homans 401
Write-Ins 0

BOARD OF HEALTH, 3-Year Terms (2 positions)

*Katherine C. Saab 434 One Position - Failure to Elect

Write-Ins 3

BOARD OF HEALTH, 1-Year Term

Write-Ins 4
Failure to Elect

QUABBIN SCH COMM, 3-Yr Terms (2 positions)

*William Hansen 422 *David Correia II (write-in) 28

Other Write-Ins 8

FINANCE COMMITTEE, 3-Year Term

Write-Ins 4
Failure to Elect

FINANCE COMMITTEE, 2-Year Term

Write-Ins 4

Failure to Elect

CEMETERY COMMISSION, 3-Year Term

*Pamela Henning 429
Write-Ins 0

TRUSTEES OF PUBLIC LIBRARY, 3-Year Term (2 positions)

*Thomas F. Robinson 356 *Connie Strittmatter 377 Write-Ins 2

TRUSTEES OF PUBLIC LIBRARY, 2-Year Term

*Heather K. Bourque 43 Write-Ins 0

HOUSING AUTHORITY, 5-Year Term

Write-Ins 1 Failure to Elect

HOUSING AUTHORITY, 4-Year Term

Write-Ins 1 Failure to Elect

HOUSING AUTHORITY. 3-Year Term

Write-Ins 0 Failure to Elect

HOUSING AUTHORITY, 2-Year Term

Write-Ins 3 Failure to Elect

PARK COMMISSIONER, 3-Year Term

*Kris E. Pareago 390 Write-Ins 0

Question #1: Shall the Town of Hubbardston be allowed to assess an additional \$100,000 in real estate and personal property taxes for the purpose of replacing the Hubbardston Public Library roof, including all costs incidental and related thereto, for the fiscal year beginning July first 2018?

Yes-358 No-186

A True Copy Attest:

Joyce E. Green, Town Clerk

(Town Seal)



COMMONWEALTH OF MASSACHUSETTS WILLIAM FRANCIS GALVIN SECRETARY OF THE COMMONWEALTH WARRANT FOR 2018 STATE PRIMARY



Worcester SS.

To the Constables of the Town of Hubbardston:

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town of Hubbardston who are qualified to vote in Primaries to vote:

TUESDAY, SEPTEMBER 4, 2018

7:00 A.M. to 8:00 P.M.

Hubbardston Center School Gymnasium & Flm St

fo

	U		
or the	following purpose:		
	To cast their votes in the State Primaries for the car	adidates of political parties for the following offices	:
	SENATOR IN CONGRESS	FOR THIS COMMONWEAL	ГН
	GOVERNOR		
	LIEUTENANT GOVERNOR	FORTHIS COMMONWEAL	ΓH
	ATTORNEY GENERAL		
	SECRETARY OF STATE		
	TREASURER AND RECEIVER GENERAL		
	AUDITOR		
	REPRESENTATIVE IN CONGRESS	SECOND DISTRICT	
	COUNCILLOR		
	SENATOR IN GENERAL COURT		HIRE
		AND MIDDLESEX DISTRIC	
	REPRESENTATIVE IN GENERAL COURT		
	DISTRICT ATTORNEY		
	CLERK OF COURTS		
	REGISTER OF DEEDS		
Office his wa	re hereby directed to serve this warrant by posting attest, and Mr. Mike's Convenience Store at least fourteen (arrant with your doings thereon at the time and place of under our hands this day of August 2018	14) days before the time of said election. Hereof fail	
	Board of Selectmen		
	Daniel S. Galante	Richard J. HaddadA True Copy, Attest:	_
	Michael S. Stauder		(Town
	Michael S. Staddel	Seal)	(10 1111
		Joyce E. Green, Town Clerk	
	Jeffrey L. Williams	tojet zi Green, rown Green	
		Date of Posting:	
	Patrick R. Girouard	Method: By Hand	



Town of Hubbardston

September 4, 2018 State Primary

OFFICIAL RESULTS

of Registered Voters as of Aug 15 Deadline = 3322 # of Votes Cast in this Election = 679 (Dem-270, Rep-409, Lib-0) Voter Turnout = 20.4%

