

**ANNUAL REPORTS
of the
OFFICERS AND COMMITTEES**



**TOWN OF HUBBARDSTON
2022**

The 2022 Annual Report is Dedicated to Alice Livdahl



When Alice took on her role as Planning Board Chair in 2019, she could not have imagined that within a year, the entire environment for conducting public meetings would be transformed into an endless battle with Zoom, virtual signatures, and assorted unanticipated headaches. Regardless, Alice brought a breadth of knowledge, dedication, and unceasing work ethic to the position that allowed her to steer the Planning Board through rough waters and have the Town emerge out the other side stronger than when she started. Her legal background and capable leadership were invaluable in the process of updating and improving the Town's Zoning Bylaws. Footnotes may have been her nemesis, but her service to the Town through challenging times has had a lasting impact that is far more than simply a footnote!

Alice's next challenge is to see whether her powers of argument and persuasion will prove to be a match for negotiations with grandchildren. We wish her all the best in this endeavor!

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HUBBARDSTON PROFILE

YEAR INCORPORATED: 1767

POPULATION: 4168 REGISTERED VOTERS: 3399

TAX RATE: \$14.00 OPERATING BUDGET: \$9,721,711.

OPEN TOWN MEETING GOVERNMENT

5-MEMBER SELECT BOARD

AREA: 41.03 SQUARE MILES ROAD MILES: 88

BIRTHS- 34

DEATHS- 35

MARRIAGES-10

BROUGHT TO TOWN FOR BURIAL-3

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

ABOUT HUBBARDSTON

Welcome to the Town of Hubbardston, Massachusetts. Hubbardston is located geographically approximately 17 miles (27 km) to the northwest of Worcester, in Worcester County. We are bounded on the northwest by Phillipston and Templeton; on the northeast by Gardner and Westminster; on the southeast by Princeton and Rutland; and on the southwest by Barre.

The Town has a total area of approximately 42 square miles, 2.19% of which is water, which provides for an abundance of outdoor recreational activities.

Hubbardston’s biggest challenge is meeting the needs of its growing population, while maintain the high quality of life that attracts many new residents to our community. We hope this provides you the opportunity to get to know your community better and encourages you to share your unique talents to help Hubbardston continue to be a great place to live.



Year Incorporated: 1767

Tax Rate: \$14.00

Operating Budget: \$9,721,711M
Open Town Meeting Government
Five Member Select Board

Area: 41.03 square miles

Births: 34


Deaths: 35


Marriages: 10


Brought to Town for Burial:3

Visit our website:
<https://www.hubbardstonma.us>

Follow us on social media:

 @TownofHubbardston

 @HubbardstonMA

 TOWN OF HUBBARDSTON

Governor Maura Healey	Lt. Governor Kim Driscoll
Attorney General Andrea Campbell	
Senators:	
Elizabeth Warren https://www.warren.senate.gov	Edward Markey https://www.markey.senate.gov
House Representative:	
James McGovern	
State Legislators:	
Senator Anne Gobi Anne.Gobi@masenate.gov	Representative Donald Berthiaume Donald.Berthiaume@mahouse.gov

ELECTED OFFICIALS

Board of Assessors- 3 members for terms of 3 years

John Prentiss (Chair) - 2025
Albert Afonso - 2023
Jeffrey Young - 2024

Board of Health- 5 members for terms of 3 years

Catherine Hansgate - 2025
Colleen Higgins – 2023
Laurie DeMalia – 2024
Judie O’Donnell - 2023

Select Board- 5 members for terms of 3 years

Jeffrey L. Williams (Chair) – 2024
Kris Pareago - 2025
Katie Young - 2023
Peter Walker – 2025
Heather Munroe - 2024

Cemetery Commission- 3 members for terms of 3 years

Paul F. Sweeney (Chair) - 2025
Raven Kaldera - 2023

Finance Committee- 5 members for terms of 3 years

Susan Rayne (Chair) - 2023
Charles Reed - 2023
Joshua Lerner – 2023
Peter Russell - 2023

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

Maria Tourigny 2023
Katie Young – Ex-Officio 2023
Alice Livdahl – Ex-Officio 2023
Danielle Arakelian – Ex-Officio 2023
Josh Lerner – Ex-Officio 2023

Moderator- 1 person for a term of 3 years

Rene M. Lafayette – 2025

Park Commissioners- 5 members for terms of 3 years

Sanda Barry (Chair) - 2023
Brian Matheson - 2023
Jason Guertin - 2023
David R. Sacramone – 2023
Eric Gemborys - 2024

Planning Board- 5 members for terms of 5 years

Alice Livdahl (Chair) - 2025
William Homans- 2023
John DeMalia Jr. - 2027
Francois Steiger - 2024
Kristofer Munroe – 2026
Erica Dack – 2023 (Associate Member)

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

Debra Chamberlain - 2023
Joanne Cormier - 2024
Mark Wigler – 2025
Robert MacDonnell - 2023

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

Morgan Brinker - 2025
Josephine Amato - 2023
Krista Goguen - 2023
Connie Strittmatter - 2024
Edward Cronin - 2025
Thomas F. Robinson - 2024

APPOINTED OFFICIALS

Accountant

Kelli Pontbriand

Agricultural Commission- 5 members for terms of 3 years

Thomas Colyer - 2024

Allison Smith - 2023

Keith Tetreault - 2024

Jane Abbott - 2024

Animal Control Officer

Cheryl Slack – 2023

Kristen Salerno - 2023

Alana Meserve - 2023

Animal Inspector

Kristen Salerno - 2023

Cheryl Slack - 2023

Alana Meserve - 2023

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

Marcia Howlett - 2023

Dennis O'Donnell - 2024

Laurie Reed - Town Clerk – 2023

Joyce Green - 2023

Building Commissioner/Private Ways Trench Inspector

Robert Lanciani - 2023

Cable Advisory Committee – 4 Members 1-year Term

Thomas Colyer (Chair) - 2023

Albert Afonso - 2023

Gary Kangas - 2023

Capital Improvement Planning Committee

Michael Stauder – 2022

William Murray – 2024

Francois Steiger – Ex-Officio 2025

Charles Reed – Ex-Officio 2025

Community Preservation Committee- 3-year term

Danielle Arakelian (Member at Large) - 2025
Stephanie Frend (Open Space Committee) - 2023
Sanda Barry (Parks Commission) - 2024
Deloris Ordway (Historical Commission) - 2023
Mary Marvarterisian (Member at Large) – 2023
Francois Steiger (Planning Board) - 2023
Vacant (Conservation Commission)
Susan Worth (Member at Large) - 2025

Conservation Commission-3-year term

Richard Green (Chair) - 2024
Anthony Coppola - 2025
Tomas Larson - 2024
Richard Clapham - 2023

Constables – 3-year term

Bella Kaldera - 2025
Paul F. Sweeney – 2024
Albert Afonso - 2024

Council on Aging- 9 members for terms of 3 years

Hilary Scott Jr. (Chair) - 2024
Bonnie Cunningham - 2023
MaryEllen Shaughnessy - 2024
William Lipka - 2024
Nancy Afonso – 2023
Jeanette Sullivan – 2023
Kenneth Horvath (Treasurer) – 2023
Susan Breagy - 2023

Council on Aging Director

Claudia Provencal - 2023

Cultural Council - 5 members for terms of 3 years

William Shea - (Chair) - 2023
Donna Shea - 2024
Lori Engle - 2024
Sara Lyon – 2024
Jonathan Brinker – 2025
Nancy Rogan – 2025

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

Economic Development Committee – 3-year term

Whitney Friberg - 2024
Danielle Giardina – 2024
Monet Proulx – 2024
Kristofer Munroe – 2023
Katie Young – Ex-Officio 2025

Emergency Management Planning Committee

Dennis O’Donnell (Director) - 2023
Judith O’Donnell (Asst Director) - 2023
Travis Brown - 2023
Robert Hayes Jr. - 2023
Ryan Couture - 2023
Scott Janssens - 2023

Executive Assistant

Toni Walker

Financial 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) - 2024
Barbara Carpenter - 2024
Brianna Whitney – 2024
Carol Whitney (Alternate) - 2024
Martha Holgerson - 2023
Ernest Newcomb – 2025
Doloris Ordway - 2023

MART Advisory Board

Ryan McLane - 2023

Memorial Day Committee

William Shea - 2023
Richard Breagy – 2023
Susan Breagy – 2023
Tom Colyer – 2023

Montachusett Joint Transportation Committee

Travis Brown - 2023

Montachusett Regional Planning Commission Representative

Jeff Williams - 2023

Montachusett Regional Vocational Technical School Committee

Donna Lafayette - 2023

Open Space Committee

Robert Hatch - (Chair) - 2023
Stephanie Frend - 2023
Mark Kresge - 2025
Susan Worth - 2025
Rick Jones – 2025
Todd Livdahl – 2025
Tim Hawley – 2024
David Marsh - 2024

Parking Clerk

Sandra Nason

Police Chief

Dennis Perron

Plumbing/Gas Inspector

Jim Imprescia - 2023
Edward Tonet - 2023

Sexual Harassment Officers

Dennis Perron - 2023
Laurie Reed - 2023

Special Events Advisor

Katie Young

Treasurer/Collector

Sandra Nason

Town Administrator / Acting Town Administrator

Ryan McLane / Sandra Nason

Town Clerk

Laurie Reed

Town Counsel

K-P Law

Town Center Committee - 9 members

Brett Duncan - 2024

Philip Churchill - 2024

William Hansen - 2024

William Homans - 2024

Brion Keagle - 2023

Alicia Muck - 2024

Nir Cohen - 2023

Gael Moncoeur - 2023

Tree Warden

Jeffrey Bourque

Veteran's Agent

Sheila Pelletier / Lauren Wright

Wiring Inspector

Darrell Sweeney - 2023

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

Scott Janssens (Chair) - 2025

William Homans - 2023

Albert Afonso - 2026

Gail Orciuch – 2024

David Leger – 2026

ADMINISTRATION



REPORT OF THE SELECT BOARD

Board Organization (effective June 2022)

Jeff Williams – Chair
Katie Young – Vice Chair
Kris Pareago – Member
Peter Walker – Member
Heather Munroe – Clerk

This annual report, which summarizes activities for the entire year of 2022, is submitted on behalf of the Hubbardston Select Board and Town Administrator. This year was full of difficulties, adjustments, and the ability to get through them all. With the hiring of excellent professionals in nearly every area of our Town, including Town Administrator Nathan Boudreau, Interim Chief Ryan Couture, Town Clerk Kristen Foster, Veterans Agent Lauren Wright, Land Use Clerk Mark Kresge, License Clerk Nancy Perron, Building Commissioner Richard Lanciani, and more, we revitalized our administration. Change opens up new possibilities, and we are eager to collaborate with all these fresh faces in 2023 and beyond. Additionally, we would like to thank main office staff Toni Walker, Bobbie Thibault, and Sandy Nason for stepping up when needed during times of major transition.

