

ANNUAL REPORTS of the OFFICERS AND COMMITTEES



TOWN OF HUBBARDSTON 2019

Flo Pervier

This year's Annual Report is dedicated to one of our town's many hardworking residents that do so much behind the scenes for the good of others, Flo Pervier.

She, along with her husband Paul, have been members of the Hubbardston Scholarship Committee (C.A.S.H.) for many years, often serving as an officer. You'll see her at every one of their functions playing an important role.

Flo has organized the Horribles Parade for the children of Hubbardston, held every year around Halloween when Main Street shuts down and the costumed creatures are given a police escort from the Fire Station to Center School. Any child who grew up in Hubbardston has fond childhood memories of this event complete with goodies and a magic show, all thanks to Flo.

Flo also serves the older population in town by being an active member of the Council on Aging. Her volunteerism is widespread. If you see her rolling out dough in the fried dough booth at Field Day or handing out her homemade chocolate lollipops at the Valentine's Day Dinner, be sure to thank Flo for her generous donation of time to make the lives of others a little bit brighter.

Flo Pervier may be small in stature but she has a very big heart. The Town of Hubbardston thanks Flo for her work and volunteer spirit.

The Hubbardston Board of Selectmen

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HUBBARDSTON PROFILE

YEAR INCORPORATED- 1767

POPULATION: 4642 REGISTERED VOTERS: 3327

TAX RATE: \$15.22 OPERATING BUDGET: \$9,303,301

OPEN TOWN MEETING GOVERNMENT

5 MEMBER BOARD OF SELECTMEN

AREA: 41.03 SQUARE MILES ROAD MILES: 88

BIRTHS- 37

DEATHS- 23

MARRIAGES-8

BROUGHT TO TOWN FOR BURIAL-4

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
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617-725-4005
www.mass.gov/governor

ATTORNEY GENERAL

Maura Healey
Office of Attorney General
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Boston, MA 02108-1518
617-727-2200
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Massachusetts Congressional Delegation – Senate

Elizabeth Warren

Edward J. Markey

Boston Office

2400 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203
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<http://www.warren.senate.gov/>

Boston Office

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5 New Sudbury Street
Boston, MA 02203
Phone: (617) 565-8519
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Washington D.C. Office

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

Washington D.C. Office

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

Leominster Office

24 Church Street, Room 27
Leominster, MA 01453
Phone 978-466-3552
Fax 978-466-3973

State Legislators

Senator Anne Gobi
State House, Room 513
Boston, MA 02133
617-722-1540
Anne.Gobi@masenate.gov

Representative Donald Berthiaume
State House, Room 540
Boston, MA 02133
617-722-2090
Donald.Berthiaume@mahouse.gov

ELECTED OFFICIALS

Board of Assessors- 3 members for terms of 3 years

John Prentiss (Chair) - 2022

Albert Afonso - 2020

Jeffrey Young - 2021

Board of Health- 5 members for terms of 3 years

William Homans - 2020

Catherine Hansgate - 2022

Colleen Higgins - 2020

Vincent Ritchie - 2021

Katherine Saab - 2021

Board of Selectmen- 5 members for terms of 3 years

Daniel Galante (Chair) - 2022

Patrick Girouard - 2021

Richard Haddad - 2020

Kris Pareago - 2022

Jeffrey L. Williams - 2021

Cemetery Commission- 3 members for terms of 3 years

Paul F. Sweeney (Chair) - 2022

Pamela Henning - 2021

Raven Kaldera - 2020

Finance Committee- 5 members for terms of 3 years

Susan Rayne (Chair) - 2023

Charles Reed - 2020

Shannon Erb - 2020

Joshua Lerner – 2022

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

VACANT

Moderator- 1 person for a term of 3 years

Rene M. Lafayette – 2022

Park Commissioners- 5 members for terms of 3 years

Sanda Barry (Chair) - 2020

Brian Matheson - 2022

Jason Guertin - 2022

David R. Sacramone - 2020

Planning Board- 5 members for terms of 5 years

Alice Livdahl (Chair) - 2020

William Homans- 2023

Craig Boissoneau - 2022

Francois Steiger - 2024 (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 – 2022

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

Morgan Brinker - 2022

Josephine Amato - 2020

Heather Bourque - 2020

Connie Strittmatter - 2021

Johanna Henning - 2022

Thomas F. Robinson - 2021

APPOINTED OFFICIALS

Accountant

Kelli Pontbriand

Agricultural Commission- 5 members for terms of 3 years

Catherine Hansgate - (Chair) - 2022

Thomas Colyer - 2021

Allison Smith - 2020

Keith Tetreault - 2021

Jane Abbott - 2021

Animal Control Officer

Cheryl Slack

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 - 2022

Dennis O'Donnell - 2021

Laurie Reed - Town Clerk

Building Commissioner/Private Ways Trench Inspector

Roland Jean

Cable Advisory Committee

Thomas Colyer (Chair) - 2020

Albert Afonso - 2020

John Nason – 2020

Gary Kangas - 2020

Capital Improvement Planning Committee- 5 members

Finance Committee- 1-year term- VACANT

Planning Board- 1-year term – Francios Steiger - 2020

Town Residents 3-year term – Peter Walker - 2022

Community Preservation Committee- 3-year term

Danielle Arakelian (Chair) - 2022
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 - 2022
Tomas Larson - 2021
Kayla Larson-Dubois – 2020
Richard Clapham - 2020

Constables – 3-year term

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
Jane Gregoriou - 2022
Walter Scott - 2022
MaryEllen Shaughnessy - 2021
William Lipka - 2021
Nancy Afonso – 2020
Jeanette Sullivan – 2023
John Nason - 2022

Council on Aging Director

Claudia Provencal

Cultural Council - 5 members for terms of 3 years

William Shea - (Chair) - 2022
Donna Shea - 2021
Lori Engle - 2021
Sara Lyon – 2021

Department of Public Works Director/Trench Inspector Public Ways
Travis Brown

Economic Development Committee – 3-year term

Whitney Friberg - 2021
Michael Stauder - 2022
Katie Young – 2021
Lisa Durant – 2022
Danielle Giardina – 2022
Patrick Girouard – 2020
Taran Long – 2022
Donna McGrath – 2021
Peter Walker - 2022

Emergency Management Planning Committee

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

Executive Assistant

Roberta Thibault

**Fire Chief/ Hazardous Waste Coordinator/
Central Mass Emergency Medical Systems Corp. Representative-**
Robert Hayes Jr.

Historical Commission- 5 members for terms of 3 years

Gary Kangas- (Chair) - 2021
Barbara Carpenter - 2021
Brianna Whitney – 2021
Carol Whitney - 2021
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 Airoidi - 2022

Open Space Committee

Robert Hatch - (Chair) - 2020
Stephanie Frend - 2020
Mark Kresge - 2022
Susan Worth - 2022
Rick Jones – 2022
Patricia Taylor - 2021

Parking Clerk

Sandra Nason

Police Chief

Dennis Perron

Plumbing/Gas Inspector

Jim Imprescia - 2020
Edward Tonet - 2020

Sexual Harassment Officers

Dennis Perron

Special Events Advisor

Katie Young

Treasurer/Collector

Sandra Nason

Town Administrator

Ryan McLane

Town Clerk

Laurie Reed

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

Sara Wyman

Wiring Inspector

Darrell Sweeney

Shaun Dame

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 – 2024

David Leger - 2020

ADMINISTRATION



REPORT OF THE BOARD OF SELECTMEN

Board Organization (effective June 2019)

Daniel Galante –Chair
Jeffrey Williams – Vice Chair
Patrick Girouard – Clerk
Richard Haddad – Member
Kris Pareago – 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 2019.

The year saw a continued focus on shared services with our neighboring communities. Not only do these partnerships allow us to lower costs, but also expand our service delivery in manners not possible with part-time positions. Currently we share Animal Control and Building Department services with Gardner, Veteran Services with Ashburnham and Westminster and Accounting Services with Templeton. We also have multi-town agreements to cover dispatching and economic development services. We have instructed our Town Administrator to continue to explore ways to partner and strengthen relationships with neighbors to provide long-term solutions to limited staff and budget constraints.

The Board of Selectmen helped guide town staff and volunteers throughout 2019 with a special emphasis on the following activities:

Annual Town Meeting:

A total of 198 residents attended the Annual Town Meeting on June 4, 2019. Selectman Michael Stauder opened the meeting with a “State of the Town” address before town officials paused the meeting briefly to honor retiring Town Clerk Joyce Green. Joyce provided 13 years of dedicated service to the community. After residents passed the presented FY2020 budget, town meeting voters approved the purchase of a new dump truck, pavement roller, police cruiser and cafeteria equipment for the Center School. Voters also supported several additional articles to include adopting the so-called Stretch (Building Code), making Streeter Road a Public Way and passing a proposition 2.5 override to help bolster the town’s road maintenance fund. The proposition 2.5 override attempt passed at Annual Town Meeting, but was ultimately narrowly defeated at the ballot box.

Special Town Meetings:

The Board oversaw two additional Town Meetings this year as town officials worked together with school officials to help solve the town’s ever-increasing budget deficits. Twice Town Meeting voters rejected the school budget, once at the Annual Town Meeting and once at the August 22 Special Town Meeting. The final FY20 budget was approved at an October 21 Special Town Meeting. Voters also passed two important measures at this year’s Special Town Meetings –

funding in August a feasibility study for repairing the Hubbardston Center School Roof and approving the penultimate design and engineering investment in October for the important Town Center Project.

New Town Staff

There were several new faces and promotions within the town staff this year. Laurie Reed became the new Town Clerk and Bobbie Thibault was appointed to the position of Executive Assistant. The Library Board of Trustees named Chris Barbera as the Interim Library Director and the Town Administrator created a new full-time Land-Use Assistant position, appointing Mallory Seamon to the role.

Continued Road Maintenance and Repair

Repairing and protecting town roads continued to be a major Board focus in 2019. The Board adopted a formal road plan recommended by the DPW Director and oversaw the final planning stages of the reconstruction of Route 68 from the Curtis Recreational Fields to the Gardner City Line. This important project will be completed in 2020. The Board also fully committed to using Chapter 90 funds for road repair work, completing reclamation projects on Morgan, Underwood and High Bridge Roads.

Town Center Reconstruction Project

The Board of Selectmen continued to liaison with the Town Center Committee to push the important project toward completion. Town Meeting voters in October approved and additional \$75,000 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 2022 with construction scheduled for the summer of 2023.

Financial Management and Planning

The Board of Selectmen oversaw the reorganization of the town's finance team, partnering with Templeton for more in-house accounting services and transitioning the town's finance software to Vadar. The Town Administrator continued to develop long-range financial planning tools for the board to include a five-year financial forecast and a revamped volunteer Capital Improvement Planning Committee. The FY19 outside financial audit found no material weaknesses in the town's financial operations and highlighted the town's strong budgeting practices and reserves as key findings.

Volunteer Appreciation:

The Board recognized in December its many dedicated volunteers. More than 50 volunteers received an official Hubbardston flashlight for helping the Board of Selectmen and Town Administrator keep Hubbardston shining bright. This annual event showcases the dozens of volunteers who do important tasks for the town which includes planning the future, enforcing policies, stuffing envelopes, assisting the public and helping staff keep up with ever-growing records retention projects.

Special Events

The Board of Selectmen once again helped host the Annual Tree Lighting Ceremony on the town common. More than 100 residents joined carolers and families in early December to officially kick off the holiday season. Special thanks are owed to the Special Events Coordinator, the Parks Department, the Singing Seniors and the Town Center Committee for helping put together this popular annual event.

Through the Hubbardston Special Events Coordinator, the town continued to promote and execute its engaging special events – the Hubbardston Fair, the Dingy Dash, the Light Fight and Frozen Assets. A new event called Fire Fest is slated to be added to the mix in 2020, making Hubbardston a year-round destination for family-friendly events!

Thanks for a Great Year!

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 2019

Pursuant to MGL, Chapter 138, Section 10A, the following pertains to all alcoholic licenses granted in the year 2019.

<i>Class of license</i>	<i>Fee</i>	<i># Issued</i>
Restaurant		
All Alcoholic	\$650.00	1
Wine & Malt	\$300.00	1
Package Store		
All Alcoholic	\$600.00	2
General on Premises		
All Alcoholic	\$500.00	1
Wine & Malt	\$270.00	1
Sunday Sale of Alcohol	\$10.00	2

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, 2019 through December 31, 2019**

TABLE OF AGGREGATES

NUMBER OF PARCELS

Single Family Residences	1,412
Condominiums	128
Mobile Homes/ Multiple Houses on One Lot	11
Two Family Residences	33
Three Family Residences	4
Four or More Unit Family Residences	3
Multiple Use Property	77
Land-Vacant/Accessory	525
Chapter Lands	
Forestry (61)	38
Agricultural (61A)	76
Recreational (61B)	24
Commercial	28
Industrial	20
Personal Property – Taxable	32
Real Estate – Exempt	269
Personal Property – Exempt	<u>151</u>
Total	2,411 Taxable

ASSESSMENT TOTALS

VALUATIONS

TAXES

Residential	\$ 438,238,780	\$ 6,669,994.23
Open Space	-----	-----
Commercial	\$ 11,835,933	\$ 180,142.90
Industrial	<u>\$ 5,432,600</u>	<u>\$ 82,684.17</u>
Real Estate Subtotal	\$ 455,507,313	\$6,932,821.30
Personal Property	\$ 12,898,467	\$ 196,314.67
Real Estate & PP Total	\$ 468,405,780	\$7,129,135.97
Real Estate - Exempt	\$ 63,283,184 (if taxable)	\$ 963,170.06
	(state reimbursement on state owned land)	
Omitted & Revised	\$ -----	\$ 2,023.97
Rollback (Chapter 61/61A/61B)	\$ -----	\$ 0.00

ABATEMENTS

Personal Exemptions (Elderly, Veteran, Hardship)	63	\$ 50,089.73
Real & Personal Property	15	\$ 10,322.31
CPA Abated	7	<u>\$ 48.70</u>
Total		\$ 60,460.34

TAX RATES FOR PRIOR FISCAL YEARS

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
2020	14.82

Respectfully Submitted,

George Bourgault, Regional Assessor

BOARD OF ASSESSORS

Albert Afonso, Member

Jeffrey Young, Member

John K. Prentiss, Chairman

REPORT OF THE TOWN ACCOUNTANT

TOWN OF HUBBARDSTON MASSACHUSETTS

BALANCE SHEET

as of June 30, 2019

	General	Special Revenue	CPA	Capital Projects	Trust and Agency	Long-term Debt	Total (memorandum)
ASSETS							
Cash and cash equivalents	1,225,681.28	1,284,181.12	396,705.72	(105,613.19)	1,436,317.39		4,237,272.32
Receivables:							
Personal property taxes	16,631.80						16,631.80
Real estate taxes	162,140.91		2,799.25				164,940.16
Allowance for abatements and exemptions	(80,032.11)						(80,032.11)
Tax liens	407,651.74	715.00					408,366.74
Tax foreclosures	14,618.51						14,618.51
Motor vehicle excise	75,343.76						75,343.76
Utility liens added to taxes		27,338.14					27,338.14
Other receivables	105,276.86						105,276.86
Due from other governments	23,749.09						23,749.09
Amounts to be provided - payment of bonds						725,000.00	725,000.00
Total Assets	<u>1,951,061.84</u>	<u>1,312,234.26</u>	<u>399,504.97</u>	<u>(105,613.19)</u>	<u>1,436,317.39</u>	<u>725,000.00</u>	<u>5,718,505.27</u>
LIABILITIES AND FUND EQUITY							
Liabilities:							
Accrued payroll and withholdings	(1,804.18)						(1,804.18)
Other liabilities	380.00						380.00
Agency Funds					921,574.64		921,574.64
Deferred revenue:							
Real and personal property taxes	98,740.60		2,799.25				101,539.85
Tax liens	407,651.74						407,651.74
Tax foreclosures	14,618.51						14,618.51
Motor vehicle excise	75,343.76						75,343.76
Utility liens added to taxes		28,053.14					28,053.14
Other receivables	105,276.86						105,276.86
Due from other governments	23,749.09						23,749.09
Bonds payable				650,000.00		725,000.00	1,375,000.00
Notes payable							0.00
Total Liabilities	<u>723,956.38</u>	<u>28,053.14</u>	<u>2,799.25</u>	<u>650,000.00</u>	<u>921,574.64</u>	<u>725,000.00</u>	<u>3,051,383.41</u>
Fund Equity:							
Reserved for encumbrances	5,348.30						5,348.30
Reserved for expenditures	328,065.00						328,065.00
Reserved for continuing appropriations	165,349.06						165,349.06
Reserved for petty cash	115.00						115.00
Undesignated fund balance	<u>728,228.10</u>	<u>1,284,181.12</u>	<u>396,705.72</u>	<u>(755,613.19)</u>	<u>514,742.75</u>		<u>2,168,244.50</u>
Total Fund Equity	<u>1,227,105.46</u>	<u>1,284,181.12</u>	<u>396,705.72</u>	<u>(755,613.19)</u>	<u>514,742.75</u>	<u>0.00</u>	<u>2,667,121.86</u>
Total Liabilities and Fund Equity	<u>1,951,061.84</u>	<u>1,312,234.26</u>	<u>399,504.97</u>	<u>(105,613.19)</u>	<u>1,436,317.39</u>	<u>725,000.00</u>	<u>5,718,505.27</u>

General Fund Revenue Received 2019

PERSONAL PROPERTY - 2018	\$ 14,349.33
PERSONAL PROPERTY - 2019	\$ 194,407.48
REAL ESTATE - 2014	\$ (3.66)
REAL ESTATE - 2016	\$ 566.00
REAL ESTATE - 2017	\$ 34,385.44
REAL ESTATE - 2018	\$ 101,560.48
REAL ESTATE - 2019	\$ 6,746,220.23
MOTOR VEHICLE EXCISE PRIOR YEARS	\$ 161.25
MOTOR VEHICLE EXCISE - 2013	\$ 44.58
MOTOR VEHICLE EXCISE - 2014	\$ 415.00
MOTOR VEHICLE EXCISE - 2015	\$ 163.75
MOTOR VEHICLE EXCISE - 2016	\$ (283.44)
MOTOR VEHICLE EXCISE - 2017	\$ 5,468.81
MOTOR VEHICLE EXCISE - 2018	\$ 122,327.25
MOTOR VEHICLE EXCISE - 2019	\$ 572,514.08
PENALTIES & INTEREST TAXES	\$ 33,964.96
PAYMENT IN LIEU OF TAXES	\$ 348,535.50
AMBULANCE REVENUE	\$ 148,810.56
SELECTMAN FEES	\$ 482.29
ASSESSOR FEES	\$ 44.00
TREASURER FEES	\$ 110.00
TOWN CLERK FEES	\$ 2,906.98
FIRE FEES	\$ 5,735.61
DPW FEES	\$ 1,125.00
TAX COLLECTOR FEES	\$ 42,587.99
CONSERVATION FEES	\$ 530.00
POLICE FEES	\$ 5,461.10
ALCOHOL LICENSE	\$ 3,330.00
DOG LICENSE	\$ 11,474.50
OTHER LICENSE & PERMITS	\$ 4,683.36
BUILDING PERMITS	\$ 126,705.33
GAS PERMITS	\$ 608.00
PLUMBING PERMITS	\$ 655.40
WIRING PERMITS	\$ 23,640.20
STATE OWNED LAND	\$ 53,779.00
VETERANS & ELDERLY EXEMPTION	\$ 38,300.00
VETERANS BENEFITS	\$ 45,216.00
UNRESTRICTED GOVERNMENT AID	\$ 426,932.00
OTHER STATE AID	\$ 6,677.12
LIBRARY FINES	\$ 7.80
COURT AND PARKING FINES	\$ 2,040.00
INVESTMENT INCOME	\$ 14,284.73
TAX LIENS	\$ 65,176.99
PENALTIES & INTEREST TAX TITLE	\$ 14,101.68
MISCELLANEOUS REVENUE	\$ 40,627.94
	<u>\$ 9,260,830.62</u>

SPECIAL REVENUE FUNDS	\$	16,649.13
COA Donations	\$	5,747.88
Community Playground	\$	220.00
Dog Pound Donations	\$	99.44
EPC Donations	\$	3,276.03
Library Dog Fund	\$	2,228.00
History Donations	\$	21,086.73
Library Donations	\$	5,588.93
PD Gift	\$	100.10
Memorial Day Donations	\$	477.00
Open Space Donations	\$	659.38
CERT Donations	\$	1,314.17
DPW Donations	\$	14,848.48
Senior Building Donations	\$	20.00
Agricultural Donations	\$	148.53
Chester Mowrey Fund	\$	13,355.87
Anniversary Celebrations	\$	1,044.93
Information Center/Memorial Park	\$	12,386.58
Insurance Reimbursement	\$	8,525.89
Hubb Preservation	\$	5,691.32
Ryder Property	\$	(7,670.29)
Police Details	\$	7,220.00
Sale of Cemetery Lots	\$	56,106.98
Holden Hospital	\$	16,301.52
Wetlands Protection	\$	12,000.00
Planning Board Ansar	\$	4,342.32
Law Enforcement Trust	\$	230.79
Spay and Neuter Deposits	\$	6,473.10
Fire Vehicle Replacement	\$	2,750.00
Small Bridge Program	\$	15.10
Transportation Network	\$	144,055.39
Title V Fund	\$	4,481.29
Recycling Revolving	\$	937.01
Parks and Recreation Revolving	\$	16,477.26
Planning Board Revolving	\$	122,628.25
Wire Inspection Revolving	\$	2,772.99
Fire Open Burning Permits	\$	5,228.51
Dog Fees Revolving	\$	14,490.00
Board of Health Revolving	\$	18,876.09
Board of Health Vaccine Revolving	\$	3,604.13
Conservation Revolving	\$	8,103.24
Plumbing Inspection Revolving	\$	295.92
DPW Revolving	\$	3,900.00
Demolition Revolving	\$	3,671.80
Gas Inspection Revolving	\$	28,693.58
Mart Revolving	\$	4,021.98
Cultural Council	\$	81,814.04
Cable Access		

Fire Safe Grant	\$	3,922.28	
Library State Aid	\$	15,506.65	
Police Vest Grant	\$	72.99	
Election Grant	\$	982.00	
Dare Grant	\$	53.61	
Brush Fire Clothing Grant	\$	59.90	
Emergency Management Grant	\$	3,334.95	
Fire Dept Education and Training	\$	7,304.83	
Firefighter Grant	\$	5,402.46	
Community Compact Grant	\$	1,483.25	
Cert Grant	\$	2,460.00	
Community Policing Grant	\$	3,340.65	
Economic Development Grant	\$	5,000.00	
FY 19 Community Compact Grant	\$	7,737.55	
Stabilization Fund	\$	393,123.12	\$ 1,284,181.12
Capital Stabilization	\$	159,107.49	
<hr/>			
COMMUNITY PRESERVATION	\$	133,931.50	
Designated for Projects	\$	262,774.22	\$ 396,705.72
Remaining Balance			
<hr/>			
CAPITAL PROJECTS	\$	(153,068.40)	
Chapter 90	\$	(602,544.79)	\$ (755,613.19)
Various Capital Projects			
<hr/>			
EXPENDABLE TRUSTS & AGENCY FUNDS			
Performance Bond Kataisto	\$	10,124.10	
Restoration Bond Pitch Gravel	\$	6,799.89	
Performance Bond Pitch Gravel	\$	9,358.36	
Performance Bond Friends Farm	\$	21,028.23	
Performance Bond Mare Meadow	\$	642.83	
Performance Bond Lead the Way	\$	4,033.09	
Borrego Solar	\$	106,696.93	
Hubbardston Solar Escrow	\$	155,161.16	
KS Solar Escrow	\$	104,721.19	
Seaboard Solar Escrow	\$	50,635.61	
Borrego Williamsville Solar	\$	427,754.80	
Selectman Reimbursement	\$	0.76	
Treasurer Reimbursement	\$	1,938.15	
Personal Property Collection	\$	(110.81)	
Planning Board Insp	\$	3,185.83	
Grave Openings	\$	560.00	
Building Dept Legal Opinion	\$	300.00	
Board of Health Perc Test	\$	2,569.25	
Dog Officer Kennel Inspection	\$	280.00	
Fire Arms License	\$	15,962.29	
Fish and Game License	\$	354.18	\$ 921,574.64
Deputy Collector Fees	\$	(421.20)	

C Fairman Common Trust	\$	7,395.42	
Freetown Library Trust	\$	23,259.33	
Clark Library Trust	\$	2,018.20	
Buffum Library Trust	\$	5,299.35	
Community Park	\$	10,473.34	
Town Clock	\$	139.05	
Hubbardston School	\$	10,977.10	
Church Library Trust	\$	3,666.68	
Evergreen Cemetery Trust	\$	5,121.12	
Clark Cemetery Trust	\$	1,096.76	
Forest Hill Cemetery Trust	\$	563.53	
Warren Cemetery Trust	\$	3,719.82	
Pine Grove Cemetery Trust	\$	8,181.47	
Rural Glenn Cemetery Trust	\$	11,119.85	
Brookside Cemetery Trust	\$	57,979.30	
Brookside Sale of Cemetery Lots	\$	26,377.51	
Greenwood Cemetery Trust	\$	11,211.48	
Honor Roll Fund	\$	3,710.92	
Lovewell Cemetery Trust	\$	621.42	
New Land Cemetery Trust	\$	965.16	
Country Hen Scholarship	\$	64,710.55	
Scholarship	\$	33,667.56	
Hubb Preservation Trust	\$	256.84	\$ 292,531.76

TRUST FUNDS - PRINCIPAL

C Fairman Common	\$	5,000.00	
Freetown Library Trust	\$	15,000.00	
Buffum Library Trust	\$	3,000.00	
Church Library Trust	\$	1,000.00	
Evergreen Cemetery Trust	\$	21,390.00	
Clark Cemetery Trust	\$	1,554.37	
Forest Hill Cemetery Trust	\$	2,126.66	
Warren Cemetery Trust	\$	2,655.49	
Pine Grove Cemetery Trust	\$	9,300.00	
Unknown	\$	5,400.00	
Library Capital Costs	\$	10.05	
Rural Glenn Cemetery Trust	\$	37,366.80	
Brookside Cemetery Trust	\$	49,523.07	
Greenwood Cemetery Trust	\$	4,210.74	
Country Hen Scholarship	\$	64,000.00	
Lovewell Cemetery Trust	\$	673.81	\$ 222,210.99
Total Agency & Trust			<u>\$ 1,436,317.39</u>

	<u>Final</u> <u>Budget</u>	<u>Expenses</u>	<u>Carried Forward</u> <u>Fiscal 2020</u>	<u>Closed</u> <u>Surplus</u>
Moderator				
Salary	\$ 100.00	\$ -		\$ 100.00
Board of Selectman				
Board of Selectman				
Secretary	\$ 32,825.00	\$ 32,814.08		\$ 10.92
Custodian	\$ 7,500.00	\$ 6,783.00		\$ 717.00
Utility and Maintenance	\$ 31,000.00	\$ 31,000.00		\$ -
Telephone	\$ 7,500.00	\$ 4,810.01		\$ 2,689.99
IT Support & Maintenance	\$ 61,700.00	\$ 58,107.74	\$ 2,126.38	\$ 1,465.88
Website Maintenance	\$ 4,300.00	\$ 4,295.00		\$ 5.00
Warrant Mailing & Binding	\$ 2,000.00	\$ 1,863.25		\$ 136.75
Copier Expense	\$ 5,000.00	\$ 4,741.33		\$ 258.67
Expense	\$ 8,000.00	\$ 7,350.58		\$ 649.42
Town Administrator				
Salary	\$ 87,600.00	\$ 87,584.72		\$ 15.28
Expenses	\$ 3,600.00	\$ 3,148.55		\$ 451.45
Finance Committee				
Expenses	\$ 200.00	\$ 160.00		\$ 40.00
Reserve Fund	\$ 30,950.00	\$ -		\$ 30,950.00
Town Accountant				
Outsourcing	\$ 42,000.00	\$ 41,000.00		\$ 1,000.00
Audit	\$ 19,000.00	\$ 19,000.00		\$ -
Expenses	\$ 200.00	\$ 63.97	\$ 117.08	\$ 18.95
Board of Assessors				
Office Salaries	\$ 14,040.00	\$ 10,871.35		\$ 3,168.65
Assessor Property Update	\$ 63,700.00	\$ 63,699.96		\$ 0.04
Expenses	\$ 6,000.00	\$ 5,724.49		\$ 275.51
Treasurer/Collector				
Treasurer/Collector Salary	\$ 60,850.00	\$ 60,849.90		\$ 0.10
Certification Stipend	\$ 1,000.00	\$ 1,000.00		\$ -
Clerk Payroll	\$ 16,670.00	\$ 16,303.63		\$ 366.37
Payroll Service	\$ 3,000.00	\$ 2,760.39		\$ 239.61
Expense	\$ 10,250.00	\$ 10,182.77		\$ 67.23
Tax Title Expense	\$ 5,000.00	\$ 4,998.38		\$ 1.62
Legal				
Expenses	\$ 40,000.00	\$ 36,332.27		\$ 3,667.73
Town Clerk				
Town Clerk Salary	\$ 43,075.00	\$ 42,914.42		\$ 160.58
Certification Stipend	\$ 1,000.00	\$ 1,000.00		\$ -
Clerk Payroll	\$ 2,135.00	\$ 1,971.00		\$ 164.00
Expenses	\$ 3,064.00	\$ 2,872.92		\$ 191.08
Board of Registrars	\$ 446.00	\$ 446.00		\$ -
Voter & Election Expenses	\$ 9,760.00	\$ 9,702.35		\$ 57.65
Conservation Commission				
Expense	\$ 1,172.00	\$ 315.00		\$ 857.00
Planning Board				

Clerk Payroll	\$	11,500.00	\$	8,694.30		\$	2,805.70	
Professional Land Planning	\$	1,500.00	\$	-		\$	1,500.00	
Montachusett Regional Planning	\$	1,500.00	\$	1,495.61		\$	4.39	
Expense	\$	1,000.00	\$	330.34		\$	669.66	
Zoning Board of Appeals								
Clerk Payroll	\$	500.00	\$	47.57		\$	452.43	
Expenses	\$	675.00	\$	55.00	\$	217.74	\$	402.26
Building Dept								
Building Salaries	\$	24,185.00	\$	12,632.02		\$	11,552.98	
Clerk Payroll	\$	14,425.00	\$	13,924.75		\$	500.25	
Building Expenses	\$	3,610.00	\$	1,886.95		\$	1,723.05	
Town Report								
Expense	\$	500.00	\$	500.00		\$	-	
Police Dept								
Police Chief Payroll	\$	98,350.00	\$	98,343.83		\$	6.17	
Police Clerk Payroll	\$	13,675.00	\$	13,599.90		\$	75.10	
Police Wages	\$	449,944.00	\$	448,252.26		\$	1,691.74	
Police Training Wages	\$	14,782.00	\$	14,782.00		\$	-	
Police Vehicle Maint	\$	7,750.00	\$	7,652.24		\$	97.76	
Police Expenses	\$	11,240.00	\$	9,192.77	\$	583.27	\$	1,463.96
Police Equipment & Outlay	\$	14,849.00	\$	14,210.54		\$	638.46	
Fire Dept								
Fire Chief Payroll	\$	81,100.00	\$	81,100.00		\$	-	
Fire Wages	\$	244,100.00	\$	243,734.08		\$	365.92	
Fire Training Wages	\$	65,000.00	\$	53,268.82		\$	11,731.18	
Fire Vehicle Maint	\$	20,000.00	\$	18,562.36		\$	1,437.64	
Fire Expenses	\$	13,600.00	\$	11,535.86	\$	243.50	\$	1,820.64
Fire Equipment & Outlay	\$	17,000.00	\$	16,963.39		\$	36.61	
Ambulance								
Ambulance Lease of Space	\$	22,200.00	\$	22,150.32		\$	49.68	
Ambulance Professional Service	\$	28,700.00	\$	25,773.77		\$	2,926.23	
Ambulance Expenses	\$	23,000.00	\$	19,184.32	\$	16.05	\$	3,799.63
Tree Warden								
Payroll	\$	1,845.00	\$	1,845.00		\$	-	
Expense	\$	4,000.00	\$	2,800.00		\$	1,200.00	
Emergency Management								
Payroll	\$	1,045.00	\$	1,045.00		\$	-	
Expense	\$	1,333.00	\$	1,309.68		\$	23.32	
Animal Control								
Payroll	\$	16,826.00	\$	16,826.00		\$	-	
Dispatch Services								
Service Expense	\$	129,786.00	\$	122,173.50		\$	7,612.50	
Maintenance	\$	2,000.00	\$	2,000.00		\$	-	
Education								
Quabbin Assessment	\$	4,493,505.00	\$	4,470,046.39		\$	23,458.61	
Monty Tech Assessment	\$	658,822.00	\$	654,389.00		\$	4,433.00	
Quabbin Green Repair	\$	32,516.00	\$	32,515.12		\$	0.88	
DPW								
DPW Director Salary	\$	73,635.00	\$	73,635.00		\$	-	

DPW Clerk Payroll	\$	12,200.00	\$	11,774.90		\$	425.10
DPW Wages	\$	230,900.00	\$	225,673.87	\$	450.00	\$ 4,776.13
DPW Road Maint	\$	106,000.00	\$	103,312.10	\$	1,200.00	\$ 1,487.90
Equipment & Machine Repairs	\$	108,500.00	\$	108,398.41	\$	74.30	\$ 27.29
General Highway	\$	31,500.00	\$	30,060.39	\$	319.98	\$ 1,119.63
DPW Snow & Ice							
Snow & Ice Payroll	\$	68,000.00	\$	51,147.31			\$ 16,852.69
Snow & Ice Outside Payroll	\$	4,600.00	\$	4,588.00			\$ 12.00
Plowing Private Way	\$	3,800.00	\$	3,776.00			\$ 24.00
Snow & Ice Expenses	\$	160,000.00	\$	159,998.64			\$ 1.36
Municipal Lights							
Expenses	\$	5,500.00	\$	5,434.75			\$ 65.25
Cemetery							
Maintenance & Improvements	\$	500.00	\$	91.43			\$ 408.57
Veterans Graves	\$	500.00	\$	-			\$ 500.00
Equipment & Outlay	\$	1,300.00	\$	1,272.31			\$ 27.69
Board of Health							
Clerk Payroll	\$	12,150.00	\$	10,928.10			\$ 1,221.90
Landfill Capping & Monitoring	\$	9,180.00	\$	9,090.00			\$ 90.00
Expenses	\$	2,363.00	\$	1,623.92			\$ 739.08
Animal Inspector							
Payroll	\$	1,500.00	\$	-			\$ 1,500.00
Expenses	\$	663.00	\$	-			\$ 663.00
Council on Aging							
Payroll	\$	13,665.00	\$	13,665.00			\$ -
Elderly Van	\$	100.00	\$	45.50			\$ 54.50
Expense	\$	5,000.00	\$	4,992.56			\$ 7.44
Veterans Services							
Agent Salary	\$	8,000.00	\$	8,000.00			\$ -
Expenses	\$	200.00					\$ 200.00
Training	\$	350.00					\$ 350.00
Benefits	\$	65,000.00	\$	25,233.01			\$ 39,766.99
Flags	\$	400.00	\$	385.92			\$ 14.08
Agriculture							
Expenses	\$	300.00					\$ 300.00
Library							
Library Director	\$	31,705.00	\$	31,628.01			\$ 76.99
Library Wages	\$	10,260.00	\$	9,024.96			\$ 1,235.04
Books & Material	\$	18,043.00	\$	18,041.14			\$ 1.86
Utilities & Maint	\$	21,200.00	\$	19,925.82			\$ 1,274.18
Recreation							
Expenses	\$	3,100.00	\$	3,000.51			\$ 99.49
Memorial Day Expense	\$	1,000.00	\$	486.06			\$ 513.94
Historical Com.							
Expense	\$	200.00	\$	200.00			\$ -
Debt							
Road Projects	\$	189,750.00	\$	189,750.00			\$ -
Police SUV	\$	5,300.00	\$	5,300.00			\$ -
Highway Dump Truck 1	\$	21,855.00	\$	21,854.38			\$ 0.62

Highway Dump Truck 2	\$	52,400.00	\$	52,400.00	\$	-
Short Term Interest	\$	2,000.00	\$	1,600.00	\$	400.00
Employee Benefits						
Health Insurance	\$	180,000.00	\$	138,773.42	\$	41,226.58
Liability Insurance	\$	110,000.00	\$	110,000.00	\$	-
SS Medicare	\$	28,600.00	\$	25,594.72	\$	3,005.28
Unemployment Comp	\$	10,000.00			\$	10,000.00
Worcester Regional Retirement	\$	260,487.00	\$	255,716.00	\$	4,771.00
Town Clock						
Expenses	\$	1,250.00	\$	305.76		
Transfers to Other Funds						
Capital Projects	\$	150,000.00	\$	150,000.00	\$	-
Special Revenue	\$	147.55	\$	147.55	\$	-
Prior Year Encumbrances						
Expense	\$	8,441.31	\$	5,827.96	\$	2,613.35
Special Articles						
Ext Painting Hubb School	\$	20,000.00	\$	10,950.00	\$	9,050.00
Design Services	\$	26,361.25	\$	15,000.00	\$	11,361.25
Lib Roof Replacement	\$	100,000.00	\$	15,900.00	\$	84,100.00
Wage Class Study	\$	3,000.00	\$	3,000.00	\$	-
Senior Tax Workoff	\$	15,000.00	\$	9,199.00	\$	5,801.00
Town Clerk Voting Machines	\$	8,000.00	\$	-	\$	8,000.00
Fire Pond Reconstruction	\$	3,000.00	\$	-	\$	3,000.00
FD Exhaust Fan	\$	57,300.00	\$	1,200.00	\$	56,100.00
FD Turnout Gear	\$	16,800.00	\$	16,738.22	\$	61.78
Refurbish 2005 Elgin	\$	8,392.35	\$	8,392.35	\$	-
Library Projects	\$	6,000.00	\$	3,273.97	\$	2,726.03
General Fund Totals	\$	9,446,398.46	\$	8,993,846.70	\$	159,274.33
Community Preservation						
Administrative Costs	\$	3,276.94	\$	300.00	\$	-
ATM 6/13 Tennis Courts	\$	27.78	\$	-	\$	-
ATM 6/15 Library Roof	\$	2,600.00	\$	-	\$	-
ATM 6/16 Affordable Housing	\$	50,000.00	\$	-	\$	50,000.00
ATM 6/16 Lib Long Range Plan	\$	2,500.00	\$	-	\$	2,500.00
ATM 6/18 Affordable Housing	\$	41,620.00	\$	38,310.00	\$	3,310.00
ATM 6/18 Lib Roof Replace	\$	33,000.00	\$	33,000.00	\$	-
Community Preservation Totals	\$	133,024.72	\$	71,610.00	\$	55,810.00

REPORT OF THE TREASURER/ COLLECTOR

TREASURER/COLLECTOR

Summary of Collections For 7/01/2018 to 6/30/2019

Year	Excise	Tax	Interest	Charges
2008	Motor Vehicle Excise Tax	\$ 48.75	\$ 1.78	\$ 64.00
2013	Motor Vehicle Excise Tax	\$ 44.58	\$ 2.35	\$ 178.00
2014	Motor Vehicle Excise Tax	\$ 415.00	\$ 61.05	\$ 534.00
2015	Motor Vehicle Excise Tax	\$ 163.75	\$ 12.99	\$ 267.00
2016	Motor Vehicle Excise Tax	\$ 771.57	\$ 81.99	\$ 915.00
2017	Motor Vehicle Excise Tax	\$ 6,334.28	\$ 507.78	\$ 6,246.00
2018	Motor Vehicle Excise Tax	\$ 125,303.81	\$ 1,455.53	\$ 22,010.46
2019	Motor Vehicle Excise Tax	\$ 546,848.15	\$ 356.58	\$ 6,892.00
	Total Excise	\$ 679,929.89	\$ 2,480.05	\$ 37,106.46

Year	Real Estate	Tax	Interest	Charges
2016	Real Estate Tax	\$ 566.00	\$ 33.28	\$ 30.00
2017	Real Estate Tax	\$ 34,373.63	\$ 7,776.55	\$ 1,105.93
2018	Real Estate Tax	\$ 98,383.05	\$ 11,384.81	\$ 2,070.00
2019	Real Estate Tax	\$6,697,722.73	\$ 8,492.49	\$ 1,632.20
	Total Real Estate Tax	\$ 6,831,045.41	\$ 27,687.13	\$ 4,838.13

2016	CPA	\$ 1.25	\$ 0.04
2017	CPA	\$ 276.91	\$ 59.28
2018	CPA	\$ 809.45	\$ 90.06
2019	CPA	\$ 60,843.51	\$ 69.98
	Total CPA	\$ 61,931.12	\$ 219.36

	Principal	Interest
2019 Septic Lien	\$ 2,156.49	\$ 8.34
Total Septic Lien	\$ 2,156.49	\$ 8.34

Year	Personal Property	Tax	Interest	Charges
2018	Personal Property Tax	\$ 14,349.33	\$ 523.45	\$ 90.00
2019	Personal Property Tax	\$ 184,587.83	\$ 66.04	\$ 30.00
	Total Personal Property Tax	\$ 198,937.16	\$ 589.49	\$ 120.00

Respectfully Submitted,

Sandra Nason
Treasurer/Collector

FISCAL YEAR 2019
YEAR ENDING 6/30/2019
TRUST FUNDS

CEMETERY FUNDS

Brookside	\$ 138,283.06
Clark	2,701.58
Evergreen	23,053.31
Forest Hill	2,708.68
Greenwood	6,506.13
Lovewell	1,312.89
Pine Grove	17,716.14
Rural Glen	50,783.72
Warren	6,479.76
New Land	3,750.15

LIBRARY FUNDS

Freetown	\$ 38,334.16
Clark	2,022.14
A. Maria Buffum	8,315.57
Charlotte P. Fairman	12,696.26
Eliza Church	4,674.92
Capital Costs	135.43

STABILIZATION

Stabilization	\$ 393,715.60
Municipal Capital	160,009.45

HONOR ROLL FUND

5,221.11

TOWN CLOCK FUND

139.32

SCHOOL FUND

10,998.55

HUBBARDSTON COMMUNITY PARK

24,745.98

C.A.S.H. FUND

128,962.23

HUBBARDSTON PRESERVATION

3,906.83

COUNTRY HEN SCHOLARSHIP

36,730.84

TOTAL TRUST FUNDS

\$ 1,083,903.81

GENERAL FUND

Arts Lottery	\$ 17,289.31
Planning Board Revolving	3,227.44
Recreation	5,974.27
Septic Grant	2,728.51
Eastern MM	16,330.72
Accounts Payable	-216,266.21
MMDT	18,542.90
Money Market	314,998.97
Depository Account	7,628.06
Uni MMA	1,532,367.51
Municipal MMDA	614,525.48
Online Collections	132.53
Friends Farm	21,028.23
Pitcherville S & G	9,358.79
Pitcherville #2	6,799.46
Kataisto	10,124.10
Lead the Way	4,003.09
KS Solar	104,721.19
Hubbardston Solar	155,161.16
Seaboard Solar	45,710.11
Borrego Solar	113,061.83
Borrego Wmsville Solar	427,754.80
Payroll	-66,978.77
CPA	5,000.03
Petty Cash	115.00

Respectfully Submitted,

Sandra Nason
Town Treasurer

TOWN SERVICES



REPORT OF THE AGRICULTURAL COMMISSION

The farmers in town promoted farming at both the Town Fair and Town Field Day activities in 2019. The Commission updated its Goals and Action Plan. This can be found on the Hubbardston website. Education about farming, food, and fiber remains one of our main goals.

At the annual town meeting, a warrant was passed that allows the Agricultural Commission to own farmland, and then see that it is used for agricultural purposes. This is in compliance with 2018 Massachusetts State Rules change. It is hopeful that this is another mechanism by which farmland can be saved for farming in our communities. The Agricultural Commission can obtain land ownership by donation to them from the owner, or by purchasing a piece of farmland.

Building cooperation and sharing of ideas between farmers was successful with the annual winter Farmers Social with over 40 people attending the event last January.

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.

2019 the Building Department began work with View Point Permitting to develop an online permitting software, we are looking forward to launching this platform in early 2020. Once we launch all Building, Electric, Gas, and Plumbing permits will be applied for, permitted, and monitored. The online portal will allow for open contact with inspectors and applicants.

The Building Department is located at 7 Main Street under the library. Office hours are Monday 12PM-6PM, Tuesday through Thursday 8AM-4PM.