DEMOCRATIC PARTY BALLOT

SENATOR IN CON	GRESS	<u>S</u>	<u>REPRESENTATIVE</u>	E IN CONGRESS
Elizabeth A. Warren 241			James P. McGovern	245
Write-Ins	4		Write-Ins	0
Blanks	25		Blanks	25
GOVERNOR			COUNCILLOR	
Jay M. Gonzalez	129		Paul M. DePalo	217
Bob Massie	87		Write-In	0
Write-Ins	3		Blank	53
Blanks	51			
			SENATOR IN GEN	ERAL COURT
LIEUTENANT GO	VERNO	<u>)R</u>	Anne M. Gobi	249
Quentin Palfrey	136		Write-Ins	1
Jimmy Tingle	81		Blanks	20
Write-Ins	3			
Blanks	50		REPRESENTATIVE	E IN GENERAL
			COURT	
ATTORNEY GENE	ERAL		Jean Anne Strauss	222
Maura Healey 244			Write-Ins	0
Write-Ins	2		Blanks	48
Blanks	24			
			DISTRICT ATTORI	NEY
SECRETARY OF S	TATE		Joseph D. Early, Jr.	234
William Francis Gal	vin	179	Write-Ins	1
Josh Zakim		78	Blanks	35
Write-Ins		0		
Blanks		13	CLERK OF COURT	TS .
			Dennis P. McManus	225
TREASURER			Write-Ins	0
Deborah B. Goldber	g 229		Blanks	45
Write-Ins		0		
Blanks		41	REGISTER OF DEE	EDS
			Kathryn A. Toomey	
<u>AUDITOR</u>			Write-Ins	0
Suzanne M. Bump	228		Blanks	41
Write-Ins	0			
Blanks	42			

REPUBLICAN PARTY BALLOT

SENATOR IN CON	GRESS		REPRESENTATIV	'E IN CO	<u>ONGRESS</u>
Geoff Diehl		169	Tracy Lyn Lovvorr	í	189
John Kingston	142		Kevin William Pov	ers	147
Beth Joyce Lindstron	m 74		Write-Ins		0
Write-Ins		0	Blanks		73
Blanks		24			
			COUNCILLOR		
<u>GOVERNOR</u>			Jennie L. Caissie	304	
Charles D. Baker	216		Write-In	0	
Scott D. Lively	188		Blank	105	
Write-Ins	1				
Blanks	4		SENATOR IN GE	NERAL (COURT
			Steven R. Hall 303		
LIEUTENANT GO'	VERNO	<u>R</u>	Write-Ins	0	
Karyn E. Polito	324		Blanks	106	
Write-Ins	4				
Blanks	81		REPRESENTATIV	'E IN GE	ENERAL
			<u>COURT</u>		
ATTORNEY GENE	RAL		Donald R. Berthiau	me, Jr.	321
James R. McMahon,	III	206	Write-Ins		0
Daniel L. Shores		136	Blanks		88
Write-Ins		0			
Blanks		67	DISTRICT ATTOR	RNEY	
			Write-Ins 6		
SECRETARY OF S	TATE		Blanks 403		
Anthony Amore	303				
Write-Ins	0		CLERK OF COUR	TS	
Blanks	106		Joanne E. Powell	280	
			Write-Ins	0	
TREASURER			Blanks	129	
Keiko M. Orrall	295				
Write-Ins	0		REGISTER OF DE	EDS	
Blanks	114		Kate D. Campanale		
			Kevin J. Kuros	119	
<u>AUDITOR</u>			Write-Ins	0	
Helen Brady 292			Blanks	55	
Write-Ins 0					
Blanks 117			LIBERTARIAN F	ARTY	BALLOT
211111			Zero Ballots Cast		

A True Copy Attest: (Town seal)

Joyce E. Green, Town Clerk

COMMONWEALTH OF MASSACHUSETTS WILLIAM FRANCIS GALVIN

SECRETARY OF THE COMMONWEALTH

STATE ELECTION WARRANT

Worcester County SS.

To the Constables of the Town of Hubbardston

GREETINGS:

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

HUBBARDSTON CENTER SCHOOL GYMNASIUM TUESDAY, THE 6TH DAY OF NOVEMBER, 2018

from

7:00 A.M. to 8:00 P.M.

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

SENATOR IN CONGRESS	EOD THIS COMMONWEALTH
GOVERNOR and LIEUTENANT GOVERNOR	FOR THIS COMMONWEALTH
ATTORNEY GENERAL	FOR THIS COMMONWEALTH
SECRETARY OF STATE	FOR THIS COMMONWEALTH
TREASURER AND RECEIVER GENERAL	FOR THIS COMMONWEALTH
AUDITOR	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	SECOND DISTRICT
COUNCILLOR	SEVENTH DISTRICT
SENATOR IN GENERAL COURT WORCESTER	, HAMPDEN, HAMPSHIRE & MIDDLESEX
	DISTRICT
REPRESENTATIVE IN GENERAL COURT	FIFTH WORCESTER DISTRICT
DISTRICT ATTORNEY	MIDDLE DISTRICT
CLERK OF COURTS	WORCESTER COUNTY
REGISTER OF DEEDS	

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;

- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would create a citizens commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A "place of public accommodation, resort or amusement" is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. "Gender identity" is defined as a person's sincerely

held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person's physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person's admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person's gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose. The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting. You are hereby directed to serve this warrant by posting attested copies thereof at Hubbardston Center School, Town Office, U.S. Post Office, and Mr. Mike's Convenience Store at least fourteen (14) days prior to said election.