This year we took significant steps forward in completing our Town Center Project. This project is a comprehensive investment in the town center's infrastructure and includes repaving, parking additions, sidewalk and curb cut improvements, ADA compliance, and recreational additions. In 2022 we worked on easement access, tree work, and site preparation, heading toward the project's May 2023 kickoff.

We are still investigating a possible use for the "Town Pit" on Pitcherville Road. Over the past year, the Town collaborated with vendors to investigate potential contaminants at the site due to a portion of the property being used as a shooting range. The study's analytical results revealed lead concentrations above the applicable MassDEP standards within the shooting range's backstop berm. As a result, we are currently looking into revenue sources to address this issue.

The Town utilized the State Community Compact Information Technology Initiatives Grant and ARPA to fund the implementation of a digital document imaging system. Most of the Town's public records can be accessed from a single location 24 hours a day, seven days a week. This increases transparency, gives citizens and businesses access to a wide range of public records, and reduces the need to visit Town offices. As a result, the public can access historical documents that the Town departments have scanned and indexed into an online database using a keyword search or by searching by property address using the Laserfiche digital document imaging system starting in the spring of 2023.

Thank you to our department heads for the wise use of their budgets; due to careful budgeting, planning, and excellent decision-making, many departments were able to return unused funds

at the end of the fiscal year. Their efforts enable us to fund critical initiatives while maintaining our commitment to stabilization and capital items.

Hubbardston's primary driver of spending is education, which accounts for 59% of the annual operating budget. Monty Tech receives 7% of the budget, while QRSD gets 52%. Residents voted at our October Special Town Meeting to supplement our budget with one-time revenue and free cash and reduce municipal service levels to meet Quabbin Regional School District funding levels. While we are all staunch supporters of education, continuing on this path will have ramifications for municipal services and tax rates. We anticipate another increase in the FY24 budget; however, any increase of more than 3-4% will almost certainly need to be supplemented.

We are always looking for engaged citizens who want to serve their community. Prior experience is helpful but not expected or required. Training is available for residents who are looking to get involved. Please click [here](#) to view a list of current availabilities. To be considered, please fill out either the [Appointment Request Webform](#) or the [hardcopy paper form](#) and return it to the Office of the Select Board. Don't hesitate to contact the [Select Board](#), Chair of the entity you wish to serve, or [Town Administrator Nathan Boudreau](#) with questions.

The Select Board would like to take this opportunity to express its sincere gratitude to all Town departments and their staff members for their commitment to serving the community and those who give of their time and expertise to serve on the Town's various boards and committees. Finally, the Select Board would like to express gratitude to Hubbardston residents for their support of the Town and those who work there.

Respectfully submitted,

Jeffrey Williams, Chair
Katie Young, Vice Chair
Heather Munroe, Clerk
Kris Pareago, Member
Peter Walker, Member

Report of the Select Board
Annual Report 2022

Pursuant to MGL, Chapter 138, Section 10A, the following pertains to all alcoholic licenses granted in the year 2022.

<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	\$270.00	1
All Alcoholic	\$500.00	1
Wine & Malt	\$270.00	

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

REPORT OF THE BOARD OF ASSESSORS

**Based on Assessments for calendar year
January 1, 2022 through December 31, 2022**

The tax rate came down this year by \$0.81 per thousand of valuation for FY22, with a tax rate set at \$14.00. That significant drop in comparison from FY20 to FY22 (\$0.01) represents a continued effort on the part of town departments to keep their budgets in check. Valuations are another matter altogether, as they have continued to rise due to sales in the real estate market per the last few years. Assessments must be maintained at or near their market valuation as per DOR guidelines. They are based on a "full and fair cash value" of the property as of Jan. 1st, preceding each fiscal year.

On our recommendation, the Selectboard also voted to maintain a single tax shift factor of 1.000 with a corresponding CIP shift of 1.000. In layman's terms, this means we will continue to have a single tax rate for all property in town, including commercial, industrial, and personal property.

Arguably, the most important role of the Board is to generate equitable assessments. To that end we continually strive to maintain an accurate property database and refine valuation tables and formulas that reflect both impartial and justifiable assessments.

Respectfully Submitted by:
Board of Assessors, 2023

John K. Prentiss, Chairman
Albert Afonso, Member
Jeffrey Young, Member

Fiscal Year 2022 Assessments and Property Tax Revenue Summary

<i>Property Class</i>	<i>Levy %</i>	<i>Valuation by Class</i>	<i>Tax Rate</i>	<i>Tax Levy</i>
Residential	93.9149	\$516,910,722	\$14.00	\$7,237,750.11
Commercial	2.2523	\$12,396,848	\$14.00	\$173,555.87
Industrial	0.9089	\$5,002,800	\$14.00	\$70,039.20
Personal Property	2.9239	\$16,092,996	\$14.00	\$225,301.94
TOTALS	100.0000	\$911,032,946		\$7,705,647.12

Valuation and Tax History

<u>Fiscal Yr</u>	<u>Tax Rate</u>	<u>Total Valuation</u>	<u>Accounts</u>	<u>Tax Levy</u>	<u>Change%</u>
2022	\$14.00	\$550,403,366	2,376	\$7,705,647.12	3.116
2021	\$14.81	\$504,573,152	2,366	\$7,472,728.39	2.797
2020	\$14.82	\$490,511,387	2,360	\$7,269,378.76	1.967

Abstract of Assessments

<u>Property Class Code & Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
101 Residential Single Family	1,425	\$449,242,729	\$315,258.06
102 Residential Condominiums	128	\$26,501,200	
Miscellaneous Residential	11	\$3,081,500	
104 Residential Two Family	30	\$10,006,700	
105 Residential Three Family	4	\$1,958,299	
111-125 Apartments	3	\$1,294,500	
130-132 & 106 Vacant Land	505	\$14,012,960	
300-393 Commercial	29	\$6,360,600	
400-452 Industrial	15	\$5,002,800	
501-552 Personal Property	39	\$30,974,051	
600-821 Chapter 61, 61A, 61B	135	\$7,390,299	
012-043 Mixed Use Properties	52	\$15,783,334	
TOTALS	2,376	\$550,403,366	
Exempt	260	\$43,685,484	

Assessors' Account for Exemptions and Abatements

<u>Description</u>	<u>FY2022</u>	<u>FY2021</u>	<u>FY 2020</u>
Assessors' Overlay	\$64,347.12	\$67,278.67	\$54,620.46
Charges through 6/30	\$55,556.17	\$61,631.21	\$67,373.89
Overlay Bal. through 6/30	\$73,379.62	\$74,378.99	\$83,984.75
Potential ATB Liability	\$128,299.50	\$251,959.37	\$178,772.02

New Growth Revenues

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>PY Tax Rate</u>	<u>New Revenue</u>
2022	\$3,090,776	\$14.81	\$45,775
2021	\$1,250,894	\$14.82	\$18,538
2020	\$4,222,881	\$15.22	\$64,273

TAX RATES FOR PRIOR FISCAL YEARS

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
2021	14.81
2022	14.00
2023	13.03

Respectfully Submitted by:
Rob Heckman, Assessor
Genevieve Daniels, Administrative Assessor

John K. Prentiss, Chairman
Albert Afonso, Member
Jeffrey Young, Member

REPORT OF THE TOWN ACCOUNTANT

TOWN OF HUBBARDSTON						
Combined Balance Sheet						
as of June 30, 2022						
	Governmental Fund Types			Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS						
Cash and cash equivalents	1,665,306.33	1,429,454.57	208,086.08	2,223,967.21		5,526,814.19
Receivables:						
Personal property taxes	14,076.74					14,076.74
Real estate taxes	71,913.65	655.35				72,569.00
Allowance for abatements and exemptions	(73,986.94)					(73,986.94)
Tax liens	468,574.35	1,270.69				469,845.04
Motor vehicle excise	95,652.76					95,652.76
User fees	213,076.49					213,076.49
Special assessments		51,243.35				51,243.35
Due from other governments	40,135.00		266,072.95			306,207.95
Foreclosures/Possessions	128,801.38					128,801.38
Amounts to be provided - payment of bonds					340,000.00	340,000.00
Total Assets	2,623,549.76	1,482,623.96	474,159.03	2,223,967.21	340,000.00	7,144,299.96
LIABILITIES AND FUND EQUITY						
Liabilities:						
Warrants payable	26,602.40	15,199.49		2,414.92		44,216.81
Accrued payroll	87,603.46	4,421.10		4,275.00		96,299.56
Withholdings	9,181.43					9,181.43
Due to other governments			266,072.95			266,072.95
Other liabilities	(8,570.64)					(8,570.64)
Deferred revenue:						
Real and personal property taxes	3,785.32	655.35				4,440.67
Tax liens	468,574.35	1,270.69				469,845.04
Foreclosures/Possessions	128,801.38					128,801.38
Motor vehicle excise	95,652.76					95,652.76
User fees	213,076.49					213,076.49
Special assessments		51,243.35				51,243.35
Tailings	24,566.76					24,566.76
Agency Funds				939,918.90		939,918.90
Notes payable			1,650,000.00			1,650,000.00
Vacation and sick leave liability					340,000.00	340,000.00
Total Liabilities	1,049,273.71	72,789.98	1,916,072.95	946,608.82	340,000.00	4,324,745.46
Fund Equity:						
Reserved for encumbrances	21,299.03					21,299.03
Reserved for continuing appropriations	113,536.00	267,985.66				381,521.66
Reserved for expenditures	459,150.00					459,150.00
Reserved for petty cash	115.00					115.00
Reserved for COVID-19 deficit		(150,501.08)				(150,501.08)
Reserved for Perm Trust Funds				152,800.94		152,800.94
Undesignated fund balance	980,176.02	1,292,349.40	(1,441,913.92)	1,124,557.45		1,955,168.95
Total Fund Equity	1,574,276.05	1,409,833.98	(1,441,913.92)	1,277,358.39	0.00	2,819,554.50
Total Liabilities and Fund Equity	2,623,549.76	1,482,623.96	474,159.03	2,223,967.21	340,000.00	7,144,299.96