The Building Department Staff as follows:

Roland Jean - Building Commissioner/Zoning enforcement officer

Rick Germano - Building Inspector

Jim Imprescia - Plumbing and Gas Fitting Inspector

Darrell Sweeney - Inspector of Wires

Shaun Dame- Inspector of Wires

Mallory Seamon-Land Use Clerk

Notable Projects

Solar Farm on Williamsville Rd

Estimated Cost of Construction

All Building Permits \$13,659,900

Building Permits Types and Number Issued

Single Family Dwellings-6	Solid Fuel Stoves-28
Pools-5	Windows, Doors, Siding-19
Accessory Structures-12	Demolition-3
Commercial (new)-0	Foundation Only-1
Commercial Additions-0	Solar/PV Wind -2
Commercial Renovations-5	Residential Additions-3
Residential Renovations-25	Decks-6
Roof-29	Insulation-9

Revenues

Electrical Permits 29 Issued	Fees collected \$122,531
Plumbing Permits 25 Issued	Fees Collected \$3592
Gas Permit 32 Issued	Fees Collected \$3564
Demo Permits 3 issued	Fees Collected \$225
Building Permits 125 Issued	Fees Collected \$126249
Wood/Pellet Stove 28 Issued	Fees Collected \$ 1456

Total Revenue collected	\$ 257,617
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Respectfully Submitted,

Mallory Seamon

Land Use Clerk

REPORT OF THE CABLE ADVISORY COMMITTEE

In 2019, 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, Public Hearings, Annual Town Meetings, and Special Town Meetings. 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; The Annual Egg Hunt, Abolitionists in Hubbardston Presentation, Underwood Road Mobility Friendly Trail Opening, Meet the Candidates Night, Memorial Day, Hobby Show, Annual Dinghy Dash, William Hale Presentation, Equinox Concert, Annual Lions Club Field Day, Annual Library 5K, Annual Lions Club Haunted Hayride, Halloween Hoedown, The Pioneer Valley Brass Concert, Brunch with Santa, Tree Lighting & Caroling, Light Fight and more. The recordings not only capture the events, they capture the sense of community by Hubbardston's residents.

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

Respectfully Submitted,

Thomas Colyer, 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 whom are appointed volunteers, and a clerk with regular office hours. Current office hours are held on Monday from 12:00pm – 6:00pm, Tuesday, Wednesday, and Thursday from 8:00am – 4:00pm. 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	2019
Number of Public Hearings	5	10	11	15	13	11
Request for Determination	4	1	4	5	4	4
Notice of Intent	1	6	7	7	6	7
Order of Conditions	3	3	5	3	3	3

Members:

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

Respectfully submitted for the Commission,
Mallory Seamon, Administrative Clerk

REPORT OF THE COUNCIL ON AGING

We see so many of our town's seniors come and enjoy our center, which is very rewarding to all who support the center and contribute many hours here. This Senior Center is run mostly on Volunteers, and I would like to thank them so very much for their time and their expertise in helping us make this Senior Center the best we can be.

The Senior Center has been busy with the usual programs:

- Monthly meetings of the COA, Golden Agers, and Friends of the Hubbardston Seniors
- Twice-weekly MOC Meals, both congregate dining and home – delivered
- Weekly Country Hen egg distributions day
- Weekly produce distributions day
- Weekly bread and baked goods distributions day
- Monthly blood pressure monitoring
- Cribbage games and tournaments
- Wii Bowling games and tournaments
- Pitch games and tournaments
- Bingo
- Walking club
- The Singin' Swingin' Seniors, with 22 members, were booked for many concerts
- Craft classes
- SHINE health insurance consultations by appointment

Over the past year, we offered programs on Dementia, Fraud, Blue Cross & Blue Shield and SHINE, ran presentations on Medical Emergencies by our HFD and on the Beatles, and held Trim Classes, Computer Classes, MOC Nutrition Classes and a Flu Shot Clinic. Seniors enjoyed a VNA Strawberry Social, and Ice cream social, and a St. Patrick's Day Breakfast. A book discussion group began in October, and COA Board Training was given by Emmett Schwarznov. Director. Of the MA council on Aging.

A number of seniors enjoyed the August Sheriff's Picnic in Shrewsbury, and many went on the Christmas bus trip to New York City. We received monthly visit from our State Rep Donnie Berthiaume/or his aide Donna Farmer. This is our first year having a trained SHINE Councilor, Glen Gregory was very active with this program, helping many people to make informed decisions on changes to their health care. We are honored to have him here at our Senior Center.

The Center held its usual well- attended Christmas Fair, and over the spring and summer, held a Plant Sale, a Hobby Show, and Art Show and A Fall Rummage Sale / Yard Sale.

On Memorial Day, seniors rode on a large float that they decorated. Field day the center received a grant titled GO 4 Life for A Family Fun Walk.

Respectfully Submitted,
Claudia Provencal

REPORT OF THE HUBBARDSTON CULTURAL COUNCIL

The Hubbardston Cultural Council is a board of municipally appointed volunteers. Due to some pro-active recruiting, we are pleased to say that we currently have a full complement of members. The members of the council are: Bill Shea – Chairman, Lori Engle – Treasurer, Donna Shea - Secretary and members Sara Lyon and Sarah McMaster. Peter Walker serves as an alternate.

In 2019, the council utilized the results of the questionnaire we developed in 2018 that was filled out by the citizens of 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 provide access to and to promote excellence 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 always 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 \$5,559 in 2020, up from \$4800 in 2019.

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 2019 Tilt deck trailer and a 2014 HAMM roller. We also replaced the 1998 Ford L8000 wing truck with a rust free 1995 Oshkosh with outfitted with snow fighting equipment along with a wing. 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 \$301,021.00 and subject to change based on the actual billing. The project involved pavement preservation, FDR and HMA paving of Morgan Rd., High Bridge Rd. and Underwood Rd. totaling 2.42 miles of road. We also Hot Patched sections of Old Princeton Rd., Evergreen Rd., Pitcherville Rd. and Brigham St. totaling \$11,480.00 of HMA in which we used the roller and trailer we got this year which helped out tremendously. We did more pavement preservation by Crack sealing New Templeton Rd., Ragged Hill Rd., Underwood Rd. the small section of Morgan Rd. and the intersection of Morgan and Underwood Rd. totaling \$59,150.00 of Chapter 90 monies. We line painted numerous roads in town starting with Old Boston Turnpike Rd., Main St., Williamsville Rd., Barre Rd., Elm St., Main St., Brigham St., New Westminster Rd., New Templeton Rd., Slade building parking lot, DPW parking lot, also stop bars, slow school along with R/R crossings totaling \$12,966.58. We continue to build up our dirt roads using 800 cubic yards of Hard Pack gravel on Root Rd., Birches Rd., Mt Jefferson Rd., Halfrey Rd., George Howard Rd. and Old Princeton Rd. totaling \$12,000.00. The DPW has swept all of the roads in Town therefore 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 added electronic spinners to 4 of the 6 trucks to better regulate how much salt is applied during storms. We have 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., Lowell St., Dogwood South and a portion of Pitcherville Rd. had this done. We have ground cut Twin Hill Rd., Hale Rd., Flagg Rd., Underwood Rd., High Bridge Rd., Morgan Rd., Old Princeton Rd., Ragged Hill Rd., and Mt Jefferson Rd. We have Brush mowed Old Boston Turnpike, Barre Rd., Elm St., Evergreen Rd., Underwood Rd., Morgan Rd., Pitcherville Rd., Birches Rd., Ragged Hill Rd., New Templeton Rd., Mayo Rd., Bemis 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 5-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 to 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:

2019 20-foot BWISE tilt deck trailer
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
2014 HAMM HD13 Roller
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 (replaced by 95 Oshkosh wing truck w/ spreader)
1997 Ford L-8000 with all-season body and power angle plow (replaced by 18 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 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.

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 2019. 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 \$3,280.79

The Library roof was restored with slate with the help of the Town, the Hubbardston Community Preservation Fund and the Commonwealth of Massachusetts.

Our Library Director Jayne Arata retired in April. She was an integral part of the Library for nineteen years, running story time, and always had a smile for the people of Hubbardston. She will be greatly missed. The Board of Trustees appointed Assistant Librarian Christine Barbera as Interim Library Director.

In 2019, 1,549 Hubbardston residents were library card holders. 3,664 people visited our library during open hours. An additional 796 people attended our 99 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. 862 wireless sessions were logged on the library's wireless. The library's website is <http://hubbardstonpubliclibrary.org/> The Library also has a Facebook page.

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, the House of Seven Gables 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 Interim 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:*** Using Maichack's pastel version of Monet's Impressionist painting, "Sailboat at Le Petit-Gennevilliers," to create their own pastel painting conducted by pastel artist Gregory John Maichack
- ***Greg The Wizard:*** Children learned simple magic tricks from Greg the Wizard, along with a wand they could take home.

The library was able to offer these additional programs for 2019:

- ***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, and a related craft project.
- ***Lego Club:*** Our free build program for elementary-aged children met on Thursdays at 3:00 p.m.
- ***Lego Challenge:*** where children are challenged to build something out of Legos met on Thursdays at 6:00 p.m.
- ***Banned Book Week:*** The annual celebration of the freedom to read.

The Library staff made an appearance at the Hubbardston Center Parents Night, to process Library cards for the students and parents. We processed 29 new library cards. We also attended Field Day and processed nine more cards. We have started a pilot program with the third-grade classes visiting the Library every other week. We are excited about this program and hope to continue offering HCS students the chance to visit their local library.

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 #23!
- Town resident John Goulet purchased and donated 10 books for the library that focused on math and science. We are extremely grateful for Mr. Goulet's donation!
- Our library volunteers, who logged 93 total hours of helping out in the library.

The library continued to offer the following hours in 2019:

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,

Christine Barbera

Hubbardston Public Library

REPORT OF THE OPEN SPACE COMMITTEE

The past year was a very active and rewarding year for the committee in a number of areas as highlighted below. Hubbardston is fortunate to have wonderful resources for enjoyment of the outdoors by hikers, hunters, skiers, cyders, bird watchers, and equestrians especially with the current pandemic restrictions. This spring we have noted an increase in activity in our conservation areas and hope that the efforts of the committee will add to the use and enjoyment of these resources by Hubbardston residents and visitors to our town. We welcome input and participation of the community at our meetings and activities.

Events

Work on the Malone Conservation "accessible" trail, initiated in the fall of 2018, was completed with the addition of a geo- textile foundation under a gravel surface which provides a level, dry surface. This trail preparation makes it easier for people with disabilities to navigate, particularly with the use of the GRIT Freedom Chair (<https://www.gogrit.us/>), an all-terrain, self-propelled wheel chair. The completion of this project was celebrated with its inauguration by regional disabled Veterans groups. This event, jointly sponsored by the North Quabbin Trail Association and the Open Space Committee, hosted disabled veterans and family members for a hike on this new trail loop and up to Dottie Rock vista, followed by a picnic at Mt. Jefferson.

Hubbardston Girl Scout Troop 11809, working with committee member Susan Worth, began work on a project to create a Monarch butterfly "Way Station" at the wild-flower/pollinator garden next to the Malone Road Conservation Area parking lot. This project, led by scout leaders Katie Young and Deb Kaijala, required applying for a grant and certification from Monarch Watch (<https://www.monarchwatch.org>) that would provide the Monarch's favorite source of nutrition, milkweed plants to support them on their annual migrations. The scouts were awarded the grant and the milkweed plugs were planted in May. The requirements of the program include monitoring and reporting activity at the site. Also, at the garden during this past year, the girl scouts assisted in planting several varieties of native wild-flowers favored by pollinating species of insects and birds.

The Baystate Trail Riders equestrian organization held their annual fall trail ride on Mt. Jefferson and Malone Road Conservation trails. The ride, attended by dozens of riders culminated with a picnic at the Mt. Jefferson trailhead.

Administration & Planning

A major goal was reached during the past month with the approval of a Conservation Restriction (CR) on the Malone Road Conservation Area protecting the property for the enjoyment of town residents and visitors for outdoor activities. The area was created in 2008 using funds from the Hubbardston Community Preservation Fund. One of the state legal requirements for this type of funding was that a Conservation Restriction be created and placed on the property to protect it in perpetuity from development and misuse. Our committee's Mark Kresge created the required Baseline Document required for the CR, mapping the area, supervising its boundary marking, and working with the North County Land Trust's Jassy Bratko to draft the CR. The document then required approval from the Conservation Commission, the Board of Selectman, and, finally, the state Division of Conservation Services.

The town's Open Space Plan, which is a document required by the state, was updated by the committee in 2018 and submitted to the Division of Conservation Services for their review and comment. Edits and additions, they required were completed early in 2019 and the Plan was approved this past fall by the Conservation Commission and Board of Selectmen. This important document details the current inventory and state of the town's open space and creates a plan for its future management. It allows the potential for receiving grants for improvements and maintenance of Hubbardston's open space.

The existing hayfield mowing contract expired at the end of 2018 and the committee, working with Ryan McLane, updated the contract language and solicited bids for this work. We also created a process for improved tracking of the work and monitoring payments on the contract by the successful bidder. The proceeds from this contract are put into the Hubbardston Preservation Fund, overseen by the Parks Commission and used to help maintain Hubbardston open space and other community projects. The contract for the coming five years was awarded to Lance Laine of Templeton, keeping alive a tradition that Lance's father, Paul, started many years ago.

The committee created a rolling Project List to plan and track committee projects and updated the public use policy for the town's conservation area. We also welcomed new member Todd Livdahl to the committee. Todd is participating in the town's Municipal Vulnerability Planning process.

With respect to the committee's use of funds, expenditures for the year were limited to \$2,124.02 which covered the cost of required boundary marking tags for the Malone Road Conservation Area, materials for creating the accessible trail at Malone, and repair of the beaver deceiver on the Canesto Brook Trail.

Maintenance

One of the primary functions of the committee is management of the town's conservation areas and open spaces. As part of this function, the committee is fortunate to have member Mark Kresge specially groom cross-country ski trails at the Malone Road Conservation area following fall and winter snow storms. Unfortunately, the weather this past winter did not cooperate by providing significant snowfall to allow much of this activity.

One particularly treasured resource is the view of Mt. Wachusett and Natty Pond from Dottie's Rock which can be reached from the Dottie Rock Trail at the Malone Road Conservation area. The committee cleared brush and trees from the area around Dottie's Rock to enhance this vista.

With the help of Travis Brown and his Hubbardston Public Works department, the committee held a clean-up day at Malone Road Conservation area to remove old materials and trash that had been dumped on the property in years past. Travis' crew also adds to the beauty of our conservation areas by mowing the meadow trails around the Malone Road fields and maintenance of its parking area and by mowing at the Mt. Jefferson Conservation Area trailhead. This crew also mows a nice wide section of the Gates Hill trail that runs all along the lower portion of the Gates field from where it enters the woods in the northwest corner of the field- all the way back to the magnificent beech tree at the Mt Jeff parking area.

Other maintenance activities during the year involved the supervision of the hayfield mowing at Mt. Jefferson and Malone Road, brush clearing on some of the Mt. Jefferson Conservation area trails, re-marking some of the areas' trails, and the monitoring and repair of the solar-powered "beaver deceiver" at the junction of the Canesto Brook and Cross Road Trails that helps prevent the flooding of these trails from the beaver activity in this area. To help mitigate the illegal use of our conservation trails by ATVs and dirt bikes which damage trail treads and cause increased erosion, we posted motorized vehicle restriction signs supplied by the state Department of Conservation and Recreation at all trailheads and access ways to our trails. We hope these restrictions will be observed by all.

Projects planned for the coming year include expanding the accessible trail at Malone by installing geo-synthetics on wet and muddy portions of the trail surrounding the east field, brush clearing around the old farmhouse foundation and beech tree at Mt. Jefferson Conservation Area, and repairing the stone culvert on the Canesto Brook Trail.

Education and Outreach

Committee members attended the 2019 Massachusetts Open Space Conference to expand our knowledge of policies and practices, learn of grant opportunities and other funding resources, and establish relationships with other state and town conservation organizations.

We invited representatives from regional land trusts to our meetings to help with our education on funding methods and enhance our relationships with these organizations. In particular, the North County Land Trust and the East Quabbin Land Trust are both responsible for overseeing conservation areas here in Hubbardston - the new Underwood Road Conservation Area and the Henry's Grove Conservation Area on Lombard Road. As part of this association, committee members attended North County Land Trust strategic planning process workshops. We have also been attending a number of educational webinars, necessitated by the pandemic restrictions, on topics such as stewarding town land, land protection, farmland protection, the Community Preservation Act, Agroforestry, Silviculture, and invasive plant species,

Growth

One of the exciting new additions to Hubbardston's open space resources is the Geordie Lane property. Of particular note to anyone venturing onto this new land, is a beautiful esker, a long narrow ridge caused by glaciers millions of years ago. The esker is near the central eastern part of the land for those that go searching for it. Committee members have explored the entire area and marked its boundaries. Mark Kresge has drafted the required Land Management plan, mapping the area and supervising its boundary marking. We will be exploring grant opportunities during the coming year to help fund the creation of a trail network on the property.

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 3rd Monday of every month at the Senior Center.

Respectfully submitted for the commissioners,

Sanda L. Barry

Park Commissioner

REPORT OF HUBBARDSTON SPECIAL EVENTS

Our newest event Frozen Assets kicked off the year. In January you can take 5 guesses of when the 2D outhouse will fall through the ice. The outhouse is placed on the pond located at 5 Williamsville Rd at The Country Hen property in the beginning of February. All guess forms must be submitted by February 1st. Forms can be found at local shops in town. This event is to get residents out into the local stores and eateries in the hardest time of the year for shop owners. Frozen Assets also gives residents something to do in the dead of winter when not much else is going on in town.

Official sink time for Frozen Assets was on March 23rd at 10:36:53am. 1st closest guess time was 3/23 3:45:00 pm by Glenn Marceau, 2nd closest guess was 3/22 4:17:10pm by Morgan Brinker, 3rd closet guess was 3/22 3:30:19pm by Glenn Marceau and 4th place was 3/22 1:30:00pm by Chris Fender.

In June we had our 3rd Annual Hubbardston Fair at the Rec Field. The event hosted over 100 vendors to include crafts, attractions, all kinds of food, beer and some great music to listen too. This year the weather was perfect and many people roamed the Rec field enjoying all the activities and attractions of the day. There was a great turnout and it was a very good day for the Town of Hubbardston.

August brought us our 2nd Annual Dinghy Dash. This is one of those “must see” events in town. We had 19 cardboard boat entries for this year’s regatta of all different shapes and sizes. The Hubbardston Lions club even came out with their food truck which made the event even better. It was a perfect August day out at the pond. This year’s 1st place winner was Blue Bayou II with a time of 1:45, 2nd place was My Other Dinghy with a time of 2:30 and 3rd place was The Time Flies DeLorean with a time of 2:42. Most creative vessels went to The Patriot. And although we definitely had plenty of sinking vessels, best sink went to It’ll Do. Everyone has a great time with lots of laughter during this crazy event.

In September Special Events assisted The Lions Club with Field Day helping with advertising and vendors. Residents enjoyed a “cow flop” contest, music by The Greens and lots of good old fashion fun. The weather was beautiful 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. We helped with advertising, skits and recruiting volunteers. This 2-night event was a great family fright night. Between the Hayride, the Haunted Walk and the bonfire to warm up at, it’s definitely a fun evening out.

December was the 4th Annual Brunch with Santa held in the Hubbardston Center School Cafeteria. This year had a great turnout. The event offered a photo opportunity with Santa and his helper Elf’s, some fun craft projects, a large Chinese Auction and plenty of refreshments. A feel-good Town event with fun had by all.

Also, in December we held the 3rd Annual Hubbardston Light Fight with the event held over two weekends. Spectators followed an interactive map which led them to the houses that entered. Hubbardston saw lots of traffic on the back roads in town on both weekends. 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.

We had 2 categories to enter this year, Traditional/Classic or Go Big or Stay Home. This year's winners were chosen by the public from an online voting link.

In the Traditional/Classic category: 1st place was 28 Healdville Rd, 2nd place was 36 Geordie Ln and 3rd place was 51 New Templeton Rd.

For the Go Big or Stay Home category: 1st place was 86 Ragged Hill Rd, 2nd place was 1 Worcester Rd and 3rd place was 80 Twin Hill Rd.

Katie Young
Special Events Advisor to the Town of Hubbardston

REPORT OF THE TOWN CENTER COMMITTEE

We hope that all your friends and family are healthy and safe in these uncertain times. The Town Center Committee has continued to work diligently to revitalize the town center focusing on safety, preserving our local charm, and beautification. The past several months has been a time of innovation as we continue to figure out how to continue our work when we can't meet in person. Our committee held the first virtual meeting for Hubbardston following the Governors pandemic order restricting all gatherings. This year is a landmark, September 2020 marks 5 years since the Town Center Committee was formed and first met.

Town Center Reconstruction

Our main project continues to be improving the Town Center, focusing on the reconstruction of Route 68 (Main St) from the intersection of Elm Street and Brigham Street to the north side of the Curtis Recreation field. We are continuing to work with our engineering firm TEC, and MassDOT to develop an engineering plan.

After receiving 25% Engineering Design approval from MassDOT, the Design Public Hearing for the Town Center Project was held in March 2020. Attendees included representatives from our committee, engineers from TEC, MassDOT representatives, municipal leaders, and Hubbardston residents. Overall, the project received positive feedback, with several suggested tweaks that TEC has taken into consideration. By the end of March TEC had completed the 75% Design phase, exhausting the approved funds for the project.

At the 2020 Annual Town Meeting in June, we will be requesting the funds needed to complete the design. Since our engineering plan is so far along, the Transportation Improvement Project (TIP) program has moved the estimated construction date of our project up 2 years! Construction is now estimated to begin in 2022. At that time, the project will be turned over to MassDOT for the construction and oversight of the project.

Town Common Lighting Ceremony

The Committee continues to help organize the Annual Town Common Lighting Ceremony alongside 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 every year.

Respectively submitted by the Town Center Committee

Alicia Muck	Vice Chairperson/Member At Large
Brett Duncan	Member At-Large
Brion Keagle	Member At-Large
Daniel S. Galante	Chairperson/Board of Selectmen Rep.
Nir Cohen	Main Street Resident
Phillip Churchill	Main Street Resident
William Hansen	Member At-Large
William Homans	Main Street Resident

PROTECTION OF PERSONS & PROPERTY



REPORT OF BOARD OF HEALTH

Our mission is unchanged. The Board is engaged in promoting and protecting the public health of our residents in the town of Hubbardston. This is done through education, and enforcement of public, environmental, medical and mental health laws and regulations. The Board provides enforcement of the State Sanitary Code in the areas of food sales and service, pools, and camps. The Board is responsible for the surveillance and reporting of communicable disease (EEE threat caused closure of fields dusk to dawn this year). We are responsible for seeing that the State Environmental Code for wells, septic systems, lead and asbestos abatement, ground water protection, outside wood burning systems, as well as elimination of nuisances. These requirements reflect the principle that many critical health problems are best handled by local officials familiar with local conditions.

We are compliant with State regulations for the town's emergency health plan and completed 2 drills in 2019.

The Board had a health intern, Jessica Gavin, for about 10 weeks. She was extremely helpful in updating our recycling information, attending the Town Fair and manning an information table, and doing data entry for us.

The Board has 2 new members this year: Colleen Higgins, and Vin Ritchie. The Board has a new shared (with Building and Con. Comm.) administrative clerk, Mallory Seamon, as of October.

The town website is being updated regularly as new health concerns are brought to our attention (such as vaping products sales restrictions). The website also has a wide variety of information for our community; some examples include: where and when the town recycling center is open, what to recycle, where to get rid of old mattresses, current recommended vaccination schedule for children, forms and permits, approved trash haulers.

Respectfully Submitted

Catherine Hansgate, Chair

REPORT OF HUBBARDSTON RECYCLING CENTER

In 2019 (Fiscal Year 2020, so far) from August to November we served 176 Residents and took in \$1862.50 in fees. We made \$1398. In sales of recycling materials and paid out \$1287.19 to recycle materials we could not sell or give away. Our initial account balance stood at \$3733.93 and our present balance is \$4481.29.

Items Collected:

- 177 Gallons of waste oil
- 10 Gallons of antifreeze
- 12 Car batteries
- 23 Oil filters
- 35 Tires
- 8 Household Appliances
- 44 Television sets / Computer Monitors
- 8 Computers
- 8 Printers
- 9 Lawnmowers
- 14 Pressure tanks
- 7 Microwaves
- 7 VCR/DVD Players
- 3 Refrigerators / Freezers
- 14 Quarts of Flashlight batteries
- 20 Air Conditioners / Dehumidifiers
- 11 Bicycles
- 1 Lawn Tractor
- 2 Toasters
- 7 Radios
- Assorted other objects of various materials

We had a very good year, serving twice as many Residents and making twice the fees. We still do not have electricity despite having been rewired and inspected. The Recycling Center needs to hire two more employees as well.

I must humbly request that Residents refrain from abandoning mattresses, TV's, tires etc. alongside the roadways. The DPW must pick up abandoned items, and the Recycling Center absorbs the cost. I must ask nominal fees to service such items, but how much more in taxpayer dollars does it cost when things are abandoned, requiring DPW manhours to address. The responsible and less costly plan is to bring all items directly to the Recycling Center.

When power is restored, I have plans for a mattress shed and to reorganize the Free Store with shelving. I look forward to another good year.

Congratulations Hubbardston, you still have a recycling center in the black, and self-supporting

Recycling Center Supervisor,

Bella Kaldera

REPORT OF THE FIRE DEPARTMENT

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2019. 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 650 incidents during the year while also continuing our efforts in fire prevention through public education and code enforcement.

In June of 2017, at the Annual Town Meeting the residents of Hubbardston voted to approve \$450,000 for the purchase of a new fire engine to replace our current 25-year old KME International engine. We used that funding to purchase a 2019 KME Engine that went into service in March. This piece of equipment is vital to our continual goal of providing the highest level of fire safety to our community.

In the month of June, the Department responded to a medical call for a report of an elderly male down, unknown medical. Firefighter/EMT Ares and Paramedic Wilkinson responded quickly by ambulance to the emergency. On arrival they found an elderly male in the home unresponsive and in cardiac arrest. CPR and Advanced Life Support care was started. With additional assist of Lieutenant Dixson and Firefighter/EMT Parker the patient was quickly moved to the ambulance. During transport to the hospital the patient regained a pulse and began to breathe again on his own. With quick action of the ambulance crew they were able to take life saving measures and revive the patient. After several weeks the patient was released from the hospital to continue his recovery at home. It is my belief that, without the quick response and care of these dedicated members, the patient outcome would have been very different. This call is just one example of the importance of the dedicated men and women of the Hubbardston Fire Department.

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.

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 become 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 ensure 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

Hubbardston Fire Department-Personnel

Officers:

Robert Hayes	Chief	Paramedic
Troy Casey	Captain	Paramedic
James Dixon	Lieutenant	EMT-B
Erik Ares	Lieutenant	Paramedic

Fire/EMS Personnel:

James Ares	Firefighter	EMT-B
Kyle Goehle	Firefighter	EMT-B
Tina Dixon	Firefighter	EMT-Advanced
Caleb Langer	Firefighter	Paramedic (per diem)
Dennis Hamel	Firefighter	Paramedic
Michael Parker	Firefighter	EMT-B
Jeremy Goscila	Firefighter	EMT-B
Tom Power	Firefighter	First Responder
Adam Wickstrom	Firefighter	EMT-B
Mitchell Mabardy	Firefighter	Paramedic (per diem)
Andrew Dipietro	Firefighter	EMT-B
Corey Hallock	EMT-B	
Taylor Wilkinson	Paramedic	

Hubbardston Fire Department – Apparatus Inventory

Engine 1	2019	KME	Engine
Engine 2	2001	KME	Engine-Tanker
Engine 3	2007	Spartan	Rescue-Engine
Ambulance 1	2016	Ford 550	Class I
Ambulance 2	2005	Ford 450	Class I
Truck 4	2003	5 Ton Military	Brush
Car 1	2007	Ford	Command Unit
Car 2	2007	Ford	Pickup
Boat 1	2004	Mercury Inflatable	Boat
Trailer	1999	AMC	Haz-Mat

REPORT OF THE POLICE DEPARTMENT

As the Police Chief for this department, I am pleased to submit the 2019 annual report for the Town of Hubbardston Police Department.

2019 was a relatively stable year for manpower, as we saw no officers leave. This allows us to maintain a well-trained police force.

The Hubbardston Police continue to be vigilant to aiding those in need during the ongoing opioid epidemic, as we have had to use Narcan on numerous occasions to resuscitate victims and we have made several drug arrests related to heroin. With our affiliation with the North Worcester County Drug Task Force we will continue to do our part in the social battle.

Quality of life issues, and helping the citizens through these, is an important part of policing for the Hubbardston Police Department. We believe that taking care of these type of nuisance complaints can improve resident's quality of life and overall satisfaction.

We have seen a reasonable increase in calls for service for service in 2019 (12842) as in 2018 (12492). We continue to be proactive regarding reporting of crimes, and their documentation. We have seen a leveling in both B&E/Burglary (-10%) and Fraud. The breaks, after investigations, are frequently a direct result of the current heroine epidemic. 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. I feel strongly that we saved many people from financial loss. The departments focus on community service was evident by increases in building checks (21%). This added effort has had a positive effect on these quality of life issues and will continue into the future.

Social Media continues to be a major force in keeping the community both engaged and informed. We have grown substantial followers the past year on both Twitter and Facebook. Swift 911 is now the exclusive means for town wide notification and is extremely helpful during paving operations, road closures and winter weather. We also use the message board at the recreation field on numerous occasions. The likes for the Hubbardston Police Facebook page have increased by 65% and Twitter by 52%, 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 2019. We have continued to pursue grants to assist the community.

The department again maintained a presence at the Memorial Day Parade, as well as the annual Halloween Hoedown. This event would not be possible without the help of sponsors John Koziel of Rietta Ranch and Bill Shea of Ruptured Duck.

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 administers funding for grants from the Executive Office of Public Safety and Homeland Security.

In 2017 this department received a grant from the Country Hen to run child awareness classes and other programs to protect the at-risk population. Spring of 2018 we will host several trainings regarding this grant.

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. Through budgetary vigilance we were again able to stay within budget and provide the services that you, the resident, deserve. 2018 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 2018 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

POLICE DEPARTMENT

2019 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 Police Officers

Ofc. Kevin Mailman	Ofc. Andrew DiPietro
Ofc. James Halkola	Ofc. Kayla Fontaine
Ofc. Nicholas Garcia	

	2017	2018	2019
Total Calls for Service	2157	12492	12842
Criminal Offenses	334	381	403
Motor Vehicle Accidents	66	72	79
Motor Vehicle Civil Citations	118	165	285
Motor Vehicle Written Warnings	267	215	310
Motor Vehicle Verbal Warnings	1480	1342	1513
Stolen Motor Vehicles	2	1	1
Larceny/Fraud	32	17	23
Break & Entering	12	7	6
Disturbances	55	68	62
Domestic Disputes/Assaults	25	22	25
Restraining/209A Orders	14	15	17
Restraining Order Violations	3	2	3
Vandalism	10	9	5
Suspicious Activity	142	53	108
Fire Arms Permits	152	193	212
Narcotic Violations	84	78	52
Animal Complaints	32	38	41
Burglar Alarms	52	107	83
Medical Emergencies	231	244	223
Juvenile Runaways	1	2	0
Juvenile Criminal Offenses	17	12	14
Building/House Checks	8443	5578	9213
Assist Other Police Departments	262	147	189
Burglary	12	2	4
Missing Persons	4	2	2
Investigations	438	416	521
Warrants Served	25	22	31
Summons Served	92	43	79
Total Criminal Arrests/Complaints	142	124	132

POLICE & DISPATCH EQUIPMENT

3 Desks	6 Training Room Tables
Misc. Chairs	21 File Cabinets
Misc. Office Furniture	1 Copy Machine
1 Fax/copy/scanner Machine	3 Stop Sticks
2 Conference Tables	1 VCR
1 DVD/VCR	3 Mobile Data Terminals
3 Lap Tops	9 Computers
1 Server	Misc. Medical Supplies
1 Ammo Cabinet	Gun Safe
Paper Shredder	Leaps/NCIC Computer
Breathalyzer	3 Portable Breath Tester
2 Base Radios	4 Mobile Radios
13 Portable Radios	2 Radio Repeater System
Highway Base Radio	Fire Base Radio
CB Radio	4 X26 Tasers with cartridges
Telephone Recording System	Traffic Speed Monitor
3 Mobile Radar Units	2 Handheld Radar Unit
2013 Ford Taurus Police Interceptor	2015 Ford Explorer
2016 Ford Explorer 4x4	2014 Ford Explorer
2003 Polaris ATV Shared with HFD	2 in car video systems
2016 Chevrolet Impala	2003 Utility Trailer
Misc. Cruiser Equipment/Supplies	4 GPS handheld units
3 Portable Defibrillator	4 Hand Held Weapon Detectors
Misc. Flashlights	3 Mossberg 12ga shotguns
17 Glock 45 Cal Handguns	4 Bushmaster AR-15 Rifles
Electronic Weapon Cleaning System	Misc. Police Equipment
35mm Camera	5-Digital Cameras
1-Video Recorder	Misc. Lockers
Misc. Crime Scene Equipment	Night Vision Goggles
Infrared Camera	Undercover Body Wire System
Power Point Projector	2 Speed minders
1 LCD training TV	1 Trail Camera
1 Air Cleaner	DVR recording system
8Security cameras	Speed Sign with Mount

PLANNING



REPORT OF THE PLANNING BOARD

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.

The Board's operating guidelines are the Town of Hubbardston's Zoning By-laws, the Hubbardston Subdivision Rules and Regulations, the Hubbardston Earth Removal Regulations, the Massachusetts State Zoning Act (Chapter 40A), and the Massachusetts State Subdivision Control Law (Chapter 41B Section 81A and 81GG).

The Planning Board is responsible for reviewing:

- ANR's
- General Special Permits
- Earth Removal Permits
- Reclamation Plans
- Floodplain Special Permits
- Wireless Comm Special Permits
- Aquifer Protection Special Permits
- Senior Residential Development Special Permit
- Large-Scale Solar Special Permits
- Marijuana Special Permits
- Site Plan Reviews
- Environmental and Community Impact Analysis Plans
- Subdivision Plans
- Scenic Road Applications

The Planning Board, per the Hubbardston Zoning Bylaws, is also responsible for ensuring that the Rate of Development Bylaw is reviewed yearly to report to the town that the current rate of development is adequate to meet the Town's desired growth.

- In 2019, of the 28 permits permitted by the Rate of Development Bylaw, 6 were issued by the Building Department.
- The Planning Board will, in 2020, be looking ahead to the expiration of the Rate of Development Bylaw in 2021 and how that bylaw should be revised.

In conjunction with application review and Rate of Development oversight, the Planning Board is responsible for Affordable Housing Development and Compilation and Implementation of the Town of Hubbardston's Master Plan.

ANR Plans Approved

- Thomas Moore Estate – Gardner Road
- Kathleen Derzius, et al – Old Princeton Road

Scenic Road Applications Approved

- John Alward – Healdville Road
- Leon Smith – Morgan Road
- Gerald and Debra Campbell – Hale Road

Special Permits Approved

- Michael Tolman – Burnshirt Road (Application for Extension of a Special Permit)
- Megan DeMalia and Debbi Lindsey - Gardner Road

Affordable Housing

- The Housing Production Plan was finalized and voted on by the Planning Board and the Board of Selectmen in 2019. It was then sent to the Mass Dept of Housing and Community Development and approved for implementation.
- The Planning Board met with Habitat for Humanity in 2019 with regards to building / rehabilitating properties in Hubbardston. Following that meeting the Planning Board researched available town-owned lots for possible rehabilitation and petitioned the Board of Selectmen to release one of the town-owned Ragged Hill lots for donation. That petition was granted and the Planning Board is moving ahead, into 2020, with the RFP process to donate that lot (Parcel 02-217) for an affordable housing unit.

Master Plan

- The Board applied for and received the DLTA grant in 2019. With that grant, the Planning Board partnered with MRPC and finished work on the Historical and Cultural Chapter of the Master Plan.
- Also, in 2019, the board applied for and received the EEOEA grant. The Planning Board will be partnering again with MRPC and, with the use of that grant, will complete all but the final chapter (Implementation) of the Master Plan.
- The Planning Board plans to petition the town for the monies to finish the Master Plan in 2020.

Amendments to Town of Hubbardston Zoning Bylaws

- In 2019 the Planning Board made strides in drafting a new sign bylaw which will be brought to Public Hearing for resident input and then added to the 2020 Town Warrant.

Gravel Pit Report

- At present, no permitted large-scale earth removal operations exist in town.
- In 2019 the Planning Board compiled a list of all former earth removal operations and reached out to the owners of those properties to encourage discussion of reclamation.
- In 2019 the Kataisto earth removal operation applied for approval of their reclamation plan. That plan was approved and the process of reclamation will continue into 2020.

REPORT OF THE ZONING 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.G.L. 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 “Application for a Public Hearing Before the Board of Appeals” 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: The Board had a quite year holding two hearings on August 5, 2019 for 7 Main Street and 40 Main Street for Sign By-Law Appeals. 7 Main St requested variance for electronic sign variance **denied**, 40 Main Street request to approve electronic sign **denied**.

Current Board Members:

Scott Janssens	Chair
Andrew Baum	Vice Chairman
William Homans	Clerk
Gail Orciuch	Member
Albert Afonso	Member
David Leger	Associate Member

Respectfully Submitted,

Mallory Seamon

Land Use Admin.

EDUCATION



QUABBIN REGIONAL SCHOOL DISTRICT
ANNUAL REPORT
SCHOOL YEAR 2018-2019

During the 2018-19 school year, the Quabbin Regional School District continued to pursue its primary mission: to provide a collaborative and inclusive learning community dedicated to ensuring that all students discover and develop their individual talents, achieve academic and personal fulfillment, and become responsible citizens and members of our global society.

The District adopted and began implementing a new Strategic Plan in January of 2019. The Plan outlines four strategic objectives that will guide the District's work toward achievement of our mission for the next several years.

Fostering the District's identity as an inclusive and essential community resource and partner is outlined under strategic goal one as **Quabbin Pride**. Work has begun to increase community awareness of the achievements of our students and faculty, increase community involvement in our schools, and advance partnerships with businesses, municipal leaders, and families. We believe that increasing our collective efforts to work together will both strengthen educational opportunities and help our communities flourish.

We have taken numerous steps to address our Quabbin Pride objective, among them are:

- Expanding existing and initiating new partnerships with community-based organizations and municipal governments.
- Evaluating traditional school and District events and identifying opportunities for increased community involvement.
- Initiating new school and District events specifically designed to engage community members.
- Evaluating current school District communication protocols and their effectiveness in engendering increased community awareness and involvement in achievements, awards, events and activities of our students and staff.

Strategic objective two **Academic Growth**, focuses on continuous improvement in the areas of curriculum, instruction and assessment. The world of employment that our students will enter after completion of their education is changing more rapidly than most can comprehend. Preparing students for success in a future that is hard to imagine is the challenge that all educational institutions face. We must prepare students to communicate and collaborate effectively, to think creatively, and to actively and confidently pursue the knowledge necessary to solve increasingly complex global challenges. Rote knowledge, while important in building conceptual understanding, has become much less a necessity for success. We must continue to build foundational understandings, but also ensure that we empower students with the skills necessary to independently gain new knowledge necessary to solve complex problems. We are continuously making innovative changes in curriculum, instruction and assessment to ensure

that Quabbin students are prepared to successfully complete in the rapidly evolving global workplace.

We have addressed our Academic Growth objective by taking the following steps:

- Expanding programs at the high school to include two DESE approved Innovation Pathways; one in Advanced Manufacturing and one in Information Technology. These programs will offer internship opportunities for students in partnership with local businesses.
- Expansion of our elementary STEM courses to include grades K-6.
- Plans for innovative alternative education pathways for students with unique learning needs.
- Extensive professional learning for staff focused on the development of engaging learning activities and assessments that support problem solving, communication, collaboration, and application of skills and knowledge to real-life situations.

Our third strategic objective, **Social and Emotional Growth**, points to our need to foster the social emotional and physical well-being of all students and staff to support academic achievement. Approaching problems with confidence, intellectual curiosity, and having the resilience to move forward when things do not go as planned are all areas of social-emotional well-being that we are increasingly focused on teaching in our educational programs. Students who practice these skills in school will be successful in navigating challenges in their personal and professional lives.

Our efforts to address our Social and Emotional Growth objective during the 2018-2019 school year have included the following:

- All schools have partnered with local public safety officials to make significant revisions to school safety plans and protocols. Age appropriate safety training and drills were conducted on an ongoing basis with students and staff.
- All staff have engaged in extensive professional learning related to social emotional learning. New social emotional learning strategies have been incorporated in classrooms across the school district.
- Plans for increased programming for students with significant social and emotional needs were developed.

Our fourth strategic goal is **Commitment to Community**. Our student's academic and social emotional outcomes are enhanced when the communities in which they reside are strong, vibrant and supportive. The financial well-being of our school district and our communities depends on collaborative efforts to find new and creative solutions to the economic challenges that impede our ability to provide both what our students and our citizens need. Our plan outlines several

steps that the District will employ to ensure that we continue to explore opportunities to reduce costs, increase revenue and use available resources efficiently and effectively.

Initial steps taken to address our Commitment to Community strategic objective in the 2018-2019 school year have included the following:

- Increased outreach to municipal leaders, local businesses and workforce development organizations to strengthen internship, capstone, and community service opportunities for high school students.
- Expanded discussions with surrounding communities as well as nearby school districts in order to identify opportunities to work together to achieve greater cost efficiency and improved service delivery.
- Increased advocacy with local and state officials and legislators about the inadequacy of the state school funding formula in addressing the specific economic issues facing rural, regional educational institutions with declining enrollment.
- Continued active participation in the Quabbin Educational and Municipal Partnership (QEMP), to explore options for collaborative efforts to strengthen our communities and the school district.
- Expanded discussions with municipal officials regarding how best to use the underutilized space within schools made available due to declining enrollments.
- Establishment of new programming such as high school Innovation Pathways, STEM classes in grades K-6, expanded access to technology for all students, and specialized programming for students with unique needs to enhance educational opportunities for students and increase financial sustainability.

The Quabbin Regional School District is committed to ensuring that our graduates leave us with the capacity to succeed throughout their lives and careers as capable, continuous learners who, as engaged citizens will strive to improve their world. The support that our District receives from the citizens of our member communities is paramount to achievement of our mission and to our children's future. We sincerely appreciate the efforts that our communities make to ensure that our students have educational opportunities that will set them on the path for lifelong success.

Respectfully submitted,

Sheila A. Muir, Ed.D.
Superintendent of Schools
Quabbin Regional School District

QUABBIN REGIONAL HIGH SCHOOL

END OF YEAR REPORT

2018-2019

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, 2019, Quabbin Regional High School graduated 145 members of the Class of 2019. Among the graduates were International Baccalaureate Diploma students as well as AP students.

The following is information from the 2018-2019 school year:

As of October 1, 2018, Quabbin Regional High School had 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.

The Quabbin Regional High School is proud to announce that it has begun implementation of an Innovation Pathways Program. This program is a comprehensive program that prepares students to pursue careers or further their education in industry or information technology. Students who participate in this program have the opportunity to receive internship training as well as take college level courses. The funding to start this program was provided by a grant.

In April, a number of students traveled to France to visit students through an exchange program. There were also a number of students that visited Italy and Greece. The school also hosted students from both France and Germany. In the 2019-2020 school year, there will be students visiting the Grand Canyon with NJROTC as well as Germany through an exchange. In the coming years, including 2021, it is expected that the Quabbin Regional High School will continue to give students the opportunity for international travel.

In November 2019, 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, 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

2018-2019

We welcomed Nicole Majka 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 27, 2018. 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 98% of seventh graders and 87% 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 given during this night.

On Tuesday, August 28, 2018, we welcomed 188 seventh graders and 180 eighth graders. This made the total Middle School student enrollment 268 on opening day.

Middle School Extracurricular Activities

Mogan Gabrenas won the local Geography Bee held at Quabbin Regional Middle School in January 2019.

Several vocal and instrumental concerts were held throughout the year. Middle School Central District Music Festival Auditions were held in April. Congratulations to Brianna Pascale and Elian Trott who were selected to the Central District Chorus, and Harrison Lewis and Jamie Mailloux who were selected to the Central District Orchestra. Also in February, 10 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 11th was prepared and served by staff, honoring 147 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 13 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 12, 2018, four 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 visitors' center. We were fortunate to have wonderful weather for this great outdoors trip.

Project 351 - one 8th grade student representing our 5 district towns attended Gov. Charles Baker's program in January, 2018. The student ambassadors representing Quabbin were: Shayne Burton, Hubbardston, Skyler Rudinski, New Braintree, Brooke Dennis, Oakham, and Jackson Saint Hilaire, South Barre.

On Wednesday, March 20, 2019, 48 students were inducted into the National Junior 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. Mary Jean Lapierre, President of QRHS National Honor Society, was the guest speaker.

On Monday, April 8, 2019, 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 11.

Seventh Grade Activities

On Tuesday June 11, 2019 grade seven traveled to Boston for the day. The field trip included the Museum of Science, Duck Tour, Quincy Market and Fenway Park tour.

On Friday, June 14, 2019 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.

The first transition activity was "Step Up Day" on June 7th. 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.

MCAS TESTING

On April 1st and 2nd, students in seventh and eighth grade completed ELA MCAS tests. Testing resumed on April 29 and 30th. Grade seven and eight completed the math test. Grade eight completed testing in Science & Technology/Engineering on May 7th and 8th.