ON
A true copy, Attest:
Joyce E. Green, Town Clerk
Date of Posting:
Method: BY HAND
By:
Paul F. Sweeney, Constabl
·
(seal)



TOWN OF HUBBARDSTON – OFFICIAL Election Results State Election, November 6, 2018

Number of Registered Voters as of October 17, 2018 registration deadline: 3357 Number of Ballots Cast: 2291 Voter Turnout: 68% Provisional Ballots Counted: 0

SENATOR IN CONGI	RESS		SENATOR IN	GENERAL CO	<u>URT</u>	
Elizabeth A. WARREN			Anne M. GOB	I	1118	
Geoff DIEHL	1228		Steven R. HAL	.L	1110	
Siva AYYADURAI	114		Write-Ins		0	
Write-Ins	2		Blanks		63	
Blanks	41					
			REPRESENT	ATIVE IN GEN	ERAL COURT	
GOVERNOR and LT (GOV		Donald R. BEF	RTHIAUME, JR	1341	
BAKER and POLITO		1763	Jean Anne ST	RAUSS	874	
GONZALEZ and PALFR	ΕY	427	Write-Ins		0	
Write-Ins		19	Blanks		76	
Blanks		82				
			DISTRICT A	TTORNEY		
ATTORNEY GENERA	<u>.L</u>		Joseph D. EAF	RLY, Jr.	1270	
Maura HEALEY		1137	Blake J. RUBI	N	877	
James R. McMAHON II	Ι	1107	Write-Ins		0	
Write-Ins		0	Blanks		144	
Blanks		47				
			CLERK OF C	OURTS		
SECRETARY OF STA	TE		Dennis P. McN		1094	
William Francis GALVI	N	1198	Joanne E. PO\	NELL	1081	
Anthony M. AMORE		953	Write-Ins		0	
Juan G. SANCHEZ, Jr		73	Blanks		116	
Write-Ins		0				
Blanks		67	REGISTER O	F DEEDS		
			Kate D. CAMP		1248	
TREASURER			Kathryn A. TO	OMEY	927	
Deborah B. GOLDBER	G	1085	Write-Ins		0	
Keiko M. ORRALL	_	1016	Blanks		116	
Jamie M. GUERIN		87	2.22			
Write-Ins		0				
Blanks		103	OUESTION 1	L (Patient to Nurs	se Limits)	
Diames .		200	YES	574	20 2	
AUDITOR			NO	1670		
Suzanne M. BUMP		946	Blanks	47		
Helen BRADY		1072				
Daniel FISHMAN		104				
Edward J. STAMAS		63	OUESTION 2	(Comm on Limi	ting Election	
Write-Ins		0		Corporate Right		
Blanks		106	YES	1409	-,	
Dianks		100	NO	830		
REPRESENTATIVE I	N CON	GRESS	Blanks	52		
James P. McGOVERN	ii com	1135	Didino	32		
Tracy Lyn LOVVORN		1100				
Write-Ins		0	OUESTION 3	(Transgender A	\nti-Discriminati	ion)
Blanks		56	YES	1263	and Discriminat	,
Didniks		30	NO	998		
COUNCILLOR			Blanks	30		
Jennie L. CAISSIE	1313		Didika	50		
Paul M. DePALO	868		A True Copy A	\ttest•		
Write-Ins	0		A True Copy A	10000		
Blanks	110		lovce F. Gree	n, Town Clerk	(seal	n
Didika	110		Joyce L. Gree	in round cierk	(seal	.,