	<u>Final</u> <u>Budget</u>	<u>Expenses</u>	<u>Carried Forward</u> <u>Fiscal 2023</u>	<u>Closed</u> <u>Surplus</u>
Moderator				
Personnel	\$ 100.00	\$ 100.00		\$ -
Select Board				
Personnel	\$ 20,763.00	\$ 20,563.53		\$ 199.47
Employee Support	\$ 800.00	\$ 703.56		\$ 96.44
Services	\$ 31,250.00	\$ 27,558.11	\$ 759.24	\$ 2,932.65
Supplies	\$ 16,500.00	\$ 5,204.77	\$ 3,600.27	\$ 7,694.96
Town Administrator				
Personnel	\$ 101,876.00	\$ 86,145.38		\$ 15,730.62
Employee Support	\$ 6,600.00	\$ 3,706.17		\$ 2,893.83
Finance Committee				
Expenses	\$ 200.00	\$ 160.00		\$ 40.00
Reserve Fund	\$ 14,819.00	\$ -		\$ 14,819.00
Town Accountant				
Services	\$ 55,988.00	\$ 38,231.89		\$ 17,756.11
Supplies	\$ 200.00	\$ 170.35		\$ 29.65
Board of Assessors				
Employee Support	\$ 272.00	\$ 250.00		\$ 22.00
Services	\$ 83,600.00	\$ 78,799.92		\$ 4,800.08
Treasurer/Collector				
Personnel	\$ 104,745.00	\$ 104,741.20		\$ 3.80
Employee Support	\$ 370.00	\$ 347.51		\$ 22.49
Services	\$ 8,150.00	\$ 7,981.49		\$ 168.51
Supplies	\$ 6,000.00	\$ 5,087.76	\$ 727.54	\$ 184.70
Other	\$ 4,210.00	\$ 4,142.16		\$ 67.84
Information Technology				
Services	\$ 76,000.00	\$ 76,000.00		\$ -
Town Clerk				
Personnel	\$ 48,703.00	\$ 48,241.07		\$ 461.93
Employee Support	\$ 965.00	\$ 413.10		\$ 551.90
Services	\$ 645.00	\$ -		\$ 645.00
Supplies	\$ 7,200.00	\$ 6,629.47		\$ 570.53
Economic Development				
Personnel	\$ 1,000.00	\$ -		\$ 1,000.00
Services	\$ 3,000.00	\$ 180.00		\$ 2,820.00
Building and Maintenance				
Personnel	\$ 7,278.00	\$ 7,228.42		\$ 49.58
Services	\$ 39,875.00	\$ 39,532.36	\$ 56.90	\$ 285.74
Police Dept				
Personnel	\$ 649,130.00	\$ 634,308.66	\$ 14,820.00	\$ 1.34
Employee Support	\$ 49,955.00	\$ 42,624.05		\$ 7,330.95
Services	\$ 10,650.00	\$ 8,551.86	\$ 627.67	\$ 1,470.47
Supplies	\$ 11,050.00	\$ 10,755.57	\$ 55.94	\$ 238.49
Fire Dept				
Personnel	\$ 441,565.00	\$ 434,050.96		\$ 7,514.04
Employee Support	\$ 2,500.00	\$ 2,248.08		\$ 251.92
Services	\$ 23,500.00	\$ 20,711.12		\$ 2,788.88
Supplies	\$ 18,200.00	\$ 12,271.30		\$ 5,928.70
Other	\$ 8,000.00	\$ 6,590.05		\$ 1,409.95
Ambulance				
Services	\$ 49,533.00	\$ 48,130.70	\$ 180.88	\$ 1,221.42
Supplies	\$ 16,000.00	\$ 15,169.15		\$ 830.85
Other	\$ 9,500.00	\$ 9,313.89		\$ 186.11

Land Use			
Personnel	\$ 55,357.00	\$ 55,357.00	\$ -
Employee Support	\$ 500.00	\$ 85.00	\$ 415.00
Services	\$ 29,026.00	\$ 29,010.61	\$ 15.39
Supplies	\$ 1,500.00	\$ 747.27	\$ 752.73
Emergency Management			
Personnel	\$ 1,100.00	\$ 1,100.00	\$ -
Services	\$ 500.00	\$ 499.66	\$ 0.34
Supplies	\$ 833.00	\$ 828.73	\$ 4.27
Animal Control			
Services	\$ 18,120.00	\$ 18,120.00	\$ -
Tree Warden			
Personnel	\$ 1,900.00	\$ 1,900.00	\$ -
Supplies	\$ 4,000.00	\$ -	\$ 4,000.00
Dispatch Services			
Services	\$ 127,587.00	\$ 125,358.94	\$ 2,228.06
Education			
Quabbin Assessment	\$ 5,049,651.00	\$ 5,049,650.36	\$ 0.64
Monty Tech Assessment	\$ 486,410.00	\$ 462,181.99	\$ 24,228.01
Quabbin Roof Repair	\$ 29,093.00	\$ 29,093.00	\$ -
DPW			
Personnel	\$ 338,450.98	\$ 299,832.94	\$ 38,618.04
Employee Support	\$ 17,300.00	\$ 14,554.32	\$ 2,745.68
Services	\$ 76,027.00	\$ 66,759.09	\$ 9,267.91
Supplies	\$ 158,711.00	\$ 156,363.84	\$ 1,900.90
Intergovernmental	\$ 8,000.00	\$ 950.00	\$ 7,050.00
Other	\$ 600.00	\$ 556.00	\$ 44.00
DPW Snow & Ice			
Personnel	\$ 48,915.38	\$ 48,915.38	\$ -
Services	\$ 7,179.00	\$ 7,179.00	\$ -
Supplies	\$ 193,016.64	\$ 193,016.64	\$ -
Municipal Lights			
Services	\$ 5,500.00	\$ 5,256.21	\$ 243.79
Cemetery			
Supplies	\$ 1,300.00	\$ 1,029.15	\$ 270.85
Council on Aging			
Personnel	\$ 16,052.00	\$ 16,052.00	\$ -
Services	\$ 1,700.00	\$ 1,700.00	\$ -
Supplies	\$ 3,300.00	\$ 3,300.00	\$ -
Veterans Services			
Employee Support	\$ 650.00	\$ -	\$ 650.00
Services	\$ 8,000.00	\$ 314.02	\$ 7,685.98
Supplies	\$ 1,200.00	\$ 116.69	\$ 1,083.31
Other	\$ 30,000.00	\$ 3,474.64	\$ 26,525.36
Library			
Personnel	\$ 43,508.00	\$ 42,673.92	\$ 834.08
Employee Support	\$ 310.00	\$ 192.00	\$ 118.00
Services	\$ 19,317.00	\$ 17,523.33	\$ 1,769.34
Supplies	\$ 21,297.00	\$ 20,569.30	\$ 727.70
Recreation			
Supplies	\$ 2,500.00	\$ 2,500.00	\$ -
Agriculture Commission			
Supplies	\$ 300.00	\$ -	\$ 300.00
Historical Com.			
Expense	\$ 200.00	\$ -	\$ 200.00

Debt				
Short Term Interest	\$ 2,000.00	\$ 2,302.17		\$ (302.17)
Long Term Debt Principal	\$ 230,000.00	\$ 230,000.00		\$ -
Long Term Debt Interest	\$ 13,365.00	\$ 13,350.75		\$ 14.25
Employee Benefits				
Health Insurance	\$ 160,000.00	\$ 146,248.01		\$ 13,751.99
Liability Insurance	\$ 125,000.00	\$ 125,000.00		\$ -
SS Medicare	\$ 30,385.00	\$ 27,997.44		\$ 2,387.56
Unemployment Comp	\$ 15,000.00	\$ 1,908.50		\$ 13,091.50
Worcester Regional Retirement	\$ 329,495.00	\$ 329,495.00		\$ -
Transfers to Other Funds				
Special Revenue	\$ 284,726.00	\$ 284,726.00		\$ -
Prior Year Encumbrances				
Expense	\$ 13,953.41	\$ 13,953.41		\$ -
Special Articles				
Master Plan Consultant	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -
Town Center Design	\$ 11,587.36	\$ 11,587.36	\$ -	\$ -
Library Foundation Repair	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -
DPW Dump Plow Truck	\$ 2,019.30	\$ 1,936.12	\$ -	\$ 83.18
Band Stand Roof	\$ 12,000.00	\$ 12,000.00	\$ -	\$ -
Slade Building Parking Lot	\$ 18,000.00	\$ -	\$ 18,000.00	\$ -
DPW Septic Design	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00
DPW Exhaust Mitigation	\$ 26,000.00	\$ -	\$ 26,000.00	\$ -
Cemetery Stihl Trimmer	\$ 500.00	\$ 399.94	\$ -	\$ 100.06
Fire Turnout Gear	\$ 17,000.00	\$ 4,464.00	\$ 12,536.00	\$ -
Fire Utility Pick Up	\$ 46,000.00	\$ -	\$ 46,000.00	\$ -
Center School Elevator Repair	\$ 50,000.00	\$ 49,340.00	\$ -	\$ 660.00
Center School Cafeteria Cabinets	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00
Police Cruiser	\$ 47,000.00	\$ 47,000.00	\$ -	\$ -
Gardner Animal Control Truck	\$ 8,115.00	\$ 8,114.32	\$ -	\$ 0.68
RT 68 Rehab Project	\$ 15,000.00	\$ 15,000.00	\$ -	\$ -
Prior Year Bills	\$ 885.00	\$ 884.17	\$ -	\$ 0.83
RT 68 Rehab Project	\$ 30,000.00	\$ 30,000.00	\$ -	\$ -
DPW Mini Excavator	\$ 50,000.00	\$ -	\$ 50,000.00	\$ -
DPW Road Repairs	\$ 100,000.00	\$ -	\$ 100,000.00	\$ -
DPW Plow Truck	\$ 150,000.00	\$ -	\$ 150,000.00	\$ -
Cemetery BackPack Blower	\$ 500.00	\$ -	\$ 500.00	\$ -
Police Cruiser	\$ 71,000.00	\$ -	\$ 71,000.00	\$ -
Police Air Conditioning	\$ 25,000.00	\$ -	\$ 25,000.00	\$ -
Recreation Basket Ball Court	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -
Treasurer Tax Title Research	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -
Environmental Study Map3Lot57	\$ 49,650.00	\$ -	\$ 49,650.00	\$ -
General Fund Totals	\$ 10,704,284.07	\$ 9,839,311.83	\$ 593,985.03	\$ 263,725.64