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 2019**

The Hubbardston Center School provides a supportive learning environment that encourages students to achieve high levels of academic performance, develop inquiry and interpersonal skills, and develop long-lasting, positive relationships with staff and fellow students. Hubbardston Center School faculty and staff work collaboratively to implement challenging curricula, based on the Massachusetts Common Core State Standards. Diverse and differentiated teaching methods provide equal opportunities for all students to learn and meet or exceed 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

2009-2010	450 students
2010-2011	434 students
2011-2012	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
2018-2019	309 students

Average class size and grade configuration

Class Sizes 2018 - 2019		
Grade	# of sections	Average number of students per section
K	2	17
1	2	25
2	2	23
3	2	20
4	2	24
5	2	22
6	3	20

Staffing

HCS teaching staff consists of 14 classroom teachers, 2 special education teachers, 4 Intervention Tutors, and 3 paraprofessionals. HCS also shares the Unified Arts teachers with all district elementary schools, which includes an Art teacher, a STEM teacher, a Physical Ed teacher, a Music teacher, and our band/chorus/orchestra teachers.

June of 2019 saw three retirements from Hubbardston Center School; Dot Verhayan (art), Russel Killough-Miller (music), and Chris Bristol (PE). All three of these outstanding educators worked with all QRSD elementary schools, and were loved by many, many children. The 6th grade class (2019) at HCS dedicated their yearbook to these fine teachers, and recognized each for their contributions to the wonderful and well-rounded education they have received while at Hubbardston Center School.

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 Jamboree, 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

Co-chairs- Lindsay Harmon and Vicki Tobin

Secretary- Cindy Plouffee

Co-Secretary/FB support- Jennifer Labrousse

Treasurer- Abby Gagne

Hubbardston Center School Council

Meetings are held as needed, and will commence on a more regular basis in the 2019-20 school year as we are now ready to develop our HCS School Plan for Success. The School Council was not active in this past school year, so the 2019 Council will be formed in September and a meeting schedule will be developed and posted at that time. Agenda items should include the creation of the new HCS Plan for Success, which will be based off of the District Plan. The plan should 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 taught by Mr. Cassidy Wall. 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 in June, and many parents and friends were in attendance. Mr. Wall also worked with Ms Toni Brown, QRSD Band/Orchestra Director to present a student showcase at our annual Memorial Day Ceremony.

Chorus, Band and Orchestra - Any students in grades 4-6 are invited to join the HCS Chorus, led by Ms Karla Peterson, and students in grades 5 & 6 can 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 district-wide concert tour in June as well.

Physical Education - Students at Hubbardston Center School participate in two 45-minute physical education classes a week. Our physical education teachers are Mr. Matt Farrell and Mr. Nick Adams. These teachers work collaboratively to develop team building/social interaction skills, cognitive concepts linked to fitness, wellness skill development and social skills appropriate to each grade's developmental level. At HCS we believe the acquisition of fundamental motor skills are essential to improving one's overall fitness and key to leading an enjoyable, active life style.

Art - Under the direction of Ms. Dot Verhayen, our students were introduced to a new World-Cultures and Art program. Ms Verhayen 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 Ms. Christina Kegans. 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 K-6 students as we were fortunate to be able to expanded the offering to the full K-6 population this year.

Extra-curricular Activities, Programs & Events

Student Council - The student council is a group of Hubbardston Center School students in grades 6 who represent each 6th grade homeroom. Meetings are held monthly from 7:30-8:10. The council was run by the 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 Spirit Week, and many individual spirit days and events. We hope to re-establish the "Green Team" this year to help 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 2018-2019 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 50 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 continue to be 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-gardners!

Yoga Club – This year, HCS again paired with Ms Lori Churchill of the Wellness Hub Yoga and Mindful Center to bring two after-school yoga programs to our students; Fall and Spring. The program was open to students in grades K-6, with a K-2 grade group and a 3-6 grade group. Both fall classes filled with up to 10 students, and they enjoyed a weekly yoga introduction class for 6 weeks, run by Yoga Instructor from the Wellness Hub. The spring club was smaller, with only 4 students, but all classes were great successes, and we look forward to expanding the partnership and program for the 2019-20 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
2018/2019 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ADAMS, CHERYL S	0.0000	Supervisor of Visual Arts	\$10,306.50
ADAMS, JAMIE C	1.0000	HS Sped	\$69,511.00
ADAMS, JAMIE C	0.0000	Advisor HS	\$558.03
ADAMS, JAMIE C	0.0000	Sub HS Period	\$189.00
ADAMS, JAMIE C	0.0000	Tutor	\$67.50
ADAMS, LEAH M	1.0000	Elem Teacher	\$62,088.00
ADAMS, LEAH M	0.0000	Stipend PD	\$1,000.00
ADAMS, MICHAEL D	0.0000	Coaching (Winter)	\$5,750.02
ADAMS, NICHOLAS R	1.0000	Elem PE/Health & Fit	\$42,392.64
ADAMS, NICHOLAS R	0.0000	Strength and Conditioning Coach - 2	\$14,829.20
AFONSO, ANDREW R	0.0000	Stipend After School Program	\$0.00
AHEARN, STACEY C	1.0000	Aide Autism	\$29,904.00
AIESI, KRISTEN E	0.0000	Lunch Monitor	\$336.00
ALLEN, ANN M	0.9000	Aide Sped	\$25,508.70
ALLEN, ANN M	0.0000	Longevity	\$550.00
ALLEN, ANN M	0.0000	Sub MS Period	\$0.00
ALMEIDA, MICHAELA E	1.0000	Intervention Specialist	\$66,397.21
ALMEIDA, MICHAELA E	0.0000	Stipend PD	\$1,000.00
ALMEIDA, MICHAELA E	0.0000	Stipend Mentor	\$250.00
AMIDIO, MARY C	1.0000	Office Manager	\$48,795.00
AMIDIO, MARY C	0.0000	Longevity	\$900.00
ANDREWS, ELICIA A	1.0000	HS Science	\$65,869.00
ANDREWS, ELICIA A	0.0000	Advisor HS	\$1,476.86
ANDREWS, ELICIA A	0.0000	Sub HS Period	\$54.00
ANDREWS, KIRSTEN E	0.0000	Sub Café All	\$429.75
AREMBURG, SARA F	0.0000	Private Music Instructor	\$100.00
ARIOLI, GALE E	0.7500	Receptionist	\$27,018.28
ARMSTRONG, JULIANNE M	1.0000	Speech	\$53,558.00
ARNOLD, MICHELLE L	1.0000	Elem Sped	\$78,235.00
ARNOLD, MICHELLE L	0.0000	Stipend 240 S	\$960.00
ARNOLD, MICHELLE L	0.0000	Stipend Mentor	\$250.00
ARSENAULT, CHERISE A	0.0000	Sub Teacher ALL	\$0.00
ARSENAULT, GABRIELLE R	0.0000	Stipend Extended Day Program	\$2,364.00
ASHLEY, DOROTHY M	1.0000	Therapeutic Classroom Teacher	\$57,269.83
ASHLEY, DOROTHY M	0.0000	Sub HS Period	\$27.00
ATKINSON, STACEY L	1.0000	Cafeteria	\$18,393.68
ATKINSON, STACEY L	0.0000	Cafe Catering	\$161.70
ATKINSON, STACEY L	0.0000	Cafe Extra Hours	\$141.76
ATKINSON, STACEY L	0.0000	Sub Café All	\$0.00
AVERY, VALERIE M	1.0000	Intervention Tutor	\$33,441.43
AYER, DOROTHY M	1.0000	Office Manager	\$35,251.00
AYER, DOROTHY M	0.0000	Sub Teacher ALL	\$0.00

BAILEY, CONNER P	1.0000	Technology	\$50,392.75
BAILEY, TYSON E	1.0000	HS Social Studies	\$52,448.00
BAILEY, TYSON E	0.0000	Sub HS Period	\$81.00
BAKER, DYLAN A	0.0000	Coaching (Spring)	\$2,327.03
BAKER, KAYLEIGH E	1.0000	HS English	\$53,802.00
BAKER, KAYLEIGH E	0.0000	Advisor HS	\$558.03
BAKER, KAYLEIGH E	0.0000	Stipend PD	\$540.00
BAKER, KAYLEIGH E	0.0000	Sub HS Period	\$216.00
BALSER, MELANIE A	1.0000	Aide Sped	\$28,343.00
BALSER, MELANIE A	0.0000	Stipend 240 S	\$1,073.76
BALSER, MELANIE A	0.0000	Longevity	\$1,000.00
BALSER, MELANIE A	0.0000	Sub Middle School	\$210.00
BALSER, MELANIE A	0.0000	Sub MS Period	\$0.00
BALZANO, STEPHANIE L	0.9000	Aide Sped	\$24,869.24
BALZANO, STEPHANIE L	0.0000	Stipend 240 S	\$789.48
BALZANO, STEPHANIE L	0.0000	Sub Ruggles Lane	\$665.00
BALZANO, STEPHANIE L	0.0000	Longevity	\$550.00
BALZANO, STEPHANIE L	0.0000	Sub Aide Period	\$63.00
BALZANO, STEPHANIE L	0.0000	Stipend 711 - Kind	\$0.00
BARDSLEY, KARISSA H	1.0000	Elem Teacher	\$52,448.00
BARKER-BERLO, DONNA	1.0000	HS Science	\$83,441.00
BARKER-BERLO, DONNA	0.0000	Advisor HS	\$887.46
BARKER-BERLO, DONNA	0.0000	Longevity	\$750.00
BARKER-BERLO, DONNA	0.0000	Stipend Extended Essay Advisor	\$300.00
BARKER-BERLO, DONNA	0.0000	Sub HS Period	\$216.00
BARKER-BERLO, DONNA	0.0000	Stipend PD	\$75.00
BARKER-BERLO, DONNA	0.0000	Stipend - 157	\$0.00
BARKER-BERLO, DONNA	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
BARKER-BERLO, DONNA	0.0000	Stipend Curr Dev	\$0.00
BARNES, CLARE H	1.0000	P & F Manager	\$88,608.11
BARNES, CLARE H	0.0000	Travel	\$3,000.00
BARNES, CLARE H	0.0000	Longevity	\$1,000.00
BARRINGER, EVAN M	1.0000	MS Social Studies	\$79,010.00
BARRINGER, EVAN M	0.0000	Coaching (Fall)	\$2,091.08
BARRINGER, EVAN M	0.0000	Longevity	\$750.00
BARRINGER, EVAN M	0.0000	Sub MS Period	\$27.00
BARRINGER, JANIS A	1.0000	MS Sped	\$83,441.00
BARRINGER, JANIS A	0.0000	Longevity	\$750.00
BARRINGER, JANIS A	0.0000	Stipend 240 S	\$420.00
BARRINGER, JANIS A	0.0000	Sub MS Period	\$27.00
BARRINGER, JANIS A	0.0000	Sub MS Period	\$27.00
BARRINGER, JANIS A	0.0000	Stipend PD	\$0.00
BARRY, SHAWN D	1.0000	Custodian	\$38,188.80
BARRY, SHAWN D	0.0000	Custodian OT	\$654.10
BARRY, SHAWN D	0.0000	Shoe Allowance	\$150.00
BASSETT, NIKKI J	1.0000	Kindergarten Teacher	\$52,448.00
BASSETT, NIKKI J	0.0000	Stipend 240 S	\$420.00

BATES, NITA	1.0000	Secretary	\$42,698.04
BATES, NITA	0.0000	Xtra Hours	\$884.92
BATES, NITA	0.0000	Longevity	\$750.00
BATES, NITA	0.0000	Stipend Advance Degree	\$500.00
BATES, ZOE V	0.0000	Private Music Instructor	\$0.00
BATTISTA, MARK G	0.0000	Coaching (Spring)	\$2,509.54
BEARD-BLAKE, ELIZABETH	1.0000	HS World Language	\$74,778.00
BEARD-BLAKE, ELIZABETH	0.0000	Advisor HS	\$887.46
BEARD-BLAKE, ELIZABETH	0.0000	Stipend PD	\$420.00
BEARD-BLAKE, ELIZABETH	0.0000	Sub HS Period	\$135.00
BEARD-BLAKE, ELIZABETH	0.0000	Stipend - 157	\$0.00
BEARD-BLAKE, ELIZABETH	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
BEAUDET, KRISTINE A	1.0000	Elem Sped	\$85,490.00
BEAUDET, KRISTINE A	0.0000	Longevity	\$1,500.00
BEAUDET, KRISTINE A	0.0000	Stipend PD	\$0.00
BELANGER, NINA C	0.0000	Long Term Sub	\$4,187.50
BELDEN, DEVIN A	0.0000	Long Term Sub	\$0.00
BENNETT, COLLIN J	0.0000	Summer Cust	\$5,440.00
BENNETT, COLLIN J	0.0000	Sub Cust	\$1,920.00
BENNETT, COLLIN J	0.0000	Stipend Athletics	\$760.00
BENNETT, COLLIN J	0.0000	Sub High School	\$525.00
BENNETT, COLLIN J	0.0000	Sub Cust	\$242.25
BENNETT, COLLIN J	0.0000	Sub High School	\$140.00
BENNETT, COLLIN J	0.0000	Sub Middle School	\$35.00
BENNETT, COLLIN J	0.0000	Sub High School	\$0.00
BENNETT, GRIFFIN M	0.0000	Sub Cust	\$2,842.50
BENNETT, GRIFFIN M	0.0000	Summer Cust	\$1,188.75
BENNETT, GRIFFIN M	0.0000	Sub High School	\$590.00
BENNETT, GRIFFIN M	0.0000	Sub Middle School	\$315.00
BENNETT, GRIFFIN M	0.0000	Stipend Athletics	\$0.00
BENNETT, GRIFFIN M	0.0000	Sub High School	\$0.00
BENNETT, JESSICA A	1.0000	Executive Asst. Superintendent	\$64,784.29
BENNETT, JESSICA A	0.0000	Executive Secretary School Committee	\$2,000.00
BENNETT, JESSICA A	0.0000	Longevity	\$750.00
BENNETT, RYA M	1.0000	School Nurse	\$47,382.57
BERGIN, ERIN A	0.0000	Sub Teacher ALL	\$560.00
BERNER, JESSICA N	1.0000	Elem Teacher	\$62,088.00
BERNER, JESSICA N	0.0000	Stipend Teacher Leader	\$500.00
BERNER, JESSICA N	0.0000	Stipend PD	\$450.00
BERNER, JESSICA N	0.0000	Stipend PD	\$0.00
BERNER, JESSICA N	0.0000	Stipend PD	\$0.00
BERTHIAUME, GAIL L	1.0000	Custodian	\$40,518.40
BERTHIAUME, GAIL L	0.0000	Longevity	\$1,000.00
BERTHIAUME, GAIL L	0.0000	Custodian OT	\$827.93
BERTHIAUME, GAIL L	0.0000	Shoe Allowance	\$150.00
BERTHIAUME, GAIL L	0.0000	Accrued Payroll	\$113.48
BICKFORD, SHELBY E	1.0000	Intervention Tutor	\$29,055.67

BIELAK, JAIME E	0.0000	Stipend Extended Day Program	\$5,280.00
BIELAK, JAIME E	0.0000	Stipend Extended Day Program	\$0.00
BLACK, CHRISTINA A	0.0000	Sub Teacher ALL	\$360.00
BLACK, JEAN M	0.9000	Aide Sped	\$26,164.83
BLACK, JEAN M	0.0000	Stipend 240 S	\$760.32
BLACK, JEAN M	0.0000	Longevity	\$550.00
BLASCO, MAUREEN G	0.0000	Stipend After School Program	\$0.00
BLASZCZYK, VIRGINIA M	1.0000	MS Math	\$85,490.00
BLASZCZYK, VIRGINIA M	0.0000	Longevity	\$1,000.00
BLASZCZYK, VIRGINIA M	0.0000	Stipend PD	\$90.00
BLASZCZYK, VIRGINIA M	0.0000	Sub MS Period	\$27.00
BOLGER, BRENT A	1.0000	HS Technology	\$85,490.00
BOLGER, BRENT A	0.0000	Longevity	\$1,000.00
BOLGER, BRENT A	0.0000	Stipend Mentor	\$250.00
BOLGER, BRENT A	0.0000	Sub HS Period	\$216.00
BOLGER, BRENT A	0.0000	Sub Teacher ALL	\$20.00
BOUCHER, RENEE M	1.0000	Athletic Trainer	\$44,203.61
BOUCHER, RENEE M	0.0000	Longevity	\$750.00
BOUCHER, RENEE M	0.0000	Stipend CPR - First Aid Training	\$103.53
BOUCHER, RENEE M	0.0000	Stipend Athletics	\$100.00
BOUCHER, THERESA L	1.0000	Elem Teacher	\$68,791.65
BOUCHER, THERESA L	0.0000	Longevity	\$750.00
BOUCHER, THERESA L	0.0000	Stipend Natures Classroom	\$0.00
BOUCHER, THERESA L	0.0000	Stipend PD	\$0.00
BOUCHER, THERESA L	0.0000	Stipend PD	\$0.00
BOWDRIDGE, TODD M	0.0000	Sub Cust	\$0.00
BOYD, JOANNE	0.8500	Aide Kindergarten	\$22,924.50
BOYD, JOANNE	0.0000	Longevity	\$550.00
BOYD, JOANNE	0.0000	Accrued Payroll	\$96.00
BOYD, JOANNE	0.0000	Sub Hardwick	\$0.00
BRADY, ANDREA M	0.0000	Lunch Monitor	\$1,856.00
BRAY, ELECIA C	1.0000	Elem Teacher	\$83,000.00
BRAY, ELECIA C	0.0000	Longevity	\$1,000.00
BRAY, ELECIA C	0.0000	Stipend PD	\$690.00
BRAY, ELECIA C	0.0000	Stipend Teacher Leader	\$500.00
BRAY, ELECIA C	0.0000	Stipend Mentor	\$83.25
BRAY, ELECIA C	0.0000	Stipend PD	\$0.00
BRENNOCK, DANIEL J	1.0000	NJROTC	\$83,702.51
BRENNOCK, DANIEL J	0.0000	Longevity	\$750.00
BRENNOCK, DANIEL J	0.0000	Sub HS Period	\$27.00
BREWER, CHRISTINE M	0.0000	Sub Nurse	\$0.00
BREWER, CHRISTINE M	0.0000	Sub Teacher ALL	\$0.00
BREWER, JULIE A	1.0000	Special Education Chair	\$81,012.00
BRIAND, ANNE MARIE	1.0000	Aide - Therapeutic Prog	\$29,052.00
BRIAND, ANNE MARIE	0.0000	Sub QRHS	\$2,800.00
BRIAND, ANNE MARIE	0.0000	Sub Aide Period	\$1,132.92
BRIAND, ANNE MARIE	0.0000	Longevity	\$1,000.00

BRIGGS, AARON W	0.0000	Sub High School	\$0.00
BRIGGS, DENISE J	1.0000	Aide Autism	\$26,457.54
BRIGGS, DENISE J	0.0000	Sub Oakham	\$0.00
BRIGGS, KEITH A	1.0000	Custodian	\$34,516.80
BRIGGS, KEITH A	0.0000	Custodian OT	\$438.36
BRIGGS, KEITH A	0.0000	Shoe Allowance	\$150.00
BRISTOL, CHRISTINE	1.0000	Elem PE	\$21,022.13
BRISTOL, CHRISTINE	0.0000	Seperation Benefits	\$11,714.00
BRISTOL, CHRISTINE	0.0000	Longevity	\$368.85
BRISTOL, CHRISTINE	0.0000	Sub Teacher ALL	\$90.00
BROOKS, CARSON O	0.0000	Private Music Instructor	\$0.00
BROOKS, MICHAEL A	1.0000	Technology	\$76,508.93
BROOKS, PHILLIP A	0.0000	Sub Cust	\$600.00
BROOKS, PHILLIP A	0.0000	Summer Cust	\$0.00
BROWN, JULIE M	1.0000	Elem STEM	\$36,583.33
BROWN, JULIE M	1.0000	Intervention Tutor	\$10,598.92
BROWN, JULIE M	0.0000	Stipend Natures Classroom	\$437.01
BROWN, JULIE M	0.0000	Sub Teacher ALL	\$40.00
BROWN, JULIE M	0.0000	Sub Teacher ALL	\$0.00
BROWN, TONI	1.0000	Elem Music	\$81,381.00
BROWN, TONI	0.0000	Coaching (Fall)	\$2,509.54
BROWN, TONI	0.0000	Stipend Academic Coordinator	\$2,500.00
BROWN, TONI	0.0000	Advisor MS	\$1,672.97
BROWN, TONI	0.0000	Longevity	\$750.00
BROWN, TONI	0.0000	Private Music Instructor	\$0.00
BROWN, TONI	0.0000	Private Music Instructor	\$0.00
BROWNE, KIM A	1.0000	Elem Sped	\$82,374.00
BROWNE, KIM A	0.0000	Longevity	\$1,500.00
BROWNE, KIM A	0.0000	Stipend 240 S	\$180.00
BROWNE, KIM A	0.0000	Stipend PD	\$0.00
BROWNE, KIM A	0.0000	Stipend PD	\$0.00
BROWNE, KIM A	0.0000	Stipend 711 - Kind	\$0.00
BUCHANAN, DAVID P III	1.0000	HS Social Studies	\$50,920.00
BUCHANAN, DAVID P III	0.0000	Coaching (Fall)	\$6,690.49
BUCHANAN, DAVID P III	0.0000	Sub HS Period	\$108.00
BUCHANAN, DAVID P III	0.0000	Sub HS Period	\$40.00
BUCKLEY, ALYSSA C	0.0000	Lunch Monitor	\$1,200.00
BURKE, TINA M	0.6667	Cafeteria	\$10,303.88
BURKE, TINA M	0.0000	Cafe Extra Hours	\$7.45
BURKLE, SHERRY L	1.0000	HS Math	\$78,652.00
BURKLE, SHERRY L	0.0000	Summer Cust	\$2,073.75
BURKLE, SHERRY L	0.0000	Stipend Teacher Leader	\$1,790.00
BURKLE, SHERRY L	0.0000	Advisor HS	\$984.95
BURKLE, SHERRY L	0.0000	Advisor HS	\$886.90
BURKLE, SHERRY L	0.0000	Longevity	\$750.00
BURKLE, SHERRY L	0.0000	Stipend PD	\$270.00
BURKLE, SHERRY L	0.0000	Stipend Mentor	\$250.00

BURKLE, SHERRY L	0.0000	Sub HS Period	\$81.00
BURKLE, SHERRY L	0.0000	Stipend 176	\$0.00
BURKLE, SHERRY L	0.0000	Stipend 625 S	\$0.00
BURKLE, SHERRY L	0.0000	Stipend 632	\$0.00
BURNETT, CORINNE L	0.0000	Sub Ruggles Lane	\$280.00
BURNETT, RYAN M	0.0000	Coaching (Winter)	\$5,540.93
BURNETT, RYAN M	0.0000	Coaching (Spring)	\$4,627.54
BURNETT, RYAN M	0.0000	Coaching (Fall)	\$3,326.87
BURNETT, STEVEN E	0.0000	Coaching (Winter)	\$3,199.11
BURNS, LISA A	1.0000	Aide Autism	\$35,392.00
BURNS, LISA A	0.0000	Longevity	\$550.00
BURNS, LISA A	0.0000	Sub Teacher ALL	\$120.00
BURNS, MELISSA A	0.0000	Sub Teacher ALL	\$0.00
BUTLER, SHEENA M	1.0000	Language-Based Teacher	\$59,893.20
BUTLER, SHEENA M	0.0000	Stipend Teacher Leader	\$500.00
BUTLER, SHEENA M	0.0000	Stipend After School Program	\$0.00
BUTLER, SHEENA M	0.0000	Stipend Natures Classroom	\$0.00
BUTLER, SHEENA M	0.0000	Stipend PD	\$0.00
CAMERON, KIM L	0.0000	Sub Café All	\$0.00
CAMPIONE, KRISTIN M	1.0000	Director of Pupil Personnel	\$118,781.01
CAMPIONE, KRISTIN M	0.0000	Travel	\$2,000.00
CAMPIONE, KRISTIN M	0.0000	Stipend Advance Degree	\$1,500.00
CAPLETTE, MICHELLE L	1.0000	Intervention Tutor	\$4,203.02
CAPLETTE, MICHELLE L	0.0000	Sub Ruggles Lane	\$0.00
CAPPS, ELIZABETH A	0.0000	Copy Center Assitant	\$1,458.75
CAPPS, ELIZABETH A	0.0000	Temp Office Staff	\$1,042.50
CAPURSO, JANE M	1.0000	Elem Teacher	\$91,644.00
CAPURSO, JANE M	0.0000	Longevity	\$1,000.00
CARBONE, AUBREY J	0.0000	Stipend 240 S	\$640.00
CARLSON, CHRISTOPHER B	1.0000	Assistant Principal	\$92,964.59
CARLSON, CHRISTOPHER B	0.0000	Longevity	\$750.00
CARLSON, KIMBERLY R	1.0000	Aide Autism	\$36,286.00
CARLSON, KIMBERLY R	0.0000	Longevity	\$550.00
CARLSON, KIMBERLY R	0.0000	Accrued Payroll	\$60.00
CARLSON, KIMBERLY R	0.0000	Sub Teacher ALL	\$35.00
CARLSON, KIMBERLY R	0.0000	Tutor	\$0.00
CARON, ELAINE A	1.0000	P&F Admin. Support Assist.	\$43,700.00
CARON, ELAINE A	0.0000	Stipend Athletics	\$50.00
CARR, TARA A	0.6667	Cafeteria	\$9,618.72
CARR, TARA A	0.0000	Cafe Extra Hours	\$117.47
CARROLL-PASCALE, HELENE A	1.0000	MS Science	\$83,441.00
CARROLL-PASCALE, HELENE A	0.0000	Longevity	\$1,500.00
CARROLL-PASCALE, HELENE A	0.0000	Sub MS Period	\$324.00
CARROLL-PASCALE, HELENE A	0.0000	Stipend PD	\$0.00
CARTER, MATTHEW R	1.0000	Psychologist	\$73,305.00
CARTER, MATTHEW R	0.0000	Stipend 240 S	\$420.00
CARTER, MATTHEW R	0.0000	Private Music Instructor	\$0.00

CARTER, MATTHEW R	0.0000	Stipend PD	\$0.00
CASEY, JILLIAN C	0.0000	Sub Nurse	\$812.50
CASS, BETH A	0.0000	Stipend 240 S	\$960.00
CASS, BETH A	0.0000	Benefit Adjustment	\$0.01
CASTRIOTTA, MATTHEW	1.0000	MS Social Studies	\$91,644.00
CASTRIOTTA, MATTHEW	0.0000	Coaching (Spring)	\$4,220.19
CASTRIOTTA, MATTHEW	0.0000	Coaching (Winter)	\$3,797.30
CASTRIOTTA, MATTHEW	0.0000	Coaching (Fall)	\$2,532.35
CASTRIOTTA, MATTHEW	0.0000	Longevity	\$1,000.00
CASTRIOTTA, MATTHEW	0.0000	Sub MS Period	\$216.00
CASTRIOTTA, MATTHEW	0.0000	Sub HS Period	\$0.00
CASTRIOTTA, MATTHEW	0.0000	Sub MS Period	\$0.00
CASTRIOTTA, MATTHEW	0.0000	Stipend PD	\$0.00
CASTRIOTTA, WENDY B	1.0000	Kindergarten Teacher	\$82,374.00
CASTRIOTTA, WENDY B	0.0000	Longevity	\$1,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend PD	\$540.00
CASTRIOTTA, WENDY B	0.0000	Stipend Teacher Leader	\$500.00
CASTRIOTTA, WENDY B	0.0000	Stipend 711 - Kind	\$0.00
CHABOT, JACQUELINE M	0.0000	Sub Teacher ALL	\$0.00
CHANDLER, PAUL E	0.0000	Sub QRHS	\$1,920.00
CHANDLER, PAUL E	0.0000	Sub Middle School	\$1,360.00
CHASE, ADRIENNE L	0.0000	Sub High School	\$0.00
CHASE, MAUREEN L	1.0000	HS Science	\$87,529.00
CHASE, MAUREEN L	0.0000	Stipend Academic Coordinator	\$2,500.00
CHASE, MAUREEN L	0.0000	Longevity	\$750.00
CHASE, MAUREEN L	0.0000	Advisor HS	\$738.43
CHASE, MAUREEN L	0.0000	Stipend PD	\$375.00
CHASE, MAUREEN L	0.0000	Sub HS Period	\$189.00
CHASE, MAUREEN L	0.0000	Stipend PD	\$0.00
CHOBOT, MELISSA L	0.0000	Sub Ruggles Lane	\$0.00
CHRISTENSEN, RONALD P	1.0000	Treasurer	\$14,983.93
CHURCHILL, JENNIFER E	1.0000	Elem Teacher	\$81,012.00
CHURCHILL, JENNIFER E	0.0000	Longevity	\$750.00
CHURCHILL, JENNIFER E	0.0000	Stipend PD	\$0.00
CLARK, BLYTHE L	1.0000	Elem Teacher	\$86,383.00
CLARK, BLYTHE L	0.0000	Stipend PD	\$1,000.00
CLARK, BLYTHE L	0.0000	Longevity	\$750.00
CLARK, BLYTHE L	0.0000	Stipend Natures Classroom	\$437.01
CLEAVES, WENDY P	1.0000	Math Coach	\$82,076.89
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$375.00
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$250.00
CLOUGH, BARBARA J	0.0000	Accrued Payroll	\$125.00
CLOUGH, BARBARA J	0.0000	Sub Nurse	\$125.00
CLOUTIER, MEGHAN W	1.0000	Director of Guidance	\$77,634.65
CLOUTIER, MEGHAN W	0.0000	Stipend PD	\$0.00
COATES, MARIE A	1.0000	Kindergarten Teacher	\$62,371.00
COATES, MARIE A	0.0000	Longevity	\$750.00

COATES, MARIE A	0.0000	Stipend Teacher Leader	\$500.00
COATES, MARIE A	0.0000	Stipend PD	\$0.00
COLARUSSO, SADIE M	0.0000	Lunch Monitor	\$1,944.00
COLLETTE, DENISE R	0.0000	Cafe Extra Hours	\$43.35
COLLETTE, DENISE R	0.5000	Cafeteria	\$43.35
COLLINS, SANDRA A	1.0000	Guidance	\$43,316.20
COLLINS, SANDRA A	0.0000	Stipend 504 Coord	\$500.00
COMO, MARY L	1.0000	MS Math	\$79,332.00
COMO, MARY L	0.0000	Seperation Benefits	\$9,185.70
COMO, MARY L	0.0000	Longevity	\$1,000.00
COMO, MARY L	0.0000	Stipend PD	\$90.00
COMO, MARY L	0.0000	Sub MS Period	\$0.00
CONSOLMAGNO, TERESA J	1.0000	Office Manager	\$50,259.00
CONSOLMAGNO, TERESA J	0.0000	Longevity	\$1,500.00
CONSOLMAGNO, TERESA J	0.0000	Stipend Natures Classroom	\$437.01
CONTI, BARBARA A	0.0000	Sub Nurse	\$187.50
CONTI, BARBARA A	0.0000	Sub Hubbardston	\$0.00
COOK, JAMIE M	0.0000	Coaching (Fall)	\$4,714.85
COOK, JAMIE M	0.0000	Coach Soccer Camp	\$450.00
COOK, JAMIE M	0.0000	Sub Teacher ALL	\$240.00
COOK, JOAN M	1.0000	Food Service	\$13,715.84
COOK, JOAN M	0.5000	Cafeteria	\$290.11
COOK, JOAN M	0.0000	Cafe Extra Hours	\$61.07
COOK, JOAN M	0.0000	Cafe Catering	\$40.71
COOLEY, MARGARET A	1.0000	Secretary	\$42,698.04
COOLEY, MARGARET A	0.0000	Stipend Advance Degree	\$500.00
COOLEY, REBECCA M	1.0000	MS World Language	\$58,792.00
COOLEY, REBECCA M	0.0000	Sub MS Period	\$756.00
COOLEY, REBECCA M	0.0000	Sub MS Period	\$160.00
COONS, KRISTEN D	1.0000	Elem Teacher	\$87,529.00
COONS, KRISTEN D	0.0000	Longevity	\$1,500.00
COONS, KRISTEN D	0.0000	Stipend 240 S	\$1,200.00
COONS, KRISTEN D	0.0000	Stipend PD	\$750.00
COONS, KRISTEN D	0.0000	Stipend Teacher Leader	\$500.00
COONS, KRISTEN D	0.0000	Stipend Natures Classroom	\$0.00
COONS, KRISTEN D	0.0000	Stipend PD	\$0.00
COPPOLINO SR, PETER J	1.0000	Project Engineer	\$66,898.89
COPPOLINO SR, PETER J	0.0000	Longevity	\$1,500.00
COPPOLINO SR, PETER J	0.0000	Shoe Allowance	\$150.00
COPPOLINO, JOHN J	0.0000	Sub Cust	\$6,206.25
COPPOLINO, JOHN J	0.0000	Summer Cust	\$843.75
COPPOLINO, PETER J JR	1.0000	Grounds Maintenance	\$48,838.40
COPPOLINO, PETER J JR	0.0000	Maintenance OT	\$4,191.23
COPPOLINO, PETER J JR	0.0000	Shoe Allowance	\$150.00
COSTELLO, SHAWN M	1.0000	Custodian	\$35,963.20
COSTELLO, SHAWN M	0.0000	Custodian OT	\$4,346.30
COSTELLO, SHAWN M	0.0000	Shoe Allowance	\$150.00

COSTELLO, SHAWN M	0.0000	Accrued Payroll	\$18.88
COTTRELL, ELIZABETH M	1.0000	Elem Teacher	\$56,819.00
COUTURIER, ADAM J	1.0000	Director of Sec TLS	\$102,000.00
CRANSTON, ASHLEY B	1.0000	Elem Teacher	\$80,582.00
CRANSTON, ASHLEY B	0.0000	Stipend PD	\$1,000.00
CRANSTON, ASHLEY B	0.0000	Longevity	\$750.00
CRANSTON, ASHLEY B	0.0000	Stipend Mentor	\$250.00
CRANSTON, ASHLEY B	0.0000	Stipend PD	\$0.00
CRANSTON, JACOB P	0.0000	Summer Cust	\$0.00
CRANSTON, KATHRYN A	1.0000	Instructional Assistant Sped	\$36,238.88
CRANSTON, KATHRYN A	0.0000	Summer Cust	\$1,593.75
CRANSTON, KATHRYN A	0.0000	Longevity	\$750.00
CRANSTON, KATHRYN A	0.0000	Sub MS Period	\$27.00
CRANSTON, KATHRYN A	0.0000	Sub Middle School	\$0.00
CRANSTON, KATHRYN A	0.0000	Sub MS Period	\$0.00
CROSS, PETER A	1.0000	Custodian	\$41,683.20
CROSS, PETER A	0.0000	Custodian OT	\$859.23
CROSS, PETER A	0.0000	Longevity	\$550.00
CROSS, PETER A	0.0000	Shoe Allowance	\$150.00
CUTLER, JENNIFER M	1.0000	Adjustment Counselor	\$42,387.65
CUTLER, JENNIFER M	0.0000	Advisor HS	\$369.22
CUTLER, JENNIFER M	0.0000	Sub HS Period	\$0.00
DAHART, HAROLD N	0.0000	Sub Cust	\$1,920.00
DAHART, HAROLD N	0.0000	Accrued Payroll	\$360.00
DAHART, HAROLD N	0.0000	Summer Cust	\$0.00
DAVIS, ERICA L	0.0000	Sub Teacher ALL	\$0.00
DAWSON, KIMBERLY K	0.0000	Long Term Sub	\$18,682.70
DEBRUSK, JACOB A	0.0000	Sub Cust	\$0.00
DEGNAN, MARTHA E	1.0000	HS Math	\$85,490.00
DEGNAN, MARTHA E	0.0000	Stipend Additional Classes	\$3,702.00
DEGNAN, MARTHA E	0.0000	Longevity	\$750.00
DEGNAN, MARTHA E	0.0000	Stipend PD	\$90.00
DEGNAN, MARTHA E	0.0000	Sub HS Period	\$27.00
DEGNAN, MARTHA E	0.0000	Stipend - 157	\$0.00
DEGNAN, MARTHA E	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
DELUCCIA, JOHN P	0.0000	Stipend Extended Day Program	\$3,033.00
DEMAREST, AMBER P	0.0000	Intervention Tutor	\$22,250.00
DEMPSEY, MARYKATE	1.0000	Elem Sped	\$14,710.95
DEPASQUALE, MARK S	1.0000	HS Social Studies	\$69,881.00
DEPASQUALE, MARK S	0.0000	Stipend Academic Coordinator	\$2,500.00
DEPASQUALE, MARK S	0.0000	Longevity	\$750.00
DEPASQUALE, MARK S	0.0000	Stipend PD	\$630.00
DEPASQUALE, MARK S	0.0000	Sub HS Period	\$486.00
DEPASQUALE, MARK S	0.0000	Stipend PD	\$330.00
DEPASQUALE, MARK S	0.0000	Stipend Extended Essay Advisor	\$300.00
DEPASQUALE, MARK S	0.0000	Stipend Mentor	\$250.00
DEPASQUALE, MARK S	0.0000	Stipend - 157	\$0.00

DEPASQUALE, MARK S	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
DEPASQUALE, MARK S	0.0000	Stipend PD	\$0.00
DESAUTELS, MELISSA A	1.0000	BCBA	\$90,161.58
DESKINS, JILL A	0.0000	Intervention Tutor	\$19,343.75
DESLAURIERS, KIM N	0.0000	Sub Café All	\$0.00
DEVINE, GREGORY J	1.0000	Principal	\$122,323.50
DEVINE, GREGORY J	0.0000	Fixed Benefit Life/Disability	\$1,200.00
DEVINE, GREGORY J	0.0000	Longevity	\$1,000.00
DEVINE, GREGORY J	0.0000	Accrued Payroll	\$849.96
DEVINE, MARY P	0.0000	Stipend 240 S	\$840.00
DEVINE, WILLIAM J	0.6250	Custodian	\$13,988.84
DEVINE, WILLIAM J	0.0000	Sub Cust	\$4,008.75
DEVINE, WILLIAM J	0.0000	Custodian OT	\$1,485.12
DEVINE, WILLIAM J	0.0000	Summer Cust	\$292.50
DEVINE, WILLIAM J	0.0000	Shoe Allowance	\$150.00
DEXTRADEUR, DENNIS M	0.0000	Coaching (Winter)	\$5,802.29
DEXTRADEUR, DENNIS M	0.0000	Sub Teacher ALL	\$4,995.00
DICKSON, KYLA S	0.0000	Sub Teacher ALL	\$0.00
DICKSON, PAMELA J	1.0000	HS PE	\$82,374.00
DICKSON, PAMELA J	0.0000	Coaching (Fall)	\$3,166.70
DICKSON, PAMELA J	0.0000	Longevity	\$1,000.00
DICKSON, PAMELA J	0.0000	Coach Field Hockey Camp	\$800.00
DICKSON, PAMELA J	0.0000	Sub HS Period	\$27.00
DICKSON, PAMELA J	0.0000	Sub MS Period	\$0.00
DICKSON, PAMELA J	0.0000	Sub MS Period	\$0.00
DICKSON, PAMELA J	0.0000	Stipend PD	\$0.00
DOWGIELEWICZ, JILL M	1.0000	Special Education Chair	\$89,591.00
DOWGIELEWICZ, JILL M	0.0000	Stipend Mentor	\$2,000.00
DOWGIELEWICZ, JILL M	0.0000	Stipend 240	\$1,380.00
DOWGIELEWICZ, JILL M	0.0000	Longevity	\$1,000.00
DOWGIELEWICZ, JILL M	0.0000	Stipend 240 S	\$0.00
DOYLE, KIMBERLY J	1.0000	Elem Teacher	\$81,381.00
DOYLE, KIMBERLY J	0.0000	Longevity	\$1,500.00
DOYLE, KIMBERLY J	0.0000	Stipend Natures Classroom	\$582.68
DRISCOLL, AMY L	0.0000	Stipend Extended Day Program	\$464.00
DUBOIS, PAUL A	1.0000	HS Math/Math Coach	\$72,156.04
DUBOIS, PAUL A	0.0000	Stipend Academic Coordinator	\$2,500.00
DUBOIS, PAUL A	0.0000	Stipend PD	\$375.00
DUBOIS, PAUL A	0.0000	Stipend PD	\$90.00
DUBOIS, PAUL A	0.0000	Sub HS Period	\$54.00
DUBOIS, PAUL A	0.0000	Sub Teacher ALL	\$20.00
DUBOIS, PAUL A	0.0000	Stipend - 157	\$0.00
DUBOIS, PAUL A	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
DUBOIS-GOULD, KERI A	1.0000	Food & Nutritional Svces Manager	\$75,741.12
DUBOIS-GOULD, KERI A	0.0000	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	0.0000	Stipend Extra Days	\$1,803.35
DUBOIS-GOULD, KERI A	0.0000	Fixed Benefit Life/Disability	\$269.70

DUNPHY, SUZANNE M	0.0000	Stipend After School Program	\$396.00
DUREPO, IVY J	0.0000	Sub Teacher ALL	\$0.00
DUVAL, CHERYL A	1.0000	Director of Administrative Services	\$138,337.22
DUVAL, CHERYL A	0.0000	Vacation Buyback	\$3,724.46
DUVAL, CHERYL A	0.0000	Fixed Benefit Life/Disability	\$1,312.82
DUVAL, CHERYL A	0.0000	Travel	\$1,000.00
DUVAL, CHERYL A	0.0000	Longevity	\$750.00
DYMEK, SARAH E	1.0000	Elem Sped	\$53,558.00
DYMEK, SARAH E	0.0000	Stipend 240 S	\$1,200.00
DYMEK, SARAH E	0.0000	Sub Hardwick	\$0.00
DYMEK, SARAH E	0.0000	Sub Hubbardston	\$0.00
DYMEK, SARAH E	0.0000	Sub Oakham	\$0.00
DYMEK, SARAH E	0.0000	Sub Ruggles Lane	\$0.00
ELLSWORTH, ELLEN M	1.0000	Aide Sped	\$29,052.00
ELLSWORTH, ELLEN M	0.0000	Longevity	\$550.00
ELLSWORTH, ELLEN M	0.0000	Sub Middle School	\$0.00
ELLSWORTH, ELLEN M	0.0000	Sub MS Period	\$0.00
ENOS, EVELYN A	1.0000	Food Service	\$20,961.79
ENOS, EVELYN A	0.0000	Seperation Benefits	\$3,705.00
ENOS, EVELYN A	0.0000	Longevity	\$550.00
ENOS, EVELYN A	0.0000	Cafe Extra Hours	\$25.31
ERICKSON, BRITTNEY S	0.0000	Sub Café All	\$2,285.50
ERICKSON, MICHELE M	0.0000	Sub Teacher ALL	\$0.00
ERICKSON, TRISIA L	1.0000	Literacy Coach	\$88,000.62
ERICKSON, TRISIA L	0.0000	Longevity	\$750.00
ERICKSON, TRISIA L	0.0000	Stipend PD	\$0.00
ERICKSON, TRISIA L	0.0000	Stipend 711 - Kind	\$0.00
ERICSON, CANDACE A	0.0000	Seperation Benefits	\$12,125.00
ERICSON, CANDACE A	1.0000	Aide Media	\$3,485.08
ERICSON, CANDACE A	0.0000	Longevity	\$104.97
ERICSON, CANDACE A	0.0000	Sub Aide Period	\$0.00
ERICSON, CANDACE A	0.0000	Xtra Hours	\$0.00
ESCANDON, DILLON T	0.0000	Stipend Extended Day Program	\$7,471.75
EVERITT, LAURA J	1.0000	Aide Autism	\$32,562.74
EWART, JOCELYN R	0.0000	Sub Teacher ALL	\$0.00
EWING, DENIEL E	0.0000	Sub Teacher ALL	\$8,015.00
EWING, DENIEL E	0.0000	Lunch Monitor	\$372.50
EWING, DENIEL E	0.0000	Sub Café All	\$0.00
EYLER-PELLETIER, AMY L	1.0000	MS Social Studies	\$83,441.00
EYLER-PELLETIER, AMY L	0.0000	Longevity	\$750.00
EYLER-PELLETIER, AMY L	0.0000	Sub MS Period	\$162.00
EYLER-PELLETIER, AMY L	0.0000	Stipend PD	\$0.00
FABRIZIO, JENNIFER E	1.0000	Guidance	\$80,101.00
FABRIZIO, JENNIFER E	0.0000	Stipend 504 Coord	\$500.00
FARMER, CAITLIN M	1.0000	HS English	\$62,088.00
FARMER, CAITLIN M	0.0000	Advisor HS	\$558.03
FARMER, CAITLIN M	0.0000	Stipend PD	\$540.00