OTHER



2018 TOWN OF HUBBARDSTON GROSS SALARIES

Afonso	Albert	MART Van Driver	\$75.70
Amann	Michael J	Police	\$109,582.15
Arata	Jayne G	Library Director	\$26,800.78
Ares	Erik R	Fire	\$1,439.20
Ares	James P	Fire	\$64,006.83
Barbera	Christine M	Library Staff	\$7,470.14
Begin	Betty J	Election Worker	\$77.00
Bergeron	Christopher J	Police	\$99,185.99
Blood	Donald J	Police	\$76,965.60
Boissoneau	Craig J	DPW	\$54,848.54
Bolduc	Christine A	Police Admin Asst/BOH Clerk	\$4,751.24
Bourque	Jeffrey A	Tree Warden	\$1,806.00
Brandt	Lawrence M	Building Commissioner	\$4,352.16
Breagy	Richard	Building Commissioner	\$8,197.62
Brown	Travis M	DPW Director	\$76,645.07
Bullock	Brian J	Interim Town Administrator	\$17,097.00
Burke	Patricia J	Building/Planning Clerk	\$13,000.51
Casey	Troy A	Fire	\$78,050.98
Chatigny	Scott A	Police	\$69,532.84
Clapham Jr.	Richard	DPW - Seasonal	\$4,138.00
Couture	Ryan P	Police	\$93,970.86
Cunningham	Richard	Board of Registrars	\$86.00
Cunningham	Bonnie J	Sr Tax Workoff	\$1,000.00
Daniels	Genevieve M	Assessors' Clerk/Fin. Asst	\$18,305.32
DeMalia Jr.	John A	Fire	\$31.98
DiPietro	Andrew W	Fire	\$88.44
Dixson	James F	Fire	\$3,512.40
Dixson	Tina C	Fire	\$2,863.46
Doane	Teddie J	Sr Tax Workoff	\$1,000.00
Dupuis	Gerard	MART Van Driver	\$6,431.64
Forte	Robert K	Police	\$91,211.48
Garcia	Nicholas A	Police	\$11,980.91
Goehle	Kyle	Fire	\$8,231.41
Goguen	Neil B	DPW	\$28,229.29
Goscila	Jeremy D	Fire	\$60,888.97
Gosse	Rebecca J	Sr Tax Workoff	\$1,000.00
Green	Joyce E	Town Clerk/ZBA Clerk	\$40,371.45
Gushue	Ann	Election Worker	\$308.00
Hackett	Richard W	Sr Tax Workoff	\$1,000.00
Hakala	Jacob	DPW	\$54,625.69
Halkola	James F	Police	\$12,298.41
Hallock	Corey	Fire	\$509.20
Hamel	Dennis C	Fire	\$10,840.08
Hamer	Rhonda L	Library Staff	\$1,389.38
Hardaker	Sharon A	MART Dispatcher	\$3,542.20
Hayes Jr.	Robert	Fire Chief	\$83,011.13
Henning	Pamela H	Election Worker	\$60.00

Hoffman	Anthony B	Gas Inspector	\$5,141.60
Homans	William J	Police/Election Worker	\$24,256.80
Houston	Noah J	DPW	\$16,850.31
Howard	Peter M	Recycling	\$264.00
Howlett	Marcia G	Cemetery Commission Secretary	\$775.53
Kaldera	Bella M	Recycling	\$793.86
LaFortune	Benjamin	DPW	\$49,024.60
Lamoureux	Patricia	Sr Tax Workoff	\$1,000.00
Langer	Caleb D	Fire	\$2,697.77
Larson	Shonna L	Election Worker	\$261.25
LeHane	Leroy	MART Van Driver	\$6,556.35
Mabardy	Mitchell F	Fire	\$7,524.57
Maillet	Denis E	Fire	\$330.00
Mailman	Kevin	Police	\$6,424.49
McLane	Ryan M	Town Administrator	\$72,196.22
Milko	Laura L		\$38.50
Moisio	Jacob P	Police	\$20,389.77
Nason	Sandra E	Treasurer/Collector	\$59,972.82
Oates	Lucinda	Election Worker	\$44.00
O'Brien	Matthew J	DPW Seasonal	\$2,376.00
O'Donnell	Dennis	DPW Clerk/Emergency Mgmt. Dir	\$13,110.38
Parker	Gerald	Custodian	\$3,129.00
Parker	Kelly	Board of Health/Cons. Comm Clk	\$10,324.89
Parker	Michael C	Fire	\$12,197.12
Payson	James V	DPW Seasonal	\$1,732.50
Perron	Dennis G	Police Chief	\$99,803.94
Perron	Nancy A	Police Admin Asst	\$9,532.17
Pervier	Florence	Sr Tax Workoff	\$1,000.00
Power	Thomas W	Fire	\$105.47
Prentiss	Marcus	Sr Tax Workoff	\$495.00
Provencal	Claudia G	Council on Aging Director	\$9,581.54
Reed	Laurie J	Executive Admin Asst	\$30,639.10
Rines	Wayne A	Sr Tax Workoff	\$704.00
Scott	Eric N	Police	\$4,645.76
Scott	Martin W	Fire	\$1,364.88
Shaughnessy	Mary Ellen	Election Worker	\$145.75
Silva	Peter M	Recycling	\$308.00
Sutcliffe	Christina	Planning Board Clerk	\$2,555.00
Sweeney	Darrell M	Wiring Inspector	\$7,270.00
Sweeney	Paul F	DPW - Seasonal	\$4,518.76
Thibault	Roberta A	Financial Assistant	\$9,996.12
Vacarelo	Judith A	Library Staff	\$498.94
Vincent	Kathleen M	Election Worker	\$445.50
Walker	Antonette P	Library Staff	\$1,066.70
Whitney	Brianna H	Clockwinder	\$49.92
Whitney	Carol W	Election Worker	\$261.25
Wickstrom	Adam P	Fire	\$639.80
Wilkinson	Lynn R	Election Worker	\$291.50
Wilkinson	Taylor	Fire	\$10,896.68

Willoughby	Eric J	DPW	\$55,046.24
Withycombe	William R	Police	\$33,539.00
Wolfe	Karen M	Sr Tax Workoff	\$1,000.00
Woodward	Patricia A	Sr Tax Workoff/Election Worker	\$1,126.50
		TOTAL	\$1,859,750.90



Executive Summary

Town meeting authorized the FY2019 Operating and Capital Budget on June 5, 2018. The total authorized budget was \$9,023,955. This budget limits growth to 3.57 percent while maintaining or increasing levels of service.