ATM 2016 Affordable Housing	\$	30,629.63	\$	7,435.17	\$	23,194.46	\$	-
ATM 2016 Lib Long Range Plan	\$	2,500.00	\$	-	\$	2,500.00	\$	-
ATM 2019 Library Foundation	\$	8,000.00	\$	-	\$	8,000.00	\$	-
ATM 2019 Portable Ice Rink	\$	357.00	\$	357.00	\$	-	\$	-
ATM 2019 Curtis Recreation Field	\$	12,026.50	\$	-	\$	12,026.50	\$	-
ATM 2020 Rainbow Playground	\$	48,900.00	\$	44,490.83	\$	4,409.17	\$	-
ATM 2021 Field Stone Farm	\$	75,000.00	\$	75,000.00	\$	-	\$	-
ATM 2021 Habitat Building Matl	\$	20,000.00	\$	20,000.00	\$	-	\$	-
ATM 2021 Library 1st Floor Rehat	\$	28,000.00	\$	8,637.22	\$	19,362.78	\$	-
ATM 2021 Library Brick Repair	\$	20,000.00	\$	-	\$	20,000.00	\$	-
ATM 2021 Library Roof Debt	\$	21,458.00	\$	21,458.00	\$	-	\$	-
STM 2021 Evangelical Church	\$	15,000.00	\$	-	\$	15,000.00	\$	-
STM 2021 Evangelical Church	\$	85,000.00	\$	-	\$	85,000.00	\$	-
STM 2021 Play Ground Debt	\$	33,142.00	\$	33,141.25	\$	0.75	\$	-
ATM 2022 Play Ground Debt	\$	32,500.00	\$	-	\$	32,500.00	\$	-
ATM 2022 Library Roof Debt	\$	20,972.00	\$	-	\$	20,972.00	\$	-
ATM 2022 Habitat Building Matl	\$	25,000.00	\$	-	\$	25,000.00	\$	-
Community Preservation Totals	\$	478,485.13	\$	210,519.47	\$	267,965.66	\$	-

General Fund Revenue Received 2022

PERSONAL PROPERTY - 2016	\$	2,159.27
PERSONAL PROPERTY - 2017	\$	2,174.19
PERSONAL PROPERTY - 2019	\$	174.05
PERSONAL PROPERTY - 2021	\$	37,037.40
PERSONAL PROPERTY - 2022	\$	308,868.29
REAL ESTATE - 2020	\$	(3.31)
REAL ESTATE - 2021	\$	72,031.72
REAL ESTATE - 2022	\$	7,316,309.13
MOTOR VEHICLE EXCISE PRIOR YEARS	\$	95.00
MOTOR VEHICLE EXCISE - 2015		
MOTOR VEHICLE EXCISE - 2016	\$	66.25
MOTOR VEHICLE EXCISE - 2017	\$	325.21
MOTOR VEHICLE EXCISE - 2018	\$	323.02
MOTOR VEHICLE EXCISE - 2019	\$	1,746.56
MOTOR VEHICLE EXCISE - 2020	\$	5,229.55
MOTOR VEHICLE EXCISE - 2021	\$	106,710.57
MOTOR VEHICLE EXCISE - 2022	\$	611,117.13
PENALTIES & INTEREST TAXES	\$	24,618.80
PAYMENT IN LIEU OF TAXES	\$	410,811.02
AMBULANCE REVENUE	\$	160,379.72
COLLECTOR DEMAND FEES	\$	29,981.75
TREASURER FEES	\$	25.00
TAX COLLECTOR FEES	\$	13,703.81
POLICE FEES	\$	9,466.03
FIRE FEES	\$	7,424.03
DPW FEES	\$	750.00
BOARD OF HEALTH	\$	6,734.00
TOWN CLERK FEES	\$	4,711.25
MISCELLANEOUS FEES	\$	425.00
ALCOHOL LICENSE	\$	3,220.00
MISCELLANEOUS LICENSE	\$	225.00
DOG LICENSE	\$	11,524.25
BUILDING PERMITS	\$	80,041.86
GAS PERMITS	\$	7,287.00
WIRING PERMITS	\$	18,249.00
PLUMBING PERMITS	\$	4,599.00
UNRESTRICTED GOVERNMENT AID	\$	495,072.00
VETERANS & ELDERLY EXEMPTION	\$	62,786.00
STATE OWNED LAND	\$	79,048.00
VETERANS BENEFITS	\$	10,790.00
OTHER STATE AID	\$	5,540.00
VARIOUS FINES AND FEES	\$	4,134.55
SALE OF SURPLUS	\$	6,470.00
INVESTMENT INCOME	\$	1,249.72
TAX LIENS	\$	90,481.10
PENALTIES & INTEREST TAX TITLE	\$	56,156.83
MISCELLANEOUS REVENUE	\$	90,369.37
		<u>\$ 10,160,638.12</u>

SPECIAL REVENUE FUNDS			
Peg Access		\$ 117,141.33	
Transportation Network		\$ 40.40	
Wetlands Protection		\$ 15,723.26	
Law Enforcement Trust		\$ 4,406.86	
Community Playground		\$ 5,643.94	
Holden Hospital		\$ 39,380.50	
Information Center/Memorial Park		\$ 314.55	
Agricultural Donations		\$ 20.00	
Cheste Mowrey Fund		\$ 148.53	
COA Donations		\$ 26,878.97	
History Donations		\$ 2,228.00	
Library Donations		\$ 25,143.99	
Open Space Donations		\$ 248.34	
Police Department Gift		\$ 1,323.24	
Ryder Property		\$ 4,191.32	
Veterans Memorial		\$ 2,160.79	
BOH Revolving		\$ (1,784.08)	
Conservation Revolving		\$ 2,445.59	
Driveway Permit Revolving		\$ 47,795.92	
Grave Opening Revolving		\$ 850.00	
Late Dog Fees Revolving		\$ 4,242.66	
Mart Revolving		\$ (2,309.03)	
Open Burning Permit Revolving		\$ 13,058.63	
Planning Board Revolving		\$ 2,757.48	
Recycling Revolving		\$ 3,407.49	
Septic Revolving		\$ 8,888.00	
Special Events Revolving		\$ 25,825.80	
Parks and Recreation Revolving		\$ 126.74	
Title V Fund		\$ 118,892.46	
Firefighter Grant		\$ 88.06	
Police Vest Grant		\$ (402.01)	
COVID 19		\$ (150,501.08)	
ARPA Funds		\$ 635,172.49	
Economic Development		\$ 1,124.00	
Community Compact Grant		\$ 28,401.15	
Fire Training Grant		\$ 4,643.94	
Green Community Grant		\$ 28,563.32	
Citizens Core Grant		\$ 86.94	
Cultural Council Grant		\$ 6,349.10	
Elder Formula Grant		\$ 3,202.70	
Library State Aid		\$ 35,241.19	
GFA News Letter		\$ 439.50	
FireFighter Gear Grant		\$ (11,950.00)	\$ 1,049,650.98
COMMUNITY PRESERVATION			
Designated for Projects		\$ 267,985.66	
Remaining Balance		\$ 92,197.34	\$ 360,183.00
CAPITAL PROJECTS			
Chapter 90		\$ 16,201.37	
School Roof Project	27	\$ (1,058,115.29)	
Various Capital Projects		\$ (400,000.00)	\$ (1,441,913.92)

EXPENDABLE TRUSTS & AGENCY FUNDS			
Police Detail		\$ (14,654.00)	
Fire Arms License		\$ 7,765.00	
Deputy Collector		\$ 236.00	
Borrego/Clearway Project		\$ 3,294.01	
True Green Capital		\$ 1,348.62	
Performance Bond Kataisto		\$ 10,181.77	
Restoration Bond Pitch Gravel		\$ 6,838.59	
Performance Bond Pitch Gravel		\$ 9,411.67	
Performance Bond Friends Farm		\$ 21,148.00	
Performance Bond Mare Meadow		\$ 643.44	
Performance Bond Lead the Way		\$ 4,056.04	
Performance Bond Borrego Solar		\$ 110,236.14	
Performance Bond Hubbardston Solar		\$ 156,044.76	
Performance Bond KS Solar Escrow		\$ 105,317.51	
Performance Bond Seaboard Solar		\$ 50,900.19	
Performance Bond Borrego Williamsville		\$ 452,718.65	
Royalston Farm Legal Fees		\$ 1,023.96	
Zoning Board of Appeals		\$ 2,042.08	
Curtis Construction		\$ 9,020.40	
Casella Organics		\$ 379.11	
Royal Sun Farm LLC		\$ (3,371.00)	
Papercranes LLC		\$ 5,337.96	\$ 939,918.90
Evergreen Cemetery Trust		\$ 8,217.13	
Clark Cemetery Trust		\$ 1,168.73	
Forest Hill Cemetery Trust		\$ 636.17	
Warren Cemetery Trust		\$ 3,892.66	
Pine Grove Cemetery Trust		\$ 7,993.79	
Rural Glenn Cemetery Trust		\$ 12,215.79	
Brookside Cemetery Trust		\$ 61,620.86	
Greenwood Cemetery Trust		\$ 11,531.35	
Lovewell Cemetery Trust		\$ 678.87	
Brookside Sale of Lots		\$ 27,127.51	
New Land Cemetary Trust		\$ 1,026.31	
C Fairman Common		\$ 7,732.55	
Freetown Library Trust		\$ 24,290.66	
Buffum Library Trust		\$ 5,523.05	
Church Library Trust		\$ 3,792.56	
Clark Library Trust		\$ 2,072.66	
Honor Roll Fund		\$ 3,827.08	
Hubbardston Community Park		\$ 7,642.61	
Scholarship Fund		\$ 63,119.04	
Hubbardston Preservation		\$ 14,704.31	
Town Clock Fund		\$ (0.61)	
Hubbardston School Fund		\$ 11,273.26	
Country Hen Scholarship		\$ 41,268.37	\$ 321,354.71
	28		