FARMER, CAITLIN M	0.0000	Stipend PD	\$420.00
FARMER, CAITLIN M	0.0000	Sub HS Period	\$243.00
FARMER, SANDRA L	0.0000	Lunch Monitor	\$2,421.00
FARRAJ, LORI J	1.0000	Aide Autism	\$35,400.00
FARRAJ, LORI J	0.0000	Sub Ruggles Lane	\$735.00
FARRAJ, LORI J	0.0000	Longevity	\$550.00
FARRAJ, LORI J	0.0000	Sub Aide Period	\$516.00
FARRAJ, LORI J	0.0000	Sub Oakham	\$0.00
FARRELL, MATTHEW J	1.0000	MS PE	\$81,381.00
FARRELL, MATTHEW J	0.0000	Longevity	\$1,500.00
FARRELL, MATTHEW J	0.0000	Stipend Natures Classroom	\$582.68
FARRELL, MATTHEW J	0.0000	Stipend Natures Classroom	\$0.00
FAUCHER, SARAH E	1.0000	Elem Sped	\$57,310.00
FAUCHER, SARAH E	0.0000	Stipend 240 S	\$420.00
FAUCHER, SARAH E	0.0000	Tutor	\$120.00
FAUTEUX, CHRISTINE E	1.0000	Elem Teacher	\$86,383.00
FAUTEUX, CHRISTINE E	0.0000	Longevity	\$750.00
FAUTEUX, CHRISTINE E	0.0000	Stipend Natures Classroom	\$437.01
FEENEY, ITZEL A	0.0000	Sub Hardwick	\$120.00
FEENEY, ITZEL A	0.0000	Sub Hardwick	\$70.00
FEENEY, PAIGE	1.0000	Elem Teacher	\$58,524.00
FEENEY, PAIGE	0.0000	Stipend Teacher Leader	\$500.00
FERRAGAMO, SARAH L	0.7500	Special Services Coordinator	\$27,283.17
FLEMING, MARY E	1.0000	Elem Teacher	\$70,724.00
FLEMING, MARY E	0.0000	Stipend PD	\$800.00
FLEMING, MARY E	0.0000	Stipend Teacher Leader	\$500.00
FLEMING, MARY E	0.0000	Stipend 240 S	\$420.00
FLEMING, MARY E	0.0000	Stipend Mentor	\$250.00
FLEMING, MARY E	0.0000	Stipend PD	\$0.00
FLEMING, MARY E	0.0000	Stipend PD	\$0.00
FLEMING, SETH E	1.0000	Custodian	\$41,923.68
FLEMING, SETH E	0.0000	Custodian OT	\$2,975.95
FLEMING, SETH E	0.0000	Shoe Allowance	\$150.00
FLYNN, TERESA R	0.0000	Lunch Monitor	\$5,953.00
FLYNN, TERESA R	0.0000	Sub Hubbardston	\$1,400.00
FOLEY, CAROLYN G	1.0000	Elem Teacher	\$91,644.00
FOLEY, CAROLYN G	0.0000	Longevity	\$750.00
FOLEY, CAROLYN G	0.0000	Stipend Teacher Leader	\$500.00
FOLEY, CAROLYN G	0.0000	Stipend PD	\$90.00
FOLEY, CAROLYN G	0.0000	Stipend Natures Classroom	\$0.00
FORD, LINDA J	1.0000	Elem Teacher	\$87,529.00
FORD, LINDA J	0.0000	Longevity	\$750.00
FORD, LINDA J	0.0000	Stipend PD	\$0.00
FOSTER, CAITLIN E	1.0000	Guidance	\$58,524.00
FOSTER, CAITLIN E	0.0000	Stipend 504 Coord	\$500.00
FOSTER, CAITLIN E	0.0000	Stipend Natures Classroom	\$437.01
FOSTER, CAITLIN E	0.0000	Stipend Mentor	\$250.00

FRAGKIADAKIS, JULIENNE R	0.0000	Sub Café All	\$0.00
FREEMAN, DEVON J	0.0000	Stipend Extended Day Program	\$5,104.00
FREEMAN, DEVON J	0.0000	Stipend Extended Day Program	\$120.00
FRITSCHER, KATHLEEN S	0.0000	Sub Teacher ALL	\$0.00
FROST, ALICIA L	1.0000	HS World Language	\$75,383.00
FROST, ALICIA L	0.0000	Advisor HS	\$738.43
FROST, ALICIA L	0.0000	Accrued Payroll	\$588.15
FROST, ALICIA L	0.0000	Sub HS Period	\$135.00
FRYDEL, KATHLEEN A	1.0000	NJROTC	\$90,047.32
FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$2,281.40
FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$887.46
FRYDEL, KATHLEEN A	0.0000	Sub HS Period	\$0.00
GAGE, JANIS	0.0000	Tutor	\$0.00
GAGE, JANIS	0.0000	Tutor	\$0.00
GAGNE, ABIGAIL C	0.0000	Lunch Monitor	\$3,633.00
GAGNE, ABIGAIL C	0.0000	Sub Hubbardston	\$1,050.00
GAGNE, ABIGAIL C	0.0000	Stipend After School Program	\$220.00
GALLIGAN, LAUREN L	0.0000	Private Music Instructor	\$0.00
GARDNER, KATHLEEN	1.0000	HS Business	\$71,597.00
GARDNER, KATHLEEN	0.0000	Coaching (Fall)	\$2,281.40
GARDNER, KATHLEEN	0.0000	Longevity	\$750.00
GARDNER, KATHLEEN	0.0000	Sub HS Period	\$243.00
GARDNER, PAUL A	0.0000	Sub Cust	\$4,798.13
GAREAU, THOMAS D	1.0000	MS Math	\$68,155.00
GAREAU, THOMAS D	0.0000	Coaching (Winter)	\$2,532.35
GAREAU, THOMAS D	0.0000	Coaching (Fall)	\$2,091.08
GAREAU, THOMAS D	0.0000	Longevity	\$750.00
GAREAU, THOMAS D	0.0000	Sub MS Period	\$108.00
GAREAU, THOMAS D	0.0000	Stipend PD	\$90.00
GASPAR, MARY-CATHERINE	1.0000	Guidance	\$63,951.00
GASPAR, MARY-CATHERINE	0.0000	Stipend - 157	\$0.00
GASPAR, MARY-CATHERINE	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
GASPAR, MARY-CATHERINE	0.0000	Stipend PD	\$0.00
GELINAS, KATIE E	1.0000	Intervention Tutor	\$33,441.43
GENDRON, CASSANDRA L	1.0000	Payroll Coordinator	\$53,431.04
GENTILE, MELISSA	0.0000	Sub Teacher ALL	\$1,960.00
GILLON, BRIAN	0.0000	Stipend Extended Day Program	\$8,032.75
GILLON, BRIAN	0.0000	Stipend Extended Day Program	\$126.00
GILMARTIN, JASON M	1.0000	Assistant Principal	\$112,705.12
GILMARTIN, JASON M	0.0000	Stipend PD	\$1,890.00
GILMARTIN, JASON M	0.0000	Fixed Benefit Life/Disability	\$1,200.00
GINGRAS, KATHLEEN M	0.6667	Cafeteria	\$9,009.83
GINGRAS, KATHLEEN M	0.0000	Cafe Extra Hours	\$436.21
GINGRAS, KATHLEEN M	0.0000	Cafe Catering	\$0.00
GLIDDEN, ERIN L	0.9000	Aide Sped	\$25,128.00
GLIDDEN, ERIN L	0.0000	Longevity	\$550.00
GLIDDEN, ERIN L	0.0000	Sub Aide Period	\$0.00

GLIDDEN, ERIN L	0.0000	Sub New Braintree	\$0.00
GLYNN, KELLIE S	1.0000	Food Service	\$20,628.75
GLYNN, KELLIE S	0.0000	Cafe Extra Hours	\$825.85
GLYNN, KELLIE S	0.0000	Cafe Catering	\$47.73
GOEWY, PAUL N	1.0000	HS Math	\$83,000.00
GOEWY, PAUL N	0.0000	Coaching (Fall)	\$4,182.17
GOEWY, PAUL N	0.0000	Longevity	\$750.00
GOEWY, PAUL N	0.0000	Stipend PD	\$180.00
GOEWY, PAUL N	0.0000	Sub HS Period	\$108.00
GRAHAM, CATHERINE T	1.0000	Secretary	\$53,263.55
GRAHAM, CATHERINE T	0.0000	Seperation Benefits	\$7,880.11
GRAHAM, CATHERINE T	0.0000	Stipend Administrative Assistant	\$2,000.00
GRAHAM, CATHERINE T	0.0000	Longevity	\$1,000.00
GRAVES, ALICIA M	0.0000	Tutor	\$2,535.00
GRAVES, ALICIA M	0.0000	Tutor	\$213.76
GRAVES, BROOKE E	1.0000	Elem Sped	\$45,779.13
GRAVES, JENNIFER	0.9000	Aide Sped	\$24,448.27
GRAVES, JENNIFER	0.0000	Stipend 240 S	\$774.00
GRAVES, JENNIFER	0.0000	Longevity	\$550.00
GRAVES, JENNIFER	0.0000	Sub Ruggles Lane	\$105.00
GRAVES, JENNIFER	0.0000	Sub Aide Period	\$54.00
GRAVES, JENNIFER	0.0000	Tutor	\$0.00
GRAVES, JENNIFER	0.0000	Stipend 711 - Kind	\$0.00
GRICZIKA, MICHELLE K	1.0000	Elem Teacher	\$33,652.43
GRICZIKA, MICHELLE K	0.0000	Stipend PD	\$450.00
GRICZIKA, MICHELLE K	0.0000	Stipend 240 S	\$270.00
GRIFFIN, PATRICIA L	1.0000	Aide Sped	\$28,186.41
GRIFFIN, PATRICIA L	0.0000	Longevity	\$550.00
GRIFFIN, PATRICIA L	0.0000	Sub High School	\$280.00
GRIFFIN, PATRICIA L	0.0000	Sub Aide Period	\$156.96
GRONER, MICHAEL H	1.0000	MS Social Studies	\$82,374.00
GRONER, MICHAEL H	0.0000	Coaching (Spring)	\$2,372.66
GRONER, MICHAEL H	0.0000	Longevity	\$750.00
GRONER, MICHAEL H	0.0000	Advisor MS	\$591.27
GRONER, MICHAEL H	0.0000	Sub MS Period	\$270.00
GRONER, MICHAEL H	0.0000	Stipend Mentor	\$250.00
GRONER, MICHAEL H	0.0000	Stipend Mentor	\$250.00
GRONER, MICHAEL H	0.0000	Sub MS Period	\$60.00
GUMULA, THADDEUS J	0.0000	Tutor	\$1,935.00
GUMULA, THADDEUS J	0.0000	Stipend Athletics	\$60.00
GUMULA, THADDEUS J	0.0000	Stipend Athletics	\$0.00
HALEY, CHRISTOPHER P	1.0000	HS Math	\$82,374.00
HALEY, CHRISTOPHER P	0.0000	Longevity	\$1,000.00
HALEY, CHRISTOPHER P	0.0000	Sub HS Period	\$108.00
HALEY, CHRISTOPHER P	0.0000	Stipend PD	\$90.00
HALEY, CHRISTOPHER P	0.0000	Stipend - 157	\$0.00
HALEY, CHRISTOPHER P	0.0000	Stipend 201 - RTTT Curriculum	\$0.00

HALL, MICHELLE L	1.0000	MS World Language	\$81,381.00
HALL, MICHELLE L	0.0000	Advisor MS	\$1,904.91
HALL, MICHELLE L	0.0000	Longevity	\$1,000.00
HALL, MICHELLE L	0.0000	Sub MS Period	\$108.00
HANDY, KIMBERLY E	0.0000	Lunch Monitor	\$0.00
HANDY, KIMBERLY E	0.0000	Sub Teacher ALL	\$0.00
HANSON, DONNA T	1.0000	Purchasing & Payables Coordinator	\$56,537.07
HANSON, DONNA T	0.0000	Longevity	\$1,500.00
HARDER, KELLY L	1.0000	Aide Autism	\$34,541.00
HARDER, KELLY L	0.0000	Sub Aide Period	\$246.00
HARDING, BRANDYN J	0.0000	Summer Cust	\$0.00
HARDING, CHRISTOPHER C	1.0000	Grounds Maintenance	\$47,539.94
HARDING, CHRISTOPHER C	0.0000	Maintenance OT	\$4,011.09
HARDING, CHRISTOPHER C	0.0000	Shoe Allowance	\$150.00
HARDING, TAWNYA L	0.9000	Aide Sped	\$25,258.50
HARDING, TAWNYA L	0.0000	Longevity	\$550.00
HARDING, TAWNYA L	0.0000	Sub Oakham	\$315.00
HARDING, TAWNYA L	0.0000	Sub Aide Period	\$0.00
HARDING, TAWNYA L	0.0000	Sub New Braintree	\$0.00
HARPER, TAMI L	1.0000	Elem Teacher	\$10,726.05
HART, AMANDA L	0.0000	Sub Oakham	\$0.00
HART, AMANDA L	0.0000	Sub Para	\$0.00
HART, KAELEIGH E	1.0000	Aide Media	\$22,854.57
HAUPT, KRISTI K	1.0000	Elem Sped	\$80,582.00
HAUPT, KRISTI K	0.0000	Stipend Teacher Leader	\$500.00
HAUPT, KRISTI K	0.0000	Stipend Natures Classroom	\$437.01
HAUPT, KRISTI K	0.0000	Stipend PD	\$0.00
HAYES, KEARA A	1.0000	Elem Teacher	\$57,078.00
HELSTOSKY CREMINS, JANE E	1.0000	Clinical Coordinator	\$83,441.00
HELSTOSKY CREMINS, JANE E	0.0000	Stipend PD	\$0.00
HENGST, DENA J	0.0000	Sub HS Period	\$0.00
HEPPENSTALL, NANCY H	1.0000	Elem Teacher	\$85,490.00
HEPPENSTALL, NANCY H	0.0000	Longevity	\$1,500.00
HEPPENSTALL, NANCY H	0.0000	Stipend Mentor	\$250.00
HERRIN, JANICE L	0.0000	Long Term Sub	\$0.00
HICKSON, KATHARINE B	0.0000	Stipend Extended Day Program	\$2,935.39
HILLIARD, SEAN M	1.0000	Aide Autism	\$14,937.33
HITCHINGS, TINA M	0.0000	Sub Café All	\$0.00
HOBSON, MELISSA S	1.0000	Kindergarten Teacher	\$60,280.00
HOBSON, MELISSA S	0.0000	Stipend PD	\$1,000.00
HOBSON, MELISSA S	0.0000	Stipend PD	\$0.00
HOEKSTRA, ROBERT J	0.0000	Coaching (Winter)	\$3,324.56
HOLBROOK, LAURA L	1.0000	Special Services Coordinator	\$44,929.12
HOLLAND, ALYSSA K	0.0000	Stipend Extended Day Program	\$1,188.00
HOLWELL, KATHLEEN M	1.0000	MS Science	\$91,644.00
HOLWELL, KATHLEEN M	0.0000	Longevity	\$1,500.00
HOLWELL, KATHLEEN M	0.0000	Sub MS Period	\$243.00

HOLWELL, KATHLEEN M	0.0000	Sub HS Period	\$0.00
HOLWELL, KATHLEEN M	0.0000	Stipend PD	\$0.00
HOOD, KATHRYN E	0.0000	Sub Cust	\$9,106.89
HOOD, KATHRYN E	0.0000	Summer Cust	\$5,103.76
HOPKINS, DONNA L	1.0000	Intervention Tutor	\$33,441.43
HORGAN, JESSICA A	0.0000	Stipend Extended Day Program	\$4,107.38
HORGAN, JESSICA A	0.0000	Stipend Extended Day Program	\$2,467.50
HUARD, JENNIFER A	1.0000	Elem Teacher	\$85,490.00
HUARD, JENNIFER A	0.0000	Longevity	\$1,500.00
HUARD, JENNIFER A	0.0000	Stipend Teacher Leader	\$500.00
HUARD, JENNIFER A	0.0000	Stipend Mentor	\$250.00
HUARD, JENNIFER A	0.0000	Stipend 240 S	\$210.00
HUARD, JENNIFER A	0.0000	Stipend PD	\$0.00
HUBBARD, DONNA I	1.0000	Guidance	\$83,441.00
HUBBARD, DONNA I	0.0000	Longevity	\$1,500.00
HUBBARD, DONNA I	0.0000	Stipend-Edgenuity Trng	\$0.00
HUBBARD, DONNA I	0.0000	Guidance Extra Days	\$0.00
HUBBARD, DONNA I	0.0000	Stipend PD	\$0.00
HUBBARD, HARRY J	0.0000	Sub Teacher ALL	\$3,400.00
HUBBARD, JOSHUA I	0.0000	Sub Teacher ALL	\$0.00
HUGHES, ANDREA L	1.0000	Elem Teacher	\$81,381.00
HUGHES, ANDREA L	0.0000	Longevity	\$750.00
HUGHES, ANDREA L	0.0000	Stipend PD	\$0.00
HUME, STEPHANIE D	1.0000	Intervention Tutor	\$27,136.91
HUYNH, JENNIFER	0.0000	Lunch Monitor	\$1,785.50
HUYNH, JENNIFER	0.0000	Stipend CPR - First Aid Training	\$27.50
HUYNH, JENNIFER	0.0000	Sub Teacher ALL	\$0.00
IKONEN, ABIGAIL N	0.0000	Private Music Instructor	\$3,220.00
ILLICH, THERESA D	0.0000	Private Music Instructor	\$0.00
ILLICH, THERESA D	0.0000	Private Music Instructor	\$0.00
ISGRO, JENNIFER R	1.0000	Long Term Sub	\$24,490.32
JABLONSKI, MICHAEL J	1.0000	HS Social Studies	\$91,644.00
JABLONSKI, MICHAEL J	0.0000	Stipend Extended Essay Advisor	\$900.00
JABLONSKI, MICHAEL J	0.0000	Longevity	\$750.00
JABLONSKI, MICHAEL J	0.0000	Stipend PD	\$240.00
JABLONSKI, MICHAEL J	0.0000	Sub HS Period	\$27.00
JABLONSKI, MICHAEL J	0.0000	Stipend - 157	\$0.00
JABLONSKI, MICHAEL J	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
JACKSON, JANTA	0.0000	Sub Café All	\$2,842.50
JAKSINA, KIMBERLY A	0.0000	Sub Teacher ALL	\$0.00
JANUSZEWSKI, ASHLEY E	1.0000	Guidance	\$59,961.00
JANUSZEWSKI, ASHLEY E	0.0000	Advisor HS	\$597.24
JASKOVIK, EVA R	1.0000	Elem Teacher	\$55,165.00
JASKOVIK, EVA R	0.0000	Stipend PD	\$90.00
JETTE, BRIAN P	0.0000	Coaching (Spring)	\$2,852.88
JEWETT, JOSEPH E	0.0000	Private Music Instructor	\$378.00
JEWETT, JOSEPH E	0.0000	Private Music Instructor	\$0.00

JEWETT, JOSEPH E	0.0000	Stipend-Accompianist	\$0.00
JODREY, DANIELLE M	1.0000	Speech	\$58,524.00
JOHNSON, THOMAS E	0.0000	Coaching (Spring)	\$2,852.88
JOHNSSON, VERONICA V	0.0000	Stipend Extended Day Program	\$4,953.75
JORDAN, MARY ANN	0.0000	Temp Office Staff	\$195.00
JOSEPHSON, KELLIE A	1.0000	Intervention Specialist	\$92,312.01
JOSEPHSON, KELLIE A	0.0000	Stipend 240 - CPI	\$1,560.00
JOSEPHSON, KELLIE A	0.0000	Longevity	\$1,000.00
JOSEPHSON, KELLIE A	0.0000	Stipend Mentor Program	\$0.00
JOSEPHSON, KELLIE A	0.0000	Stipend PD	\$0.00
JOYCE, ERIN P	1.0000	MS English	\$59,509.00
JOYCE, ERIN P	0.0000	Stipend Extended Day Program	\$2,193.00
JOYCE, ERIN P	0.0000	Sub MS Period	\$270.00
JOYCE, ERIN P	0.0000	Stipend PD	\$0.00
KEARNEY, ERIN E	1.0000	Speech	\$58,524.00
KEGANS, CHRISTINA L	1.0000	Elem STEM	\$67,777.60
KEMP, DAVID M	0.0000	Long Term Sub	\$5,257.08
KEMP, DAVID M	0.0000	Sub Teacher ALL	\$400.00
KESLAKE, KAREN M	1.0000	Admin Support	\$23,046.31
KEVILLE, SHAELIN R	1.0000	Intervention Tutor	\$27,593.75
KEVILLE, SHAELIN R	0.0000	Long Term Sub	\$2,320.00
KEVILLE, SHAELIN R	0.0000	Long Term Sub	\$250.00
KIERMAN, KRISTEN M	1.0000	LPN/Receptionist	\$39,941.75
KILLOUGH-MILLER, RUSSELL D	1.0000	Elem Music	\$16,525.97
KILLOUGH-MILLER, RUSSELL D	0.0000	Seperation Benefits	\$13,491.90
KILLOUGH-MILLER, RUSSELL D	0.0000	Longevity	\$270.49
KILMONIS, CHRISTINE M	1.0000	HS Sped	\$69,881.00
KILMONIS, CHRISTINE M	0.0000	Sub HS Period	\$54.00
KING, LISA L	0.0000	Sub Cust	\$120.00
KOONTZ, KIMBERLY L	0.0000	Sub Café All	\$264.00
KOVACH, CYNTHIA M	1.0000	Security	\$44,883.80
KOVACH, CYNTHIA M	0.0000	Sub Cust	\$3,345.00
KOVACH, CYNTHIA M	0.0000	Longevity	\$1,000.00
KOVACH, CYNTHIA M	0.0000	Summer Cust	\$465.00
KOVACH, CYNTHIA M	0.0000	Stipend Athletics	\$240.00
KOVACH, CYNTHIA M	0.0000	Stipend Athletics	\$50.00
KOVACH, CYNTHIA M	0.0000	Sub HS Period	\$0.00
KOWAL, SHAWNA L	1.0000	Aide Sped	\$28,065.00
KOWAL, SHAWNA L	0.0000	Longevity	\$550.00
KOWAL, SHAWNA L	0.0000	Sub Ruggles Lane	\$455.00
KOWAL, SHAWNA L	0.0000	Sub Aide Period	\$102.00
KOWAL, SHAWNA L	0.0000	Sub Hubbardston	\$0.00
KOWAL, SHAWNA L	0.0000	Sub Hubbardston Period	\$0.00
KOWAL, SHAWNA L	0.0000	Stipend Natures Classroom	\$0.00
KOWAL, SHAWNA L	0.0000	Stipend 711 - Kind	\$0.00
KUNTZ, LAURA L	1.0000	Aide Autism	\$31,379.77
KWIATKOWSKI, MARIA	0.5000	Cafeteria	\$7,961.46

KWIATKOWSKI, MARIA	0.0000	Longevity	\$350.00
KWIATKOWSKI, MARIA	0.0000	Cafe Extra Hours	\$115.05
LABARRE, ERIN L	0.0000	Sub Oakham	\$0.00
LABARRE, ERIN L	0.0000	Sub Ruggles Lane	\$0.00
LAMBERT, AMANDA L	1.0000	Speech	\$83,441.00
LAMBERT, AMANDA L	0.0000	Stipend Mentor	\$1,000.00
LAMBERT, AMANDA L	0.0000	Tutor	\$90.00
LANDRY, NANCY A	1.0000	HR Manager	\$90,023.73
LANDRY, NANCY A	0.0000	Fixed Benefit Life/Disability	\$272.50
LANGLOIS, JILL E	1.0000	Special Education Chair	\$67,488.00
LANGLOIS, JILL E	0.0000	Stipend Academic Coordinator	\$2,500.00
LANGLOIS, JILL E	0.0000	Stipend Mentor	\$1,250.00
LANGLOIS, JILL E	0.0000	Stipend 240 S	\$450.00
LANGLOIS, JILL E	0.0000	Stipend 176	\$0.00
LAPATI, DONA L	0.0000	Sub Teacher ALL	\$1,035.00
LAPATI, JESSLYN L	1.0000	Secretary	\$40,247.36
LAPATI, ROBERT M	1.0000	Custodian	\$35,963.20
LAPATI, ROBERT M	0.0000	Custodian OT	\$1,346.48
LAPATI, ROBERT M	0.0000	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	1.0000	Custodian	\$38,076.00
LAPORTE, FRANCIS G	0.0000	Custodian OT	\$571.15
LAPORTE, FRANCIS G	0.0000	Shoe Allowance	\$150.00
LARSON, SHONNA L	0.0000	Sub Teacher ALL	\$7,000.00
LAUGHLIN, KAYLEIGH E	1.0000	Kindergarten Teacher	\$54,021.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend PD	\$1,000.00
LAUNDIS, CLAUDIA C	0.5000	Cafeteria	\$6,757.37
LAUNDIS, CLAUDIA C	0.0000	Cafe Extra Hours	\$9.77
LAUNDIS, JEFFREY J	0.2250	Custodian	\$8,840.52
LAUNDIS, JEFFREY J	0.0000	Custodian OT	\$410.87
LAUNDIS, JEFFREY J	0.0000	Shoe Allowance	\$150.00
LAUNDIS, JEFFREY J	0.0000	Sub Cust	\$0.00
LAUNDIS, JEFFREY J	0.0000	Summer Cust	\$0.00
LAVIOLETTE, JAMES G	1.0000	Custodian Team Leader	\$42,785.60
LAVIOLETTE, JAMES G	0.0000	Custodian OT	\$1,432.22
LAVIOLETTE, JAMES G	0.0000	Shoe Allowance	\$150.00
LAVIOLETTE, JAMES G	0.0000	Accrued Payroll	\$119.96
LAWSON, AMANDA M	0.5000	Cafeteria	\$6,294.72
LAWSON, AMANDA M	0.0000	Sub Café All	\$187.00
LAWSON, AMANDA M	0.0000	Cafe Extra Hours	\$167.48
LAWSON, AMANDA M	0.0000	Cafe Catering	\$99.54
LEAHY, DAVID M	0.0000	Perm Sub	\$22,500.00
LEARY, SALLY S	0.0000	Sub Café All	\$336.00
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$9,216.00
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$808.00
LEBLANC, JOANNE M	1.0000	Aide Media	\$32,391.00
LEBLANC, JOANNE M	0.0000	Advisor HS	\$4,476.53
LEBLANC, JOANNE M	0.0000	Advisor HS	\$558.03

LEBLANC, JOANNE M	0.0000	Longevity	\$550.00
LEBLANC, JOANNE M	0.0000	Sub Aide Period	\$0.00
LEBLANC, LINDSEY T	0.0000	Stipend Extended Day Program	\$19,152.00
LECK, PAMELA J	1.0000	Aide Autism	\$33,674.00
LECK, PAMELA J	0.0000	Tutor	\$4,477.50
LECK, PAMELA J	0.0000	Sub Aide Period	\$0.00
LECK, PAMELA J	0.0000	Sub New Braintree	\$0.00
LEGENDRE, RENEE C	1.0000	Intervention Specialist	\$60,762.62
LEMIEUX, HANNAH R	0.0000	Sub Teacher ALL	\$2,040.00
LEPORE, CHRISTINA K	0.0000	Benefit Adjustment	\$0.01
LEROUX, ANDREA P	1.0000	MS Math	\$87,529.00
LEROUX, ANDREA P	0.0000	Longevity	\$750.00
LEROUX, ANDREA P	0.0000	Advisor MS	\$591.27
LEROUX, ANDREA P	0.0000	Stipend PD	\$180.00
LESLIE, MELISSA A	0.0000	Coaching (Spring)	\$4,220.19
LETENDRE, CODY R	0.0000	Sub Cust	\$0.00
LETOURNEAU, KRISTIN M	0.6667	Cafeteria	\$9,618.72
LETOURNEAU, KRISTIN M	0.0000	Cafe Extra Hours	\$0.00
LEWIS, PETER B	1.0000	MHS Music	\$83,441.00
LEWIS, PETER B	0.0000	Advisor HS	\$2,855.11
LEWIS, PETER B	0.0000	Coaching (Fall)	\$2,509.54
LEWIS, PETER B	0.0000	Private Music Instructor	\$2,502.00
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	Longevity	\$750.00
LEWIS, PETER B	0.0000	Sub HS Period	\$0.00
LEWIS, PETER B	0.0000	Sub MS Period	\$0.00
LEWIS, PETER B	0.0000	Private Music Instructor	\$0.00
LEWIS, PETER B	0.0000	Stipend-Musical Director	\$0.00
LIER, KIMBERLY A	0.0000	Stipend Extended Day Program	\$3,477.00
LINDSAY, JAIME	0.5000	Cafeteria	\$2,494.45
LINDSAY, JAIME	0.0000	Cafe Extra Hours	\$12.83
LINDSAY, JAIME	0.0000	Sub Café All	\$0.00
LINDSEY, ERICA L	1.0000	Aide Autism	\$6,338.19
LINDSTEN, RICHARD	0.0000	Coaching (Fall)	\$4,802.16
LINDSTEN, RICHARD	0.0000	Coaching (Spring)	\$4,182.17
LINDSTEN, RICHARD	0.0000	Coach Soccer Camp	\$375.00
LINDSTEN, RICHARD	0.0000	Sub QRHS	\$0.00
LOCKE, CHRISTINE	0.0000	Sub Teacher ALL	\$0.00
LOEHR, TERICYN J	1.0000	Educational Accountability Coordinator	\$49,176.50
LUCIA, DEANNA M	0.0000	Stipend After School Program	\$0.00
MACKAY, BRIAN D	1.0000	Custodian	\$17,739.54
MACKAY, BRIAN D	0.0000	Custodian OT	\$252.87
MACKAY, BRIAN D	0.0000	Shoe Allowance	\$150.00
MACLEOD, MYRA F	0.0000	Private Music Instructor	\$2,340.00
MACLEOD, MYRA F	0.0000	Private Music Instructor	\$0.00
MADDEN, JILLIAN K	1.0000	Elem Teacher	\$15,481.75

MADDEN, JILLIAN K	0.0000	Stipend Natures Classroom	\$437.01
MAHONEY, MICHELLE L	0.0000	Stipend Extended Day Program	\$7,537.50
MAILLOUX, JESSE T	0.0000	Private Music Instructor	\$0.00
MAIO, CHRISTINE M	1.0000	Aide Kindergarten	\$28,343.00
MAIO, CHRISTINE M	0.0000	Longevity	\$550.00
MAIO, CHRISTINE M	0.0000	Sub New Braintree	\$175.00
MAIO, CHRISTINE M	0.0000	Sub Aide Period	\$0.00
MAIO, CHRISTINE M	0.0000	Stipend 711 - Kind	\$0.00
MAJKA, NYCOLE S	1.0000	Aide Autism	\$26,502.60
MAJOY, LESLIE B	1.0000	Elem Sped	\$5,605.90
MAJOY, LESLIE B	0.0000	Longevity	\$65.57
MALLET, ELIZABETH C	1.0000	HS Sped	\$73,745.00
MALLET, ELIZABETH C	0.0000	Sub HS Period	\$1,026.00
MALLOZZI, NICHOLAS C JR.	0.0000	Sub Cust	\$14,424.38
MAMMONE, DIANE M	0.0000	Sub High School	\$0.00
MANZARO, DARLENE I	0.0000	Sub Teacher ALL	\$6,116.66
MARGOLA, ANN M	1.0000	Aide Autism	\$36,828.00
MARGOLA, ANN M	0.0000	Sub Ruggles Lane	\$910.00
MARGOLA, ANN M	0.0000	Sub Aide Period	\$420.00
MARGOLA, ANN M	0.0000	Sub New Braintree	\$0.00
MARINELLI, ELENI	1.0000	HS English	\$61,759.00
MARINELLI, ELENI	0.0000	Stipend Teacher Leader	\$1,790.00
MARINELLI, ELENI	0.0000	Stipend Extended Essay Coordinator	\$1,790.00
MARINELLI, ELENI	0.0000	Advisor HS	\$1,773.81
MARINELLI, ELENI	0.0000	Stipend PD	\$540.00
MARINELLI, ELENI	0.0000	Stipend Mentor	\$500.00
MARINELLI, ELENI	0.0000	Stipend PD	\$375.00
MARINELLI, ELENI	0.0000	Sub HS Period	\$243.00
MARINELLI, ELENI	0.0000	Sub HS Period	\$20.00
MARINELLI, ELENI	0.0000	Stipend 176	\$0.00
MARINELLI, KENDALL L	0.0000	Sub Teacher ALL	\$0.00
MARLEY, ASHLEY M	0.8000	Aide Sped	\$18,501.60
MARLEY, ASHLEY M	0.0000	Sub New Braintree	\$680.00
MARLEY, ASHLEY M	0.0000	Sub Aide Period	\$129.00
MARSDEN, DAWN M	1.0000	Cafeteria	\$16,403.89
MARSDEN, DAWN M	0.0000	Longevity	\$425.00
MARSDEN, DAWN M	0.0000	Cafe Extra Hours	\$114.55
MARSDEN, DAWN M	0.0000	Cafe Catering	\$63.20
MARSDEN, DAWN M	0.0000	Cafe Extra Hours - Supervisor	\$0.00
MARSHALL, PHYLLIS S	1.0000	Custodian	\$41,683.20
MARSHALL, PHYLLIS S	0.0000	Longevity	\$1,000.00
MARSHALL, PHYLLIS S	0.0000	Custodian OT	\$187.90
MARSHALL, PHYLLIS S	0.0000	Shoe Allowance	\$150.00
MARSHALL, PHYLLIS S	0.0000	Accrued Payroll	\$7.30
MARSHALL, WHITNEY E	1.0000	HS English	\$70,724.00
MARSHALL, WHITNEY E	0.0000	Stipend PD	\$540.00
MARSHALL, WHITNEY E	0.0000	Sub HS Period	\$27.00

MARTIN, MEAGAN R	1.0000	Elem Teacher	\$57,310.00
MARTIN, MEAGAN R	0.0000	Stipend PD	\$540.00
MARTIN, TAMMY M	0.0000	Temp Office Staff	\$810.00
MARTINELLI, DENISE A	0.0000	Sub Teacher ALL	\$0.00
MASSER, TAYLOR A	0.0000	Stipend Extended Day Program	\$522.00
MCCARTHY, KATHLEEN	1.0000	Aide Sped	\$28,343.00
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	0.0000	Sub Aide Period	\$154.92
MCCARTHY, KATHLEEN	0.0000	Sub Hardwick	\$0.00
MCCARTHY, MATTHEW D	1.0000	Maintenance	\$45,136.00
MCCARTHY, MATTHEW D	0.0000	Maintenance OT	\$1,969.30
MCCARTHY, MATTHEW D	0.0000	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	0.0000	SLB	\$180.00
MCCARTHY, MATTHEW D	0.0000	Shoe Allowance	\$150.00
MCCLURE, CAILAN M	0.0000	Private Music Instructor	\$450.00
MCCLURE, CAILAN M	0.0000	Stipend-Accompianist	\$0.00
MCCLURE, CAILAN M	0.0000	Sub Teacher ALL	\$0.00
MCCORMICK, RACHEL C	1.0000	Aide Autism	\$28,023.55
MCCORMICK, RACHEL C	0.0000	Sub Aide Period	\$0.00
MCCRONE, ANN C	1.0000	MS Science	\$73,745.00
MCCRONE, ANN C	0.0000	Longevity	\$750.00
MCCRONE, ANN C	0.0000	Advisor MS	\$493.60
MCCRONE, ANN C	0.0000	Sub MS Period	\$351.00
MCCRONE, ANN C	0.0000	Stipend 240 S	\$240.00
MCCRONE, ANN C	0.0000	Stipend PD	\$0.00
MCDONALD, SHERRY E	0.0000	Sub Teacher ALL	\$270.00
MCDONALD, SHERRY E	0.0000	Long Term Sub	\$0.00
MCGINN, CHRISTOPHER G	1.0000	Technology	\$60,471.30
MCGINNES, CORINNA K	1.0000	Custodian	\$25,312.00
MCGINNES, CORINNA K	0.0000	Sub Cust	\$6,624.39
MCGINNES, CORINNA K	0.0000	Custodian OT	\$1,811.43
MCGINNES, CORINNA K	0.0000	Shoe Allowance	\$150.00
MCGINNES, CORINNA K	0.0000	Accrued Payroll	\$135.00
MCKINSTRY, DANIELLE M	0.8000	Aide Sped	\$17,167.20
MCKINSTRY, DANIELLE M	0.0000	Sub Teacher ALL	\$140.00
MCKINSTRY, DANIELLE M	0.0000	Sub Aide Period	\$24.00
MCKINSTRY, DANIELLE M	0.0000	Lunch Monitor	\$0.00
MCMORROW, DIANE K	1.0000	HS Science	\$87,529.00
MCMORROW, DIANE K	0.0000	Stipend Teacher Leader	\$1,790.00
MCMORROW, DIANE K	0.0000	Advisor HS	\$886.90
MCMORROW, DIANE K	0.0000	Longevity	\$750.00
MCMORROW, DIANE K	0.0000	Sub HS Period	\$216.00
MCMORROW, DIANE K	0.0000	Stipend 176	\$0.00
MCMORROW, DIANE K	0.0000	Stipend PD	\$0.00
MCMORROW, DIANE K	0.0000	Stipend 625 S	\$0.00
MCMORROW, DIANE K	0.0000	Stipend 632	\$0.00
MEDEIROS, CARLA M	1.0000	Elem Teacher	\$74,475.00

MEDEIROS, CARLA M	0.0000	Longevity	\$750.00
MEDEIROS, CARLA M	0.0000	Stipend Natures Classroom	\$0.00
MEDEIROS, CARLA M	0.0000	Stipend Natures Classroom	\$0.00
MEDEIROS, CARLA M	0.0000	Stipend PD	\$0.00
MELANSON, KAREN A	0.0000	Tutor	\$0.00
MELLANSON, JOAN C	0.0000	Sub Café All	\$705.00
MERTZIC, JACQUELINE M	1.0000	Aide Sped - 1-1	\$14,814.94
MERTZIC, JACQUELINE M	0.0000	Sub Middle School	\$0.00
MERTZIC, JACQUELINE M	0.0000	Sub MS Period	\$0.00
METZGER, NATALIE W	1.0000	Psychologist	\$91,528.00
METZGER, NATALIE W	0.0000	Stipend Mentor Program	\$2,000.00
METZGER, NATALIE W	0.0000	Longevity	\$750.00
MICHALIK, MATTHEW A	0.0000	Sub Cust	\$480.00
MICHALIK, MATTHEW A	0.0000	Summer Cust	\$0.00
MIKNAITIS, STANLEY J	0.0000	Sub Cust	\$12,106.88
MILLER, KAREN A	1.0000	Elem Teacher	\$85,490.00
MILLER, KAREN A	0.0000	Longevity	\$1,000.00
MILLER, KAREN A	0.0000	Stipend Teacher Leader	\$500.00
MILLER, KAREN A	0.0000	Stipend Natures Classroom	\$437.01
MILLER, KAREN A	0.0000	Stipend PD	\$300.00
MILLER, KAREN A	0.0000	Stipend Mentor	\$250.00
MILLER, KAREN A	0.0000	Accrued Payroll	\$20.00
MILLER, KAREN A	0.0000	Sub Oakham	\$20.00
MILLER, KAREN A	0.0000	Stipend Mentor Program	\$0.00
MILLER, KAREN A	0.0000	Stipend PD	\$0.00
MILLER, MOLLY A	1.0000	Aide Autism	\$35,400.00
MILLER, MOLLY A	0.0000	Longevity	\$550.00
MILLER, MOLLY A	0.0000	Sub MS Period	\$456.00
MILLER, MOLLY A	0.0000	Sub Middle School	\$0.00
MITCHELL, SHELLEY A	1.0000	Intervention Tutor	\$33,441.43
MITCHELL, SHELLEY A	0.0000	Sub Ruggles Lane	\$0.00
MITCHELL, SHELLEY A	0.0000	Sub Ruggles Lane	\$0.00
MIVILLE, MARK A	1.0000	Athletics Director	\$81,000.00
MIVILLE, MARK A	0.0000	Fixed Benefit Life/Disability	\$1,200.00
MOEBUS, GARY W	1.0000	HS World Language	\$91,644.00
MOEBUS, GARY W	0.0000	Longevity	\$1,500.00
MOEBUS, GARY W	0.0000	Sub HS Period	\$27.00
MOEBUS, GARY W	0.0000	Stipend - 157	\$0.00
MOEBUS, GARY W	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
MOIR, NICHOLE R	0.0000	Sub Café All	\$0.00
MONTAGNA, LAURA L	1.0000	Aide Sped - Create	\$26,437.00
MONTAGNA, LAURA L	0.0000	Sub Ruggles Lane	\$945.00
MONTAGNA, LAURA L	0.0000	Stipend 240 S	\$939.15
MONTAGNA, LAURA L	0.0000	Longevity	\$550.00
MONTAGNA, LAURA L	0.0000	Sub Aide Period	\$147.00
MONTECALVO LAVIOLETTE, ANDREA E	0.0000	Sub Café All	\$0.00
MONTGOMERY, MACKENZIE M	0.0000	Long Term Sub	\$3,000.00

MONTGOMERY, MACKENZIE M	0.0000	Tutor	\$210.00
MONTGOMERY, MACKENZIE M	0.0000	Sub Oakham	\$200.00
MONTGOMERY, MACKENZIE M	0.0000	Sub Ruggles Lane	\$160.00
MORELLO, KELLY A	0.0000	Lunch Monitor	\$108.00
MORIN, MELISSA A	0.0000	Sub Ruggles Lane	\$10,955.00
MORIN, MELISSA A	0.0000	Lunch Monitor	\$349.25
MORIN, MELISSA A	0.0000	Temp Office Staff	\$0.00
MORIN, MELISSA A	0.0000	Sub Ruggles Lane	\$0.00
MORRIS, VERONICA E	1.0000	Custodian	\$33,479.89
MORRIS, VERONICA E	0.0000	Custodian OT	\$3,944.25
MORRIS, VERONICA E	0.0000	Shoe Allowance	\$150.00
MORRIS, VERONICA E	0.0000	Accrued Payroll	\$17.80
MORTON, SUZANNE C	0.0000	Stipend Extended Day Program	\$15,295.25
MORTON, SUZANNE C	0.0000	Stipend Extended Day Program	\$3,528.75
MORTON, SUZANNE C	0.0000	Stipend Extended Day Program	\$349.25
MOSSEY, KAREN M	0.0000	Temp Office Staff	\$1,121.25
MOTYKA, ELIZABETH M	0.8000	Aide Kindergarten	\$17,595.20
MOTYKA, ELIZABETH M	0.0000	Sub Teacher ALL	\$1,750.00
MOTYKA, ELIZABETH M	0.0000	Sub Aide Period	\$878.04
MOTYKA, ELIZABETH M	0.0000	Stipend 240 S	\$555.52
MUCHA, COLLEEN M	1.0000	Director of Elem TLS	\$105,000.00
MUIR, SHEILA A	1.0000	Superintendent	\$172,500.00
MUIR, SHEILA A	0.0000	Vacation Buyback	\$3,317.30
MUIR, SHEILA A	0.0000	Travel	\$2,000.00
MUIR, SHEILA A	0.0000	Fixed Benefit Life/Disability	\$1,200.00
MUIR, SHEILA A	0.0000	Fixed Benefit Life/Disability	\$600.00
MUNDELL, JESSICA M	0.8333	Cafeteria	\$11,327.40
MUNDELL, JESSICA M	0.0000	Cafe Extra Hours	\$120.45
MUNDELL, JESSICA M	0.0000	Cafe Catering	\$65.10
MURCH, GRIFFIN R	0.0000	Stipend Extended Day Program	\$2,895.75
MURPHY, COLLEEN D	0.0000	Sub Cust	\$2,940.00
MURPHY, COLLEEN D	0.0000	Summer Cust	\$0.00
MURPHY, KELLE E J	1.0000	Elem Teacher	\$78,547.91
MURPHY, KELLE E J	0.0000	Longevity	\$1,500.00
MURPHY, KELLE E J	0.0000	Stipend PD	\$180.00
MURPHY, KELLE E J	0.0000	Stipend Natures Classroom	\$0.00
MURPHY, KELLE E J	0.0000	Stipend Natures Classroom	\$0.00
MURPHY, KEVIN R	0.0000	Sub Cust	\$0.00
MURPHY, PAUL F	1.0000	Custodian Team Leader	\$10,696.40
MURPHY, PAUL F	0.0000	Sub Cust	\$802.50
MURPHY, PAUL F	0.0000	Custodian OT	\$354.84
MURPHY, PAUL F	0.0000	Accrued Payroll	\$15.00
MURRAY, GEORGE V JR	1.0000	Project Engineer	\$66,898.89
MURRAY, GEORGE V JR	0.0000	Longevity	\$750.00
MURRAY, GEORGE V JR	0.0000	Shoe Allowance	\$150.00
MUSNICKI, KYLE J	0.0000	Summer Cust	\$4,237.50
MUSNICKI, SUSANNE R	1.0000	Principal	\$124,521.96