Department heads, elected officials and appointed volunteers began developing their capital and operating budget requests in October 2017. Guidance from the Interim Town Administrator instructed department heads to level fund salaries while identifying issues to address with budget requests. Rather than level fund all items, department heads analyzed budgets and asked for increases to improve service levels and increase efficiency. The budget then received reviews from the Town Administrator, Board of Selectmen and Finance Committee before coming to Town Meeting floor. Town meeting voters adjusted two budget lines at Town Meeting, increasing Council on Aging Expenses by \$2000 and Planning Board Clerk by \$8,460.

Although the primary goal of this budget is to control growth and maintain sound revenue and expenditure practices, it addresses several key needs.

- This budget contains changes that address the need for modest increases in service
 hours in the following departments: Board of Selectmen, Planning Board, Building
 Department, Council on Aging and Veteran Services. These changes will help
 departments increase services, increase communication with residents and increase the
 town's ability to create economic development opportunities.
- This budget contains the ability to offer competitive union and non-union salaries to retain talented employees within long-term growth targets and gain greater employee wage parity across departments.
- This budget continues to offer excellent training opportunities to police, fire and department of public works personnel in addition to funding summer road projects and winter operations aimed at improving town driving surfaces.
- This budget continues to fund obligations to the QRSD and ensure our students receive the best possible education.



 This budget continues investments in capital projects to include equipment for public works, protective equipment and measures for the fire department, critical maintenance projects for the Library and an investment into the future of the Hubbardston Town Center.

This budget increases services while meeting the need to provide a balanced budget. However, there are several key areas of need not addressed that need continued prioritization if allowed by revenues or a lowered school assessment.

- Add additional hours to outsourced accounting services to strengthen town financial practices and improve access to information.
- Add an additional non-union foreman for the department of public works to help lead staff and increase operational efficiencies.
- Continue to upgrade technology and software infrastructure.



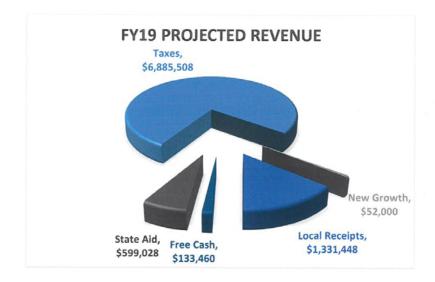
Revenue

Thanks to an adherence to best practices, the Hubbardston financial team is confident in the FY2019 revenue forecast. This will allow the continuation of high-level services while controlling for long-term operating budget growth. These revenue estimates are considered conservative and grant flexibility.

Projected FY19 Revenue

Taxes	\$ 6,885,508
New Growth	\$ 52,000
Local Receipts	\$ 1,331,448
Free Cash	\$ 133,460
State Aid	\$ 599,028

Total Revenue: \$9,001,444





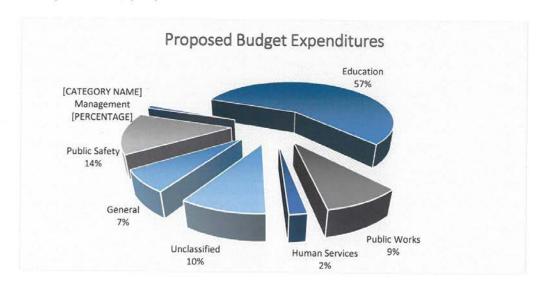
Expenditures

The approved budget's expenditures total \$9,023,955. This is a 3.45 percent increase from the FY2018 approved budget of \$8,712,866.

FY2019 Proposed Expenditures by Category

General	627762
Public Safety	1274830
Growth	83576
Education	5184843
Public Works	812780
Human Services	179773
Unclassified	860392

Total Expenditure: \$9,023,955





Capital

One of largest drivers of growth in this budget is the inclusion of one-time capital costs. Capital investments represent 2.55 percent of the total FY2019 budget.

HFD Exhaust Mitigation	\$57,500	Onetime purchase
HFD Structural FF Gear	\$16,800	Onetime purchase
Library Structural Maintenance	\$6,000	Onetime purchase
Town Center Engineering Costs	\$150,000	Onetime purchase

Total Capital: \$230,100

One-time costs are important considerations in any budget as a supplement to ongoing operating costs. Every effort was made to remove one-time costs from the operating budget for transparency. The requests shown above improve the town's ability to keep the firefighting force safe, address long overdue maintenance in our aging library and start major structural improvements to the town center.