STABILIZATION FUNDS			
Stabilization		\$ 557,274.15	
Capital Stabilization		\$ 181,928.59	\$ 739,202.74
TRUST FUNDS - PRINCIPAL			
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	
Rural Glenn Cemetery Trust		\$ 37,366.80	
Brookside Cemetery Trust		\$ 49,523.07	
Greenwood Cemetery Trust		\$ 4,210.74	
Lovewell Cemetery Trust		\$ 673.81	
C Fairman Common		\$ 5,000.00	
Freetown Library Trust		\$ 15,000.00	
Buffum Library Trust		\$ 3,000.00	
Church Library Trust		\$ 1,000.00	
Country Hen Scholarship		\$ 64,000.00	\$ 216,800.94
Total Agency & Trust			\$ 2,217,277.29

Respectfully Submitted,

Kelli Pontbriand

Town Accountant

REPORT OF THE TREASURER/ COLLECTOR

Summary of Collections For 7/01/2021 to 6/30/2022			
Year	Excise	Tax	
2016	Motor Vehicle Excise Tax	\$ 66.25	
2017	Motor Vehicle Excise Tax	\$ 325.21	
2018	Motor Vehicle Excise Tax	\$ 323.02	
2019	Motor Vehicle Excise Tax	\$ 2,309.09	
2020	Motor Vehicle Excise Tax	\$ 5,297.17	
2021	Motor Vehicle Excise Tax	\$ 113,868.10	
2022	Motor Vehicle Excise Tax	\$ 615,254.52	
	Total Excise	\$ 737,443.36	
Year	Real Estate	Tax	
2021	Real Estate Tax	\$81,526.04	
2022	Real Estate Tax	\$7,352,713.15	
	Total Real Estate Tax	\$7,434,239.19	
2021	CPA	\$ 716.06	
2022	CPA	\$ 72,505.19	
	Total CPA	\$ 73,221.25	
		Principal & Interest	
2022	Septic Lien	\$ 4,648.67	
	Total Septic Lien	\$ 4,648.67	
Year	Personal Property	Tax	
2016	Personal Property Tax	\$ 2,159.27	
2017	Personal Property Tax	\$ 2,174.19	
2019	Personal Property Tax	\$ 174.05	
2021	Personal Property Tax	\$ 37,037.40	
2022	Personal Property Tax	\$ 312,361.29	
	Total Personal Property Tax	\$ 353,906.20	
	Penalties & Interest - All Taxes	\$ 24,303.14	
	Tax Title Accounts	\$ 90,481.10	
	Interest on Tax Title Accts	\$ 56,156.83	
Respectfully Submitted,			
Sandra Nason			
Treasurer/Collector			

Town Treasurer

FISCAL YEAR 2022
YEAR ENDING 6/30/2022

TRUST FUNDS

CEMETERY FUNDS

Brookside	\$ 138,271.44
Clark	2,723.10
Evergreen	29,607.13
Forest Hill	2,762.83
Greenwood	15,742.09
Lovewell	1,352.68
Pine Grove	17,293.79
Rural Glen	49,582.60
Warren	6,548.15
New Land	1,029.61

LIBRARY FUNDS

Freetown	\$ 39,290.66
Clark	2,072.66
A. Maria Buffum	8,523.05
Charlotte P. Fairman	12,732.55
Eliza Church	4,792.56

STABILIZATION

Stabilization	\$ 557,274.18
Municipal Capital	181,928.59

HONOR ROLL FUND

3,827.08

SCHOOL FUND

11,273.26

HUBBARDSTON COMMUNITY PARK

7,642.61

C.A.S.H. FUND

127,119.04

HUBBARDSTON PRESERVATION

14,704.31

COUNTRY HEN SCHOLARSHIP

41,268.37

TOTAL TRUST FUNDS

\$ 1,277,362.34

GENERAL FUND

Recreation	\$ 687.90
Accounts Payable	1,143.31
MMDT	18,950.68
Money Market	983,341.00
Depository Account	1,664.99
Uni MMA	1,032,611.03
Municipal MMDA	902,067.76
Online Collections	2,422.57
Friends Farm	21,148.00
Pitcherville S & G	9,412.10
Pitcherville #2	6,838.16
Kataisto	10,181.77
Lead the Way	4,056.04
Mare Meadow	643.44
KS Solar	105,317.51
Hubbardston Solar	156,044.76
Seaboard Solar	50,900.19
Borrego Solar	107,517.14
Borrego Williamsville Solar	429,701.34
Payroll	-19,555.04
CPA	360,006.92
Title V	118,892.46
Bartholomew Money Market	9,473.89
Petty Cash	115.00

TREASURER/COLLECTOR

Statement of Debt
For the Year Ended June 30, 2022

	Balance			Balance	
<u>Long Term Debt</u>	July 1, 2021	Issued	Retired	June 30, 2022	Interest
Public Way - Road Project	\$ 330,000.00		\$ 165,000.00	\$ 165,000.00	\$ 9,900.00
Library	\$ 60,000.00		\$ 20,000.00	\$ 40,000.00	\$ 1,458.00
Dept Equip - Public Works	\$ 30,000.00		\$ 15,000.00	\$ 15,000.00	\$ 900.00
Rainbow's End Playground-CPA	\$ 150,000.00		\$ 30,000.00	\$ 120,000.00	\$ 3,141.25
TOTAL	\$ 570,000.00	\$ -	\$ 230,000.00	\$ 340,000.00	\$15,399.25

	Balance			Balance	
<u>Short Term Debt</u>	July 1, 2021	Issued	Retired	June 30, 2022	Interest
Firetruck	\$ 450,000.00		\$ 50,000.00	\$ 400,000.00	\$ 2,550.75
Hubbardston Center School Roof	\$ 650,000.00	\$600,000.00		\$1,250,000.00	\$ 2,302.17
TOTAL	\$ 1,100,000.00	\$600,000.00	\$ 50,000.00	\$1,650,000.00	\$ 4,852.92

Respectfully Submitted,

Sandra Nason
Town Treasurer

TOWN SERVICES



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.

The Building Department is located at 7 Main Street in the basement of the library.

Office Hours are:

Building Commissioner, Robert Lanciani:

Monday afternoons from 3:00 pm to 6:00 pm

Administrative Assistant/Coordinator, Nancy Perron:

Mondays from 1:00 pm to 6:00 pm

Tuesdays and Wednesdays from 8:00 am to 1:00 pm

First and Third Thursdays from 8:00 am to 1:00 pm

Second and Fourth Thursdays from 8:00 am to 11:00 am

Fridays – Town offices are closed

The Building Department Staff are as follows:

Robert Lanciani - Building Commissioner/Zoning Enforcement Officer/Building Inspector

Ed Tonet - Plumbing and Gas Fitting Inspector

Darrell Sweeney – Electrical Inspector

Nancy Perron – Administrative Assistant/Coordinator

Building Permits, Types and Number Issued

Building Permits - 259 Issued Permits

Electrical Permits - 162 Issued Permits

Plumbing Permits - 37 Issued Permits

Gas Permits - 50 Issued Permits

Revenue Collected - \$115,464.08

Respectfully submitted,

Nancy Perron

Land Use Administrative Assistant/Coordinator

REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Act (CPA) is a mechanism for cities and towns to raise capital for specific projects that improve the quality of life for all residents. With matching funds from the state, the money raised can be used for land conservation, historic preservation projects, affordable housing development, and active recreational uses.

Hubbardston citizens voted to participate in the CPA in November 2006. Funds are administered through a committee (CPC) comprised of representatives from the three areas of allowed use, as well as at-large members. Information and guidelines, as well as an application form for CPA funds can be found on the town web site. The CPC reviews all applications and those that meet specific guidelines of the CPA coupled with a fiduciary review of CPA income and obligations are recommended to the Selectboard to be voted on by Town Meeting.

Four CPA articles were approved at the **June 7, 2022 ATM**: two fulfilled debt obligations - one for the library roof project (4th of 5 payments) and the other the Rainbow Playground (2nd of 5 payments). Another article supplied monies for building materials for completion of the Habitat for Humanity Project, and the last appropriated the FY2023 estimated annual local CPA revenue as required by law.

CPA Fund Report FY2022 net revenue from the 1.5% property tax surcharge was \$74,470.65.

$\$74,470.65 + \text{state match of } \$30,130 = \$104,600.65, \text{ deduct } - \$11,480.11 \text{ investment loss} = \text{net } \$93,120.54$

These monies accrue annually and enable the citizens of Hubbardston to preserve our past, enrich our present, and provide means to conserve open space for future generations.

Projects update: CPA funds were used to finance the Jonas Clark Library slate roof restoration project. There is one payment remaining to retire this note in FY2024. The library trustees are mindful of the importance of preserving our town's "architectural gem" and the necessity of continued stewardship of this landmark building - both interior and exterior. The recently rehabilitated Rainbow Playground provides safe and convenient outdoor recreation for our children. This project was financed with CPA funds and the note will be retired in FY2026.

On June 24, Alice Livdahl, Planning Board Chair, hosted a Dedication Ceremony for the recently completed Habitat for Humanity house on Ragged Hill Road. CPA monies helped facilitate this worthwhile project and this new home contributes toward the town's mandated target of 10% affordable housing. Also, CPA funds approved at the STM of 2021 provided financial support to completely replace the worn exterior siding of the iconic "purple door" Congregational Evangelical Church. The long-awaited transformation of this circa 1827 meetinghouse took place during September and demonstrates Hubbardston's commitment to preserving our colonial heritage. This restored focal point on Main Street in the north village demonstrates the pride we share in our town history.

We thank outgoing CPC members Alice Livdahl and Kayla Larson for their service to our town and welcome Francois Steiger and Mary Varteresian as new members of the Hubbardston Community Preservation Committee.

Respectfully submitted,

Sanda Barry, Chair - Parks Commission
Danielle Arakelian - Housing Committee
Dolores Ordway - Historic Commission
Susan Worth - Open Space Committee

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 <https://www.mass.gov/wetlands-protection>.