MUSNICKI, SUSANNE R	0.0000	Longevity	\$1,500.00
NAMEIKA, ALISON M	1.0000	MS Sped	\$61,391.00
NEWTON, EDWARD R	1.0000	Elem Teacher	\$85,490.00
NEWTON, EDWARD R	0.0000	Longevity	\$1,000.00
NEWTON, EDWARD R	0.0000	Stipend PD	\$0.00
NICHOLLS-RYAN, FELICIA A	0.0000	Lunch Monitor	\$1,696.00
NICHOLLS-RYAN, FELICIA A	0.0000	Sub Hardwick	\$0.00
NICHOLLS-RYAN, FELICIA A	0.0000	Sub Hardwick Hourly	\$0.00
NICORA, STEVEN P JR	1.0000	Dean of Security & Discipline	\$69,097.54
NICORA, STEVEN P JR	0.0000	Stipend PD	\$680.00
NOEL, ROBERT E	1.0000	Custodian	\$41,683.20
NOEL, ROBERT E	0.0000	Longevity	\$1,000.00
NOEL, ROBERT E	0.0000	Custodian OT	\$398.33
NOEL, ROBERT E	0.0000	Shoe Allowance	\$150.00
NOEL, ROBERT E	0.0000	Accrued Payroll	\$43.79
NOSEK, CHRISTOPHER W	1.0000	Elem Teacher	\$60,802.00
NOSEK, CHRISTOPHER W	0.0000	Stipend Natures Classroom	\$437.01
NOSEK, CHRISTOPHER W	0.0000	Stipend 176	\$0.00
NOSEK, CHRISTOPHER W	0.0000	Stipend-Edgenuity Trng	\$0.00
NOSEK, CHRISTOPHER W	0.0000	Stipend PD	\$0.00
O'CONNOR, JEAN F	0.0000	Sub Copy Tech	\$0.00
O'CONNOR, JEAN F	0.0000	Sub Teacher ALL	\$0.00
O'DONNELL, JUSTINA M	0.0000	Lunch Monitor	\$1,889.50
O'DONNELL, JUSTINA M	0.0000	Sub Teacher ALL	\$525.00
O'DONNELL, JUSTINA M	0.0000	Stipend CPR - First Aid Training	\$27.50
OLIVER, FRANCIS ABIGAIL	0.0000	Sub Teacher ALL	\$0.00
OLIVO, MICHAEL THOMAS	1.0000	Custodian	\$35,963.20
OLIVO, MICHAEL THOMAS	0.0000	Custodian OT	\$6,047.20
OLIVO, MICHAEL THOMAS	0.0000	Shoe Allowance	\$150.00
OLIVO, MICHAEL THOMAS	0.0000	Accrued Payroll	\$56.63
OLSON, BETHANY G	1.0000	Elem Teacher	\$91,644.00
OLSON, BETHANY G	0.0000	Longevity	\$1,000.00
OLSON, BETHANY G	0.0000	Stipend Natures Classroom	\$437.01
OLSON, BETHANY G	0.0000	Stipend Natures Classroom	\$0.00
O'NEIL, CHRISTINA E	1.0000	Aide Sped	\$30,546.00
O'NEIL, CHRISTINA E	0.0000	Seperation Benefits	\$5,159.60
O'NEIL, CHRISTINA E	0.0000	Longevity	\$550.00
O'NEIL, CHRISTINA E	0.0000	Sub Aide Period	\$0.00
O'NEIL, CHRISTINA E	0.0000	Stipend Credit Recovery	\$0.00
O'NEIL, CHRISTINA E	0.0000	Stipend-Edgenuity Trng	\$0.00
ORNE, KERI A	0.8500	Aide Sped	\$22,805.50
ORNE, KERI A	0.0000	Stipend 240 S	\$508.32
ORNE, KERI A	0.0000	Sub High School	\$0.00
ORNE, KRISTA M	0.5000	Cafeteria	\$6,408.48
ORNE, KRISTA M	0.0000	Cafe Extra Hours	\$44.24
ORNE, KRISTA M	0.0000	Sub Café All	\$44.00
ORSZULAK, JAMIE K	1.0000	Aide Sped	\$30,246.00

ORSZULAK, JAMIE K	0.0000	Sub Oakham	\$680.00
ORSZULAK, JAMIE K	0.0000	Longevity	\$550.00
ORSZULAK, JAMIE K	0.0000	Sub Aide Period	\$273.00
ORSZULAK, KYLIE J	0.0000	Sub Teacher ALL	\$1,435.00
ORTOLINO, SHANNON M	1.0000	Elem Teacher	\$81,381.00
ORTOLINO, SHANNON M	0.0000	Longevity	\$1,000.00
ORTOLINO, SHANNON M	0.0000	Stipend Natures Classroom	\$582.68
ORTOLINO, SHANNON M	0.0000	Stipend PD	\$0.00
PAKKONEN, LISA B	1.0000	HS Math	\$74,137.00
PAKKONEN, LISA B	0.0000	Advisor HS	\$738.43
PAKKONEN, LISA B	0.0000	Sub HS Period	\$243.00
PAKKONEN, LISA B	0.0000	Stipend PD	\$180.00
PAGE, BARBARA G	1.0000	Guidance	\$37,307.44
PAGE, BARBARA G	0.0000	Seperation Benefits	\$12,034.15
PAGE, BARBARA G	0.0000	Longevity	\$319.67
PALMER, CHRISTINE A	0.0000	Sub Teacher ALL	\$1,520.00
PARADISE, NADINE A	0.8500	Aide Kindergarten	\$22,924.50
PARADISE, NADINE A	0.0000	Sub Aide Period	\$796.80
PARADISE, NADINE A	0.0000	Longevity	\$550.00
PARADISE, NADINE A	0.0000	Stipend After School Program	\$0.00
PARADISE, NADINE A	0.0000	Stipend 711 - Kind	\$0.00
PARKER, ADAM L	0.0000	Sub Cust	\$828.75
PARKER, GERALD W	0.0000	Sub Cust	\$0.00
PARKER, GERALD W	0.0000	Summer Cust	\$0.00
PARSLOW, MARY ELIZABETH V	0.0000	Sub High School	\$0.00
PATTI, AMANDA K	1.0000	HS Sped	\$52,767.54
PATTI, AMANDA K	0.0000	Sub HS Period	\$1,107.00
PAYNE, LISA A	1.0000	MS Art	\$75,504.00
PAYNE, LISA A	0.0000	Advisor HS	\$2,801.34
PAYNE, LISA A	0.0000	Longevity	\$750.00
PAYNE, LISA A	0.0000	Stipend 240 S	\$420.00
PAYNE, LISA A	0.0000	Sub MS Period	\$162.00
PEABODY, DONNA M	1.0000	Custodian	\$41,683.20
PEABODY, DONNA M	0.0000	Longevity	\$550.00
PEABODY, DONNA M	0.0000	Shoe Allowance	\$150.00
PEABODY, DONNA M	0.0000	Custodian OT	\$127.77
PEABODY, DONNA M	0.0000	Accrued Payroll	\$21.89
PEDDLE, MEGHAN M	0.0000	Sub Teacher ALL	\$0.00
PERRY, TODD R	0.0000	Sub Teacher ALL	\$0.00
PETERS, TONYA L	0.0000	Sub Teacher ALL	\$0.00
PETERSON, JILL A	1.0000	Principal	\$106,080.00
PETERSON, KAITLYN R	0.0000	Sub Teacher ALL	\$350.00
PETERSON, KARLA V	1.0000	Elem Music	\$79,332.00
PETERSON, KARLA V	0.0000	Private Music Instructor	\$2,484.00
PETERSON, KARLA V	0.0000	Advisor HS	\$2,466.30
PETERSON, KARLA V	0.0000	Advisor MS	\$1,672.97
PETERSON, KARLA V	0.0000	Longevity	\$1,500.00

PETERSON, KARLA V	0.0000	Private Music Instructor	\$0.00
PETERSON, KARLA V	0.0000	Stipend-Accompianist	\$0.00
PETERSON, KARLA V	0.0000	Stipend-Accompianist	\$0.00
PETERSON, KARLA V	0.0000	Stipend-Accompianist	\$0.00
PIERCE, BARRY A	1.0000	Custodian	\$41,683.20
PIERCE, BARRY A	0.0000	Custodian OT	\$1,445.41
PIERCE, BARRY A	0.0000	Shoe Allowance	\$150.00
PIERCE, JEREMY E	0.0000	Sub Teacher ALL	\$0.00
PIERCE, NICHOLAS M	1.0000	Technology	\$50,392.75
PIERMARINI, SUE M	1.0000	Elem PE	\$81,381.00
PIERMARINI, SUE M	0.0000	Longevity	\$1,500.00
PIERMARINI, SUE M	0.0000	Stipend Natures Classroom	\$0.00
PIMENTAL, BRANDI M	0.0000	Lunch Monitor	\$2,564.00
PIMENTAL, BRANDI M	0.0000	Sub Hardwick	\$0.00
PIMENTAL, BRANDI M	0.0000	Sub Hardwick Hourly	\$0.00
PIMENTAL, JOHN J JR	1.0000	Project Engineer	\$71,145.01
PIMENTAL, JOHN J JR	0.0000	Longevity	\$750.00
PIMENTAL, JOHN J JR	0.0000	Shoe Allowance	\$150.00
PIRNER, MADDISON C	0.0000	Sub Cust	\$3,826.88
PITNEY, DIANE	0.0000	Sub Teacher ALL	\$0.00
PITNEY, JAMES M	0.0000	Sub Middle School	\$0.00
PITNEY, JAMES M	0.0000	Long Term Sub	\$0.00
PITNEY, JAMES M	0.0000	Sub QRHS	\$0.00
PORTER, BENJAMIN W	0.0000	Private Music Instructor	\$108.00
PORTER, BENJAMIN W	0.0000	Private Music Instructor	\$0.00
PORTER, BENJAMIN W	0.0000	Stipend	\$0.00
PORTER, BENJAMIN W	0.0000	Stipend-Edgenuity Trng	\$0.00
PRIZIO, PAMELA S	1.0000	Guidance	\$65,869.00
PRIZIO, PAMELA S	0.0000	Advisor MS	\$591.27
PRIZIO, PAMELA S	0.0000	Advisor MS	\$493.60
PRYAKHIN, VLADISLAV	0.0000	Sub Teacher ALL	\$2,800.00
REED, VIRGINIA S	1.0000	Elem Sped	\$83,441.00
REED, VIRGINIA S	0.0000	Stipend 240 S	\$1,530.00
REED, VIRGINIA S	0.0000	Longevity	\$1,500.00
REED, VIRGINIA S	0.0000	Stipend 240 S	\$420.00
REED, VIRGINIA S	0.0000	Stipend PD	\$0.00
REED, VIRGINIA S	0.0000	Stipend PD	\$0.00
REED, VIRGINIA S	0.0000	Stipend T1 Summer	\$0.00
RICCHIAZZI, NICOLE K	1.0000	Elem Teacher	\$69,511.00
RICCHIAZZI, NICOLE K	0.0000	Longevity	\$750.00
RICCHIAZZI, NICOLE K	0.0000	Stipend Natures Classroom	\$437.01
RICCHIAZZI, NICOLE K	0.0000	Stipend PD	\$270.00
RICE, JESSICA M	0.9000	Aide Sped	\$25,890.30
RICE, JESSICA M	0.0000	Sub Oakham	\$770.00
RICE, JESSICA M	0.0000	Longevity	\$550.00
RICE, JESSICA M	0.0000	Sub Aide Period	\$207.00
RICE, LINDA L	0.0000	Seperation Benefits	\$5,055.00

RICE, LINDA L	0.8570	Food Service	\$753.60
RICE, LINDA L	0.0000	Cafe Extra Hours	\$47.10
RICHARDS, REBECCA L	1.0000	Elem Sped	\$56,819.00
RICHARDS, REBECCA L	0.0000	Tutor	\$292.50
RICHARDS, REBECCA L	0.0000	Stipend After School Program	\$0.00
RICHARDS, REBECCA L	0.0000	Stipend Extended Day Program	\$0.00
RIDEOUT, MICHELE M	0.0000	Sub Nurse	\$0.00
RIVERA, ISABELLA M	0.0000	Private Music Instructor	\$0.00
RIVERA, YARISSA L	0.0000	Lunch Monitor	\$0.00
RIVERS, LUCY E	0.8000	Aide Sped	\$16,643.20
RIVERS, LUCY E	0.0000	Sub Aide Period	\$93.00
ROACH, JAMES R	0.0000	Sub Oakham	\$3,720.00
ROBBINS, DORI A	0.0000	Lunch Monitor	\$308.00
ROBIDOUX, CHRISTOPHER M	0.0000	Coaching (Spring)	\$4,802.16
ROBIDOUX, JACOB M	0.0000	Summer Cust	\$1,936.00
ROBIDOUX, REBECCA J	1.0000	MS Sped	\$83,441.00
ROBIDOUX, REBECCA J	0.0000	Coaching (Spring)	\$2,509.54
ROBIDOUX, REBECCA J	0.0000	Coaching (Winter)	\$2,509.54
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	Sub MS Period	\$715.50
ROBIDOUX, REBECCA J	0.0000	Advisor MS	\$443.73
ROBIDOUX, REBECCA J	0.0000	Stipend Athletics	\$0.00
ROBILLARD, CHRISSY M	1.0000	Elem Teacher	\$67,846.00
ROBILLARD, CHRISSY M	0.0000	Longevity	\$750.00
ROBILLARD, CHRISSY M	0.0000	Stipend Teacher Leader	\$500.00
ROBILLARD, CHRISSY M	0.0000	Stipend Mentor	\$250.00
ROBILLARD, CHRISSY M	0.0000	Stipend PD	\$225.00
ROBILLARD, CHRISSY M	0.0000	Sub New Braintree	\$120.00
ROBILLARD, CHRISSY M	0.0000	Stipend PD	\$0.00
ROBILLARD, CHRISSY M	0.0000	Stipend 711 - Kind	\$0.00
ROGOWSKI, LINDA M	1.0000	Aide Sped	\$28,343.00
ROGOWSKI, LINDA M	0.0000	Longevity	\$1,000.00
ROGOWSKI, LINDA M	0.0000	Sub Ruggles Lane	\$35.00
ROGOWSKI, LINDA M	0.0000	Sub Aide Period	\$0.00
ROGOWSKI, NANCY R	1.0000	Aide Sped - Create	\$28,905.00
ROGOWSKI, NANCY R	0.0000	Longevity	\$550.00
ROGOWSKI, NANCY R	0.0000	Sub Ruggles Lane	\$105.00
ROGOWSKI, NANCY R	0.0000	Sub Aide Period	\$0.00
ROGOWSKI, NANCY R	0.0000	Sub Hubbardston Period	\$0.00
ROGOWSKI, NANCY R	0.0000	Sub Teacher ALL	\$0.00
ROLLINS, LISA M	0.7500	Custodian	\$8,755.13
ROLLINS, LISA M	0.0000	Longevity	\$550.00
ROLLINS, LISA M	0.0000	Summer Cust	\$362.70
ROLLINS, LISA M	0.0000	Stipend Athletics	\$280.00
ROLLINS, LISA M	0.0000	Sub Cust	\$51.38
ROLLINS, LISA M	0.0000	Stipend Athletics	\$30.00

ROLLINS, LISA M	0.0000	Stipend Athletics	\$0.00
RONDEAU, TASHA L	0.8000	Aide Sped	\$18,770.14
RONDEAU, TASHA L	0.0000	Sub Aide Period	\$72.00
RONDEAU, TASHA L	0.0000	Sub Teacher ALL	\$0.00
ROSSI, ANDREW J	0.0000	Sub High School	\$400.00
ROTTI, JANICE E	1.0000	Office Manager	\$48,795.00
ROTTI, JANICE E	0.0000	Longevity	\$1,500.00
ROTTI, JANICE E	0.0000	Stipend Advance Degree	\$500.00
ROUSSEAU, SUSAN M	1.0000	Elem Teacher	\$77,283.00
ROUSSEAU, SUSAN M	0.0000	Stipend PD	\$1,000.00
ROUSSEAU, SUSAN M	0.0000	Longevity	\$750.00
ROUSSEAU, SUSAN M	0.0000	Stipend Mentor Program	\$0.00
ROUSSEAU, SUSAN M	0.0000	Stipend PD	\$0.00
ROUTHIER, LU-ANN	1.0000	Aide Sped	\$28,343.00
ROUTHIER, LU-ANN	0.0000	Longevity	\$550.00
ROUTHIER, LU-ANN	0.0000	Sub Aide Period	\$0.00
ROUTHIER, LU-ANN	0.0000	Sub Ruggles Lane	\$0.00
ROY, ASHLEY C	1.0000	Employment & Community Specialist	\$11,878.79
ROY, NANCEE J	1.0000	MS English	\$91,644.00
ROY, NANCEE J	0.0000	Longevity	\$750.00
ROY, NANCEE J	0.0000	Sub MS Period	\$640.00
ROY, NANCEE J	0.0000	Sub MS Period	\$634.50
ROY, NANCEE J	0.0000	Stipend 240 S	\$420.00
ROY, NANCEE J	0.0000	Stipend PD	\$0.00
RUSS, GAIL D	0.0000	Sub Café All	\$0.00
RUSSELL, CAROLE A	0.5000	Cafeteria	\$7,214.04
RUSSELL, CAROLE A	0.0000	Cafe Extra Hours	\$362.78
SABO, ZACHARY D	1.0000	Intervention Tutor	\$33,441.43
SABO, ZACHARY D	0.0000	Stipend Natures Classroom	\$582.68
SACRAMONE, BENJAMIN A	0.0000	Stipend Extended Day Program	\$4,721.75
SACRAMONE, BENJAMIN A	0.0000	Stipend Extended Day Program	\$60.38
SACRAMONE, JASON D	1.0000	MS English	\$85,490.00
SACRAMONE, JASON D	0.0000	Longevity	\$1,000.00
SACRAMONE, JASON D	0.0000	Sub MS Period	\$27.00
SACRAMONE, JASON D	0.0000	Stipend PD	\$0.00
SACRAMONE, KARI M	1.0000	Extended Day Coordinator	\$63,277.18
SAINT DENIS, LINDA R	1.0000	Aide Sped - Involve	\$28,343.00
SAINT DENIS, LINDA R	0.0000	Sub High School	\$700.00
SAINT DENIS, LINDA R	0.0000	Longevity	\$550.00
SAINT DENIS, LINDA R	0.0000	Sub Aide Period	\$48.00
SALVADORE, DANIEL R	0.0000	Sub Cust	\$2,381.25
SALVADORE, DANIEL R	0.0000	Summer Cust	\$0.00
SALVADORE, MICHELE M	0.0000	Sub Nurse	\$1,437.50
SALVADORE, THERESE L	1.0000	HS Art	\$66,978.00
SALVADORE, THERESE L	0.0000	Sub HS Period	\$108.00
SALVADORE, THERESE L	0.0000	Sub HS Period	\$0.00
SANDMAN, SHANE A	1.0000	Custodian	\$35,963.20

SANDMAN, SHANE A	0.0000	Custodian OT	\$6,479.47
SANDMAN, SHANE A	0.0000	Shoe Allowance	\$150.00
SANDMAN, SHANE A	0.0000	Accrued Payroll	\$88.10
SANSOUCY, ELIZABETH A	0.0000	Copy Center Assitant	\$2,947.50
SANSOUCY, ELIZABETH A	0.0000	Temp Office Staff	\$90.00
SARGENT, LAURA A	1.0000	Aide Autism	\$2,897.63
SARKISIAN, NICOLE N	1.0000	Elem Teacher	\$28,892.35
SARKISIAN, NICOLE N	0.0000	Sub Oakham	\$20.00
SARTELLE, ALYSSA S	1.0000	Employment & Community Specialist	\$28,560.00
SAVARD, JOSEPH R	0.0000	Sub Cust	\$150.00
SAVARD, JOSEPH R	0.0000	Summer Cust	\$0.00
SAYRE, PATRICIA A	1.0000	Kindergarten Teacher	\$85,490.00
SAYRE, PATRICIA A	0.0000	Longevity	\$1,500.00
SAYRE, PATRICIA A	0.0000	Sub New Braintree	\$180.00
SAYRE, PATRICIA A	0.0000	Stipend PD	\$180.00
SAYRE, PATRICIA A	0.0000	Stipend 711 - Kind	\$0.00
SCHOOLCRAFT, MARY K	0.0000	Sub Teacher ALL	\$200.00
SCHOOLCRAFT, MARY K	0.0000	Sub Hubbardston	\$0.00
SCHROEDER, JOSHUA J	1.0000	HS Science	\$62,088.00
SCHROEDER, JOSHUA J	0.0000	Sub HS Period	\$405.00
SCHROEDER, JOSHUA J	0.0000	Stipend Mentor	\$250.00
SCHROEDER, JOSHUA J	0.0000	Stipend PD	\$75.00
SCOTLAND, CHERYL L	1.0000	Aide Sped - Involve	\$28,029.82
SCOTLAND, CHERYL L	0.0000	Longevity	\$1,000.00
SCOTLAND, CHERYL L	0.0000	Sub Middle School	\$0.00
SCRIVANI, OLIVIA M	0.0000	Sub Hardwick	\$0.00
SCRIVANI, OLIVIA M	0.0000	Sub Hubbardston	\$0.00
SCRIVANI, OLIVIA M	0.0000	Sub Ruggles Lane	\$0.00
SCRIVANI, OLIVIA M	0.0000	Long Term Sub	\$0.00
SCZUCKA, MOLLY R	1.0000	HS Social Studies	\$54,021.00
SCZUCKA, MOLLY R	0.0000	Advisor HS	\$391.37
SCZUCKA, MOLLY R	0.0000	Sub HS Period	\$378.00
SEITZ, MICHAEL J	0.0000	Sub Teacher ALL	\$5,760.00
SEITZ, MICHAEL J	0.0000	Sub HS Period	\$0.00
SEPPALA, CARL W	1.0000	HS Science	\$74,137.00
SEPPALA, CARL W	0.0000	Sub HS Period	\$108.00
SEPPALA, CARL W	0.0000	Sub Teacher ALL	\$20.00
SERRANO, STEPHANIE T	1.0000	Food Service	\$14,563.16
SERRANO, STEPHANIE T	1.0000	Cafeteria	\$663.43
SERRANO, STEPHANIE T	0.0000	Cafe Extra Hours	\$122.97
SERRANO, STEPHANIE T	0.0000	Cafe Catering	\$0.00
SHELDON, ARTHUR G	1.0000	MS PE	\$83,441.00
SHELDON, ARTHUR G	0.0000	Coaching (Winter)	\$3,797.30
SHELDON, ARTHUR G	0.0000	Longevity	\$1,000.00
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$340.00
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$135.00
SHELDON, ARTHUR G	0.0000	Sub Teacher ALL	\$0.00

SHELDON, LAURIE A	1.0000	Elem Teacher	\$83,000.00
SHELDON, LAURIE A	0.0000	Stipend PD	\$1,000.00
SHELDON, LAURIE A	0.0000	Stipend 240 S	\$930.00
SHELDON, LAURIE A	0.0000	Longevity	\$750.00
SHELDON, LAURIE A	0.0000	Stipend 240 S	\$420.00
SHELDON, LAURIE A	0.0000	Stipend PD	\$0.00
SHELDON, LAURIE A	0.0000	Stipend 711 - Kind	\$0.00
SHELDON, PAMELA M	0.0000	Temp Office Staff	\$120.00
SHERIDAN, KAREN V	0.0000	Sub Teacher ALL	\$0.00
SIMEONE, THERESE E	1.0000	Aide Autism	\$20,196.87
SIMONS, WILLIAM J	1.0000	HS Art	\$73,189.00
SIMONS, WILLIAM J	0.0000	Longevity	\$750.00
SIMONS, WILLIAM J	0.0000	Sub HS Period	\$108.00
SIMONS, WILLIAM J	0.0000	Stipend - 157	\$0.00
SIMONS, WILLIAM J	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
SKERRY, ERICA L	0.0000	Sub Teacher ALL	\$40.00
SKERRY, ERICA L	0.0000	Lunch Monitor - Sub	\$0.00
SKERRY, KARL T	0.0000	Summer Cust	\$1,704.38
SKERRY, KYLE N	0.0000	Sub Cust	\$1,680.00
SKERRY, KYLE N	0.0000	Summer Cust	\$1,232.00
SKERRY, STACEY L	1.0000	Finance/Acctg/Transp Manager	\$78,739.36
SKERRY, STACEY L	0.0000	Fixed Benefit Life/Disability	\$1,200.00
SKERRY, STACEY L	0.0000	Longevity	\$750.00
SMEGLIN, CARRIE A	1.0000	Long Term Sub	\$53,558.00
SMICHINSKI, KYLIE T	1.0000	Aide Autism	\$4,584.60
SMITH, RYAN	0.0000	Coaching (Spring)	\$2,852.88
SPARKS, AMY B	0.0000	Lunch Monitor	\$0.00
SPIELBERG, ARNOLD	0.0000	Sub High School	\$720.00
SPIELBERG, ARNOLD	0.0000	Sub Middle School	\$560.00
SPOONER, JOHN M	1.0000	Elem Teacher	\$91,644.00
SPOONER, JOHN M	0.0000	Longevity	\$1,500.00
SPOONER, JOHN M	0.0000	Sub Oakham	\$160.00
SPOONER, JOHN M	0.0000	Accrued Payroll	\$20.00
SPOONER, JOHN M	0.0000	Sub New Braintree	\$0.00
SPRINGER, MARY L	1.0000	HS World Language	\$91,644.00
SPRINGER, MARY L	0.0000	Stipend Academic Coordinator	\$2,500.00
SPRINGER, MARY L	0.0000	Sub HS Period	\$405.00
SPRINGER, MARY L	0.0000	Stipend PD	\$330.00
SPRINGER, MARY L	0.0000	Stipend - 157	\$0.00
SPRINGER, MARY L	0.0000	Stipend PD	\$0.00
SPURR, BENJAMIN T	0.0000	Summer Cust	\$4,695.01
SPURR, BENJAMIN T	0.0000	Sub Cust	\$3,592.50
ST. GEORGE, SHELLY A	1.0000	Principal	\$105,040.00
STAGIAS, CASANDRA S	0.0000	Long Term Sub	\$8,250.00
STAITI, J. MICHAEL	0.0000	Sub HS Period	\$0.00
STAITI, KIM S	1.0000	School Nurse	\$68,155.00
STAITI, KIM S	0.0000	Stipend Nurse Leader	\$1,500.00

STAITI, KIM S	0.0000	Longevity	\$1,000.00
STAITI, KIM S	0.0000	Stipend Mentor	\$500.00
STAITI, NICOLE M	0.0000	Coaching (Fall)	\$2,372.66
STANDRING, SHIRLEY L	1.0000	HS English	\$27,138.04
STANDRING, SHIRLEY L	0.0000	Seperation Benefits	\$10,518.85
STANDRING, SHIRLEY L	0.0000	Longevity	\$254.10
STANDRING, SHIRLEY L	0.0000	Sub HS Period	\$0.00
STANDRING, SHIRLEY L	0.0000	Stipend 632	\$0.00
STANKAITIS, DANIELLE M	1.0000	MS Math	\$80,101.00
STANKAITIS, DANIELLE M	0.0000	Longevity	\$750.00
STANKAITIS, DANIELLE M	0.0000	Stipend 240 S	\$420.00
STANKAITIS, DANIELLE M	0.0000	Sub MS Period	\$189.00
STANKAITIS, DANIELLE M	0.0000	Stipend PD	\$90.00
STAPLES, HEATHER L	1.0000	Intervention Tutor	\$2,375.62
STARBARD, ALEX K	0.0000	Private Music Instructor	\$0.00
STARBARD, CHRISTOPHER G	0.0000	Sub Cust	\$11,385.01
STEKL, NANCY A	1.0000	HS Science	\$85,490.00
STEKL, NANCY A	0.0000	Longevity	\$1,000.00
STEKL, NANCY A	0.0000	Sub HS Period	\$108.00
STEVENS, RANDY S	0.0000	Sub Teacher ALL	\$3,280.00
STEVENS, RANDY S	0.0000	Title 1 Sub Tutor	\$0.00
STEWART, MICHAEL J	1.0000	Food Service	\$29,936.83
STEWART, MICHAEL J	0.0000	Cafe Extra Hours	\$1,635.55
STEWART, MICHAEL J	0.0000	Cafe Catering	\$439.17
STOLZ, PATRICIA A	1.0000	Secretary	\$53,263.55
STOLZ, PATRICIA A	0.0000	Stipend SIS Integration	\$2,000.00
STOLZ, PATRICIA A	0.0000	Longevity	\$1,000.00
STOLZ, PATRICIA A	0.0000	Stipend Advance Degree	\$500.00
STOLZ, PATRICIA A	0.0000	Stipend MCAS Support	\$0.00
STYMIEST, BRITTANY A	0.0000	Stipend Extended Day Program	\$5,017.15
STYMIEST, BRITTANY A	0.0000	Stipend Extended Day Program	\$141.76
STYMIEST, HANNAH R	0.0000	Stipend Extended Day Program	\$30,081.50
STYMIEST, HANNAH R	0.0000	Stipend Extended Day Program	\$156.00
STYMIEST, HANNAH R	0.0000	Stipend Extended Day Program	\$25.88
SULLIVAN, JAIME C	1.0000	Aide Autism	\$18,965.36
SULLIVAN, JEANETTE M	0.0000	Sub Teacher ALL	\$7,280.00
SULLIVAN, JEANETTE M	0.0000	Sub Oakham	\$0.00
SULLIVAN, KELLY M	1.0000	HS Math	\$62,088.00
SULLIVAN, KELLY M	0.0000	Sub HS Period	\$486.00
SULLIVAN, KELLY M	0.0000	Stipend PD	\$180.00
SUTCLIFFE, CHRISTINA M	0.0000	Sub Teacher ALL	\$0.00
SYRIA, ALYSSA M	0.0000	Stipend Extended Day Program	\$9,645.14
SYRIA, ALYSSA M	0.0000	Stipend Extended Day Program	\$147.00
SZAFAROWICZ, PATRICIA A	0.0000	Seperation Benefits	\$11,775.90
SZAFAROWICZ, PATRICIA A	0.0000	Accrued Payroll	\$60.00
SZCZEPANIAK, LORI	0.0000	Stipend 240 S	\$0.00
TAMALAVITCH, MEGAN L	1.0000	Elem STEM	\$16,917.17

TARQUINIO, AMY C	0.0000	Lunch Monitor	\$2,350.50
TESCHNER, RACHEL N	1.0000	Aide Sped	\$26,703.00
TESCHNER, RACHEL N	0.0000	Sub Ruggles Lane	\$1,470.00
TESCHNER, RACHEL N	0.0000	Tutor	\$1,125.00
TESCHNER, RACHEL N	0.0000	Stipend 240 S	\$664.02
TESCHNER, RACHEL N	0.0000	Longevity	\$550.00
TESCHNER, RACHEL N	0.0000	Stipend 240	\$480.00
TESCHNER, RACHEL N	0.0000	Sub Aide Period	\$0.00
TESCHNER, RACHEL N	0.0000	Stipend 240 S	\$0.00
THOMASIAN, NATASHA L	1.0000	Elem Sped	\$50,920.00
THOMASIAN, NATASHA L	0.0000	Sub Aide Period	\$0.00
THOMASIAN, NATASHA L	0.0000	Sub New Braintree	\$0.00
THOMASIAN, NATASHA L	0.0000	Sub Oakham	\$0.00
THOMASIAN, ROBIN J	1.0000	Aide Autism	\$32,050.00
THOMPSON, KERRY A	1.0000	RN	\$42,840.00
TOBIN, VICKI A	0.0000	Sub Teacher ALL	\$840.00
TOBIN, VICKI A	0.0000	Temp Office Staff	\$480.00
TOBIN, VICKI A	0.0000	Sub Teacher ALL	\$420.00
TOOMEY, CHRISTINE M	1.0000	Aide Sped	\$28,343.00
TOOMEY, CHRISTINE M	0.0000	Sub Ruggles Lane	\$1,365.00
TOOMEY, CHRISTINE M	0.0000	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	0.0000	Sub Aide Period	\$675.00
TOOMEY, CHRISTINE M	0.0000	Stipend 240 S	\$0.00
TOPPER, JESSICA A	0.0000	Sub Nurse	\$562.50
TOPPER, LISA A	1.0000	Elem Art	\$63,951.00
TOPPER, LISA A	0.0000	Stipend PD	\$174.73
TREMBLAY, MARTIN	0.0000	Coaching (Fall)	\$3,400.26
TREMBLAY, MARTIN	0.0000	Sub High School	\$160.00
TREMBLAY, MARTIN	0.0000	Stipend Athletics	\$120.00
TREMBLAY, MARTIN	0.0000	Sub Middle School	\$0.00
TREMBLAY, MARTIN	0.0000	Sub Oakham	\$0.00
TREMBLAY, MARTIN	0.0000	Sub High School	\$0.00
TREMBLAY, NOREEN B	1.0000	School Nurse	\$72,599.00
TREMBLAY, NOREEN B	0.0000	Stipend 240 S	\$2,925.00
TREMBLAY, NOREEN B	0.0000	Longevity	\$750.00
TREMBLAY, NOREEN B	0.0000	Stipend PD	\$0.00
TREMBLAY, STEPHEN J	0.0000	Sub High School	\$0.00
TRUMBULL, REGINA Q	1.0000	HS Math	\$65,521.00
TRUMBULL, REGINA Q	0.0000	Advisor HS	\$984.95
TRUMBULL, REGINA Q	0.0000	Sub Copy Tech	\$873.75
TRUMBULL, REGINA Q	0.0000	Sub HS Period	\$459.00
TRUMBULL, REGINA Q	0.0000	Stipend PD	\$90.00
TRUMBULL, REGINA Q	0.0000	Sub Teacher ALL	\$20.00
TRUMBULL, REGINA Q	0.0000	Stipend - MCAS Academis Support	\$0.00
TUCKER, JULIE M	1.0000	Secretary	\$44,608.72
TUTTLE, DIANA L	1.0000	School Nurse	\$60,802.00
TUTTLE, DIANA L	0.0000	Stipend 240 S	\$405.00

TUTTLE, JULIA H	0.0000	Private Music Instructor	\$1,490.00
TUTTLE, SIDNEY N	0.0000	Sub Teacher ALL	\$0.00
URE, ANDREA L	0.0000	Sub Hubbardston	\$4,672.50
URE, ANDREA L	0.0000	Lunch Monitor	\$2,105.00
VAILLANCOURT, SASHA L	1.0000	Elem Sped	\$82,374.00
VAILLANCOURT, SASHA L	0.0000	Longevity	\$1,000.00
VAILLANCOURT, SASHA L	0.0000	Stipend PD	\$0.00
VAILLANCOURT, SASHA L	0.0000	Stipend PD	\$0.00
VALARDI JR, EDWARD J	1.0000	Custodian	\$40,518.40
VALARDI JR, EDWARD J	0.0000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	0.0000	Custodian OT	\$416.39
VALARDI JR, EDWARD J	0.0000	SLB	\$217.50
VALARDI JR, EDWARD J	0.0000	Shoe Allowance	\$150.00
VALARDI, BRENDA J	0.8570	Food Service	\$26,968.85
VALARDI, BRENDA J	0.0000	Longevity	\$425.00
VALARDI, BRENDA J	0.0000	Cafe Extra Hours	\$38.22
VAN DYKE, JULIA B	0.0000	Sub Middle School	\$0.00
VAN DYKE, JULIA B	0.0000	Sub QRHS	\$0.00
VARIN, KERRY E	1.0000	HS Social Studies	\$83,441.00
VARIN, KERRY E	0.0000	Longevity	\$1,500.00
VARIN, KERRY E	0.0000	Stipend Mentor	\$250.00
VARIN, KERRY E	0.0000	Sub HS Period	\$27.00
VARNEY, KAREN MARIE	0.0000	Sub Teacher ALL	\$0.00
VARTERESIAN, MARY M	0.0000	Sub Teacher ALL	\$4,400.00
VASSEUR, CARRIE A	1.0000	HS English	\$73,305.00
VASSEUR, CARRIE A	0.0000	Stipend Academic Coordinator	\$2,500.00
VASSEUR, CARRIE A	0.0000	Stipend Teacher Leader	\$1,790.00
VASSEUR, CARRIE A	0.0000	Longevity	\$750.00
VASSEUR, CARRIE A	0.0000	Stipend PD	\$420.00
VASSEUR, CARRIE A	0.0000	Sub HS Period	\$216.00
VASSEUR, CARRIE A	0.0000	Stipend - 157	\$0.00
VASSEUR, CARRIE A	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
VASSEUR, CARRIE A	0.0000	Stipend PD	\$0.00
VAZQUEZ, ASHLEY	1.0000	Aide Autism	\$28,015.72
VAZQUEZ, ASHLEY	0.0000	Sub Aide Period	\$0.00
VERHAM, MICHELLE L	0.0000	Sub Café All	\$2,521.75
VERHAM, MICHELLE L	0.5000	Cafeteria	\$2,261.29
VERHAM, MICHELLE L	0.0000	Cafe Extra Hours	\$97.96
VERHEYEN, DOROTHY J	1.0000	Elem Art/Humanities	\$85,065.98
VERHEYEN, DOROTHY J	0.0000	Seperation Benefits	\$11,852.75
VERHEYEN, DOROTHY J	0.0000	Longevity	\$1,500.00
VERHEYEN, DOROTHY J	0.0000	Sub HS Period	\$0.00
VERHEYEN, DOROTHY J	0.0000	Stipend - 157	\$0.00
VERHEYEN, DOROTHY J	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
VERROCHI, EDWARD R III	1.0000	MS English	\$76,360.00
VERROCHI, EDWARD R III	0.0000	Longevity	\$750.00
VERROCHI, EDWARD R III	0.0000	Sub MS Period	\$702.00

VERROCHI, EDWARD R III	0.0000	Sub MS Period	\$640.00
VILLANOVA, CAROL-ANNE	1.0000	HS English	\$76,360.00
VILLANOVA, CAROL-ANNE	0.0000	Longevity	\$750.00
VILLANOVA, CAROL-ANNE	0.0000	Advisor HS	\$717.14
VILLANOVA, CAROL-ANNE	0.0000	Stipend PD	\$420.00
VILLANOVA, CAROL-ANNE	0.0000	Sub HS Period	\$162.00
VILLANOVA, CAROL-ANNE	0.0000	Stipend - 157	\$0.00
VILLANOVA, CAROL-ANNE	0.0000	Stipend 176	\$0.00
VILLANOVA, CAROL-ANNE	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
VILLANOVA, CAROL-ANNE	0.0000	Stipend 632	\$0.00
VILLANOVA, CAROL-ANNE	0.0000	Stipend 625 S	\$0.00
VINCENTSEN, JULIE A	1.0000	Principal	\$117,030.85
VINCENTSEN, JULIE A	0.0000	Stipend Advance Degree	\$1,000.00
VOILAND, KATHLEEN A	0.0000	Sub Teacher ALL	\$2,540.00
VYCE, JANICE A	1.0000	MS Science	\$82,374.00
VYCE, JANICE A	0.0000	Longevity	\$1,000.00
VYCE, JANICE A	0.0000	Sub MS Period	\$270.00
VYCE, JANICE A	0.0000	Stipend PD	\$0.00
WADSWORTH, DALE G	0.0000	Sub Teacher ALL	\$0.00
WAGNER, ANDREW W	1.0000	Guidance	\$67,084.00
WAGNER, ANDREW W	0.0000	Stipend 240 S	\$1,980.00
WAGNER, ANDREW W	0.0000	Stipend 504 Coord	\$500.00
WAGNER, ANDREW W	0.0000	Stipend Natures Classroom	\$437.01
WAGNER, ANDREW W	0.0000	Stipend 240 S	\$420.00
WAITE, CLARISSA L	1.0000	MS Sped	\$89,591.00
WAITE, CLARISSA L	0.0000	Stipend 240 S	\$1,560.00
WAITE, CLARISSA L	0.0000	Longevity	\$1,000.00
WAITE, CLARISSA L	0.0000	Advisor MS	\$443.73
WALL, CASSIDY J	1.0000	Elem Music	\$45,913.08
WALL, CASSIDY J	0.0000	Private Music Instructor	\$1,836.00
WALL, CASSIDY J	0.0000	Stipend Natures Classroom	\$437.01
WALL, CASSIDY J	0.0000	Private Music Instructor	\$0.00
WALLACE, CINDY L	0.0000	Sub Teacher ALL	\$0.00
WALSH, ANDREW A	1.0000	Director of Technology	\$102,669.14
WALSH, ANDREW A	0.0000	Travel	\$2,000.00
WALSH, ANDREW A	0.0000	Accrued Payroll	\$386.97
WAY, JONATHAN D	0.0000	Private Music Instructor	\$330.00
WEIDERMAN, GARTH R	1.0000	HS Sped	\$73,745.00
WEIDERMAN, GARTH R	0.0000	Coaching (Fall)	\$2,909.94
WEIDERMAN, GARTH R	0.0000	Sub HS Period	\$0.00
WEIDERMAN, KELLY A	1.0000	HS English	\$83,441.00
WEIDERMAN, KELLY A	0.0000	Stipend PD	\$375.00
WEIDERMAN, KELLY A	0.0000	Sub HS Period	\$135.00
WEIDERMAN, KELLY A	0.0000	Stipend PD	\$0.00
WELCH, JOANNE L	0.8500	Aide Sped	\$23,033.30
WELCH, JOANNE L	0.0000	Longevity	\$550.00
WELCH, JOANNE L	0.0000	Sub Aide Period	\$437.76

WELCH, JOANNE L	0.0000	Sub Hubbardston	\$80.00
WELCH, JOANNE L	0.0000	Stipend After School Program	\$0.00
WHALLEY, REBECCA L	1.0000	Aide Autism	\$28,157.00
WHITCOMB, MARISOL T	1.0000	Intervention Tutor	\$33,441.43
WHITCOMB, MARISOL T	0.0000	Longevity	\$750.00
WHITCOMB, MARISOL T	0.0000	Stipend 240 S	\$210.00
WHITCOMB, MARISOL T	0.0000	Sub Hubbardston	\$0.00
WHITCOMB, MARISOL T	0.0000	Sub Hubbardston Period	\$0.00
WHITELAW, MARY E	0.0000	Sub Teacher ALL	\$0.00
WHITELAW, ROBERT B JR	0.0000	Sub Middle School	\$0.00
WHITELAW, ROBERT B JR	0.0000	Sub QRHS	\$0.00
WHITNEY, CAROL W	0.8333	Cafeteria	\$13,746.00
WHITNEY, CAROL W	0.0000	Longevity	\$425.00
WHITNEY, CAROL W	0.0000	Cafe Extra Hours	\$79.00
WHITNEY, CAROL W	0.0000	Cafe Extra Hours - Supervisor	\$0.00
WILLIAMS, MARTHA K	1.0000	Aide Media	\$13,421.69
WILLIAMS, MARTHA K	0.0000	Seperation Benefits	\$9,860.25
WILLIAMS, MARTHA K	0.0000	Longevity	\$414.36
WILLIAMS, MARTHA K	0.0000	Sub QRHS	\$70.00
WILLIAMS, MARTHA K	0.0000	Sub Aide Period	\$0.00
WILLIAMS, MARTHA K	0.0000	Sub Copy Tech	\$0.00
WILSON, TRACIE A	1.0000	Math Coach	\$46,363.51
WINE, RYAN R	0.0000	Coaching (Fall)	\$2,852.88
WISEMAN, ASHLEY M	0.0000	Lunch Monitor	\$2,199.00
WITKOS, RENEE L	0.0000	Sub Teacher ALL	\$0.00
WOJCIK, HEIDI L	1.0000	Literacy Coach	\$96,145.77
WORTHINGTON, PATRICIA A	1.0000	Principal	\$115,119.63
WORTHINGTON, PATRICIA A	0.0000	Stipend New Braintree Principal	\$4,000.00
WORTHINGTON, PATRICIA A	0.0000	Longevity	\$1,500.00
WORTHINGTON, PATRICIA A	0.0000	Stipend Advance Degree	\$1,000.00
WYNNE, AILEY P	1.0000	HS English	\$69,881.00
WYNNE, AILEY P	0.0000	Longevity	\$750.00
WYNNE, AILEY P	0.0000	Stipend PD	\$330.00
WYNNE, AILEY P	0.0000	Sub HS Period	\$81.00
WYNNE, AILEY P	0.0000	Stipend - 157	\$0.00
WYNNE, AILEY P	0.0000	Stipend 176	\$0.00
WYNNE, AILEY P	0.0000	Stipend 201 - RTTT Curriculum	\$0.00
YOUNG, BRIAN T	0.0000	Coaching (Fall)	\$4,220.19
YOUNG, BRIAN T	0.0000	Coaching (Spring)	\$4,220.19
YOUNG, BRIAN T	0.0000	Tutor	\$210.00
YOUNG, ERIN M	1.0000	Intervention Tutor	\$33,441.43
YOUNG, JANE R	1.0000	School Nurse	\$74,778.00
ZACEK, MARIE M	1.0000	Kindergarten Teacher	\$67,846.00
ZACEK, MARIE M	0.0000	Longevity	\$750.00
ZACEK, MARIE M	0.0000	Sub New Braintree	\$180.00
ZACEK, MARIE M	0.0000	Sub Oakham	\$20.00
ZACEK, MARIE M	0.0000	Stipend PD	\$0.00

ZACEK, MARIE M	0.0000	Stipend 711 - Kind	\$0.00
ZALNERAITIS, MICHELLE M	1.0000	Elem Teacher	\$84,980.00
ZALNERAITIS, MICHELLE M	0.0000	Coaching (Fall)	\$4,845.82
ZALNERAITIS, MICHELLE M	0.0000	Coach Field Hockey Camp	\$1,000.00
ZALNERAITIS, MICHELLE M	0.0000	Longevity	\$750.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend Teacher Leader	\$500.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend Natures Classroom	\$437.01
ZALNERAITIS, MICHELLE M	0.0000	Sub Oakham	\$20.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend PD	\$0.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend PD	\$0.00
ZALNERAITIS, RICHARD P	1.0000	HS Technology	\$79,332.00
ZALNERAITIS, RICHARD P	0.0000	Longevity	\$1,000.00
ZALNERAITIS, RICHARD P	0.0000	Sub HS Period	\$540.00
ZALNERAITIS, RICHARD P	0.0000	Stipend Athletics	\$60.00
ZALNERAITIS, RICHARD P	0.0000	Stipend PD	\$0.00
ZGLOBICKI, JACOB T	0.0000	Summer Cust	\$0.00
ZIENIUK, CELESTE	1.0000	Elem Teacher	\$59,030.00
ZIENIUK, CELESTE	0.0000	Longevity	\$750.00



2019 ANNUAL REPORT

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL
1050 Westminster Street, Fitchburg, MA 01420

WWW.MONTYTECH.NET

Each year I look forward to the development of the Annual Report, as a means to reflect on the achievements and accomplishments celebrated by students and staff at Monty Tech. The 2018-2019 school year was a remarkable one, as our school saw the opening of an all-new training facility, renovated instructional space and state-of-the-art equipment added to three vocational areas, students earning more industry-recognized credentials than ever before, and new partnerships with area colleges and universities. It was a year to remember.