Town of Hubbardston, Massachusetts FY 2019 Operating and Capital Budget Summary

Revenue Source	FY	2019 Budget	Comments
Property Taxes	\$	6,774,154	EV10 Text Leans
Prop 2 1/2 Increase	\$	169,354	FY18 Tax Levy
Add New Growth	\$		Allowed by MGL
Less Snow & Ice Deficit	\$	52,000	Verified by Assessors 3/28/18
Less Reserve for Abatement		(35.000)	After Internal Transfer
Net Property Tax Revenue	\$	(35,000)	Verified by Assessors 3/28/18
Net Property Tax Revenue	2	6,960,508	
Free Cash for Budget	\$	133,460	
Total Receipts	\$	611,775	Governor's Budget House 1
Less offsets/Assessments	\$	(12,747)	Governor's Budget House 1
Projected Local Aid	\$	599,028	
Projected Local Receipts	\$	1,331,448	See Subsection
Total Operating Revenues	\$	9,024,444	
FY 2019 Budget	\$	9,023,955	
Operating Surplus/(Shortfall)	\$	489	
Capital Budget Sources			
Unappropriated Free Cash	\$	495,561	December 2017 Town Meeting
Capital Budget			
HFD Exhaust Mitigation	\$	57,300	Free Cash
HFD Structural FF Gear	\$	16,800	Free Cash
Library Maintenance	\$	6,000	Free Cash
Town Center Engineering	\$	150,000	Free Cash
Sub Total FY19 Free Cash	\$	230,100	
Free Cash used for Budget	\$	133,460	Added to Revenue
Net Available Free Cash	\$	132,001	
Warrant Articles			
Senior Tax Workoff	\$	15,000	Free Cash
Wage Study	\$	3,000	Free Cash
FY2018 Bills	\$	9,032	Free Cash
Articles Total		27,032	
Free Cash Balance		104,969	

ACCOUNT NUMBER	ACCOUNT NAME	FY19 TOWN MEETING VOTE
GENERAL GOVERNMENT		
Executive		
001-122-5110-0001	Executive Assistant	\$32,825
001-122-5700-0000	Selectboard Expense	\$8,000
001-122-5700-0001	Binding of Records	\$1,000
NEW	Warrant Mailings	\$1,000
001-129-5110-0000	Town Administrator Salary	\$85,000
001-129-5700-0000	Town Administrator Expense	\$3,600
	Total Executive	\$131,425
Town Clerk		7202/120
001-161-5110-0000	Town Clerk Salary	\$41,325
001-161-5190-0000	Town Clerk Certification	\$1,000
001-161-5700-0000	Town Clerk Expenses	\$3,814
001-161-5110-0001	Asst Town Clerk	\$2,635
001-162-5700-0000	Elections & Registrations	\$10,260
001-163-5110-0000	Board of Registrars Wages	\$446
	Total Town Clerk	\$59,480
Accounting	Control of the second s	733,400
001-135-5300-0004	Town Accountant Services	\$42,000
001-135-5420-0000	Town Accountant Expense	\$200
001-135-5300-0000	Annual Audit	\$19,000
	Total Accounting	\$61,200
Assessors	Total Accounting	501,200
001-141-5110-0002	Assessing Administrative Assistant	\$14,040
001-141-5420-0000	Assessors' Expenses	\$6,000
001-141-5300-0000	Assessors' Contracted Services	\$63,700
	Total Assessors	\$83,740
Treasuer/Collector	TOTAL PISSESSOIS	\$63,740
001-149-5110-0000	Treasurer/Collector Salary	\$60,850
001-149-5190-0000	Treasurer/Collector Certification	\$1,000
001-149-5110-0002	Finance Administrative Assistant	\$16,670
001-149-5700-0000	Treasurer/Collector Expense	\$10,250
001-149-5300-0000	Treasurer/Collector Payroll Services	\$3,000
001-149-5700-0001	Treasurer/Collector Tax Title Expense	\$5,000
	Total Treasurer/Collector	\$96,770
Legal Services	Total Treasurery concetor	350,770
001-151-5300-0000	Legal Services	\$40,000
	Total Legal Services	\$40,000
Conservation Commission	Total Legal Sciences	340,000
001-171-5700-0000	Conservation Comm. Expenses	\$1,172
	Total Conservation Commisson	\$1,172
Operations Support	Total Solistifution confiningson	71,1/4
001-122-5210-0000	Town Office Utilities & Maintenance	\$31,000
NEW	Custodial Services (NEW)	\$7,500
001-122-5230-0000	Town Office Phone	\$7,500
001-122-5240-0000	IT (Computer) Maintenance	\$60,000
001-122-5300-0003	Town Website	\$6,000
001-122-5400-0000	Copier Expense	\$5,000
	Total Operations Support	\$117,000
Other General Government		\$117,000
201 176 5110 2222		(Spiritus/21/22)
001-176-5110-0000	Board of Appeals Clerk Wages	\$500
001-176-5700-0000 001-195-5700-0000	Board of Appeals Expense	\$675
	Town Report	\$500