The Conservation Commission consists of a chairman and four regular members, all of whom are appointed volunteers, and a clerk. Meetings are held on the first Tuesday of each month at 7:00 p.m. in the Slade Conference Room, 7 Main Street.

2022 ACTIVITIES	
Request for Determination	3
Notice of Intent	3
Request for Site Walk	6
Order of Conditions	2
Certificate of Compliance	3
Emergency Certification	1
Cease and desist	1

2022 Members:

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

The Conservation Commission will be seeking one new member to join the Commission during 2023.

Respectfully Submitted for the Commission,

Mark Kresge
Land Use Clerk

REPORT OF THE COUNCIL ON AGING

The year 2022 was a busy one, with the goal of increasing the senior population's involvement with the programs offered here at the senior center, and most importantly, encouraging them to interact with each other.

The council's newsletter, "The Senior Times," continues to expand and keep local seniors, as well as the rest of the town, aware of upcoming activities and current programs.

Covid was still rearing its ugly head, but the center persevered, providing various activities to give seniors the opportunity to socialize and broaden their interests, despite the pandemic's isolation. Many seniors enjoy Coffee with Friends on Monday and Wednesday, Bingo on Monday afternoons, knitting on Tuesday mornings, and receiving Country Hen eggs on Thursdays. A large contingent also play Cribbage on Thursday afternoons, enjoy painting on Friday mornings and many, even from other towns, gather for the very popular Pitch Parties every other Friday evening. The Singin' Swingin' Seniors meet every Tuesday afternoon to join their voices in harmony, singing for fun and preparing for concerts to present to area senior groups. The monthly Book Club is also well-attended, and good stories promote lively discussion, while the Crafty Crew meets on Thursday mornings, and creative individuals put their talents to use in making novel and interesting home decor. Each Friday, appointments were available with a trained SHINE (Serving the Health Needs of Everyone) volunteer, who gave residents vital information on choosing health insurance appropriate to their needs. Obviously, our little one-room center is always a beehive of activity!

In addition to the regularly-scheduled events listed above, the following are highlights of activities that were held throughout the year:

In March, The Singin' Swingin' Seniors held a concert of Irish music, open to the public, to celebrate St. Patrick's Day, with a good turnout.

In April, a novel "Pie for Breakfast" social event was sponsored by the Council. The meal was open to the public, and more than 100 people attended. It was a delicious success. In May, seniors sharpened their ability to help others by participating in CPR training.

June was a busy month, with many attending the Worcester County Sheriff's Annual Picnic in Shrewsbury. An enjoyable trip to Encore in Boston was well-attended. The Police Department hosted a delicious spaghetti dinner for the seniors, and the month closed with a trip to see the Woo-Sox in Worcester.

July introduced the new Veteran's Agent to the veterans in town; the agent will be available during a coffee hour on Wednesdays to discuss veterans' issues.

In August, the COA hosted an Old-Fashioned Garden Party in Flo and Paul Pervier's garden next door to the Senior Center. The gardens were in full bloom, the weather was perfect, and the food delicious. The scene could have come from the 1940s; most attendees dressed "to the nines," many in colorful and pretty summer dresses and wearing flowered straw hats. There wasn't an empty seat, and it was a highlight of the summer for many attendees.

Fall activities started with a weekly weight loss support group, beginning in September. The kick-off meeting had a presenter from MOC speak about the importance of nutrition as one ages. The Council participated in the Annual September Field Day, and held an extremely successful Yard Sale. In October, a seminar was held on preventing injuries from falls, and someone from Blue Cross/Blue Shield came to explain the upcoming changes to Medicare Advantage. Both events were well-attended. November was notable because of a free veterans' breakfast for those who served in all conflicts. The many veterans who came were served a delicious meal, and they were very appreciative. The Center also hosted a free Thanksgiving dinner put on by The Friends of the Senior Center and underwritten by the family of a fallen veteran.

In December, the COA held its annual Christmas Fair, with its famous Hunters' Stew and numerous basket raffles. Mr. and Mrs. Claus were also in attendance. An enjoyable concert of Christmas songs presented by the Center's Singin' Swingin' Seniors and hosted by the Golden Agers was held mid-month. A busload of seniors traveled to the Newport Playhouse in Rhode Island to see the comedy play "A Christmas for Carol" and enjoyed a hilarious cabaret show. A number of Christmas parties were hosted by the Center's various groups, and Christmas cheer abounded at the Center.

The Council on Aging and all senior-related groups look forward to an active and challenging 2023, with the goal of broadening the relevance of the Center and involving still more of Hubbardston's seniors in its activities.

Respectfully submitted,

Claudia Provencal
Director

REPORT OF THE CULTURAL COUNCIL

Members

Sara Lyon, Chair

Lori Engle, Treasurer

Donna Shea, Secretary

Bill Shea, Member

Jonathan Brinker, Member

Melissa Kaul, Alternate

The Hubbardston Cultural Council is part of a network of 329 local councils that serve every city and town in the state of Massachusetts. The state legislature and the National Endowment for the Arts provide an annual appropriation to the Massachusetts Cultural Council which then allocates funds to each local council.

The Mass Cultural Council awarded the Hubbardston Cultural Council \$6600.00 for FY 2023, an increase from our Grant Allocation for FY 2022 of \$6100.00.

To distribute this grant money, the Hubbardston Cultural Council reviews grant applications from artists, performers and community groups. In awarding these 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
- Projects and programs that are organized or presented by members of the local community

This past year, with the easing of COVID restrictions, the Hubbardston Cultural Council sponsored activities at the Hubbardston Senior Center, the Hubbardston Library, the Hubbardston Fair and Field Day. We have awarded our grants for FY 2023 to a great variety of performers and groups. We continue to strive to award grants to local groups and to encourage other local performers to apply for grants in the future.

In order to publicize events and grant opportunities we maintain an active presence on Facebook (@HubbardstonCulturalCouncil). We also endeavor to attend all events that we have sponsored.

This spring, as a requirement of the Mass Cultural Council and to best serve the needs of our local community, we will conduct a short on-line survey. This will provide residents with an opportunity to communicate their interests in local performances, demonstrations and other cultural opportunities. The last survey was conducted in 2018.

Encouraging volunteers to participate as a member of the Hubbardston Cultural Council continues to be a challenge. We have been very fortunate to gain 2 new members this year and one member returned for a 1-year term. Per the Mass Cultural Council, members can only serve 2 consecutive 3 - year terms, for a total of 6 years. Four of our current members will "term out" in July 2023, so we are always looking for new members to join the Hubbardston Cultural Council.

Respectfully submitted,

Sara Lyon
Chair

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 to help with winter operations and two seasonal summer employees who help maintain the cemeteries. We have organized and evaluated all 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 always keep them in the best possible condition. We continue to prioritize our workload to get as much work done as possible. This year the DPW acquired a 1997 Oshkosh outfitted with snow fighting equipment to replace the 04 Mack that had an accident and we also acquired a 2005 Volvo excavator. 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 \$434,320.89. \$100,000 of the cost was the approved CIP monies to aid in this project. The project involved pavement preservation, drainage repair, FDR and HMA paving of Kruse Rd. and Thompson Rd. totaling 2 miles of road. The ARPA project this year was procured at \$573,810.21. The project involved pavement preservation, drainage repair, FDR and HMA paving of Lombard Rd. totaling 1.88 miles of road. We also hot patched numerous roads around town in which we used the roller and hot box which helps tremendously. We did a pavement preventative maintenance /rejuvenator to Burnshirt Rd., New Westminster Rd. (from Mare Meadow Ln. to the town line), and Williamsville Rd. (from town line to the bridge) totaling 3.08 miles of road for \$63,096.00. We crack sealed Pinecrest, Morgan Rd. New Westminster Rd. (Mare Meadow Ln. to the Town line), and part of Grimes Rd. with WRAP monies \$88,955.92 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 \$19,865.13. We continue to build up our dirt roads using 600 cubic yards of Hard Pack gravel, 19 ton of RAS and safe bind dust control on Root Rd., Birches Rd., Mt Jefferson Rd., Halfrey Rd., Streeter Rd., George Howard Rd., and Old Princeton Rd. totaling \$11,699.00. Catch basin cleaning to 1060 basins totaling \$25,881.51. The DPW has swept a portion of the roads in Town therefore going to straight salt has 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 all trucks to better regulate how much salt is applied during storms. We added a Brine tank system last year at the DPW, a 1983 International Brine truck last year and a Brine spray system on the 95 Oshkosh to aid in using less salt and getting better results for the roads in the winter months ahead. 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 added a blower on the front of the Trackless machine to clean ditch lines, open basins clogged with leaves and clean off roads from storm debris. We have added road millings to numerous roads in town to help aid in getting the water off the road by filling in ruts, filling in potholes and adding a crown to the road. We have ground cut Twin Hill Rd., Hale Rd. Ext., 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, Worcester Rd., Barre Rd., Elm St., Twin Hill Rd., Evergreen Rd., Ragged Hill Rd., New Templeton Rd., and Mayo Rd.,

We work very diligently to keep all 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. We also undercoat and paint our equipment to keep up with the integrity of it.

I will continually evaluate all 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 Williamsville Bridge on the State Bridge program. 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. You can also follow and like us on Facebook to see what is going on with projects, important information and road closures.

INVENTORY:

2021 Ford F550 with dump body, angle plow and stainless spreader
2020 KM8000TEDD Hotbox
2019 20-foot BWISE tilt deck trailer
2018 Freightliner M2 with all season body and power angle plow
2016 16-foot Carry on Trailer
2015 Freightliner M2 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
2005 Volvo EW55B Mini-Excavator
2005 Elgin SE Pelican sweeper
2005 Trackless MT5T Combination Sidewalk plow machine
2001 Morbark wood chipper
2001 John Deere M665 Mower
1997 New Holland tractor with flail & rotary heads
1997 Oshkosh P Model with a stainless all-season body and poly power angle
plow
1995 Oshkosh P2528 with a stainless spreader body, stainless power angle
plow with stainless wing plow
1984 Hough 540 Loader
1983 International combination spray/brine/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 not fully constituted, having only four members. The financial challenges the Town faces increase each year as we confront the structural deficit and struggle to live within our means, 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 opportunity 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 the coming fiscal year's budget process. However, last year's struggle to balance the Town's operating budget in light of the 8% increase in our school assessments has placed us in a precarious financial position for Fiscal Year 2024, and we are now at a turning point, where we will decide who we are and what we want to become. We need your attention and consideration in helping all of us keep Hubbardston's finances healthy and strong. Please consider volunteering to help us meet these challenges.