Students who attend Monty Tech have chosen a high school experience unlike any other. While completing all of the same high school requirements of students enrolled in a traditional, comprehensive high school, our students are also learning a valuable trade – skills they will carry with them for a lifetime. These vocational skills may provide opportunities for our graduates to work their way through college; they may open the door to new, related career pathways, or they may be the foundation for a lifelong career. The education and training they receive at Monty Tech will open doors and allow them to choose a college and/or career pathway that will define their future.

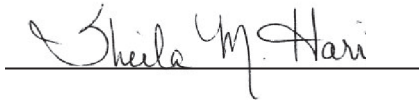
Monty Tech academic programs continue to serve students at all levels well. This year, students completed the Next Generation MCAS, and earned commendable passing rates: English Language Arts 99%, Mathematics 97%, and Biology 99%. Monty Tech students exceeded the state averages in all 3 subjects. In addition, great strides were made in our relatively new Advanced Placement programs, with more than 60% of test takers earning a score of 3 or better. Finally, an all-new science program was fully integrated in FY19 – Biomedical Sciences. This rigorous sequence of courses was met with enthusiasm from students and staff, so plans to expand this Project Lead the Way programming are underway. Our talented academic faculty 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.

And while we are certainly proud of our academic and vocational training programs, a Monty Tech experience would not be complete without participating in meaningful community service. Last year we were honored to once again host the Wreaths Across America Convoy with a remembrance ceremony as it made its way down to Arlington National Cemetery. As the convoy left the school parking lot and hundreds of American flags waved, I was reminded once again of the value of a Monty Tech education. For a moment, our students were taken out of the classrooms and shops and asked to think about what this convoy meant, where it was heading and how they were a small part of the ceremony. They were asked to consider service, and through the waves and cheers it was clear that Monty Tech students knew and understood the meaning behind that experience. It's not often that high school students are asked to stop and think about others and how they might contribute to another person's well-being. But at Monty Tech, our students are not only familiar with the concept, they are committed to community service. Whether it is building a carriage house for the NEADS program, designing and building dugouts for area Little League programs, or ensuring handicap accessibility in dated town offices, our staff and students are proud to serve.

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 2018-2019 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech.

Respectfully submitted,

A handwritten signature in cursive script, reading "Sheila M. Harrity", is written over a horizontal line.

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

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
Ashby
Athol
Barre
Fitchburg
Gardner

Harvard
Holden
Hubbardston
Lunenburg
Petersham
Phillipston

Princeton
Royalston
Sterling
Templeton
Westminster
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

Christina Favreau, Director of Academic Programs

Jim Hachey, Director of Vocational Programs

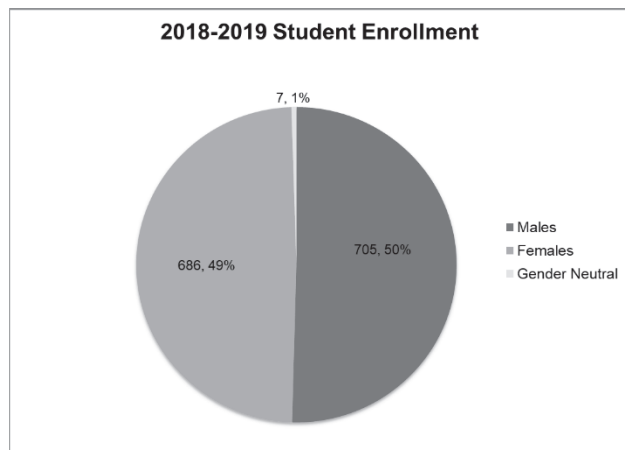
Michael Gormley, Director of Facilities

Donald Kitzmiller, Director of Technology

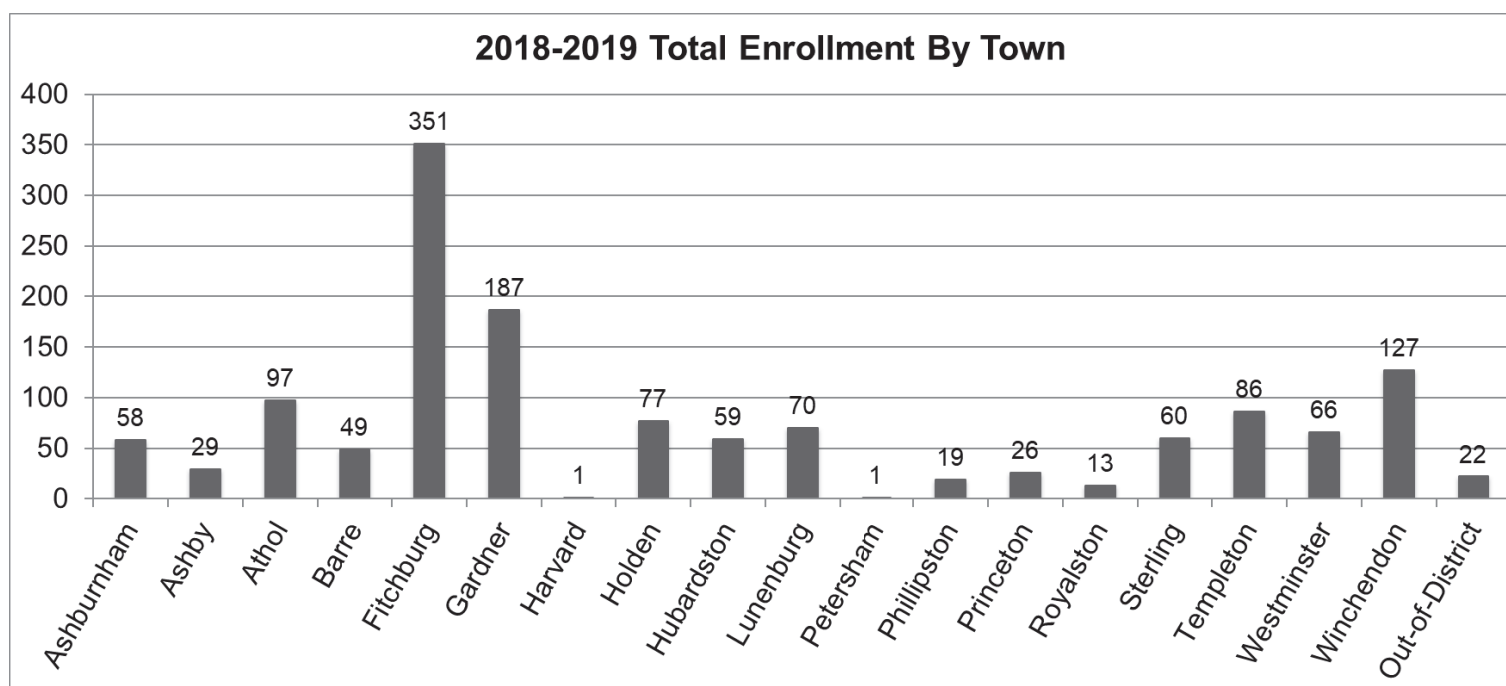
Katy Whitaker, Development Coordinator

Victoria Zarozinski, Director of Student Support Services

Enrollment



On June 1, 2019, student enrollment at Monty Tech included 1,398 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 2018-2019, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2018, approximately 450 district eighth graders participated in the annual “Tour Day” event. Students toured our twenty-one 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 2018-2019 school year, serving approximately 700 area students.

Class of 2019 Awards

Members of the Class of 2019 were awarded approximately \$200,000 in scholarships, tools, and equipment. The Monty Tech Foundation generously provided \$36,000 in scholarships to graduating seniors, ranging in amounts of \$500 to \$2,000. The Foundation also awarded \$3,250 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 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 38% of the graduating class of 2019 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

In an effort to develop a cost-effective budget for the fiscal year 2018-2019, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2018-2019 Educational Plan totaled \$27,756,374 which represents a 3.2% increase over the 2017-2018 Educational Plan. The District’s FY19 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$135,947 or .6%.

The District was audited in November 2019 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and has 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 2019, state and federal grant sources provided the school with \$945,083. 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 \$465,000 in competitive grants, including a Skills Capital Grant for \$385,000 to purchase equipment for new hospital beds, EKG machines and an Anatomage Table to benefit the Health Occupations and Practical Nursing programs as well as new diagnostic certification tools to benefit the Automotive Technology program. The District also received

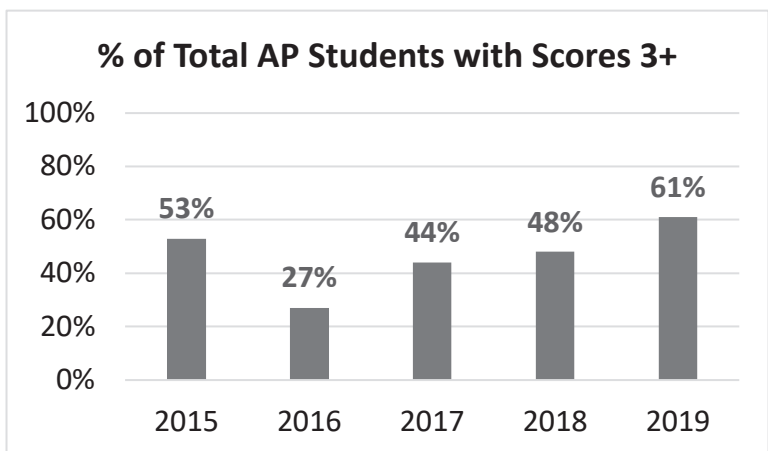
\$80,000 in funds to increase school safety. Using these allocation and competitive funds, the school was able to purchase a variety of instructional technology, equipment, and supplies to enhance the learning experience.

Academic Achievement

During the spring of 2019, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable scores on the MCAS in English Language Arts, Mathematics, and Biology. This year, students completed the Next Generation MCAS - a computer-based test that is designed to give students a clear signal on whether they are on track for college and career readiness. The new standards are more rigorous than the standards for the Legacy MCAS. Monty Tech's passing rate on the English Language Arts was 99%, Mathematics 97%, Biology 99%. Monty Tech students exceeded the state averages in all 3 subjects. With regard to our Accountability status, Monty Tech has made "Substantial Progress Toward Meeting our Targets."

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 English courses, two mathematics courses, two science courses, and one computer science course) and teachers have participated in meaningful, high-quality professional development which has enabled us to successfully implement two Project Lead the Way biomedical courses.

The school is in its 7th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance. In the spring of 2019, 68 out of 111 students (61%) earned qualifying scores - the highest number of students with qualifying scores we've ever had. Of these students, 79 out of 146 "exams" (54%) earned qualifying scores - the highest number of qualifying exams we've ever had.



This year, more than half of the students who tested in the following subjects received qualifying scores: AP Computer Science Principles, AP Literature & Composition, AP Environmental Science, and AP Language & Composition. The AP subject with the highest number of students with qualifying scores was AP Literature & Composition. It was also the AP subject with the most test takers with 31 students taking this exam. Students enrolled in AP Language & Composition, AP Environmental Science, and AP Computer Principles earned the highest (mean) average this year, compared to any prior year.

	Spring 2015 (SY14-15)	Spring 2016 (SY15-16)	Spring 2017 (SY16-17)	Spring 2018 (SY17-18)	Spring 2019 (SY18-19)
MT AP Courses	3	5	6	7	7

MT AP Student Enrollment	99	188	151	135	157
Students with Qualifying Scores	47 (53%)	39 (27%)	53 (44%)	46 (48%)	68 (61%)
AP Test Takers	89	145	120	95	111
Total # of Qualifying Exams	53 (46%)	44 (24%)	65 (44%)	58 (43%)	79 (54%)
Total # of AP Exams	116	187	148	134	146

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-one different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2018-2019 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on 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. A new silicon bronze MIG welder was added to the program, so that students continue to be trained in the industry's latest technologies. The shop floor was coated with a new epoxy flooring, and a new lift was installed and relocated to replace the old lift, updating and enhancing the instructional space. Three new Vacuum sanders were installed to keep the dust in the shop down, and four new shop benches were installed. In addition to the 80+ community service projects completed last year, students and instructors painted a sign for Hubbardston Council on Aging, as well as one of Monty Tech's vans. All Seniors received their EPA 6 H Certificate, I-Car Pro Level 1 in Refinishing and Non-Structural Repair Certification, and a SEM Plastic Repair Certificate. Six Seniors and two Juniors earned co-op placements, and one Senior traveled to Louisville, KY, competing in the SkillsUSA national competition in June 2018. A 2017 graduate of the program traveled to Russia to compete in the SkillsUSA World competition, where he placed an impressive 14th. (Total student enrollment: 63)

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 2018-2019 school year, including vehicles brought in by faculty, staff, public, school and students. Students performed repairs that will prepare them for the workplace, such as timing belts, electronic diagnostics, intake manifold gaskets, brake work and various other technical repairs. The program was awarded approximately \$200,000 from the FY20 Massachusetts Capital Skills grant program, and will use those funds to provide a more comprehensive electrical and electronics training curriculum. Two Snap-On NC3 certification programs have been added, including digital multimeters and scan tool application. Nine students earned co-op placements throughout the school year, which is a testament to the strength of the program. The Monty Tech Automotive Technology program continues to be the area's premier workforce pipeline for automotive dealerships and businesses. For those students who plan to pursue advanced training, we have updated articulation agreements with 3 colleges/universities, as well as the 15 community colleges across Massachusetts. Over the last few years, our students have received more than \$28,000 in scholarships to attend University of Northwestern Ohio, and in 2018-2019, a Junior placed 1st in the UNOH nationwide scholarship testing, earning a \$5,000 scholarship. (Total student enrollment: 60)

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. Workers Credit Union has also purchased a conference table, 6 chairs, and 2 new white boards to support the program. Instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. These agreements with Mount Wachusett Community College and Keene State College, will provide qualified students with college credits at no cost to the student. Students are eligible to receive 24 credits from Mount Wachusett Community College and 12 credits from Keene State. 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. Eleven Seniors and four Juniors were out on co-op placements during the 2018-2019 school year. (Total student enrollment: 80)

Cabinetmaking: Students and instructors in the school's Cabinetmaking program continue to spend time during the 2018-2019 school year manufacturing, assembling and installing maple benches for the Veterinary Science training center. Sophomore students crafted 400 pine beverage caddy's for the 2019 Superintendent's Dinner. Using reclaimed maple trees cut from the site of the new science wing, Cabinetmaking students fabricated furniture for Mount Wachusett Community College. Students and instructors also completed projects throughout the school and surrounding communities, to include: work tables and cabinet storage units for Graphic Communications, a large quilt display cabinet and storage for the Ashby Public Library, and custom-built oak cabinets for CAD/Drafting & Design. To support a recent graduate who now attends WPI, students cut out multiple pieces on the CNC, which will be used in a solar decathlon project in Morocco. A total of 18 students (11 seniors and 7 juniors) earned co-op placements; making this the highest number of students out on Co-op in the program's history. (Total student enrollment: 66)

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 2019 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 2019 graduation exercises. A total of four students (one junior and three seniors) were on Co-op placements, working and learning in area businesses. Four

students advanced to the SkillsUSA States competition, representing the program well. With funds awarded from the FY20 Skills Capital Grant, instructors created an all-new instructional space. The new fabrication lab includes equipment to support lessons in 3D printing, 3D scanning, Injection Molding, CNC work and laser cutting. Over the course of the 2018-2019 school year, CAD/Drafting & Design students achieved over 100 industry-recognized certifications in AutoCAD, Inventor, Revit, and Solidworks. 2018-2019 was the most successful year for certifications due to the introduction of SolidProfessor, an online curriculum that was made possible by Perkins grant funding. (Total student enrollment: 58)

Cosmetology: The Monty Tech Cosmetology program students and instructors provided numerous community services, including basic manicures to the residents at Heywood Wakefield Commons. Seniors and Juniors volunteered to be elves for the Wreaths Across America convoy celebration, where they did face painting, braids, and nail polish applications. The Freshman and Sophomore teachers have implemented Schoology this year, which will benefit both staff and students as they transition to Junior and Senior years. The Junior class held four fundraising events, donating \$2,300.00 to the Ava Roy Assistance Fund and raising funds so that they could travel to New York's International Hair show. Finally, for the third 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, the Gardner AARP luncheon and the MHCC volunteer luncheon. Community service opportunities for students are always a highlight, and this year our students prepared meals for Our Father's House (Fitchburg), and NEADS (Princeton) 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 ServSafe Certifications. Senior students also competed in the SkillsUSA Meal Ready to eat challenge at the Framingham Armory. (Total student enrollment: 95)

Dental Assisting: A critical component of the Monty Tech Dental Assisting curriculum is the preparation for the Dental Assisting National Board certification exams. In 2018-2019, every sophomore passed the DANB Infection Control exam, and every senior passed the DANB Radiology exam. All Seniors exposed 2 full mouth series on patients at their externship sites to meet the new requirements for the state. Two Seniors earned co-op placements, while the remaining 13 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. Students were given valuable hands-on experience, assisting the staff from CHC during each dental procedure performed. Sophomore students provided dental education to students at Winchendon Memorial Elementary School and Meetinghouse Elementary School in Westminster, while four juniors assisted with the Kid Seal Program at Quinsigamond Community College. A new vacuum pump, which can be used by all four dental chairs, was purchased, as well as all new CPR manikins with feedback devices. (Total student enrollment: 61)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, and the 2018-2019 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 provides grants for children with cancer that are not covered by health insurance, as well as SkillsUSA Change for Children. They provided gifts for children at Cleghorn Neighborhood Center, and organized a "Diaper Drive" for the Gardner VNA Diaper Pantry, which resulted in more than 1,200 diapers being collected and delivered to this important community service agency. Twelve outstanding program graduates earned their CDA (Child Development Associate) credential. The Monty Tech Child Care Center continues to operate at full capacity, providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 60)

Electrical: Throughout 2018-2019, students and instructors in the Electrical program wired numerous machines, equipment, computers, and lights throughout Monty Tech. Students and instructors successfully completed wiring equipment in the HVAC shop including six new welding stations, four new boilers, numerous outside condenser units, and all associated controls, as well as the school's new Automation, Robotics, and Mechatronics (ARM) Lab. With the completion of this new instructional space, instructors have written new curriculum, and are rolling out lessons in PLC (programmable logic controller) programming and associated wiring. This added element will increase the employability of Electrical students and graduates. The teacher station was also remodeled to improve shop tool use and organization, bringing the most utilized tools together. Nine seniors and four juniors earned Co-op placements. (Total student enrollment: 83)

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. In addition, all freshmen completed the OSHA 10-hour General Industry training. Three Seniors earned Co-op placements. New technology was added to the training program, including a Xerox Versalink C7020 multifunction color printer, three Amatrol table top mechatronics learning systems with pegasus robot, one Fanuc LR Mate 200ID/4S robot, one Festo MPS 203 Mechatronics system, and one StratasysF270 3D printer. (Total student enrollment: 51)

Graphic Communications: Throughout the 2018-2019 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, students successfully produced approximately 400 orders, saving cities, towns and non-profit organizations more than \$200,000. The program welcomed 22 freshmen students into a shop that was recently remodeled, and enhanced with new technology to include a printmaster press, a perfect binding machine, dye sublimation and all new Xerox copiers for our copy center. Three motivated students pursued and earned Co-op placements. Of the 21 talented seniors who graduated from the Graphic Communication program, 14 were accepted into colleges/universities and 8 chose to enter the workforce in related careers. (Total student enrollment: 86)

Health Occupations: 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; 13 Seniors completed the EMT Course in 2018-2019. In addition, 12 seniors earned co-op placements, and 17 seniors received their National Clinical Medical Assistant certificate. Every junior enrolled in the Health Occupations program earned CPR certification; 24 juniors received their nursing assistant certificate, as well as a certificate in "A Habilitation Training Curriculum" from the Alzheimer's Association. Students and instructors are particularly invested in community service, and as a result, students hand-made veteran's day cards and sent them to the 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: 106)

House Carpentry: Monty Tech's House Carpentry program supported a number of community organizations during the 2018-2019 school year, by building and installing two walls in Graphic Communications, stripping and re-roofing a section of the roof at Princeton Town Hall, building a carriage house for NEADS in Princeton, building a lean-to roof at Hubbardston DPW to cover sand and salt, rebuilding the ceiling in the weight room in the gym, and expanding the bathroom at the Lunenburg Town Hall. Students also handcrafted countless Adirondack chairs for charitable donations. A total of ten students (nine seniors and one junior) 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: 63)

HVAC & Property Maintenance: Students and instructors in the HVAC & Property Maintenance program were awarded grant money to develop an oil burner technician training program, in partnership with Monty Tech's Continuing Education Department. Students completed a beneficial shop remodel, installing new oil burner training modules to be used by both day and evening students. New boiler and furnace lab space was completed, providing students with additional "hands-on" learning experiences while remaining in shop. The tool crib was also reconfigured, and a new shop position was created, Service & Parts Manager, to reflect the requirements in the industry. Students working as the shop managers are tasked with keeping accurate records of all material being used in shop and recording them on a shared google document. New welding stations are up and running, an effort made possible by the school's Electrical, Welding, and the Auto Body Collision shops. Electrical wired everything including the state of the art variable speed exhaust fan. Welding built the benches and installed the exhaust hood, and Auto Body painted the work stations. The outside rack for the air conditioners is now complete and being used, and three new stations for furnaces, air conditioning split systems and the new oil supply tank are securely maintained in that space. Students earned National EPA Certification for refrigerant recovery, and a total of ten students (six seniors and four juniors) were placed in area businesses through the school's popular co-op program. (Total student enrollment: 60)

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 the OSHA 10-hour General Industry training and VEX Robot Certification. All Sophomores passed the IC3 Certificate Exam for basic computer hardware, software, and internet knowledge and skills, as well as the Test-out PC Pro Certificate exam, the Cisco IT Essential course for computer repair and maintenance, and the Introduction to Networking course. One sophomore, one junior, and one Senior passed the COMPTIA A+ exam. All Juniors sat for the CIW Advanced HTML5 & CSS3 Certification exams in June, in addition to the Cyber Security Operations Final Exam. Seniors completed the Python Programming course and participated in the AP Computer Science Principles course, which resulted in nine students earning qualifying scores. Four students earned co-op placements, applying their technical skills in area businesses. In total, more than 400 hours of community tech support were completed, which involved hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 41)

Machine Technology: Throughout the 2018-2019 school year, instructors were able to train Machine Technology students in precision measurement, and granted more than 300 certifications to students accordingly. All new CNC and new cutter technology was used, and a new print reading curriculum was introduced. All freshmen received their OSHA 10-hour general industry certification, while all Seniors and six juniors 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 assisting Athol High School with teaching and certifying students in NC3 Precision Measuring Instruments. (Total student enrollment: 45)

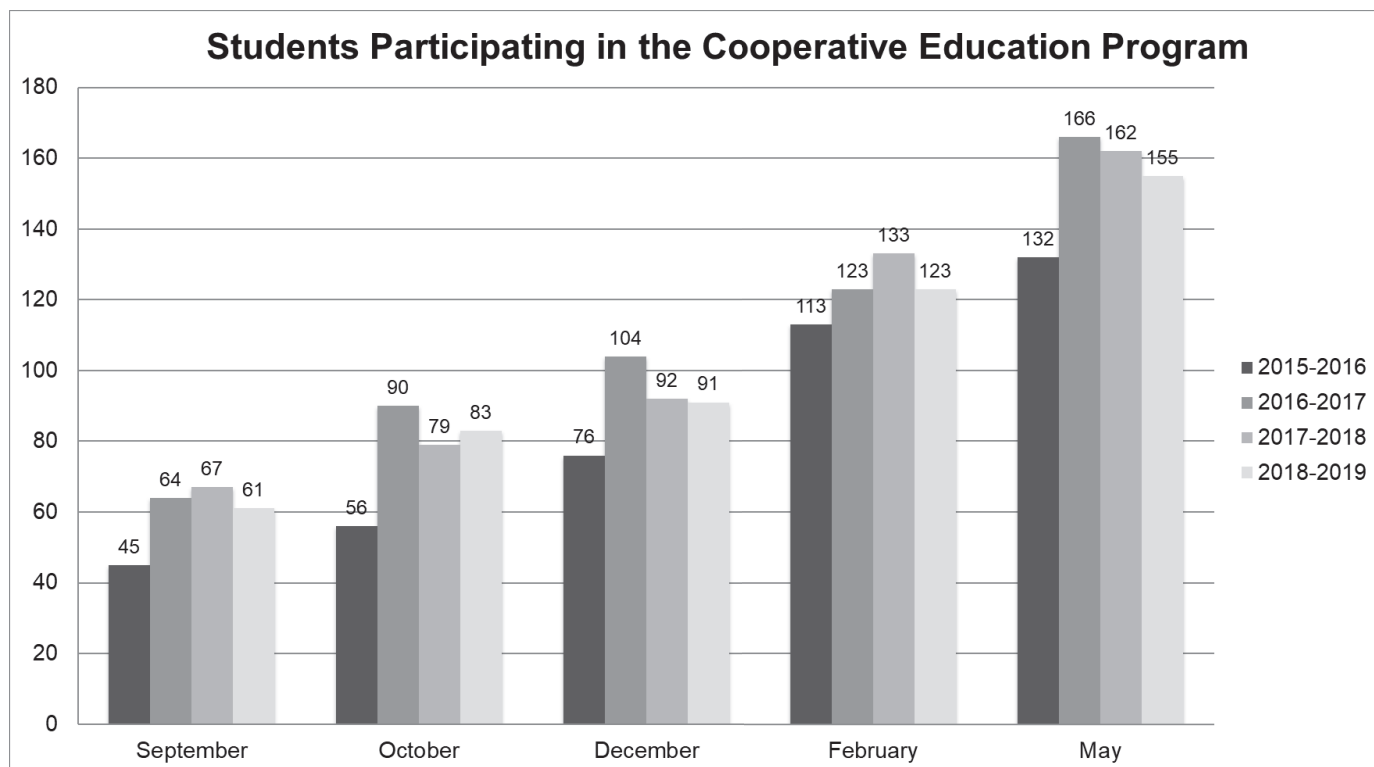
Masonry: The talents of Monty Tech Masonry students are on display throughout the district, as projects that were completed this year to include: installation of a concrete walk for the LUK Organization, stone veneer inside the offices at NEADS, stone veneer and paver sidewalk at the garage at Monty Tech, repairing a marble floor in the mausoleum at Fitchburg's Forest Hill Cemetery, repair of stone steps at the gazebo on Fitchburg's Upper Common, installation of a handicap ramp at Saima Park, as well as several projects around the school. Students continued to maintain the OSHA silica standard, in a program that operates in compliance with trade regulations. The Masonry program also benefitted from new equipment, dust free saws and grinders. Five seniors and two juniors earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. (Total student enrollment: 61)

Plumbing: The 2018-2019 school year saw 19 freshmen enter the Plumbing trade at Monty Tech., all of whom successfully completed OSHA 10-hour General Industry safety training, while the sophomores completed OSHA 10-hour Construction Training. Seniors earned the Mega-Press certification, while the sophomores attended training in PEX Piping Systems at the Viega training facility in Nashua, NH. Students and instructors worked at the Bresnahan Scout & Community Center in Ashburnham, installing sinks in the kitchen area, and finishing a bathroom. A bathroom was also remodeled for the Town of Lunenburg, making that space ADA compliant for those attended important town meetings. Students and staff spent time in Winchendon, installing water filters at Memorial, and replacing water coolers at Murdock, Memorial and Toy Town Elementary. A bathtub was replaced with a shower stall & grab bars for the Gardner Habitat for Humanities house, to aid a homeowner with disabilities. Compressed air service lines were installed in the school's new ARM lab, and countless maintenance issues were attended to throughout the building. Eight seniors and one junior participated in the co-op program. One Senior received the 2019 Vocational Tech Plumbing All Star Award given by the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, while another was recognized by the Central Mass Plumbing & Gas Inspectors Association – awards that will help these talented graduates as they pursue advanced training in the field. (Total student enrollment: 71)

Veterinary Science: 2018-2019 marked a very special year for the school's newest vocational training program, veterinary Science. Students and instructors were moved in to the new training center, taking every advantage the new 7,500 sq. ft. state-of-the-art facility could provide. After another successful exploratory program, 22 students were accepted into the program and are proud to be Monty Tech's 2nd 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, and Lilac Hedge Farm and Jordan's Dairy to observe agricultural production facilities in Massachusetts. Sophomores worked through some very challenging curriculum, covering units in client services, hospital management, anatomy, pathology and laboratory procedures. They visited Flying High Farm in Lunenburg to work with horses and complete the program's large animal requirements, and also toured Idexx laboratories in North Grafton, MA to observe all aspects of clinical pathology. All sophomores gained certification in Fear Free Handling, an industry recognized achievement which will open doors for them throughout the area. (Total student enrollment: 44)

Welding/Metal Fabrication: The 2018-2019 school year brought new equipment - a 4 ft Squaring Shear - to the students in the school's Welding/Metal Fabrication program. 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 instructors implemented new online curriculum for the Junior related theory class. Seniors competed in the Notch Mechanical pipe welding competition, and eight upperclassmen (four seniors and four juniors) were placed in area shops, working and learning from trade professionals who support the school's co-op program. (Total student enrollment: 57)

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 with an 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. Co-op 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 the 2018-2019 school year, approximately 22.4% 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 2018-2019 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 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.

Technology

The 2018-2019 school year marked the end of the first 3-year lease for the school's popular 1:1 Chromebook initiative. Students and instructors have expanded access to instruction through the use of this important technology. To support this effort, the District's Technology Department spent countless hours during the school year upgrading the network to include new switches, wireless access points, fiber lines, and firewall.

Department personnel upgraded the learning experience for students, reconfiguring the Engineering Technology shop with all new HP Z stations and eight Z book laptops, and installing ten new SMART boards throughout the school. To complement the Google classroom experience, the Monty Tech Technology Department added Schoology to the list of its many resources and supports for instructors. The District's Instructional Technologist and four academic instructors attended the annual Schoology 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 these expanded technology needs, Monty Tech successfully completed a number of necessary infrastructure upgrades, using federal e-rate dollars totaling \$116,511. The school's external bandwidth speeds have been increased to 2.5 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 a productive 2018-2019 school year. The Cadet Corps stood a formal Inspector General inspection and achieved a "Mission Ready" grade, and due to outstanding performance throughout the year, Monty Tech's Marine Corps Junior Reserve Officers' Training Corps program was designated as a Marine Corps Honor School. Selection for the Marine Corps Honor School means that the school's Marine Corps JROTC program was in the top 15% of the 68 other programs in Region 1. Region 1 includes schools from the mid-Atlantic and Northeast U.S. The selection is based on several criteria including:

- *Inspector General's inspection results*
- *Number of cadets in the program*
- *Number of community service hours conducted*
- *Number of public affairs events attended by cadets*

- *Number of academic awards presented to cadets*
- *Participation in drill team competitions, marksmanship competitions, physical fitness competitions, and field trips that support the growth and development of the cadet*

Because of this distinction, Monty Tech MJROTC instructors are allowed to nominate up to six cadets to each of the three service academies — U.S. Naval Academy, U.S. Military Academy and U.S. Air Force Academy. This is the 8th time the program has earned this distinction since 2007.

The Monty Tech JROTC Cadet Corps was honored to once again 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 ninth consecutive year. The competition field began with over 1900 hundred teams battling for just 13 seats, and Monty Tech placed 5th in the highly competitive field in the all service division.

The 2018-2019 Corps of Cadets completed over 9,600 hours of community service, conducting a major food drive with United Way, completing a 10-mile March A Thon that raised \$21,000 in support of NEADS, and spending five weekends working with the local Salvation Army helping to raise over \$21,000 for needy families. The Monty Tech Cadet Corps provided 31 Color Guards for local civic and veteran ceremonies, and supported 19 community service projects throughout North Central Massachusetts. Through civic engagement and veteran affiliation, our Cadets received more than \$180,000 dollars in scholarships.

Student Athletics

The Monty Tech athletic program was proud to provide meaningful extracurricular activities to more than 500 students during the 2018 – 2019 school year, participating on our freshmen, junior varsity, or varsity teams. Fourteen teams competed in the fall 2018, thirteen during the winter season and 11 representing the school in the spring of 2019.

The varsity football team showed some improvement on the season, ending with a record of 3-8 and an eye toward the future. The Varsity Boys Soccer team finished the regular season with an 11 – 5 – 2 record, led by Rubelsi Moran who had 22 goals and 8 assists on the season. The young JV Boys team was 4 – 5 – 2, and looks to have a promising future. The Varsity Girls Soccer team finished at 7 – 9 – 2 missing the playoffs by only one win. The JV Girls Soccer team was 9 – 4 – 1 and will help the varsity in the future years. The Varsity Field Hockey team was 8 – 10, while the JV Field Hockey team finished with a 4 – 4 – 1 record, with all freshmen and sophomores on the roster. The Varsity Golf team struggled a bit, but finished with a 4 – 8 - 1 record. The JV golf players continued to work on their game and participated in some JV tournaments and some official matches. The Varsity Girls Volleyball team finished at 4 – 16, while the JV Girls were 8 – 7. The Varsity Boys Cross Country team was 8 – 1, finishing an impressive 2nd place in the Colonial Athletic League. Unfortunately, the Girls Cross country program could not recruit enough girls to compete as a team, but the two female seniors competed with the boys throughout the season.

The Boys Varsity Basketball team finished with a 5 – 15 record; the JV team finished with a record of 7 – 11 and looks forward to sending some talented players to the Varsity team next year. The Varsity Girls Basketball team had the best campaign in school history, finishing with an impressive 17 – 3 record and winning the Colonial Athletic League Championship. They continued the season, winning the State Vocational Tournament, beating Bay Path, 65 – 37 and Blackstone Valley Tech 51 – 40 in the Championship game. They won three straight games in the Central Mass Division IV tournament over Quaboag, 64 – 59, Douglas, 62 – 35 and Blackstone Valley Tech 61 – 44, and defeated Maynard in the

Finals, winning the first District Championship for girls basketball 56-49. They moved on to the State Tournament where they played Hopkins Academy in the Semi-Finals, losing 55 – 48. Two seniors, Erica Regan and Emily St. Thomas each reached 1000 points for their career in early February. Emily now holds the school record for points. The JV Girls also enjoyed a strong season, finishing 15 – 3, and hope to see some strong players advance to the Varsity level next year. The Wrestling team competed in a number of tournaments, where standout athlete Isiac Paulino won 40 matches; as a freshman he is well on his way to 100 career wins. The Boys Indoor Track and Field team was 3 – 5 and the Girls team 0 -8 as they look to improve for the spring season. The Varsity Boys Ice Hockey team was 6 – 10 – 4, and the Girls Ice Hockey team continues to improve each year, graduating only 2 players and expecting at least five to return.

Due to poor field conditions the baseball teams have been unable to play their home games at Monty Tech, but have continued to represent the District well. The Varsity Baseball team was 9 – 11, qualifying for the post season tournament by winning the CAL Small School division. They lost to Uxbridge 3 -0 in a hard, fought game. The JV team finished the season with a record of 5 – 7 and the Freshmen with a record of 2 – 5. The Varsity Softball team continues to excel, finishing 2nd in the Colonial Athletic League with a record of 14 – 6 in the regular season, and winning the first two games in the Districts to advance to the District Semi-Finals. The talented team beat AMSA, 12 – 6 and Narragansett 10 – 6 before losing to Millbury 12 - 2. The JV Girls Softball team was also impressive, finishing 9 – 4 on the season, and should provide some talented players to future teams. Boys Varsity Lacrosse finished with a 5 – 13 record and the JV played hard throughout the season. The Varsity Girls Lacrosse team was 7 – 12, an improvement over last year and finished 3rd in the Colonial Athletic league, while the JV team finished with an outstanding record of 14 - 3. The Boys and Girls Track & Field teams both saw an increase in participation, and finished strong with records of 4 – 5 (boys) and 4 – 9 (girls).

Congratulations to the Outstanding Male and Female athletes for 2018-2019, Connor Dandy and Cassie Skinner.

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 2018, Monty Tech offered 130 classes with 980 registrations and during the Spring 2019 semester; there were 102 post-graduate and continuing studies courses, with 793 registrations.

The program is on track to support the 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.

In Spring 2019, we offered an all-new Oil Burner Technician certification prep course. Students in the newly established the 120- hour program trained on new boilers and burners, and upon completion earned the opportunity to sit for the oil burner technician state licensing exam. This course provides our community members with a high quality, affordable entry into a viable career pathway. We have also added an EPA 608 certification course to benefit students in the HVAC industry.

Our medical course offerings now include Pharmacy Technician, Certified Medical Billing and Coding, EKG, Phlebotomy, Certified Nurse Aide, Patient Care Tech, and Medical Terminology.

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 goals in the coming year include identifying additional training opportunities to meet the needs of the regional workforce, provide affordable and meaningful training opportunities to our nontraditional student population, and expanding programming to include off-site, daytime training opportunities across the region.

Practical Nursing Program

The Monty Tech Practical Nursing Program is designed to prepare graduates to practice safely and ethically in a caring manner for patients who are experiencing common variations in health status in diverse health care settings.

On June 27, 2019 a graduating class of 28 students completed the Practical Nursing Program and entered the nursing profession. The class achieved a pass rate of 96%, with 27 of the 28 graduates passing the NCLEX-PN exam (National Council Licensure Examination for Practical Nurses). One graduate will pursue the examination in the coming months.

All of the 2019 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 Licensed Practical Nurses in various health care settings, such as long-term care, sub-acute care, mental health/substance abuse facilities, physician's offices and correctional medicine.

The Monty Tech Practical Nursing Program continues to strengthen the “LPN to BSN (Bachelor of Science in Nursing) Bridge” relationship with Fitchburg State University. Several 2019 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. In the 5-year history of the Bridge Program, all of Monty Tech’s Practical Nursing graduates reaching graduation at FSU have passed their RNNCLEX exam.

Monty Tech Practical Nursing students are now completing patient scenarios in the Sim Lab on a weekly basis in Terms 2, 3, and 4. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios and authored several others 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 library of scenarios reflecting INASCAL Standards (International Association for Clinical Simulation and Learning).

In Maternity Sim Lab Boot Camp, students utilize the new simulation models to imitate the birthing process, from obstetric office visits through labor and common post-partum complications. Well newborn care is also taught. Student feedback has been positive regarding these new maternity scenarios, stating it better prepares them for an unexpected outcome during a delivery. This expanded content also better prepares students for NACE (Nursing Acceleration Challenge Exam) success at FSU.

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.

We are expecting an accreditation visit from the Massachusetts Board of Registration in Nursing this year. Our goals include stabilization of faculty positions, securing a certified Simulation Instructor, and pursuance of ACEN (Accreditation Commission for Education in Nursing) or other accreditation status to more accurately reflect the changing environment of nursing education.

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 Health Occupations program to include vital diagnostics: Monty Tech was awarded a generous \$385,000 Skills Capital Grant, a portion of which will benefit the staff and students of the Health Occupations program. To better prepare our graduates for a variety of careers in the health sector, the school will purchase new diagnostic equipment to train students in the proper procedures for testing for cholesterol, blood sugar, lead, lung volume, and more. In addition, the program will receive state-of-the-art virtual dissection technology, bringing lessons in anatomy and physiology to new heights. This equipment, provided by Anatomage and most often found on college campuses, is expected to engage students and bring a deeper level of knowledge and understanding to students as they explore the human body and its complex systems.

Celebrate the completion of an all-new Automotive Technology simulation lab: The \$385,000 Skills Capital Grant award will also fund an all-new Automotive Technology simulation lab, which will include the latest technology in trainers and simulators aligned with NATEF standards. At Monty Tech, students are presented with countless opportunities to earn industry-recognized credentials. These certifications are not only a testament to the skills they have developed while enrolled at Monty Tech, but also will ensure our graduates are more employable upon graduation. To that end, the Monty Tech Automotive Technology instructors have proposed adding NC3 Automotive Diagnostic Certifications to the program. In partnership with Snap On Tools, Monty Tech will now present students with a more sophisticated technical training program and opportunities to earn all-new diagnostic credentials, validating their experience and ability to diagnose and service today's computer-controlled vehicles. In addition, the program will also receive new automotive lifts, floor jacks, engine stands, chargers and an air table, to ensure students are trained on equipment that will prepare them for careers in the automotive industry.

Roll out affordable veterinary care services in the school's new veterinary clinic: A project more than 7 years in the making, the Monty Tech Veterinary Clinic is now open, providing affordable veterinary care to pets across the region. The rollout of services continues throughout the 2019-2020 school year, with routine wellness care visits, affordable medications and vaccinations, diagnostic services, primary care surgical services, stable urgent care, compassionate end of life care, and dentistry. Monty Tech is proud to offer veterinary care services to families with valid EBT cards (food stamps) residing in the Monty Tech District. The 7,500 sq. ft. clinic also houses a grooming salon, preparing students for yet another high-demand animal care occupation. There are no eligibility requirements to receive services in the Grooming Salon.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two 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 2018-2019 School Committee for their outstanding service.

Brian J. Walker, Fitchburg
Chair

Diane Swenson, Ashburnham
Vice Chair

Julie Marynok
Secretary

Norman J. LeBlanc
District Treasurer

Peter Capone, Ashby
Toni L. Phillips, Athol
Whitney Marshall, Barre
Dr. Robert Babineau, Fitchburg
Dr. Ronald Tourigny, Fitchburg
Melanie Weeks, Fitchburg
Matthew Vance, Gardner
James S. Boone, Gardner
Amy Morton, Harvard
James Cournoyer, Holden

Kathleen Airoidi, Hubbardston

Barbara Reynolds, Lunenburg
Edward Simms, Petersham
Eric Olson, Phillipston
John P. Mollica, Princeton
Mary C. Barclay, Royalston
William Brassard, Sterling
John Columbus, Templeton
Ross Barber, Westminster
Dr. Maureen Ward, Winchendon

Respectfully Submitted By:

Sheila M. Harrity, Ed.D., Superintendent-Director January 24, 2020

**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, 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 12pm-6pm and Tuesday, Wednesday, Thursday 8am-4pm.

TOWN MEETINGS HELD IN 2019

DATE	TYPE	VOTER TURNOUT
June	Annual	198 (6%)
August 22	Special	58 (1%)
October	Special	50 (1%?)

ELECTIONS HELD IN 2019

DATE	TYPE	VOTER TURNOUT
June 12	Annual Town & Road Repair and Maintenance Fund	418 (12%)

YEAR IN REVIEW

Clerk's Office: Long time Town Clerk, Joyce Green retired effective June 30, 2019. Joyce was an amazing and dedicated Town Clerk and will be missed in the office. Executive Assistant, Laurie Reed was sworn in as Town Clerk effective July 1, 2019. Laurie is the first appointed non-resident clerk in the history of Hubbardston.

Open Meeting Law: Boards and committees must understand and comply with the Open Meeting Law. No complaints were filed against any of the boards in 2019.

Public Records: A total of 16 public records requests were received and responded to during 2019.

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. A total of 20 certificates were renewed in 2019 to include new businesses and renewals. 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 2019. The total dog licenses issued were:

- 1013 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
- 47 Failure to License citations were written by Animal Control
- 10 Complaints to Gardner District Court for Failure to License by Animal Control

Hunting/Fishing Licenses

The Town of Hubbardston no longer issues hunting or fishing licenses. All hunting and fishing licenses are available online at Department of Fisheries and Wildlife www.mass.gov or at your local authorized retailer.

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 2019.

37	Births
23	Deaths
8	Marriages
4	Brought to Town for Burial

Please call the office anytime with questions or concerns. Thank you for your support.

Respectfully Submitted,
Laurie J. Reed
Hubbardston Town Clerk

COMMONWEALTH OF MASSACHUSETTS

TOWN OF HUBBARDSTON

ANNUAL TOWN MEETING

Tuesday,

June 4, 2019 • 7p.m.

CENTER SCHOOL

STABILIZATION: \$ 390,950

MUNICIPAL CAPITAL STABILIZATION: \$158,910

FREE CASH: \$401,513

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 4, 2019 at 7 ‘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.

ARTICLE 3. 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, 2019; 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 2020, 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 Holden Hospital Account #220-512-5580-0000 for Fiscal Year 2020, to be used for the purposes specified in the trust fund settlement; or take any other action relative thereto:

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 6. To see if the Town will vote to amend the Town’s General Bylaw, Chapter IV, Section 6, entitled “Departmental Revolving Funds,” to as set forth below: **(new language in bold and deleted language struck through)**, and to transfer any and all funds in the “Vaccine Administration Account” revolving fund into the “Board of Health Fund”; or take any other action relative thereto.