001-114-5110-0000	Moderator	\$100
001-131-5420-0000	Finance Committee Expenses	\$200
001-132-5700-0000	Finance Committee Reserve Fund	\$35,000
	Total Other General Government	\$36,975
	TOTAL GENERAL GOVERNMENT	\$627,762
PUBLIC SAFETY		
Police Department		
001-210-5110-0000	Police Chief Salary	\$96,900
001-210-5110-0002	Police Wages	\$447,944
001-210-5110-0003	Police Training Wages	\$14,782
001-210-5110-0001	Police Administrative Assistant	\$14,425
001-210-5700-0000	Police Dept. Maintenance	\$12,490
001-210-5240-0000	Police Dept. Vehicle Maintenance	\$7,750
001-210-5850-0000	Police Dept. Equipment & Outlay	\$14,849
	Total Police Department	\$609,140
Fire Department		
001-220-5110-0000	Fire Chief Salary (Inc Hol)	\$81,100
001-220-5110-0001	Fire Department - Wages	\$244,100
001-220-5190-0000	Fire Department - Call Wages	\$65,000
001-220-5430-0000	Fire Department Maintenance	\$13,600
001-220-5240-0000	Fire Department Vehicle Maint.	\$20,000
001-220-5500-0000	Fire Department Equipment & Outlay	\$17,000
	Total Fire Department	\$440,800
Ambulance Expenses		
001-231-5290-0000	Lease of Space	\$21,500
001-231-5300-0000	Prof. Expenses/Services	\$29,400
001-231-5500-0000	Medical Supplies	\$23,000
	Ambulance Expenses	\$73,900
	Total Fire and Ambulance	\$514,700
Other Emergency Services		
001-299-5110-0000	Rutland Regional Dispatch Fee	\$129,786
001-299-5700-0000	Dispatch Maintenance & Equip.	\$2,000
001-291-5110-0000	Emergency Planning Director	\$1,045
001-291-5700-0000	Emergency Planning Expenses	\$1,333
001-292-5110-0000	Animal Control Officer/Services & Expense	\$16,826
	Other Emergency Services	\$150,990
	TOTAL PUBLIC SAFETY	\$1,274,830
GROWTH MANAGEMENT		
Building Inspection		
001-192-5110-0000	Building Commissioner Salary	\$24,185
001-192-5700-0000	Building Department Expense	\$3,610
001-519-5110-0000	Animal Inspector Salary	\$1,500
001-519-5705-0000	Animal Inspector Expense	\$663
	Total Building Inspection	\$29,958
Planning Board		
001-175-5700-0000	Planning Board Expenses	\$1,000
001-175-5700-0001	Montachusett Reg. Planning District	\$1,500
001-175-5300-0002 NEW	Master Plan	\$1,500
001-175-5110-0000 NEW	Planning Board Clerk (New)	\$11,500
	Total Planning Board	\$15,500
nspectional Services		
001-510-5110-0000	Board of Health and ConCom Admin Assistant	\$12,150
001-192-5110-0001	Land Use Administrative Assistant	\$14,425
	Total Inspectional Services Support	\$26,575
lealth Services		
01-510-5300-0000	Landfill monitoring	\$9,180