Respectfully submitted,

Susan Rayne, Chair

REPORT OF THE HUBBARDSTON PUBLIC LIBRARY

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 continues 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 was once again certified by the Massachusetts Board of Library Commissioners as meeting the minimum standards for Massachusetts Public Libraries for 2022.

The Hubbardston Library Association was founded in 1872, and originally housed its collection of books in the local Mechanics Hall. In commemoration the Library Trustees had a celebration recognizing the hard work done by previous trustees.

This year, the trustees offered three library scholarships of \$500 each to three deserving candidates.

The third, fourth and fifth grade classes of the Hubbardston Center School visit the library every other week during the school year.

The Summer Reading program this year was Beyond the Beaten Path. We offered three programs and passed out 18 Passports to readers to keep track of their reading journeys.

In 2022, 1,452 Hubbardston residents were library card holders. 2,645 people visited our library during open hours. 281 people attended our 38 library programs. The library offers 1 laptop, 1 adult use tablet, and 2 children's tablets for public use as well as 24/7 Wi-Fi access. 1,262 wireless sessions were logged on the library's wireless. The library's website is <http://hubbardstonpubliclibrary.org/> The Library also has a Facebook page <https://www.facebook.com/Hubbardston-Public-Library-117758304919799> and on Instagram at [hubpublib](#)

Using Hubbardston Cultural Council Grants, library donations and state funding, the library was able to offer the following program during Calendar Year 2022:

- ***Blackstone Valley Veggie Gardens*** offered three Programs via Zoom: Starting Seeds Indoors, Beginning Hydroponics and Gardening with Children
- ***Community Read "The Witness Tree"*** by Lynda Mapes in conjunction with the East Quabbin Association of Libraries. (part 1)
- ***Ed The Wizard*** kicked off our summer reading program with his Impromptu Magic for Camping
- ***Rona Leventhal*** and her "Travelin' Shoes, for the summer reading program then "Haunts, Haints and Hollers" and "Into the Dark" Storytelling shows for the Halloween Season
- ***Davis Bates*** "The Places You'll Go" this program was funded by the Hubbardston Cultural Council for our summer reading program
- ***Bob Leverett*** and "Old Growth Forests" part of the Community Read program
- ***Pastel Painting Workshop:*** Greg Maichack returned in June and September to teach students

how to draw Jelly fish and Sunflowers

- ***President and Mrs. Grant*** came in honor of the library's 150th Anniversary
- ***Jafar Mansell and the Wendell Warriors*** offered a workshop in West African Drumming
- ***Lynda Mapes*** Author discussion and hikes at the Harvard Forest completing the Community Read with the East Quabbin Association of Libraries.
- ***"Knot Just Knitting"*** started in September and is offered every other Tuesday evening.

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 25th 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. Mark Wigler and family has been the backbone of this fundraiser and it would never happen without their generous support for the library. We are grateful for your support and hope to see you next year for the 26th!
- Our library volunteers, who logged 192 total hours of helping out in the library.

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 Open Space Committee's mandate is to acquire, manage, and care for the town's protected conservation areas. The past year saw major accomplishments and a continuing effort to improve and maintain these important and popular Hubbardston resources.

Activities

A major achievement this year was the completion of a project spearheaded by committee member Mark Kresge to upgrade the kiosk and trail signage at the Mt. Jefferson and Malone Road Conservation Areas. Mark's successful MassTrails Grant proposal to the DCR, approved late last year, awarded the funds to create and install modern, descriptive kiosk and trail junction signs with detailed maps that he created to assist visitors in safely navigating and enjoying our conservation areas.

A complementary project involved a request to the committee from local Boy Scout Hunter Young to replace the existing deteriorated wooden trail signs at Mt. Jefferson Conservation Area with new wooden signs to complete the project requirements to attain his Eagle rank. Using US Forestry Service sign standards, Hunter produced and installed these new signs this past Fall. Another local Scout, Destiny Young, began work towards her Girl Scout Gold Award on a project to create a Fairy Garden on town land off Parson's Road near the town center to be completed by next year. Her Garden will become a local art destination with a fairy house, giant mushrooms, wind chimes, and native plantings. Our members assisted her in clearing a hiking trail to access her chosen site.

The Baystate Trail Riders again chose Hubbardston's conservation areas for their members' Fall trail ride.

Administration

Land conservation planning is an important function of the committee that supports Hubbardston's efforts to protect our valuable, local natural resources. Towards that end, this year the committee created a comprehensive prioritization process for evaluating existing open land that will provide the town with the detailed information that will assist our boards and committees in making decisions on available open land. A recent application of the process helped inform the Select Board's decision on exercising the town's right of first refusal involving Chapter 61 property on Ragged Hill Road that was being offered for sale.

The committee's work has begun on updating Hubbardston's Open Space and Recreation Plan that is due this Spring. This important document assists in developing the town's Master Plan that establishes goals for the next several years. It is also an important element to be considered for eligibility for many grant programs and independent project funding.

Maintenance

One of the primary functions of the committee is management of the town's conservation areas and open spaces. During 2022, this effort included repair and replacement of the Link Trail bed which had deteriorated from flooding and erosion. Work also continued with the invasive species control program at Malone Road Conservation Area, treating the overgrowth of bittersweet, speckled elder, poplar, and birch. The committee also worked to remove last winter's extensive trail-blocking tree falls and widen trails from encroaching saplings.

We look forward to seeing you all hiking our woods and fields, cross-country skiing on groomed trails at Malone, riding your bikes and horses, and enjoying picnics at the Mt. Jefferson trailhead. We welcome you to attend our monthly meeting to provide your input on improving our valuable recreation resources.

The Hubbardston Open Space Committee

Bob Hatch, Chair

Stephanie Frend

Mark Kresge

Todd Livdahl

Susan Worth

Rick Jones

Dave Marsh

Tim Hawley

REPORT OF THE PARKS COMMISSION

The Parks Commission is made up of 5 volunteers whose responsibility it is to oversee the following Town Common Areas.

The Curtis Rec Field, including the Rainbows End Playground, Basketball Court, The Skate Park, The Ice Rink, Charlie Clark Corner and The Town Common.

The Park Commission has been very busy this past year with maintaining the Rainbows End Playground with installing and removing the Umbrella Shades, replacing a broken table, and keeping the mulch in tip top shape as well as picking up trash as needed.

The Park Commission really appreciates Everyone's cooperation with helping to keep THE CURTIS REC FIELD AREA clean for everyone to enjoy by CARRY IN CARRY OUT your trash and picking up trash when you see it. THANK YOU!!

The Parks volunteers cleaned up and landscaped around the Bandstand at Curtis Rec field, as well as maintain the Community Garden at Charlie Clark Corner.

The Parks volunteers are also busy with keeping the gazebo at Charlie Clark Corner decorated for all the different seasons as well as decorating the Town Center Christmas tree and helping out with the holiday celebration.

The Parks Commission also holds other events in town yearly:

- Easter Egg Hunt has been a Parks event for over 20 years in coordination with the Girl Scouts.
- Town Wide Yard Sale was started by the Parks, in coordination with the Seniors in town, and has been an event for over 15 years.

The Hubbardston Parks Commission is very proud of the Curtis Rec Field area, Rainbows End Playground, Basketball Court and various sports field that the town maintains so residents of all ages can get outside and enjoy socializing and enjoying the great outdoors. Future plans for the Parks Commission are to replace the Walking Track and make needed repairs to the Skate Park

Respectfully submitted,
Sanda Barry
Park Commissioner

REPORT OF SPECIAL EVENTS

Our 4th annual Frozen Assets event started off our year with some winter time fun. In the month of 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 month 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 along with helping to raise funds for Special Events.

The outhouse officially sunk on 2/24/22 @1:19:22am.

1st place winner was Daniel Afonso with a guess of 2/22/22 @8:23:32pm.
2nd place winner was Lynn Wilkinson with a guess of 2/28/22 @4:12:46pm.
3rd place winner was Jane Frederico with a guess of 3/2/22 @5:40:45am.
4th place winner was Lynn Wilkinson with a guess of 3/3/22 @5:15:25pm.

In June we had our 6th Annual Hubbardston Fair at the Rec Field from 9-2. We had a wide array of vendors in attendance including crafters, artisans, local businesses, food trucks and Neon Alley playing all day in the bandstand to listen to. This year the weather was perfect and everyone that came out to the rec field enjoyed the day. There was a large turnout of people attending and was a great day for the Town of Hubbardston.

August brought us our 5th Annual Dinghy Dash. We had 13 cardboard boat entries for this year's regatta of all different shapes and sizes. This year the weather was perfect for this "must see" event! Also, we didn't have any official sinks although we had a few dinghies that came really close.

Dinghy Dash 2022 winners are:

Most Creative Vessel went to The Silver Crock-David.
Extended Voyage went to Sparkle Unicorn Horn-Maggie & Sara.
1st place went to Blue Bayou Returns-Mike with a time of 2:35.
2nd place went to The Patriot-Teddy with a time of 3:52.
3rd place went to The Houseplant Gremlin-Tiny with a time of 5:37.

Gift certificates for free boat rentals from Billy Goat Boats went to:

Sparkle Unicorn Horn-Maggie & Sara,
The Stinger-Nalyce & Nazeilya and
The Silver Crock- David!

In October, we started our newest event in Hubbardston called Nonesuch Night. This was held at the Rec Field starting at 4pm on October 8th. We had Neon Alley playing in the bandstand for entertainment along with a variety of food trucks to get a bite to eat. Girl Scouts and Boy Scouts were also there selling S'mores & popcorn. We also had a few fun activities for the kiddos like glitter tattoos and grab bags for everyone to enjoy. At sunset we showed a movie on a huge outdoor screen. This year we played Ghostbusters Afterlife and even had the ECTO-1 on display before the movie started.

For our first year we had a good turnout. Some came for the food, some came for the movie, but everyone that came enjoyed themselves despite it being a rather cold evening for the month of October.