Vaccine Administration Account Board of Health Fund	Board of Health	Fees, health insurance reimbursements and receipts for vaccine related services Fees for Board of Health applications and permits	Payments for vaccine, supplies, and services deemed necessary by the Board of Health Payments for Activities related to disease prevention, public health & environmental protection deemed necessary by the Board of Health
Plumbing Fund	Plumbing Inspector	Plumbing Permit Fees and Applications	Pay inspector for inspection services
Gas Fund	Gas Inspector	Gas Permit Fees and Applications	Pay inspector for inspection services

And, further, to see if the Town will vote, pursuant to G.L. c.44, 53E ½, to set the FY 2020 spending limits for such revolving funds as follows:

Program or Purpose	FY 2020 Spending Limit
Board of Health Fund	\$10,000
Grave Fund	\$10,000
Planning Board Fund	\$20,000

(Submitted by the Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 7. To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2020 beginning on July 1, 2019 for the revolving funds established in Chapter IV of the Hubbardston General By-Laws-laws for certain departments, boards, committees, agencies or officers in accordance with Massachusetts General Laws Chapter 44, Section 53E½ or take any other action relative thereto.

Revolving Fund	Department, Board, Committee, Agency of Officer	FY2020 Spending Limit
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund	DPW Director	\$2,500
Gas Fund	Gas Inspector	\$3,000
Grave Fund	Cemetery Commission	\$10,000
Hazmat Fund	Fire Chief	\$3,000

Hazardous Building Demo Fund	Board of Health; Building Dept.	\$20,000
Hubbardston Special Events	Town Administrator	\$50,000

Late Fee Dog License Fund	Town Clerk	\$10,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Burn Pit Fund	Fire Chief	\$11,000
PEG Access	Cable Advisory Committee	\$25,000
Planning Board Fund	Planning Board	\$20,000
Plumbing Fund	Plumbing Inspector	\$6,000
Public Records	Town Clerk	\$5,000
Recycling Fund	Board of Health	\$5,000
Septic Fund	Board of Health	\$20,000
Tax Title Collection Fund	Treasurer/Collector	\$10,000
Vaccine Administration Account	Board of Health	\$5,000
Wiring Fund	Wiring Inspector	\$50,000

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

BUDGET ARTICLES

ARTICLE 8. 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 the collective bargaining agreement between the Town and Hubbardston Professional Firefighters – Local 4957 - IAFF effective July 1, 2019, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2020 (July 1, 2019 through June 30, 2020) 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.

PURPOSE	AMOUNT
General Government	\$
Public Safety	\$
Growth Management	\$
Education	\$
Public Works and Cemeteries	\$

Resident Services	\$
Unclassified	\$
TOTAL GENERAL FUND OPERATING BUDGET	\$

Note: The detailed Fiscal Year 2020 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 9. 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 2020; or take any action relative thereto.

(Submitted by the Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 10. To see if the Town will vote to transfer from Free Cash the sum of \$6,500 (Six Thousand Five Hundred Dollars and 00/100 Dollars) to fund the purchase of a towed commercial truck loader for leaf removal, a backpack leaf blower and weed maintenance equipment, including all costs incidental and related thereto, for the town's cemeteries for Fiscal Year 2020; or take any action relative thereto.

(Submitted by the Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 11. To see if the Town will vote to transfer from Free Cash to the Hubbardston Preservation Fund (Fund 211) the amount of \$1,755.00 for prior fiscal year deposits made in error to the Selectmen's Miscellaneous Account; or take any other action relative thereto.

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 12. To see if the Town will vote to transfer from free cash the sum of \$147.55 for the purpose of supplementing the FY2019 appropriations for the following accounts; or take any other action relative thereto.

218-491-5380-0000	Grave Opening	\$60.00
298-630-5780-0000	Parks and Rec Expenses	\$11.13
299-210-5130-0000	PD Underage Drinking Grant	\$76.42

(Submitted by Board of Selectmen)

(Finance Committee)

ARTICLE 13. To see if the Town will vote to transfer the sum of \$58,190 from Municipal Capital Stabilization Fund and the sum of \$204,810 from Free Cash to pay for the following Fiscal Year 2020 cash capital expenses, including all costs incidental and related thereto; or take any other action relative thereto. **(2/3 vote required to transfer funds from Stabilization Fund)**

	FY2020 Capital Article Table	
	New Obligations	Amount
1	To fund the purchase of a pavement roller and training for the Department of Public Works	\$35,000
2	To fund a dump truck with plow for the Department of Public Works	\$95,000
3	To repair the library roof and skylight on the so-called annex building	\$11,000
4	To fund new handguns for the Police Department	\$3,000
5	To fund a new cruiser with necessary equipment for the Police Department	\$46,000
6	To fund the purchase of new cafeteria equipment for the Hubbardston Center School	\$25,000

7	To fund the purchase of a water pump booster system for the Hubbardston Center School	\$18,000
8	To fund the purchase of new computers and related IT hardware and software for the Town Offices	\$30,000
	New Obligations Total	\$263,000

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 14. To see if the Town will vote to transfer from the following accounts those sums as noted below, with those sums being the remaining balances from prior spending authorizations from the general fund or Free Cash approved on the dates noted, to the General Stabilization Account, as follows; or take any other action relative thereto.

Account #	Description	Amount to Return
001-122-5380-9000	STM 8/10/15 Art#3 Designs Services	\$11,361.25
301-000-5840-9002	STM 10/24/17 A2 COMPLETE STS RTE 68	\$347.60
301-220-5870-9000	ATM 6/6/17 A12 FIRE TRUCK & REL EQU	\$1,019.00
001-220-5870-9001	ATM 6/5/18 A9 FD Turnout Gear	\$61.78
301-422-5870-9000	ATM 6/6/17 A14 6 WHEEL DUMP TRUCK	\$667.00
TOTAL:		\$13456.63

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 15. To see if the Town will vote to rescind the following unissued borrowing authorizations approved under certain previously voted Town Meeting articles; or take any action relative thereto:

Purpose	Vote Date	Article #	Amount Authorized	Amount Spent	Amount Unissued
CPA	12/4/2007	8	\$475,000.00	\$351,501.00	\$123,499.00
EMERGENCY ICE STORM RECOVERY	6/2/2009	4	\$600,000.00	\$585,000.00	\$15,000.00
PLAYGROUND	4/23/2013	3	\$40,000.00	\$30,000.00	\$10,000.00
ROUTE 68 ENGINEERING	11/19/2013	3	\$115,000.00	\$95,000.00	\$20,000.00
DEPT EQUIPMENT - PUBLIC WORKS	7/29/2014	1	\$140,000.00	\$135,000.00	\$5,000.00
				TOTAL	\$173,499.00

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

CPA ARTICLES

ARTICLE 16. 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 2020, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2020 estimated revenues for Committee Administrative Expenses (5%) \$3,267.39

Reserves:

From FY 2020 estimated revenues for Historic Resources Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Community Housing Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Open Space Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Budgeted Reserve (65%) \$42,475.92

(Submitted by Community Preservation Committee) (Finance Committee Takes No Action)

(Recommended by the Board of Selectmen)

ARTICLE 17. To see if the Town will vote to transfer the remaining balances from prior spending authorizations approved under certain previously voted Town Meeting articles as noted below to the CPA Undesignated Reserve, as follows; or take any other action relative thereto.

Account #	Description	Amount to Return
246-183-5840-0001	ATM 6/4/13 A23 Tennis Courts	\$27.78
246-183-5840-0002	ATM 6/2/15 A21 Library Roof	\$2,600.00
246-161-5780-2012	ATM 6/5/12 A23 Town Historic Records Preservation	\$4,183.72
TOTAL:		\$6,811.50

(Submitted by Community Preservation Committee) (Finance Committee Takes No Action)

ARTICLE 18. To see if the Town will vote to appropriate \$21,200.00 from the Community Preservation Open Space Reserve Account for the purpose of restoring and rehabilitating for recreational use the Curtis Recreational Field (Hubbardston Youth Baseball Fields) to become compliant accordance with the Cal Ripken league regulations, including all costs incidental and related thereto; or take any action relative thereto.

(Submitted by Community Preservation Committee) (Finance Committee Takes No Action)

ARTICLE 19. To see if the Town will vote to appropriate \$2,618.00 from the Community Preservation Open Space Reserve Account to purchase a portable ice-skating rink for winter recreational and open space purposes, including all costs incidental and related thereto; or take any action relative thereto.

(Submitted by Community Preservation Committee) (Finance Committee Takes No Action)

ARTICLE 20. To see if the Town will vote to appropriate \$8,000 from the Community Preservation Historic Reserve Account for excavating and repairing areas of the Hubbardston Public Library brick foundation, including backfilling, seeding, and all costs incidental and related thereto, for historic preservation and restoration purposes; or take any action relative thereto.

(Submitted by Community Preservation Committee)

(Finance Committee Takes No Action)

ARTICLE 21. To see if the Town will vote to appropriate \$26,690.00 from the Community Preservation Historic Reserve Account for the purpose of funding the cost of repairing and replacing the roof, and thereby restoring and preserving the historic First Parish Unitarian Church, including all costs incidental and related thereto; or take any action relative thereto.

(Submitted by Community Preservation Committee)

(Finance Committee Takes No Action)

GENERAL ARTICLES

ARTICLE 22. To see if the Town will vote pursuant to G.L. 40, §5B to create a special purpose stabilization fund for Municipal Road Repair and Maintenance, and, as funding therefor, to raise and appropriate the sum of \$350,000 to said stabilization fund; provided, however that the vote taken hereunder shall be expressly contingent upon approval by the voters of a Proposition 2 ½, so called, override question in accordance with G.L. c.59, §21C (g), or take any other action relative thereto. **(2/3 vote required)**

(Submitted by Board of Selectmen - 2/3 vote required)

(Finance Committee Recommends)

ARTICLE 23. To see if the Town will vote to amend the Town of Hubbardston General Bylaws by adding a new Chapter XXXIII, entitled “Stretch Energy Code” for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date of January 1, 2020, a copy of which is on file with the Office of the Town Clerk; or take any other action relative thereto.

(Submitted by Town Administrator)

(Finance Committee Recommends)

ARTICLE 24. To see if the Town will vote to accept Massachusetts General Laws Chapter 64N, Section 3 to impose a local excise tax on the retail sales of marijuana for adult use on marijuana retailers operating within the Town at the rate of 3 percent; or to take any other action relative thereto.

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 25. To see if the town will vote to accept the layout of Streeter Road as a public way in the location depicted on the plan entitled, “Layout Plan of Streeter Road, Hubbardston, MA” dated November 30, 2018, prepared by Szoc Surveyors, as heretofore laid out by the Board of Selectmen and filed with the Town Clerk’s office, and to authorize the Board of Selectmen to acquire by purchase, gift, or eminent domain or otherwise the fee to and/or easements in said Streeter Road as depicted on said plan and to enter into all agreements and take all related actions necessary or appropriate to carry out said acquisitions and other acts authorized herein; or take any action relative thereto. **(2/3 vote required)**

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 67. To see if the town will vote to authorize, pursuant to G.L. Chapter 30B, Section 12, the Board of Selectmen to enter into a five-year contract with Lance Laine for the haying of the Mount Jefferson Recreation Area; or take any action relative thereto.

(Submitted by Board of Selectmen)

(Finance Committee Recommends)

ARTICLE 27. To see if the town will vote to amend the Hubbardston Zoning Bylaw Article 7, Special Permits, Section 7.6, as follows:

First sentence:

Delete: “recommended”

Insert: “**appointed**”

Delete “and appointed by the Select Board”

Insert “**from the residents of the Town, per MGL40A, Section 9**”

Such that the sentence, as amended, will read:

7.6 Associate Member

There shall be one Associate Member, **appointed** by the Planning Board **from among the residents of the Town, per MGL Chapter 40A, Section 9...**

(2/3 vote required)

(Submitted by Thomas Robinson, Hubbardston elected official) (Finance Committee Recommends)

ARTICLE 28. To see if the town will vote to amend the Hubbardston General Bylaw Chapter III Vacancies and Appointments, Section 1. Town Officers & Election or Appointment of the Same as follows:

OTHER OFFICERS TO BE APPOINTED BY THE SELECTMEN:

Delete: PLANNING BOARD, ASSOCIATE MEMBER OF; per Town Zoning Bylaws Article 7.6.

(Submitted by Thomas Robinson, Hubbardston elected official) (Finance Committee Recommends)

ARTICLE 29. To see if the town will vote to amend Chapter XXXI, Section 2 of the Hubbardston General Bylaws by inserting a new Section 2.6 as follows; or take any action relative thereto:

Section 2.6 – Powers of the Agricultural Commission

A commission may conduct research and prepare agricultural-related plans, including a comprehensive local agricultural land plan which shall be, to the extent possible, consistent with any current town master plan and regional area plans. The plan shall show or identify: (i) agricultural land areas and facilities; (ii) matters which may be shown on a tract index under section 33 of chapter 184; (iii) acquisitions of interest in land under this section; (iv) municipal lands that are held as open space; (v) non-municipal land subject to legal requirements or restrictions to protect that land or use it for open space, conservation, recreation or agriculture; (vi) land that should be retained as a public necessity for agricultural use; and (vii) any other information that the commission determines to be relevant to local agricultural land use. The commission may amend the plan whenever necessary.

A commission may receive gifts, bequests or devises of personal property or interests in real property as described in this subsection in the name of the municipality, subject to the approval of the city council or board of selectmen, as the case may be. The commission may purchase interests in the land only with funds available to the commission. A city council or a town meeting may raise or transfer funds so that the commission may acquire in the name of the municipality, by option, purchase, lease or otherwise, the fee in the land or water rights, conservation or agricultural restrictions, easements or other contractual rights as may be necessary to acquire, maintain, improve, protect, limit the future use of or conserve and properly utilize open spaces in land and water areas within the municipality. The commission shall manage and control the interests in land acquired under this subsection. The commission shall not take or obtain land by eminent domain.

The commission shall adopt rules and regulations governing the use of land and water under its control and prescribe civil penalties, not exceeding a fine of \$100, for a violation.

(h) A municipality may appropriate money to an agricultural preservation fund of which the treasurer of the municipality shall be the custodian. The treasurer shall receive, deposit or invest the funds in savings banks, trust companies incorporated under the laws of the commonwealth, banking companies incorporated under the laws of the commonwealth which are members of the Federal Deposit Insurance Corporation or national banks or invest the funds in: (i) paid up shares and accounts of and in cooperative banks; (ii) shares of savings and loan associations; or (iii) shares of federal savings and loan associations doing business in the commonwealth. Any income derived from deposits or investments under this subsection shall be credited to the fund. Money in the fund may be expended by the commission for any purpose authorized by this section.

(Submitted by Agricultural Commission)

(Finance Committee Recommends)

ARTICLE 30. To see if the town will vote to accept Streeter Road as a public way, all other requirements of G.L. c. 82, §§ 21-24, having been met, the dimensions and location of said proposed public way being set forth on the plan entitled, “Layout Plan of Streeter Road, Hubbardston, MA” dated November 30, 2018, prepared by Szoc Surveyors, a copy of which is available in the Town Clerk’s office, and to authorize the Board of Selectmen to acquire by purchase, gift, or eminent domain any rights in the land within the layout and/or related easements as may be necessary for said public way, and further transfer from available funds such sums of money as may be necessary to defray the expenses hereof; or take any action relative thereto.

(Submitted by Citizen’s Petition)

(Finance Committee Recommends)

ARTICLE 31. To see if the town will vote to authorize the Board of Selectmen to petition the General Court for special legislation as follows:

AN ACT relative to private road maintenance.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. For the purposes of this act, the following words shall have the following meanings unless the context clearly requires otherwise:

“Common usage”, a road or any portion thereof that has been commonly used by the general public for a period of at least 20 consecutive years for travel directly from 1 public road to another public road.

“Improvement”, construction, alteration or reconstruction of 1 or more permanent fixtures upon, over or under a private way open to the public and of the type which the town may undertake with respect to town ways.

“Maintenance” incidental repairs and snow and ice removal upon, over or under a private way open to the public of the type which the town may undertake with respect to town ways.

SECTION 2. Notwithstanding sections 6C and 6N of chapter 40 of the General Laws, and bylaws adopted thereunder, or any other general or special law to the contrary, the town of Hubbardston may, from time to time, to ensure the safety of the general public, enter onto and make expenditures to undertake maintenance and improvements, within any portion thereof, on 1 or more private ways within the town following: (i) a declaration of common usage of the private way by the general public, by vote of the Board of Selectmen; and (ii) an appropriation therefor. The board of selectmen shall determine the extent of any maintenance improvements. No declaration, appropriation, expenditure, maintenance or improvement pursuant to this act shall constitute the taking, layout, acceptance or establishment of the private way as a town way or constitute repairs under section 25 of chapter 84 of the General Laws.

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

or take any action relative thereto.

(Submitted by Citizen’s Petition)

(Finance Committee Recommends)

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 13th day of May 2019:

BOARD OF SELECTMEN of HUBBARDSTON

Daniel S. Galante

Michael S. Stauder

Jeffrey L. Williams

Patrick R. Girouard

Richard J. Haddad

A true copy, Attest:

Joyce E. Green, Town Clerk

Date of Posting: _____

Method: _____

By: _____, **Constable**

664229/HUBB/0001



COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON

MINUTES-ANNUAL TOWN MEETING
CENTER SCHOOL

Tuesday, June 4, 2019

STABILIZATION: \$ 390,950
FREE CASH: \$401,513
MUNICIPAL CAPITAL STABILIZATION: \$158,910

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 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), Joshua Lerner, Shannon Erb and Charles Reed; Town Administrator Ryan McLane; and representative for Town Counsel, Carolyn Murray. Moderator Edward Leonard and Finance Committee member David Conaghan were absent.

A total of 198 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Town Administrator Ryan McLane welcomed voters and gave an explanation of the handouts available at the door. He thanked Selectman Michael Stauder for his 9 years of service on the board. Dr. Stauder is not seeking re-election when his term expires next week. Mr. McLane also thanked Town Clerk Joyce Green for her 13 years of service as Town Clerk and presented her with a Hubbardston sign showing her years of service. Ms. Green was given a standing ovation.

In the absence of the Moderator, Town Clerk Joyce Green called the meeting to order with a quorum present at 7:10pm. The first order of business was to elect a Temporary Moderator by ballot to preside over the meeting. Ms. Green stated that candidate for Moderator in the Annual Town Election to be held next week, Rene Lafayette, has offered to serve as Temporary Moderator tonight. She explained the process for electing a Temporary Moderator stating the law requires a ballot vote and that if more than one person is nominated tonight, each voter present would be required to write the name of their choice for Temporary Moderator on a slip of paper and individually deposit their ballot at the front of the room and then be counted. This process would take a considerable amount of time to complete but if only one person is nominated then only one vote will be required to elect the Temporary Moderator. Ms. Green asked if there was a nomination for Mr. Rene Lafayette for Temporary Moderator.

Motion: Daniel Galante, to nominate Rene Lafayette as Temporary Moderator.

Second: Barbara Hubbard

Vote: Motion Passes, Unanimous Affirmative Vote

Town Clerk asked if there were any other nominations. Seeing none, the Town Clerk declared the nominations closed and declared Rene Lafayette as the sole nominee for the position of Temporary Moderator for this meeting.

Motion: Robert Hubbard, that the Chair of the Board of Selectmen cast one ballot for Rene Lafayette as Temporary Moderator for tonight's meeting.

Second: Michael Stauder

Vote: Motion Passes by Unanimous Affirmative Vote.

The Town Clerk administered the Oath of Office to Mr. Lafayette who then proceeded to appoint Bella Kaldera and Dennis O'Donnell as checkers.

The following actions were taken on the articles presented in the aforesaid warrant:

ARTICLE 1. Motion, Patrick Girouard, that the town vote to choose all necessary officers at the Annual Town Election on June 11, 2019.

Second: Jeffrey Williams

Motion Passes: Majority Affirmative Vote

The Moderator recognized Michael Stauder, member of the Board of Selectmen who gave a "State of the Town" address, highlighting the roads management project including the pending override vote next week for a Special Purpose Stabilization Account for Roads Maintenance to address the condition of our roads. He stated that since 2013 we have spent almost \$9 million on road repairs and construction, including funds from State and Federal grants but indicated there is much more work left to be done. He discussed the FY2020 budget that includes a 5% increase to the Quabbin Regional School District, saying that this is less than the 8% increase that the district has asked for in their FY2020 assessment. He mentioned the recent regionalization of the Building Department with Gardner and plans to regionalize our Accounting Department with Templeton. He thanked the town for the opportunity to serve on the Board of Selectmen.

ARTICLE 2. Motion, Patrick Girouard, to hear the reports of the Town Officers and Committees [published in the Annual Town Report and now available for distribution].

Second: Daniel Galante

Motion Passes: Majority Affirmative Vote

ARTICLE 3. Motion, Richard Haddad, that the Town 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, 2019.

Recommended by: Board of Selectmen and Finance Committee

Second: Michael Stauder

Motion Passes: Majority Affirmative Vote

ARTICLE 4. Motion, Michael Stauder, that the Town accept educational grants and aid for Fiscal Year 2020, to be expended for authorized purposes by the Montachusett Regional Vocational Technical School and the Quabbin Regional School District.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Motion Passes: Majority Affirmative Vote

ARTICLE 5. Motion, Daniel Galante, that the Town authorize the continuation of the Holden Hospital Account #220-512-5580-0000 for Fiscal Year 2020, to be used for the purposes specified in the trust fund settlement.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Motion Passes: Majority Affirmative Vote

Jeffrey Williams made a procedural **motion** to act on Articles 32 and 33 out of order at this time. [A 2/3 vote is required to take articles out of order from the warrant per Hubbardston General Bylaw Chapter II, Section 12.]

Second: Michael Stauder

Town Administrator McLane explained that these 2 articles are being taken prior to Article 6 so that Article 6 can be amended to include any changes made by the votes on Articles 32 and 33, thus keeping the Hubbardston General Bylaw on Revolving Accounts consistent with these votes.

Vote on Motion to take articles out of order: Passes by Unanimous Vote

ARTICLE 32. Motion, Daniel Galante, that the Town vote to accept the provisions of M.G.L. Ch. 44 §53F3/4, establishing a separate revenue fund effective fiscal year 2020, which begins on July 1, 2019 ~~2020~~, to be known as the PEG Access and Cable Related Fund, into which shall be deposited cable television license proceeds and other cable-related revenues for appropriation to support public, educational and governmental (“PEG”) access cable television services and oversight and renewal of the cable franchise agreements; and, upon such establishment, that the Town vote to transfer the balance of all funds as of June 30, 2019 held in the PEG Access revolving account for the benefit of the Cable Advisory Committee to said PEG Access and Cable Related Fund.

Recommended by: Board of Selectmen. Finance Committee took no action.

Second: Jeffrey Williams

The Town Accountant pointed out a correction needed in Article 32 to the date on line 2. The date should be “which begins on July 1, 2019,” and a **Motion to so Amend Article 32** was made by Daniel Galante, **seconded** by Jeffrey Williams and **passed by a unanimous vote**.

Vote on Article 32 as Amended: Motion Passes; Unanimous Affirmative Vote

ARTICLE 33. Motion, Jeffrey Williams, that the Town vote to appropriate the sum of Thirty Thousand and no cents (\$30,000.00) for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2020, and to meet said appropriation, that the sum of \$30,000 be transferred from the PEG Access and Cable Related Fund.

Recommended by: Board of Selectmen. Finance Committee took no action.

Second: Patrick Girouard

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 6. Motion: Patrick Girouard, that the Town vote to amend the Town’s General Bylaw, Chapter IV, and Section 6. E, entitled “Departmental Revolving Funds” as printed in the warrant and to transfer the balance of all funds in the “Vaccine Administration Account” revolving fund as of June 30, 2019 into the “Board of Health Fund,” and further, to amend the Town’s General Bylaw, Chapter IV, Section 6. E, entitled “Departmental Revolving Funds” by striking from Section E the PEG Access revolving fund under the authorization of the Cable

Advisory Committee into which is deposited license fees from Cable television providers expended for the purpose of recording and broadcasting town meetings, events and other cable access expenses.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 7. **Motion, Richard Haddad**, that the Town vote to fix the Fiscal Year 2020 spending limits for the revolving funds established in Chapter IV of the Hubbardston General By-Laws-laws in accordance with Massachusetts General Laws Chapter 44, Section 53E½ as printed in the warrant with the following **amendments**:

- a) by striking the references to and spending limits for the Gas Fund and Plumbing Fund pursuant to the vote under article 6;
- b) by correcting the name of the “Temporary Driveway Permit Fund” to the “DPW Temporary Driveway Fund”;
- c) by changing the name of the “Vaccine Administration Account” to the “Board of Health Fund” pursuant to the vote in article 6 and further to increase the annual spending limit for this fund to \$10,000; and
- d) by striking the reference to and spending limit for the Peg Access fund.

Recommended by: Board of Selectmen and Finance Committee

Second: Daniel Galante.

Discussion: Questions were raised about the changes read in the motion as opposed to what was in the mailed warrant. The Town Administrator explained that the warrant serves as the framework of the article, the motion is used for the legal purpose of the vote. Voters were confused over the process of amending the article within the reading of the motion rather than making separate amendments as had been past practice. Town Counsel explained that the warrant article sets the outer boundaries to provide voters with the subjects that are going to be discussed and voted on at this meeting while the motion can differ somewhat from the article as long as it is within the scope of the article. Amendments can also be made from the floor. The Temporary Moderator repeated the amendments proposed under Article 7 so as to make it clear what is being voted. Town Administrator further explained that the vote taken under Article 6 made changes to the revolving funds listed in the warrant for Article 7 and since we cannot assume that Article 6 would pass, these amendments are proposed to clean up the bylaw to match what was voted in Article 6.

Revolving Fund	Department, Board, Committee, Agency of Officer	FY2020 Spending Limit
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund DPW Temporary Driveway Fund	DPW Director	\$2,500
Gas Fund	Gas Inspector	\$3,000
Grave Fund	Cemetery Commission	\$10,000
Hazmat Fund	Fire Chief	\$3,000
Hazardous Building Demo Fund	Board of Health; Building Dept.	\$20,000
Hubbardston Special Events Fund	Town Administrator	\$50,000
Late Fee Dog License Fund	Town Clerk	\$10,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Burn Pit Fund	Fire Chief	\$11,000
PEG Access	Cable Advisory Committee	\$25,000
Planning Board Fund	Planning Board	\$20,000
Plumbing Fund	Plumbing Inspector	\$6,000
Public Records	Town Clerk	\$5,000
Recycling Fund	Board of Health	\$5,000
Septic Fund	Board of Health	\$20,000
Tax Title Collection Fund	Treasurer/Collector	\$10,000
Vaccine Administration Account Board of Health Fund	Board of Health	\$5,000 \$10,000
Wiring Fund	Wiring Inspector	\$50,000

Motion Passes: Majority Affirmative Vote

BUDGET ARTICLES

ARTICLE 8. Motion, Michael Stauder, that the Town vote to raise and appropriate from taxation the following sums of money to meet the salaries and compensation of Town Employees and Town Officers, as provided by MGL Ch. 41 §108, and for the expenses and outlays of the Town Departments, including the incremental cost of the first year of the collective bargaining agreement between the Town and the Hubbardston Professional Firefighters – Local 4957 - IAFF effective July 1, 2019, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2020 as printed in Appendix A to the warrant, and that the sum of \$100,000 be transferred from free cash for the purpose of partially funding the

FY2020 operating budget thereby reducing the amount to be raised by taxation, and further, to accept and expend Federal and State Funds to offset certain salaries or expenses and outlays.

Second: Daniel Galante

Recommended by: Board of Selectmen and Finance Committee

Moderator Lafayette recognized Town Administrator Ryan McLane for a presentation on the budget. Mr. McLane pointed out the use of Free Cash to partially fund the budget, explained the budget review process as laid out in the Town Charter and stated that this budget being presented is a combined recommended budget from the Board of Selectmen, the Finance Committee and the Town Administrator. He stated that we have structural deficit in our budget, meaning that our expenses are higher than our revenues. To make up the difference and balance the budget, we are using some Free Cash and some unexpected revenues. He discussed goals for stabilization funds and explained increases in Police, Fire, and DPW departmental budgets. He also reviewed revenue projections and stated that the remainder of the increases in the budget are from increased assessments from the schools.

The Moderator explained that he would read each line item account name to provide voters the opportunity for discussion on any given line item. The total for each section as noted below was voted separately.

The following section totals were voted separately as was the total FY2020 budget figure.

PURPOSE	AMOUNT	
General Government	\$628,464	Motion: MS, 2 nd : JW, Passes Unanimous
Public Safety	\$1,331,405	Motion: MS, 2 nd : JW, Passes Unanimous
Growth Management	\$88,014	Motion: MS, 2 nd : JW, Passes Unanimous

Moderator Lafayette invited the Superintendent of Schools, Sheila Muir, as allowed by law, to speak on the Quabbin Regional School District budget. She stated that the assessment number being presented in tonight's budget is less than the budget number that was certified by the School Committee and less than what has been requested by the district. [The dollar amount requested by the district is \$4,852,039 and the amount being proposed in tonight's budget is \$4,693,549.]

Susan Rayne, Chair of the Finance Committee, spoke in favor of the recommended budget number as presented in the warrant.

Education	\$5,373,680	Motion: MS, 2 nd : JW, Passes (2 opposed)
Public Works and Cemeteries	\$838,050	Motion: MS, 2 nd : JW, Passes Unanimous

Resident Services	\$147,430	Motion: MS, 2 nd : JW, Passes Unanimous
Unclassified	\$862,387	Motion: MS, 2 nd : JW, Passes Unanimous
Total General Fund and Operating Budget	\$9,269,431	

Vote on FY2020 Operating Budget as presented in the amount of \$9,269,431:

Motion Passes, Majority Affirmative Vote

ARTICLE 9. Motion, Daniel Galante, that the Town 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 2020.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Vote: Motion Passes; Majority Affirmative Vote

ARTICLE 10. Motion, Jeffrey Williams, that the Town vote to vote to transfer from Free Cash the sum of \$6,500 (Six Thousand Five Hundred Dollars and 00/100 Dollars) to fund the purchase of equipment, including all costs incidental and related thereto, for the Town's cemeteries for Fiscal Year 2020, as printed in the warrant. [A towed commercial truck loader for leaf removal, a backpack leaf blower and weed maintenance equipment.]

Recommended by: Board of Selectmen and Finance Committee

Second: Michael Stauder

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 11. Motion, Patrick Girouard, that the Town vote to transfer from Free Cash to the Hubbardston Preservation Fund (Fund 211) the amount of \$1,755.00 for prior fiscal year deposits made in error to the Selectmen's Miscellaneous Account.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 12. Motion, Richard Haddad, that the Town vote to transfer from free cash the sum of \$147.55 for the purpose of supplementing the FY2019 appropriations for the following accounts, as printed in the warrant:

Grave Opening	\$60.00
Parks and Rec Expenses	\$11.13
PD Underage Drinking Grant	\$76.42

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 13. Motion, Michael Stauder, that the Town vote to transfer the sum of \$58,910 from the Municipal Capital Stabilization Fund and the sum of \$204,090 from Free Cash to pay for

Fiscal Year 2020 cash capital expenses, including all costs incidental and related thereto, as printed in the warrant.

Recommended by: Board of Selectmen and Finance Committee

2/3 vote required

	FY2020 Capital Article Table	
	New Obligations	Amount
1	To fund the purchase of a pavement roller and training for the Department of Public Works	\$35,000
2	To fund a dump truck with plow for the Department of Public Works	\$95,000
3	To repair the library roof and skylight on the so-called annex building	\$11,000
4	To fund new handguns for the Police Department	\$3,000
5	To fund a new cruiser with necessary equipment for the Police Department	\$46,000
6	To fund the purchase of new cafeteria equipment for the Hubbardston Center School (combination stove-oven-steamer)	\$25,000
7	To fund the purchase of a water pump booster system for the Hubbardston Center School	\$18,000
8	To fund the purchase of new computers and related IT hardware and software for the Town Offices	\$30,000
	New Obligations Total	\$263,000

Second: Jeffrey Williams

Vote: Motion Passes; Yes-192, No-2

ARTICLE 14. Motion, Daniel Galante, that the Town vote to transfer from the accounts printed in the warrant the sum of \$13,456.63 to the General Stabilization Account.

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Account #	Description	Amount to Return
001-122-5380-9000	STM 8/10/15 Art#3 Designs Services	\$11,361.25
301-000-5840-9002	STM 10/24/17 A2 COMPLETE STS RTE 68	\$347.60
301-220-5870-9000	ATM 6/6/17 A12 FIRE TRUCK & REL EQU	\$1,019.00

001-220-5870-9001	ATM 6/5/18 A9 FD Turnout Gear	\$61.78
301-422-5870-9000	ATM 6/6/17 A14 6 WHEEL DUMP TRUCK	\$667.00
TOTAL:		\$13,456.63

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 15. Motion, Jeffrey Williams, that the Town vote to rescind the unissued borrowing authorizations approved under certain previously voted Town Meeting articles as printed in the warrant.

Recommended by: Board of Selectmen and Finance Committee

Second: Richard Haddad

Purpose	Vote Date	Article #	Amount Authorized	Amount Spent	Amount Unissued
CPA	12/4/2007	8	\$475,000.00	\$351,501.00	\$123,499.00
EMERGENCY ICE STORM RECOVERY	6/2/2009	4	\$600,000.00	\$585,000.00	\$15,000.00
PLAYGROUND	4/23/2013	3	\$40,000.00	\$30,000.00	\$10,000.00
ROUTE 68 ENGINEERING	11/19/2013	3	\$115,000.00	\$95,000.00	\$20,000.00
DEPT EQUIPMENT - PUBLIC WORKS	7/29/2014	1	\$140,000.00	\$135,000.00	\$5,000.00
				TOTAL	\$173,499.00

Vote: Motion Passes; Unanimous Affirmative Vote

CPA ARTICLES

ARTICLE 16. Motion, Patrick Girouard, that the Town vote to appropriate and set aside for future spending from the Community Preservation annual estimated revenues the amounts recommended by the Committee Preservation Committee for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2020 as printed in the warrant, with each item to be considered a separate appropriation.

Appropriations:

From FY 2020 estimated revenues for Committee Administrative Expenses (5%) \$3,267.39

Reserves:

From FY 2020 estimated revenues for Historic Resources Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Community Housing Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Open Space Reserve (10%) \$6,534.77

From FY 2020 estimated revenues for Budgeted Reserve (65%) \$42,475.92

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Second: Richard Haddad

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 17. **Motion, Richard Haddad,** that the Town vote to transfer the remaining balances totaling \$6,811.50 from prior spending authorizations approved under certain previously voted Town Meeting articles as printed in the warrant to the CPA Undesignated Reserve.

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Account #	Description	Amount to Return
246-183-5840-0001	ATM 6/4/13 A23 Tennis Courts	\$27.78
246-183-5840-0002	ATM 6/2/15 A21 Library Roof	\$2,600.00
246-161-5780-2012	ATM 6/5/12 A23 Town Historic Records Preservation	\$4,183.72
TOTAL:		\$6,811.50

Second: Patrick Girouard

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 18. **Motion, Michael Stauder,** that the Town vote to appropriate the sum of \$21,200.00 from the Community Preservation Open Space Reserve Account for the purpose of restoring and rehabilitating for recreational use the Curtis Recreational Field (Hubbardston Youth Baseball Fields) to become compliant in accordance with the Cal Ripken league regulations, including all costs incidental and related thereto.

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Second: Jeffrey Williams

Vote: Motion Passes; Majority Affirmative Vote

ARTICLE 19. **Motion, Daniel Galante,** that the Town vote to appropriate the sum of \$2,618.00 from the Community Preservation Open Space Reserve Account to purchase a portable ice-skating rink for winter recreational and open space purposes, including all costs incidental and related thereto.

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Second: Jeffrey Williams

Vote: Motion Passes; Majority Affirmative Vote

ARTICLE 20. **Motion, Jeffrey Williams,** that the Town vote to appropriate the sum of \$8,000 from the Community Preservation Historic Reserve Account for excavating areas of the Hubbardston Public Library brick foundation, including backfilling, seeding, and all costs incidental and related thereto, for historic preservation and restoration purposes.

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Second: Michael Stauder

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 21. **Motion, Patrick Girouard,** that the Town vote to appropriate the sum of \$26,690.00 from the Community Preservation Historic Reserve Account for the purpose of reimbursing First Parish Unitarian Church for the cost of preserving, rehabilitating, restoring, repairing and replacing the historic building's roof, including all costs incidental and related thereto.

Recommended by: Board of Selectmen and Community Preservation Committee. Finance Committee took no action.

Second: Richard Haddad

Vote: Motion Passes; Majority Affirmative Vote

GENERAL ARTICLES

ARTICLE 22. **Motion, Richard Haddad,** that the Town vote, pursuant to G.L. 40, §5B, to create a special purpose stabilization fund for Municipal Road Repair and Maintenance, and, as funding therefor, to raise and appropriate the sum of \$350,000 to said stabilization fund; provided, however that the vote taken hereunder shall be expressly contingent upon approval by the voters of a Proposition 2 ½, so called, override question in accordance with G.L. c.59, §21C (g) to be held on June 11th; 2019.

Recommended by: Board of Selectmen and Finance Committee

2/3 vote

required

Second: Daniel Galante

Discussion: The Selectmen explained that creating this stabilization account by approval of this article and approving the funding by passage of the Proposition 2-1/2 override ballot question next week would allow the town to repair more roads without having to borrow funds. This would be a cost savings and make more of those funds available for use on roads as opposed to paying interest on a loan. The stabilization fund could only be used for road maintenance and repair, unless Town Meeting authorizes otherwise, and the override is authorized each year by the Board of Selectmen for a specific amount up to the amount on the ballot next week [\$350,000].

Questions were asked about the type of override and whether it was permanent. The answer was that the vote to create the Special Purpose Stabilization Account can be rescinded by Town Meeting after 3 years and that the amount to be raised over the amount allowed by Proposition 2-1/2 to be put into the account is determined by the Board of Selectmen each year.

The cost per average household with a value of \$250,000 is estimated at \$193 per year.

Vote: Motion Passes; Yes-109, No-34

ARTICLE 23. **Motion, Michael Stauder,** that the Town vote to amend the Town of Hubbardston General Bylaws by adding a new Chapter XXXIII, entitled "Stretch Energy Code" for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code,

including future editions, amendments or modifications thereto, with an effective date of January 1, 2020, as printed in the handout for this Town Meeting.

Recommended by: Board of Selectmen and Finance Committee

Second: Richard Haddad

Vote: Motion Passes; Majority Affirmative Vote

ARTICLE 24. Motion, Daniel Galante, that the Town vote to accept Massachusetts General Laws Chapter 64N, Section 3 to impose a local excise tax on the retail sales of marijuana for adult use on marijuana retailers operating within the Town at the rate of 3 percent.

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 25. Motion, Jeffrey Williams, that the Town vote to accept the layout of Streeter Road as a public way in the location depicted on the plan entitled, "Layout Plan of Streeter Road, Hubbardston, MA" dated November 30, 2018 and revised on page three on April 1, 2019, prepared by Szoc Surveyors, as heretofore laid out by the Board of Selectmen on April 22, 2019 and as on file with the Town Clerk, and to authorize the Board of Selectmen to acquire by purchase, gift, or eminent domain or otherwise the fee to and/or easements in said Streeter Road as depicted on said plan and to enter into all agreements and take all related actions necessary or appropriate to carry out said acquisitions and other acts authorized herein.

Recommended by: Board of Selectmen and Finance Committee

2/3 vote required

Second: Michael Stauder

Discussion: There was much discussion on Article 25 with 6 residents speaking in favor and 2 speaking against. Selectmen Galante reminded voters that both the Board of Selectmen and Finance Committee recommend passage of the article.

Motion: Kristofer Munroe, to call the previous question

Second: Heather Budrewicz

2/3 vote required

Vote to call the previous question: Motion passes; Yes-127, No-4

Vote on Article 25: Motion passes; Yes-124, No-7

ARTICLE 26. Motion, Patrick Girouard, that the Town vote to authorize the Board of Selectmen, pursuant to G.L. Chapter 30B, Section 12, to enter into a five-year contract with Lance Laine for the haying of the Mount Jefferson Recreation Area.

Recommended by: Board of Selectmen and Finance Committee

Second: Michael Stauder

Vote: Motion Passes; Unanimous Affirmative Vote

ARTICLE 27. Motion, Thomas Robinson, that the Town vote to amend the Hubbardston Zoning Bylaw, Article 7, Special Permits, Section 7.6, as printed in the warrant.

Recommended by: Finance Committee. Board of Selectmen does not recommend. **2/3 vote required**

Second: Vincent Ritchie

Discussion: Tom Robinson, Chairman of the Planning Board, read a written report of the Planning Board to not recommend Article 27 by a vote of 3-2 at their public hearing held on May 14, 2019. Three residents spoke against the article and 1 spoke in favor.

Vote: Motion Fails; Yes-14, No-96

ARTICLE 28. Motion, Thomas Robinson, to pass over Article 28 because Article 27 did not pass. [That the Town vote to amend the Hubbardston General Bylaws, Chapter III Vacancies and Appointments, Section 1. Town Officers & Election or Appointment of the Same as printed in the warrant.]

Second: Richard Haddad
Affirmative Vote

Vote to Pass Over Article 28: Unanimous

ARTICLE 29. Motion, Richard Haddad, that the Town vote to amend Chapter XXXI, Section 2 of the Hubbardston General Bylaws by inserting a new Section 2.6 as printed in the warrant, with the exception of the following: In the second paragraph of the text as printed in the warrant, delete the references to “city council” where it appears on lines 2 through 3 and on line 4.

Section 2.6 – Powers of the Agricultural Commission

A commission may conduct research and prepare agricultural-related plans, including a comprehensive local agricultural land plan which shall be, to the extent possible, consistent with any current town master plan and regional area plans. The plan shall show or identify: (i) agricultural land areas and facilities; (ii) matters which may be shown on a tract index under section 33 of chapter 184; (iii) acquisitions of interest in land under this section; (iv) municipal lands that are held as open space; (v) non-municipal land subject to legal requirements or restrictions to protect that land or use it for open space, conservation, recreation or agriculture; (vi) land that should be retained as a public necessity for agricultural use; and (vii) any other information that the commission determines to be relevant to local agricultural land use. The commission may amend the plan whenever necessary.

A commission may receive gifts, bequests or devises of personal property or interests in real property as described in this subsection in the name of the municipality, subject to the approval of ~~the city council or board of selectmen, as the case may be.~~ The commission may purchase interests in the land only with funds available to the commission. ~~A city council or a town meeting~~ may raise or transfer funds so that the commission may acquire in the name of the municipality, by option, purchase, lease or otherwise, the fee in the land or water rights, conservation or agricultural restrictions, easements or other contractual rights as may be necessary to acquire, maintain, improve, protect, limit the future use of or conserve and properly utilize open spaces in land and water areas within the municipality. The commission shall manage and control the interests in land acquired under this subsection. The commission shall not take or obtain

land by eminent domain.

The commission shall adopt rules and regulations governing the use of land and water under its control and prescribe civil penalties, not exceeding a fine of \$100, for a violation.

(h) A municipality may appropriate money to an agricultural preservation fund of which the treasurer of the municipality shall be the custodian. The treasurer shall receive, deposit or invest the funds in savings banks, trust companies incorporated under the laws of the commonwealth, banking companies incorporated under the laws of the commonwealth which are members of the Federal Deposit Insurance Corporation or national banks or invest the funds in: (i) paid up shares and accounts of and in cooperative banks; (ii) shares of savings and loan associations; or (iii) shares of federal savings and loan associations doing business in the commonwealth. Any income derived from deposits or investments under this subsection shall be credited to the fund. Money in the fund may be expended by the commission for any purpose authorized by this section.

Recommended by: Board of Selectmen and Finance Committee.

Second: Michael Stauder

Vote on Article 29 as Amended: Motion Passes; Unanimous Affirmative Vote

ARTICLE 30. Motion, Debra Reed, to pass over Article 30. [submitted by Citizens' Petition]

Second: Daniel Galante

Vote to Pass Over Article 30: Unanimous Affirmative Vote

ARTICLE 31. Motion, Debra Reed, that the Town vote to authorize the Board of Selectmen to petition the General Court for special legislation, entitled An Act relative to private road maintenance, as printed in the warrant.

AN ACT relative to private road maintenance.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. For the purposes of this act, the following words shall have the following meanings unless the context clearly requires otherwise:

“Common usage”, a road or any portion thereof that has been commonly used by the general public for a period of at least 20 consecutive years for travel directly from 1 public road to another public road.

“Improvement”, construction, alteration or reconstruction of 1 or more permanent fixtures upon, over or under a private way open to the public and of the type which the town may undertake with respect to town ways.

“Maintenance” incidental repairs and snow and ice removal upon, over or under a private way open to the public of the type which the town may undertake with respect to town ways.

SECTION 2. Notwithstanding sections 6C and 6N of chapter 40 of the General Laws, and bylaws adopted thereunder, or any other general or special law to the contrary, the town of Hubbardston may, from time to time, to ensure the safety of the general public, enter onto and make expenditures to undertake maintenance and improvements, within any portion thereof, on 1 or more private ways within the town following: (i) a declaration of common usage of the private way by the general public, by vote of the Board of Selectmen; and (ii) an appropriation therefor. The board of selectmen shall determine the extent of any maintenance improvements. No declaration, appropriation, expenditure, maintenance or improvement pursuant to this act shall constitute the taking, layout, acceptance or establishment of the private way as a town way or constitute repairs under section 25 of chapter 84 of the General Laws.