001-510-5700-0000	Board of Health Expenses	\$2,363
	Total Health Services	\$11,543
	TOTAL GROWTH MANAGEMENT	\$83,576
EDUCATION		
001-300-5700-0000	Quabbin Regional School Assessment	4,493,505.57
001-350-5700-0000	School: Montachusett. Reg. Voc. Tech.	\$658,822
001-300-5700-0005	QRSD Green Repair	\$32,515
	TOTAL EDUCATION	\$5,184,843
PUBLIC WORKS AND CEM	IETERIES	43,204,043
Public Works Wages		
001-421-5110-0000	DPW Director	\$73,635
001-422-5110-0001	DPW Wages	\$245,900
NEW	DPW Administrative Assistant	\$12,200
	Total Public Works Wages	\$331,735
Public Works Expenses		4331,733
001-424-5700-0000	Municipal Lights	\$5,500
001-422-5240-0000	Total DPW Road Maintenance	\$91,000
001-422-5700-0000	Total General Highway	\$31,500
001-422-5240-0001	Total Equip. and Machinery Repairs	\$108,500
001-423-5110-0000	Employee Overtime (Highway Winter Wages)	\$68,000
001-423-5120-0000	Highway Winter Outside Wages	\$4,600
001-423-5700-0000	Equip., Supplies & Materials	\$160,000
001-423-5290-0000	Plowing of Private Ways	\$3,800
	Total DPW Expense	\$472,900
	Total DPW	\$804,635
Cemetery		755,155
001-491-5290-0000	Cemetery Maintenance & Improvement	\$500
001-491-5850-0000	Cemetery Equipment & Outlay	\$1,300
001-491-5700-0001	Veterans' Graves	\$500
	Total Cemeteries	\$2,300
Tree Warden		7-3,
001-249-5110-0000	Tree Warden Wages	\$1,845
001-249-5700-0000	Tree Warden Outside Serv.	\$4,000
	Total Tree Warden	\$5,845
	TOTAL PUBLIC WORKS & CEMETERIES	\$812,780
RESIDENT SERVICES		(A) (1) (NSS) (C) (S) (A) (C)
Council On Aging		
001-541-5240-0000	MART Van Expenses	\$100
001-541-5110-0000	Council on Aging Director	\$13,665
001-541-5700-0000	Council on Aging Expense	\$5,000
	Total Council on Aging	\$18,765
eteran Services		
01-543-5110-0000	Veteran Services Officer	\$8,000
01-543-5700-0000	Veteran Services Expenses	\$200
01-543-5700-0001	Veteran Training Expenses	\$350
01-543-5770-0000	Veteran Benefits	\$65,000
01-491-5700-0001	Veteran Flags	\$400
	Total Veteran Services	\$73,950
brary		
EW	Library Director	\$30,405
01-610-5110-0000	Library Assistant Wages	\$11,560
01-610-5700-0001	Library Utilities & Maintenance	\$21,200
01-610-5400-0000	Library Books & Materials	\$18,043
	Total Library	\$81,208

001-549-5700-0000	Agricultural Commission Expense	\$300
001-691-5700-0000	Historical Commission Expenses	\$200
001-950-5700-0000	Town Clock Maintenance	\$1,250
	Total Commission Expenses	\$1,750
Celebrations		
001-692-5700-0000	Memorial Day	\$1,000
	Total Celebrations	\$1,000
Park Services & Expense		V
001-699-5700-0000	Parks Services & Expense	\$3,100
	Total Parks	\$3,100
	TOTAL RESIDENT SERVICES	\$179,773.00
UNCLASSIFIED		12.2/
Debt Service		
001-752-5925-0000	Interest on Short Term Debt	\$2,000
001-710-5910-2013	2013 Roads Project (P)	\$165,000
001-751-5925-2013	2013 Roads Project (I)	\$24,750
001-710-5910-2014	DPW 6 wheel dump w plow (voted 2014) (P)	\$20,000
001-751-5925-2014	DPW 6 wheel dump w plow (voted 2014) (I)	\$2,400
001-710-5910-20	DPW 6 wheel dump w plow (FY'18) (P)	\$50,000
001-751-5925-20	DPW 6 wheel dump w plow (FY'18) (I)	\$1,855
001-710-5910-0014	SGT SUV - bought in 2014 (P)	\$5,000
001-751-5925-0014	SGT SUV - bought in 2014 (I)	\$300
	Total Debt Service	\$271,305
Insurance		\
001-911-5690-0000	Worcester Regional Retirement	\$260,487
001-914-5150-0000	Ch. 32B (Health Insurance)	\$180,000
001-916-5150-0000	FICA Assessment (other employee benefits)	\$28,600
001-913-5780-0000	Unemployment Compensation Expense	\$10,000
001-945-5740-0000	General Insurance	\$110,000
	Total Insurance	\$589,087
	TOTAL UNCLASSIFIED	\$860,392
TOTAL OPERATING BUDG		\$9,023,955
TOTAL OPERATING REVEN	NUE	\$9,024,444
NET		\$489

TOWN DEPARTMENT MAILING ADDRESSES

In order to satisfy the specific requirements of the U.S. Postal Service, all mail sent to the Town of Hubbardston must contain a unit number. The correct format is:

Town of Hubbardston [Name of Board/Dept.] 7 Main St, Unit # Hubbardston, MA 01452

Board of Assessors

7 Main Street, Unit 1

Board of Selectmen

7 Main Street. Unit 3

Council on Aging

7 Main Street, Unit 3

Dept. of Public Works

7 Main Street, Unit 6

Fire Dept.

7 Main Street, Unit 5

Parks Commission

7 Main Street, Unit 3

Police Dept.

7 Main Street, Unit 9

Town Accountant/ Treasurer

7 Main Street, Unit 11

Zoning Board of Appeals

7 Main Street, Unit 7

Building Dept.

Board of Health

7 Main Street, Unit 7

7 Main Street. Unit 2

Conservation Commission

7 Main Street, Unit 7

Emergency Management/CERT

7 Main Street, Unit 4

Hubbardston Public Library

7 Main Street, Unit 8

Planning Board

7 Main Street, Unit 7

Tax Collector

7 Main Street, Unit 10

Town Clerk

7 Main Street, Unit 12

Any other department/board, please use 7 Main St, Unit #3