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

Recommended by: Board of Selectmen. Finance Committee does not recommend.

Second: Jeffrey Williams

Motion: Daniel Galante, that the motion under Article 31 be **amended by inserting a new Section 4** as follows:

SECTION 4. The General Court may make clerical or editorial changes of form only to this bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition.

Motion to Amend Seconded: Jeffrey Williams

Discussion: Carolyn Murray, Representative for Town Counsel, explained that this amendment is common practice on these types of special legislations to allow clerical changes to be made by the General Court as opposed to having a bill rejected by the General Court for a missing comma or other clerical error.

Vote on Motion to Amend: Motion Passes, Majority Affirmative Vote

Vote on Article 31: Motion Passes; Majority Affirmative Vote

The Temporary Moderator recognized a **motion by Vincent Ritchie** to recognize and thank Moderator Edward Leonard for his many years of fine service to our town.

Second: Board of Selectmen and many others

Vote: Unanimous in favor as indicated by voice vote

[Articles 32 and 33 were acted on earlier in the evening.]

Having completed the business of the evening, the Temporary Moderator declared Town Meeting adjourned at 10:25pm.

Respectfully Submitted,

Joyce E. Green
Town Clerk

(Town Seal)

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON



SPECIAL TOWN MEETING Thursday, August 22, 2019 • 7 p.m. CENTER SCHOOL

STABILIZATION FUND: \$393,715
MUNICIPAL CAPITAL STABILIZATION FUND: \$104,481
MUNICIPAL ROAD REPAIR STABILIZATION FUND: \$0

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 Thursday, August 22, 2019 at 7 o'clock in the evening**, then and there to act on the following articles:

ARTICLE 1. To see if the Town will vote to amend the amounts previously appropriated under Article 8 at the June 2019 Town Meeting for the Town's Fiscal Year 2020 operating budget by increasing and decreasing the amounts appropriated for various departmental budgets and by raising and appropriating any additional sums from taxation, by transferring from available funds, or otherwise providing the sums required to carry out these budget adjustments, or take any other action relative thereto.

(Submitted by Board of Selectmen)

(Finance Committee Takes No Action)

NOTE: The June 2019 Town Meeting appropriated \$4,693,549 for the Quabbin Regional School District, which was less than the amount requested by the Quabbin Regional School Committee. The Quabbin Regional School budget was not approved by 2/3 of the member municipalities as required under G.L. c. 71, §16B, and therefore the Quabbin Regional School Committee was required to present a revised budget to its members. Handouts and discussions at the Special Town Meeting will reflect the latest information from the Quabbin Regional School District School Committee and recommendations from the Board of Selectmen and Finance Committee.

ARTICLE 2. To see if the Town will vote to appropriate, borrow or transfer from available funds \$60,000 to be expended under the direction of the Town of Hubbardston to conduct a schematic design study of the Hubbardston Center School, 8 Elm Street, Hubbardston, MA, for a potential roof replacement project, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town, or take any other action relative thereto.

(Submitted and Recommended by the Board of Selectmen)

(Finance Committee Recommends)

◆————◆

You are hereby directed to serve this warrant by posting attested copies thereof at the Place of Meeting, Hubbardston Center School, Hubbardston One-Stop Shop 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 29th day of July 2019:

BOARD OF SELECTMEN of HUBBARDSTON

Daniel S. Galante

Kris Pareago

Jeffrey L. Williams

Patrick R. Girouard

Richard J. Haddad

A true copy. Attest:

Laurie Reed, Town Clerk

Date of Posting: _____

Method: _____

By: _____, Constable



COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON

MINUTES - SPECIAL TOWN MEETING
CENTER SCHOOL

AUGUST 22, 2019

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 Rene Lafayette; Board of Selectmen members Daniel Galante (Chair), Jeffrey Williams, Patrick Girouard and Kris Pareago; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Joshua Lerner, Shannon Erb and Charles Reed; Town Administrator Ryan McLane and representative for Town Counsel, Brian Riley.

A total of 58 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Moderator, Rene Lafayette, called the meeting to order at 7:28pm. The meeting opened with the Pledge of Allegiance. Mr. Lafayette and announced the meeting was being recorded and stated the Chair appointed Pati Burke and Tom Everett to serve as counters if needed.

The following actions were taken on the article presented in the aforesaid warrant:

ARTICLE 1. Motion, Mr. Galante moves: That the Town vote to amend the vote taken on Article 8 of the June 4, 2019 Annual Town Meeting warrant, Operating Budget, by supplementing the amount appropriated for the Quabbin Regional School District budget with the additional amount of \$44,146; and further to meet this appropriation by approving the budget line item transfers set forth in the handout provided to voters.

Second: Jeffrey Williams

The Chair recognized Town Administrator, Ryan McLane to discuss the handouts given to voters.

Motion: Mark Wigler, to amend the school budget from \$4,737,695 to 4,751,984.

Second: Thomas Robinson

Vote on motion to amend: Motion Fails

Discussion: Laura Foley questioned news of additional funding from the Commonwealth for schools in Western and Central Massachusetts. Question was addressed by Town Administrator, Ryan McLane and Superintendent, Sheila Muir.

[The Moderator read each highlighted line to include the item account number and total to provide voters the opportunity for discussion on any given line item. The line items were read in order with the exception of line item 86 "Quabbin Regional School Assessment" which was read first. Total operating buget \$9,301,245]

Vote: Motion Carries; Majority Affirmative Vote

ARTICLE 2. Motion, Mr. Williams moves: That the Town vote to transfer the amount of \$60,000 from the Municipal Capital Stabilization Fund, to be expended under the direction of the Board of Selectmen to conduct a schematic design study of the Hubbardston Center School, 8 Elm Street, Hubbardston for a potential roof replacement project, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

Second: Daniel Galante

Vote: Motion Carries; Unanimous Affirmative Vote

Seeing no other business before him, the Moderator adjourned the Special Town Meeting at 8:01pm.

Respectfully Submitted,

Laurie J. Reed

Town Clerk

(Town Seal)

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON



SPECIAL TOWN MEETING Monday October 21, 2019 • 7 p.m. CENTER SCHOOL

STABILIZATION FUND: \$ 406,579.75

MUNICIPAL CAPITAL STABILIZATION FUND: \$100,194.49

MUNICIPAL ROAD REPAIR STABILIZATION FUND: \$0

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 Monday, October 21, 2019 at 7 o'clock** in the evening, then and there to act on the following articles:

ARTICLE 1. To see if the Town will vote to amend the amounts previously appropriated under Article 1 at the August 2019 Special Town Meeting for the Town's Fiscal Year 2020 operating budget by increasing and decreasing the amounts appropriated for various departmental budgets and by raising and appropriating any additional sums from taxation, by transferring from available funds, or otherwise providing the sums required to carry out these budget adjustments; or take any other action relative thereto.

(Submitted by Board of Selectmen)

NOTE: The August 2019 Special Town Meeting appropriated \$4,737,695 for the Quabbin Regional School District which was less than the amount requested by the Quabbin Regional School District School Committee. The QRSD certified assessment, requesting \$4,751,988 from the Town of Hubbardston, was approved by 4/5 of the member municipalities. Therefore, the Town of Hubbardston is required to increase revenues or reduce expenditures by \$14,293 in order to balance the FY20 budget.

ARTICLE 2. To see if the Town will vote to transfer from available funds the sum of \$75,000 (Seventy Five Thousand and 00/100 Dollars) to fund the design for the reconstruction and related improvements for the Main Street section of Route 68 in Hubbardston's Town Center; or take any action relative thereto.

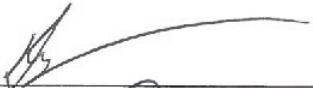
(Submitted by Board of Selectmen)



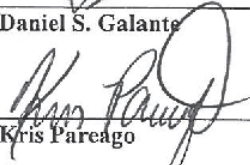
You are hereby directed to serve this warrant by posting attested copies thereof at the Place of Meeting, Hubbardston Center School, Hubbardston One-Stop Shop Convenience Store, the Town Offices and the Post Office fourteen days, at least, before the day of said meeting. Hereof, fail not, and make due 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 23th day of September 2019:

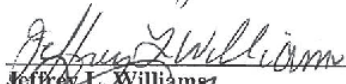
BOARD OF SELECTMEN of HUBBARDSTON



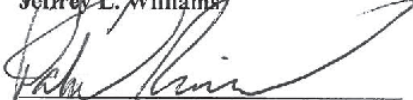
Daniel S. Galante



Kris Pareago



Jeffrey L. Williams



Patrick R. Girouard



Richard J. Haddad

A true copy, Attest: _____



Laurie Reed, Town Clerk

Date of Posting: _____

Method: _____

By: _____, Constable



COMMONWEALTH OF MASSACHUSETTS

TOWN OF HUBBARDSTON

MINUTES - SPECIAL TOWN MEETING SCHOOL

OCTOBER 21, 2019

CENTER

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 Rene Lafayette; Board of Selectmen members Daniel Galante (Chair), Jeffrey Williams, Richard Haddad, Patrick Girouard and Kris Pareago; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Shannon Erb and Charles Reed; Town Administrator Ryan McLane and representative for Town Counsel, Carolyn Murray.

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

Moderator, Rene Lafayette, called the meeting to order at 7:05pm. The meeting opened with the Pledge of Allegiance. Mr. Lafayette and announced the meeting was being recorded and asked that all cell phones be silenced.

The following actions were taken on the article presented in the aforesaid warrant:

ARTICLE 1. Motion. Mr. Galante moves: That the Town vote to amend the vote taken on Article 1 of the August 22, 2019 Special Town Meeting warrant, Operating Budget, by approving the budget line adjustments as set forth in the handout provided to voters at this Town Meeting.

Recommended by: Board of Selectmen and Finance Committee

Second: Richard Haddad

The Chair recognized Town Administrator, Ryan McLane to discuss the handout given to voters. Proposed budget adjustments include;

Budget Cover Sheet – Projected Local Receipts:

Projected Local Receipts: Increase revenue projection for the Building Department by **\$2,100.00**

General Government:

Line 2: Eliminate the proposed Human Resources Consulting Services for a total cost of **\$4,000.00**

Other General Government:

Line 44: Reduce the Finance Committee Reserve by \$5,000.00 from \$35,000.00 to **\$30,000.00**

Other Emergency Services:

Line 68: Reduce the Rutland Regional Dispatch Assessment projection by **\$560.00**

Growth Management:

Line 73: Increase the line by **\$2,100.00** to accommodate the new regional agreement for FY20-22

Planning Board:

Line 81: Reduce the Assistant hours from 18 hours per week to 16 hours per week for a total reduction of **\$1714.00**

Education:

Line 86: Increase the Quabbin Regional School Assessment by **\$14,293.00** to meet the certified assessment

Public Works Expenses:

Line 93: Reduce the line by **\$2,275.00**

Line 94: Reduce the line by **\$788.00**

Discussion: Laura Foley questioned why there were reductions in Article 1 and a transfer of funds in Article 2. Question was addressed by Town Administrator, Ryan McLane who explained the difference between funding in the Operating Budget and Free Cash.

[The Moderator read each line listed above and total to provide voters the opportunity for discussion on any given line item. Total operating buget \$9,303,301]

Vote: Motion Carries; Unanimous Affirmative Vote

ARTICLE 2. Motion. Mr. Williams moves: That the Town vote to transfer the amount of Seventy Five Thousand (**\$75,000.00**) from Free Cash to fund the design for the reconstruction and related improvements for the Main Street section of Route 68 in Hubbardston's Town Center.

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Board of Selectmen and Town Center Committee Chair, Daniel Galante was recognized to speak on behalf of the article.

Discussion: Alice Livdahl questioned the details of the Worcester North Project. Question was answered by Daniel Galante .

Vote: Motion Carries; Unanimous Affirmative Vote

Seeing no other business before him, the Moderator adjourned the Special Town Meeting at 8:23pm.

Respectfully Submitted,

Laurie J. Reed

Town Clerk

(Town Seal)



COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON

WARRANT

ANNUAL TOWN ELECTION

JUNE 11, 2019

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 11th of JUNE 2019,**

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:

Two Positions	BOARD OF SELECTMEN	3-Year Terms
One Position	BOARD OF ASSESSORS	3-Year Term
One Position	PLANNING BOARD	5-Year Term
One Position	PLANNING BOARD	1-Year Term
Two Positions	BOARD OF HEALTH	3-Year Terms
One Position	BOARD OF HEALTH	2-Year Term
One Position	QUABBIN REG SCHOOL DISTRICT COMM	3-Year Term
One Position	MODERATOR	3-Year Term
Two Positions	FINANCE COMMITTEE	3-Year Terms
One Position	FINANCE COMMITTEE	2-Year Term
One Position	FINANCE COMMITTEE	1-Year Term
One Position	CEMETERY COMMISSION	3-Year Term
Two Positions	TRUSTEES OF PUBLIC LIBRARY	3-Year Terms
One Position	HOUSING AUTHORITY	4-Year Term
One Position	HOUSING AUTHORITY	3-Year Term
One Position	HOUSING AUTHORITY	2-Year Term
One Position	HOUSING AUTHORITY	1-Year Term
Two Positions	PARKS COMMISSIONER	3-Year Terms

Question #1

Shall the Town of Hubbardston be allowed to assess an additional \$350,000 in real estate and personal property taxes for the purpose of funding the municipal road repair and maintenance fund for the fiscal year beginning July 1, 2019?

Yes _____ No _____

You are hereby directed to serve this warrant by posting attested copies thereof at Hubbardston Center School, Town Office, U.S. Post Office, and Hubbardston One Stop Shop at least fourteen (14) days prior to said election.

Given under our hands this _____ day of May, 2019.

BOARD OF SELECTMEN of HUBBARDSTON

A true copy, Attest:

Daniel S. Galante

Michael S. Stauder

Jeffrey L. Williams

Patrick R. Girouard

Richard J. Haddad

Joyce E. Green, Town Clerk

Date of Posting: _____

Method: BY HAND

By: _____

Constable

(seal)



COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON
Annual Town Election, June 11, 2019
OFFICIAL Election Results

Total # Registered Voters = 3327 TOTAL VOTES CAST TODAY: 418 (12.6%) * = Elected

BOARD OF SELECTMEN, 3-Yr Terms (2 positions)

***Daniel S. Galante 278**
***Kris E. Pareago 259**
Write-Ins 8

BOARD OF ASSESSORS, 3-Year Term

***John K. Prentiss 333**
Write-Ins 1

PLANNING BOARD, 5-Year Term

Thomas F. Robinson 151
***Francois I. Steiger 242**
Write-Ins 0

PLANNING BOARD, 1-Year Term

***Alice K. Livdahl 327**
Write-Ins 0

BOARD OF HEALTH, 3-Year Terms (2 positions)

***Catherine A. Hansgate 331**
1 Position-Failure to Elect
Write-Ins 2

BOARD OF HEALTH, 2-Year Term

***Vincent Ritchie 2 (write-in)**
Other Write-Ins 2

QUABBIN SCH COMM, 3-Yr Term

***Mark T. Wigler 329**
Write-Ins 2

MODERATOR, 3-Year Term

***Rene Lafayette 342**
Write-Ins 0

FINANCE COMMITTEE, 3-Year Terms (2 positions)

***Joshua C. Lerner 288**
***Susan Rayne 296**
Write-Ins 0

FINANCE COMMITTEE, 2-Year Term

***David G. Conaghan 315**
Write-Ins 0

FINANCE COMMITTEE, 1-Year Term

***Charles E. Reed 312**
Write-Ins 0

CEMETERY COMMISSION, 3-Year Term

***Paul F. Sweeney 329**
Write-Ins 0

TRUSTEES OF PUBLIC LIBRARY, 3-Year Term (2 pos)

***Johanna C. Henning 299**
***Morgan T. Brinker 270**
Write-Ins 0

HOUSING AUTHORITY, 4-Year Term

Write-Ins 3
Failure to Elect

HOUSING AUTHORITY, 3-Year Term

Write-Ins 1
Failure to Elect

HOUSING AUTHORITY, 2-Year Term

Write-Ins 0
Failure to Elect

HOUSING AUTHORITY, 1-Year Term

***Albert Afonso 1 (write-in)**
Other Write-Ins 0

PARK COMMISSIONER, 3-Year Term (2 positions)

***Jason T. Guertin 311**
***Brian R. Matheson 291**
Write-Ins 1

Question #1: Shall the Town of Hubbardston be allowed to assess an additional \$350,000 in real estate and personal property taxes for the purpose of funding the municipal road repair and maintenance fund for the fiscal year beginning July 1, 2019?

Yes - 190 No - 219

189

A True Copy Attest:

OTHER INFORMATION



2019 TOWN OF HUBBARDSTON GROSS SALARIES

Afonso	Albert	MART Van Driver	\$ 1,084.84
Amann	Michael J	Police	\$ 92,296.98
Amato-Hansen	Olivia	Library Staff	\$ 110.88
Arata	Jayne G	Library Director	\$ 11,519.12
Ares	Erik R	Fire	\$ 882.24
Ares	James P	Fire	\$ 64,150.09
Barbera	Christine M	Library Director	\$ 22,040.03
Begin	Betty J	Election Worker	\$ 78.00
Bergeron	Christopher J	Police	\$ 93,868.72
Blood	Donald J	Police	\$ 88,554.43
Boissoneau	Craig J	DPW	\$ 56,940.09
Bourque	Jeffrey A	Tree Warden	\$ 1,845.00
Brady	Robert	DPW Seasonal	\$ 5,604.00
Brown	Travis M	DPW Director	\$ 80,420.69
Burke	Patricia J	Building/Planning Clerk	\$ 12,761.30
Casey	Troy A	Fire	\$ 87,296.38
Chatigny	Scott A	Police	\$ 70,372.89
Clapham Jr.	Richard	DPW - Seasonal	\$ 3,998.50
Colebrook	Michele L	Library Staff	\$ 695.52
Couture	Ryan P	Police	\$ 91,717.53
Crompton	Robert R	DPW	\$ 32,367.19
Cunningham	Richard	Board of Registrars	\$ 43.00
Cunningham	Bonnie J	Sr Tax Workoff	\$ 1,500.00
Daniels	Genevieve M	Assessors' Clerk/Fin. Asst	\$ 1,400.22
DiPietro	Andrew W	Police	\$ 17,099.04
Dixon	James F	Fire	\$ 5,433.72
Dixon	Tina C	Fire	\$ 4,432.13
Doane	Teddie J	Sr Tax Workoff	\$ 627.00
Dupuis	Gerard	MART Van Driver	\$ 861.18
Fontaine	Kayla A	Police	\$ 3,276.83
Forte	Robert K	Police	\$ 103,977.73
Gallant	Edward R	MART Van Driver	\$ 2,470.49
Garcia	Nicholas A	Police	\$ 9,436.11
Goehle	Kyle	Fire	\$ 992.02
Goguen	Neil B	DPW	\$ 59,282.24
Goscila	Jeremy D	Fire	\$ 69,156.77
Gosse	Rebecca J	Sr Tax Workoff	\$ 1,500.00
Green	Joyce E	Town Clerk/ZBA Clerk	\$ 24,186.44
Gushue	Ann	Election Worker	\$ 78.00
Hackett	Richard W	Sr Tax Workoff	\$ 1,500.00
Hakala	Jacob	DPW	\$ 56,192.56
Halkola	James F	Police	\$ 7,467.02
Hallock	Corey	Fire	\$ 122.88
Hamel	Dennis C	Fire	\$ 7,267.17
Hamer	Rhonda L	Library Staff	\$ 97.44

Hardaker	Sharon A	MART Dispatcher	\$ 6,660.70
Hayes Jr.	Robert	Fire Chief	\$ 85,753.59
Hoffman	Anthony B	Gas Inspector	\$ 1,585.60
Homans	William J	Police/Election Worker	\$ 2,625.00
Howard	Peter M	Recycling	\$ 304.00
Howlett	Marcia G	Cemetery Commission Secretary	\$ 522.96
Kaldera	Bella M	Recycling	\$ 794.71
LaFortune	Benjamin	DPW	\$ 56,916.87
Lamoureux	Patricia	Sr Tax Workoff	\$ 1,500.00
Langer	Caleb D	Fire	\$ 482.83
Larson	Shonna L	Election Worker	\$ 189.00
Larson	Tomas R	Plow Driver	\$ 1,124.00
LeHane	Leroy	MART Van Driver	\$ 10,686.86
Mabardy	Mitchell F	Fire	\$ 2,493.80
Mailman	Kevin	Police	\$ 2,521.49
McLane	Ryan M	Town Administrator	\$ 90,123.06
Moisio	Jacob P	Police	\$ 486.16
Nason	Sandra E	Treasurer/Collector	\$ 63,105.07
O'Donnell	Dennis	DPW Clerk/Emergency Mgmt. Dir	\$ 13,126.65
Parker	Gerald	Custodian	\$ 7,495.92
Parker	Kelly	Board of Health/Cons. Comm Clk	\$ 11,364.97
Parker	Michael C	Fire	\$ 14,109.92
Payson	James V	DPW Seasonal	\$ 5,460.00
Perron	Dennis G	Police Chief	\$ 104,296.99
Perron	Nancy A	Police Admin Asst	\$ 13,584.69
Pervier	Florence	Sr Tax Workoff	\$ 1,500.00
Power	Thomas W	Fire	\$ 71.48
Provencal	Claudia G	Council on Aging Director	\$ 15,820.77
Reed	Laurie J	Executive Admin Asst/Town Clerk	\$ 37,295.92
Rivera	Iris J	Assessors' Clerk	\$ 9,043.40
Scott	Eric N	Police	\$ 494.97
Seamon	Mallory A	Land Use Clerk	\$ 4,873.44
Silva	Peter M	Recycling	\$ 142.00
Susen-Roy	Jennifer A	Board of Health Insp	\$ 150.00
Sutcliffe	Christina	Planning Board Clerk	\$ 12,323.05
Sweeney	Darrell M	Wiring Inspector	\$ 2,266.00
Sweeney	Paul F	DPW - Seasonal	\$ 2,836.88
Tardy	Donald	MART Driver	\$ 8,485.40
Thibault	Roberta A	Financial Assistant	\$ 29,539.77
Vacarelo	Judith A	Library Staff	\$ 73.92
Vincent	Kathleen M	Election Worker	\$ 111.00
Walker	Antonette P	Library Staff	\$ 486.56
Walker	Gabrielle	Library Staff	\$ 3,488.64
Whitney	Brianna H	Clockwinder	\$ 221.12
Whitney	Carol W	Election Worker	\$ 90.00
Wickstrom	Adam P	Fire	\$ 78.90
Wilkinson	Lynn R	Election Worker	\$ 123.00

Wilkinson	Taylor	Fire	\$ 62,516.28
Willoughby	Eric J	DPW	\$ 9,416.88
Withycombe	William R	Police	\$ 6,875.00
Wolfe	Karen M	Sr Tax Workoff	\$ 1,500.00
Woodward	Patricia A	Sr Tax Workoff/Election Worker	\$ 1,524.00
		TOTAL	\$ 1,905,667.63

FISCAL YEAR 2020 APPROVED BUDGET

Revenue Source	Town Meeting	Proposed	Comments
Property Taxes	\$ 7,032,910	\$ 7,032,910	FY19 Tax Levy
Prop 2 1/2 Increase	\$ 175,823	\$ 175,823	Allowed by MGL
Add New Growth	\$ 73,500	\$ 73,500	Verified by Assessors
Less Snow & Ice Deficit	\$ -	\$ -	
Less Reserve for Abatement	\$ (35,000)	\$ (35,000)	
Net Property Tax Revenue	\$ 7,247,233	\$ 7,247,233	
Free Cash for Operating Budget	\$ 100,000	\$ 100,000	
Total Receipts	\$ 641,182	\$ 641,182	Final State Number 7.26.19
Less offsets/Assessments	\$ (9,371)	\$ (9,371)	Final State Number 7.26.19
Projected Local Aid	\$ 631,811	\$ 631,811	
Projected Local Receipts	\$ 1,322,201	\$ 1,324,301	Increased Building Department Revenue
Total Operating Revenues	\$ 9,301,245	\$ 9,303,345	
FY 2020 Budget	\$ 9,301,245	\$ 9,303,301	
Operating Surplus/(Shortfall)	\$ (0)	\$ 44	
Available Resources			
Unappropriated Free Cash	\$ 401,513	\$ 401,513	DOR Verified - FY20
Cash from Municipal Stabilization	\$ 58,910	\$ 58,910	
	\$ 460,423	\$ 460,423	
Town Meeting Requests			
2020 Capital Budget	\$ 263,000	\$ 263,000	Capital Plan - Warrant Article
Free Cash for FY20 Budget	\$ 100,000	\$ 100,000	FY20 Budget Revenue
Senior Work Off	\$ 15,000	\$ 15,000	Warrant Article
Account Transfers	\$ 148	\$ 148	Warrant Article
Hubb Preservation	\$ 1,755	\$ 1,755	Warrant Article
Cemetery Machinery	\$ 6,500	\$ 6,500	Warrant Article
Sub Total Capital and Warrants	\$ 386,403	\$ 386,403	
Remaining Free Cash	\$ 74,020	\$ 74,020	

	Account Number	Account Name	FY19 Approved	FY20 Department Request	June Annual Town Meeting Vote	August Special Town Meeting Vote	October STM Recommended Budget
	GENERAL GOVERNMENT						
	Executive						
1	001-122-5110-0001	Executive Assistant	\$32,825	\$32,825	\$34,636	\$34,636	\$34,636
2	NEW	HR Consulting	\$0	\$0	\$0	\$4,000	\$0
3	001-122-5700-0000	Select Board Expenses	\$8,000	\$8,000	\$8,000	\$7,500	\$7,500
4	001-122-5700-0001	Binding of Records	\$1,000	\$100	\$100	\$100	\$100
5	001-122-5340-0000	Warrant Mailings	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000
6	001-129-5110-0000	Town Administrator Salary	\$85,000	\$88,000	\$89,760	\$89,760	\$89,760
8	001-129-5190-0000	Town Administrator Cell Phone Stipend	\$600	\$600	\$600	\$600	\$600
9	001-129-5700-0000	Town Administrator Expense	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
		Total Executive	\$131,425	\$134,525	\$138,096	\$141,596	\$137,596
	Town Clerk						
10	001-161-5110-0000	Town Clerk Salary	\$41,325	\$41,325	\$40,357	\$40,357	\$40,357
11	001-161-5190-0000	Town Clerk Certification	\$1,000	\$1,000	\$1,000	\$0	\$0
12	001-161-5700-0000	Town Clerk Expenses	\$3,814	\$3,836	\$3,836	\$3,836	\$3,836
13	001-161-5110-0001	Asst Town Clerk Wages	\$2,635	\$2,635	\$2,573	\$2,573	\$2,573
14	001-162-5700-0000	Elections & Registrations Expenses	\$7,160	\$4,500	\$4,500	\$4,500	\$4,500
15	001-162-5110-0000	Elections & Registrations Wages	\$3,100	\$2,500	\$2,500	\$2,500	\$2,500
16	001-163-5110-0000	Board of Registrars Wages	\$446	\$446	\$446	\$446	\$446
		Total Town Clerk	\$59,480	\$56,242	\$55,212	\$54,212	\$54,212
	Accounting						
17	001-135-5300-0004	Town Accountant Services	\$42,000	\$48,000	\$37,800	\$42,000	\$42,000
18	001-135-5420-0000	Town Accountant Expense	\$200	\$200	\$200	\$200	\$200
19	001-135-5300-0000	Annual Audit	\$19,000	\$19,000	\$19,500	\$19,500	\$19,500
		Total Accounting	\$61,200	\$67,200	\$57,500	\$61,700	\$61,700
	Assessors						
20	001-141-5110-0002	Assessing Assistant	\$14,040	\$14,040	\$13,083	\$30,502	\$30,502
21	001-141-5420-0000	Assessors' Expenses	\$6,000	\$10,000	\$6,000	\$6,000	\$6,000
22	NEW	Assessor Stipends	\$0	\$3,835	\$0	\$0	\$0
23	001-141-5300-0000	Assessors' Contracted Services	\$63,700	\$63,700	\$65,200	\$65,200	\$65,200
		Total Assessors	\$83,740	\$91,575	\$84,283	\$101,702	\$101,702
	Treasurer/Collector						
24	001-149-5110-0000	Treasurer/Collector Salary	\$60,850	\$60,850	\$62,991	\$62,991	\$62,991
25	001-149-5190-0000	Treasurer/Collector Certification	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
27	001-149-5110-0002	Finance Assistant	\$16,670	\$16,670	\$17,755	\$0	\$0
28	001-149-5700-0000	Treasurer/Collector Expense	\$10,250	\$11,825	\$11,825	\$11,825	\$11,825
29	001-149-5300-0000	Treasurer/Collector Payroll Services	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
30	001-149-5700-0001	Treasurer/Collector Tax Title Expense	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
		Total Treasurer/Collector	\$96,770	\$98,345	\$101,571	\$83,816	\$83,816
	Legal Services						
31	001-151-5300-0000	Legal Services	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
		Total Legal Services	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
	Conservation Commission						
32	001-171-5700-0000	Conservation Comm. Expenses	\$1,172	\$1,172	\$1,172	\$1,172	\$1,172
		Total Conservation Commission	\$1,172	\$1,172	\$1,172	\$1,172	\$1,172
	Operations Support						
33	001-122-5210-0000	Town Office Utilities & Maintenance	\$31,000	\$31,000	\$31,000	\$31,000	\$31,000
34	001-122-5110-0003	Town Custodian	\$7,500	\$7,500	\$7,655	\$9,185	\$9,185
35	001-122-5230-0000	Town Office Phone	\$7,500	\$6,500	\$6,500	\$6,500	\$6,500
36	001-122-5240-0000	IT (Computer) Maintenance	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000
37	001-122-5300-0003	Town Website	\$6,000	\$5,500	\$5,500	\$4,000	\$4,000
38	001-122-5400-0000	Copier Expense	\$5,000	\$3,000	\$3,000	\$3,000	\$3,000
		Total Operations Support	\$117,000	\$113,500	\$113,655	\$113,685	\$113,685
	Other General Government						
39	001-176-5110-0000	Board of Appeals Assistant Wages	\$500	\$500	\$500	\$500	\$500
40	001-176-5700-0000	Board of Appeals Expense	\$675	\$675	\$675	\$675	\$675

41	001-195-5700-0000	Town Report	\$500	\$500	\$500	\$500	\$500
42	001-114-5110-0000	Moderator Salary	\$100	\$100	\$100	\$100	\$100
43	001-131-5420-0000	Finance Committee Expenses	\$200	\$200	\$200	\$200	\$200
44	001-132-5700-0000	Finance Committee Reserve Fund	\$35,000	\$35,000	\$35,000	\$35,000	\$30,000
		Total Other General Government	\$36,975	\$36,975	\$36,975	\$36,975	\$31,975
		TOTAL GENERAL GOVERNMENT	\$627,762	\$639,534	\$628,464	\$634,858	\$625,858
		PUBLIC SAFETY					
		Police Department					
45	001-210-5110-0000	Police Chief Salary	\$96,900	\$98,325	\$101,766	\$101,766	\$101,766
46	001-210-5110-0002	Police Wages	\$447,944	\$476,324	\$476,324	\$476,324	\$476,324
47	001-210-5110-0003	Police Training Wages	\$14,782	\$17,782	\$17,782	\$11,558	\$11,558
48	001-210-5300-0000	Police Training Expenses	\$0	\$0	\$0	\$6,224	\$6,224
49	001-210-5110-0001	Police Assistant	\$14,425	\$14,425	\$15,435	\$15,435	\$15,435
50	001-210-5700-0000	Police Dept. Maintenance	\$12,490	\$12,490	\$12,490	\$12,490	\$12,490
51	001-210-5240-0000	Police Dept. Vehicle Maintenance	\$7,750	\$7,750	\$7,750	\$7,750	\$7,750
52	001-210-5850-0000	Police Dept. Equipment & Outlay	\$14,849	\$15,574	\$15,574	\$15,574	\$15,574
		Total Police Department	\$609,140	\$642,670	\$647,121	\$647,121	\$647,121
		Fire Department					
53	001-220-5110-0000	Fire Chief Salary (Inc Hol)	\$81,100	\$81,100	\$82,722	\$82,722	\$82,722
54	001-220-5110-0001	Fire Department - Wages	\$244,100	\$257,165	\$264,000	\$264,000	\$264,000
55	001-220-5190-0000	Fire Department - Call Wages	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000
56	001-220-5430-0000	Fire Department Maintenance	\$13,600	\$13,600	\$13,600	\$13,600	\$13,600
57	001-220-5240-0000	Fire Department Vehicle Maint.	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
58	001-220-5500-0000	Fire Department Equipment & Outlay	\$17,000	\$17,000	\$17,000	\$17,000	\$17,000
61	001-231-5290-0000	Lease of Space	\$21,500	\$22,356	\$22,356	\$22,356	\$22,356
62	001-231-5300-0000	Prof. Expenses/Services	\$29,400	\$29,400	\$29,400	\$29,400	\$29,400
67	001-231-5500-0000	Medical Supplies	\$23,000	\$23,000	\$23,000	\$23,000	\$23,000
		Total Fire	\$514,700	\$528,621	\$537,078	\$537,078	\$537,078
		Other Emergency Services					
68	001-299-5300-0000	Rutland Regional Dispatch Assessment	\$129,786	\$127,560	\$127,560	\$127,560	\$127,000
69	001-299-5700-0000	Dispatch Maintenance & Equip.	\$2,000	\$0	\$0	\$0	\$0
70	001-291-5110-0000	Emergency Planning Director	\$1,045	\$1,045	\$1,066	\$1,066	\$1,066
71	001-291-5700-0000	Emergency Planning Expenses	\$1,333	\$1,333	\$1,333	\$1,333	\$1,333
72	001-292-5300-0000	Regional Animal Control Officer Services	\$16,826	\$17,247	\$17,247	\$17,247	\$17,247
		Other Emergency Services	\$150,990	\$147,185	\$147,206	\$147,206	\$146,646
		TOTAL PUBLIC SAFETY	\$1,274,830	\$1,318,476	\$1,331,405	\$1,331,405	\$1,330,845
		GROWTH MANAGEMENT					
		Building Inspection					
73	001-192-5110-0000	Regional Building Inspection Services	\$24,185	\$24,000	\$24,000	\$24,000	\$26,100
74	001-192-5700-0000	Building Department Expense	\$3,610	\$1,135	\$1,135	\$1,135	\$1,135
75	001-519-5110-0000	Animal Inspector Salary	\$1,500	\$0	\$0	\$0	\$0
76	001-519-5705-0000	Animal Inspector Expense	\$663	\$0	\$0	\$0	\$0
		Total Building Inspection	\$29,958	\$25,135	\$25,135	\$25,135	\$27,235
		Planning Board					
77	001-175-5700-0000	Planning Board Expenses	\$1,000	\$6,840	\$1,000	\$1,000	\$1,000
78	NEW	Economic Development Coordinator	\$0	\$3,000	\$7,000	\$4,100	\$4,100
79	001-175-5700-0001	Montachusett Reg. Plan. District Assessment	\$1,500	\$1,500	\$1,533	\$1,533	\$1,533
80	001-175-5300-0000	Master Plan Expenses	\$1,500	\$1,500	\$1,500	\$0	\$0
81	001-175-5110-0000	Planning Board Assistant	\$11,500	\$11,500	\$12,005	\$15,435	\$13,721
		Total Planning Board	\$15,500	\$24,340	\$23,038	\$22,068	\$20,354
		Inspectional Services					
82	001-510-5110-0000	Board of Health and ConCom Assistant	\$12,150	\$12,636	\$12,663	\$13,721	\$13,721
83	001-192-5110-0001	Building Assistant	\$14,425	\$14,425	\$15,435	\$16,292	\$16,292
		Total Inspectional Services Support	\$26,575	\$27,061	\$28,298	\$30,013	\$30,013
		Health Services					
84	001-510-5300-0000	Landfill monitoring	\$9,180	\$9,180	\$9,180	\$9,180	\$9,180
85	001-510-5700-0000	Board of Health Expenses	\$2,363	\$2,363	\$2,363	\$2,363	\$2,363
		Total Health Services	\$11,543	\$11,543	\$11,543	\$11,543	\$11,543
		TOTAL GROWTH MANAGEMENT	\$83,576	\$88,079	\$88,014	\$88,759	\$89,145

	EDUCATION						
86	001-300-5700-0000	Quabbin Regional School Assessment	\$4,493,506	\$4,751,988	\$4,693,549	\$4,737,695	\$4,751,988
87	001-350-5700-0000	Mont. Reg. Voc. Tech. Assessment	\$658,822	\$658,822	\$649,021	\$649,021	\$649,021
88	001-300-5700-0005	QRSD Green Repair	\$32,515	\$31,110	\$31,110	\$31,110	\$31,110
		TOTAL EDUCATION	\$5,184,843	\$5,441,920	\$5,373,680	\$5,417,826	\$5,432,119
	PUBLIC WORKS AND CEMETERIES						
	Public Works Wages						
89	001-421-5110-0000	DPW Director	\$73,635	\$73,635	\$75,108	\$75,108	\$75,108
90	001-422-5110-0001	DPW Wages	\$245,900	\$253,847	\$253,847	\$253,847	\$253,847
91	001-422-5110-0002	DPW Assistant	\$12,200	\$12,200	\$12,863	\$13,721	\$13,721
		Total Public Works Wages	\$331,735	\$339,682	\$341,818	\$342,676	\$342,676
	Public Works Expenses						
92	001-424-5700-0000	Municipal Lights	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500
93	001-422-5240-0000	DPW Road Maintenance	\$91,000	\$105,200	\$105,200	\$93,275	\$91,000
94	001-422-5700-0000	General Highway	\$31,500	\$34,261	\$34,261	\$32,288	\$31,500
95	001-422-5240-0001	Equip. and Machinery Repairs	\$108,500	\$108,500	\$108,500	\$108,500	\$108,500
96	001-423-5110-0000	Employee Overtime (Winter Wages)	\$68,000	\$65,239	\$65,239	\$65,239	\$65,239
97	001-423-5300-0000	Highway Winter Outside Services	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600
98	001-423-5700-0000	Equip., Supplies & Materials	\$160,000	\$160,000	\$160,000	\$160,000	\$160,000
99	001-423-5290-0000	Plowing of Private Ways	\$3,800	\$3,800	\$4,750	\$4,750	\$4,750
		Total DPW Expense	\$472,900	\$487,100	\$488,050	\$474,152	\$471,089
		Total DPW	\$804,635	\$826,782	\$829,868	\$816,828	\$813,765
	Cemetery						
100	001-491-5290-0000	Cemetery Maintenance & Improvement	\$500	\$500	\$500	\$500	\$500
101	001-491-5850-0000	Cemetery Equipment & Outlay	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300
102	001-491-5700-0001	Veterans' Graves	\$500	\$500	\$500	\$500	\$500
		Total Cemeteries	\$2,300	\$2,300	\$2,300	\$2,300	\$2,300
	Tree Warden						
103	001-249-5110-0000	Tree Warden Wages	\$1,845	\$1,845	\$1,882	\$1,882	\$1,882
104	001-249-5700-0000	Tree Warden Outside Services	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
		Total Tree Warden	\$5,845	\$5,845	\$5,882	\$5,882	\$5,882
		TOTAL PUBLIC WORKS & CEMETERIES	\$812,780	\$834,927	\$838,050	\$825,010	\$821,947
	RESIDENT SERVICES						
	Council On Aging						
105	001-541-5240-0000	MART Van Expenses	\$100	\$100	\$0	\$0	\$0
106	001-541-5110-0000	Council on Aging Director	\$13,665	\$13,665	\$14,262	\$15,281	\$15,281
107	001-541-5700-0000	Council on Aging Expense	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
		Total Council on Aging	\$18,765	\$18,765	\$19,262	\$20,281	\$20,281
	Veteran Services						
108	001-543-5110-0000	Veteran Services Regional Assessment	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
109	001-543-5700-0000	Veteran Services Expenses	\$200	\$200	\$200	\$200	\$200
110	001-543-5700-0001	Veteran Training Expenses	\$350	\$350	\$350	\$350	\$350
111	001-543-5770-0000	Veteran Benefits	\$65,000	\$65,000	\$30,000	\$30,000	\$30,000
112	001-543-5770-0001	Veteran Flags	\$400	\$500	\$500	\$500	\$500
		Total Veteran Services	\$73,950	\$74,050	\$39,050	\$39,050	\$39,050
	Library						
113	001-610-5110-0000	Library Director	\$30,405	\$30,405	\$31,013	\$27,000	\$27,000
114	001-610-5110-0001	Library Assistant Wages	\$11,580	\$11,580	\$12,512	\$16,075	\$16,075
115	001-610-5700-0001	Library Utilities & Maintenance	\$21,200	\$21,200	\$21,200	\$21,200	\$21,200
116	001-610-5400-0000	Library Books & Materials	\$18,043	\$18,043	\$18,043	\$18,043	\$18,043
		Total Library	\$81,208	\$81,208	\$82,768	\$82,318	\$82,318
	Commissions						
117	001-549-5700-0001	Agricultural Commission Expense	\$300	\$300	\$300	\$300	\$300
118	001-691-5700-0000	Historical Commission Expenses	\$200	\$200	\$200	\$200	\$200
119	001-950-5110-0000	Town Clock Maintenance	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
		Total Commission Expenses	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750
	Celebrations						
120	001-692-5700-0000	Memorial Day	\$1,000	\$1,500	\$1,500	\$1,500	\$1,500
		Total Celebrations	\$1,000	\$1,500	\$1,500	\$1,500	\$1,500

	Park Services & Expense						
121	001-699-5700-0000	Parks Services & Expense	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100
		Total Parks	\$3,100	\$3,100	\$3,100	\$3,100	\$3,100
		TOTAL RESIDENT SERVICES	\$179,773	\$180,373	\$147,430	\$147,999	\$147,999
	UNCLASSIFIED						
	Debt Service						
122	001-752-5925-0000	Interest on Short Term Debt	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
123	001-710-5910-2013	2013 Roads Project (P)	\$165,000	\$165,000	\$165,000	\$165,000	\$165,000
124	001-751-5925-2013	2013 Roads Project (I)	\$24,750	\$19,800	\$19,800	\$19,800	\$19,800
125	001-710-5910-2014	DPW 6 wheel dump w plow (voted 2014) (P)	\$20,000	\$15,000	\$15,000	\$15,000	\$15,000
126	001-751-5925-2014	DPW 6 wheel dump w plow (voted 2014) (I)	\$2,400	\$1,800	\$1,800	\$1,800	\$1,800
130	001-710-5910-2018	Fire Truck/Dump Truck	\$50,000	\$50,000	\$55,000	\$55,000	\$55,000
131	001-751-5925-2018	Fire Truck/Dump Truck Interest	\$1,855	\$14,850	\$15,321	\$15,321	\$15,321
132	001-710-5910-0014	SGT SUV - bought in 2014 (P)	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
133	001-751-5925-0014	SGT SUV - bought in 2014 (I)	\$300	\$150	\$150	\$150	\$150
		Total Debt Service	\$271,305	\$273,600	\$279,071	\$279,071	\$279,071
	Insurance						
134	001-911-5690-0000	Worcester Regional Retirement	\$260,487	\$255,716	\$255,716	\$255,716	\$255,716
135	001-914-5150-0000	Ch. 32B (Health Insurance)	\$180,000	\$180,000	\$174,000	\$165,000	\$165,000
136	001-916-5150-0000	FICA Assessment (other employee benefits)	\$28,600	\$28,600	\$28,600	\$28,600	\$28,600
137	001-913-5780-0000	Unemployment Compensation Expense	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
138	001-945-5740-0000	General Insurance	\$110,000	\$119,900	\$115,000	\$117,000	\$117,000
		Total Insurance	\$589,087	\$594,216	\$583,316	\$576,316	\$576,316
		TOTAL UNCLASSIFIED	\$860,392	\$867,816	\$862,387	\$855,387	\$855,387
	TOTAL OPERATING BUDGET		\$9,023,996	\$9,371,125	\$9,269,431	\$9,301,245	\$9,303,301
	TOTAL OPERATING REVENUE		\$9,013,984	\$9,269,966	\$9,269,966	\$9,303,345	\$9,303,345
	NET		-\$9,972	-\$101,558	\$136	\$2,100	\$44
				3.85%	2.72%	3.07%	3.10%

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 Health
7 Main Street. Unit 2

Board of Selectmen
7 Main Street. Unit 3

Building Dept.
7 Main Street, Unit 7

Council on Aging
7 Main Street, Unit 3

Conservation Commission
7 Main Street, Unit 7

Dept. of Public Works
7 Main Street, Unit 6

Emergency Management/CERT
7 Main Street, Unit 4

Fire Dept.
7 Main Street, Unit 5

Hubbardston Public Library
7 Main Street, Unit 8

Parks Commission
7 Main Street, Unit 3

Planning Board
7 Main Street, Unit 7

Police Dept.
7 Main Street, Unit 9

Tax Collector
7 Main Street, Unit 10

Town Accountant/ Treasurer
7 Main Street, Unit 11

Town Clerk
7 Main Street, Unit 12

Zoning Board of Appeals
7 Main Street, Unit 7

Any other department/board, please use 7 Main St, Unit 3