On November 27th we had our annual Tree Lighting Ceremony on the Town Common. As always, we had hot cocoa, cookies and caroling with The Greens & The Swinging Singing Senior's. This year it poured during our event but that didn't stop us from our fun holiday activity. We caroled together under umbrellas & pop-up tents until it was time to turn on the lights. We started with the Christmas Tree & Menorah, then turned on the herd of deer, and last this year we turned on our new up lighting that was on all the large Oak & Maple trees on the Common. Everyone there enjoyed kicking off the holiday season despite the rain.

December was the 5th Annual Brunch with Santa held in the Hubbardston Center School Cafeteria. This year we had a great turnout. The event offered a photo opportunity with Santa and his helper Elf's, some fun craft projects for the kids to make and yummy brunch style food that everyone enjoyed. This event is always heartwarming for all the family's that attend.

In December we held the 6th Annual Hubbardston Light Fight with the event held the first three weekends in December. Spectators followed an interactive map or a paper map which led them to the houses and businesses that entered. Hubbardston saw lots of traffic on the back roads in town not only on the weekends but also during week nights. This event definitely helps put Hubbardston on the map.

We have 3 categories to enter, Traditional/Classic, Go Big or Stay Home and our business category-Brightness Bulb Business Award. Winners were chosen by the public from an online voting link.

Winners of Hubbardston Light Fight 2022:

Traditional/Classic: 1st place was 36 Geordie Ln,
2nd place was 68 New Westminster Rd.
3rd place was 38 Chippewa St.

Go Big or Stay Home: 1st place was 47 New Templeton Rd.
2nd place was 38 Main St - Fire Dept
3rd place was 31 Bemis Rd.

The Brightest Bulb Award went to Plain View Farm.

Respectfully Submitted,

Katie Young

Special Events Advisor to the Town of Hubbardston

Hubbardston Vietnam Veterans Memorial Committee

We were proud to officially dedicate the Hubbardston Vietnam Veterans Monument on Memorial Day, May 30th, 2022. We had a very large turn-out of Hubbardston's Vietnam Veterans.

In spite of an all-out outreach effort to identify and certify all of our Vietnam Veterans, we have subsequently identified an additional number of eligible Vietnam era Veterans. Therefore, we plan to add these names to the monument in time for the Memorial Day services for 2023.

Respectfully,
Bill Shea, Chair



PROTECTION OF PERSONS & PROPERTY



REPORT OF BOARD OF HEALTH

The mission of the Board of Health is to promote and protect the public health of all residents in the town Hubbardston. This is done through education and enforcement of environmental, public, medical and mental health laws and regulations. The Board of Health provides enforcement of the State Sanitary Code in the areas of housing, food sales and service, pools and camps. It is also responsible for the surveillance and reporting of communicable disease and the State Environmental Code for wells, septic systems, lead and asbestos abatement and ground water protection as well as the elimination of nuisances. These requirements reflect the principle that many critical health problems are best handled by local officials familiar with local conditions.

The Hubbardston Board of Health consists of five members who are residents of the town; these are elected positions, and each serve a three-year term. This year we have a welcomed Laurie DeMalia to the Board, and said goodbye to Vincent Richie and Kate Saab.

2020 saw the Covid-19 pandemic which continued into 2021, the Board of Health worked tirelessly alongside with the Department of Public Health and MPH to ensure the health and safety of our residents. The Board also worked closely with the Town of Rutland to provide two Covid vaccine clinics in Hubbardston in early 2021. The Board would like to thank the Wachusett Medical Reserve Corp for their efforts in assisting us with the clinics held in Hubbardston, we would also like to thank Dr. Stauder for signing on as the town's Health Director for the next two years! Rutland has continued to offer the residents of our town vaccine clinics at the Rutland Library information on those clinics may be found at <https://www.rrecc.us/vaccine>. At the end of 2021 Hubbardston has seen 3215 or about 69% of our vaccine eligible population inoculated! Thank you for keeping our town and your neighbors safe!

Hubbardston continued to utilize the services of the Montachusett Public Health Network, which provides nursing services for the Town of Hubbardston. The Board of Health would like to thank our public health nurse Sandra Knipe who spent endless hours working with Covid positive patients providing contact tracing and education alongside with the states Community Tracing Collaboration which has ended as of 12/30/2021.

The Hubbardston Board of Health is an active member of the Leominster Tobacco Control Alliance (LTCA); the purpose of this alliance is to monitor and prevent youth access to tobacco products. This year their Alliance issued one citation for the sale of tobacco to an underage minor in Hubbardston.

Board of Health Chair Cathy Hansgate conducted food inspections along with Timothy Newton, Health Inspector. Timothy conducted all septic inspections for the Town of Hubbardston.

This year the Board issued:

34 Septic Permits- For new installation and repairs

38 Percolation Tests

18 Food Permits- This includes temporary events as well

19 Well Permits

The BOH meets twice a month on the second and fourth Tuesday of the month at 7:00 PM. Meetings are typically held in the conference room under the library. The Board of Health falls under the Land Use Department hours for this department are Monday-Thursday 8AM-4PM. Land Use Coordinator can be reached via phone at 978-928-1400x209 or email at Inspect@Hubbarstonma.us

Respectfully Submitted,

Cathy Hansgate -Chair

Colleen Higgins -Vice Chair

Judie O'Donnell

Laurie DeMalia

REPORT OF THE FIRE DEPARTMENT

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2022. 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 749 incidents during the year while also continuing our efforts in fire prevention through public education and code enforcement.

Beyond time put towards training and operational readiness, the department was kept busy with emergency responses during the year. Of particular note was on February 4th at 3:28 in the morning we responded to a residence on Kruse Road for a reported structure fire. A pellet stove malfunctioned in the basement of the home causing some debris close to the stove and the floor to catch on fire. Thankfully the occupants were alerted to the fire by their smoke alarms and were able to safely evacuate. The fire was quickly extinguished and the damage was minimal. A great example of a situation that could have been much worse if not for working smoke alarms. Also, on November 7th at 3:40 yesterday afternoon Engine 1, Engine 2, Engine 3 and A1 responded to 26 Lombard Road for a reported structure fire. On arrival of Engine 1 there was smoke showing from a two-bay garage attached to a 1 1/2 story single family residence with fire showing from the front porch. A working fire was declared bringing in mutual aid from surrounding towns. The fire was knocked down within ten minutes by the first arriving Hubbardston companies. Due to the quick work of firefighter's, damage was limited mostly to the exterior of the building with some minor damage to the interior of the residence. The cause of the fire was accidental and started on the porch. There were no injuries to firefighters or civilians.

The Department continued its efforts to pursue grants and alternative funding during the year. We received \$11,850 from the States Firefighter Safety Equipment Grant Program to purchase structural firefighting gloves and boots for all members. We received grant funding in the amount of \$2,329 for the purchase of AED (Automated External Defibrillator). Finally, we received an extremely generous donation of \$3,500 from the Tom Fors Memorial Fund which was used to purchase a new Bullard TXS thermal imaging camera and charging station for Engine 1. This camera allows firefighters to see heat signatures of objects and people through dense smoke and is an important tool we use at the scene of a fire.

The Tom Fors Memorial Foundation was established by town residents Karen and Davin Fors in memory of their son, Tom who was an EMT in Lawrence and tragically passed away in 2015. The foundation gives back to public safety agencies throughout New England. We are honored to

have been selected by their foundation for this grant and we will honor Tom's legacy by using it to help protect the members of our community in their time of need.

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.

On March 1st our newest call firefighters Phillip Theriault JR graduated from the Massachusetts Firefighting Academy. He dedicated many nights and weekends over the course of four and half months to complete 240 hours of intense physical and academic training that will prepare him for the job.

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 Dixson	Lieutenant	EMT-B
Erik Ares	Lieutenant	Paramedic

Fire/EMS Personnel:

James Ares	Firefighter	Paramedic
Tina Dixson	Firefighter	EMT-Advanced
Dennis Hamel	Firefighter	Paramedic
Michael Parker	Firefighter	EMT-B
Jeremy Goscila	Firefighter	EMT-B
Mitchell Mabardy	Firefighter	Paramedic
Taylor Wilkinson	Firefighter	Paramedic
Bryan Colwell	Firefighter	EMT-B
Michal Travis	Firefighter	EMT-B
John DeMalia	Firefighter	EMT-B
Phillip Theriault	Firefighter	
Izaiah Gonzalez	Auxiliary	

Hubbardston Fire Department – Apparatus Inventory

Engine 1	2019	KME	Engine
Engine 2	2001	KME	Engine-Tanker
Engine 3	2007	Spartan	Engine-Tanker
Ambulance 1	2016	Ford 550	Class I
Ambulance 2	2005	Ford 450	Class I
Truck 4	2003	5 Ton Military	Brush
Truck 5	2022	Ford F550	Brush/Utility
Car 1	2020	Chevy Tahoe	Command Unit
Car 2	2007	Ford F250	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 2022 annual report for the Town of Hubbardston Police Department.

In 2022 the police department had significant changes in leadership. After over 30 years in law enforcement Chief Dennis Perron retired. He served the Town of Hubbardston since 2006 and made some significant changes during his tenure. Law enforcement has changed since that time and Chief Perron kept the department up to date and current with new equipment, policies and procedures, and training. Because of Chief Perron's leadership and mentoring program that he implemented, when he retired the town saw no drop-in police services. We sincerely thank Chief Perron for his leadership and dedicated service to the Town of Hubbardston and we wish him well in his retirement.

In May we filled a vacancy with new Officer Andrew Bresciani. In the second half of the year, we filled two vacant part time patrolman positions with Officer Robert Champagne and Officer Shaun Siequist. Both part time acquisitions provide the department with veteran experience that will help supplement our patrol force and help us continue to provide the residents with a professional level of service.

Officers were happy to get out and have a presence at the annual town events like the Town Fair, Field Day, Dinghy Dash, and movies at the rec field. It was a pleasure to see everyone out and enjoying all of these events. We finished out the year strong with the Halloween Block Party in the police station parking lot. This event could not have been possible without the support from Bill and Patrick Shea of the Ruptured Duck. Every year they are generous enough to bring a display to the parking lot for everyone to enjoy. This year they brought Ecto-1 and a Ghostbusters display. Shortly after Halloween we made a name change to the Community Holiday Outreach Program (CHOP), it will now just be called the Community Outreach Program (COP). We felt that there may be families in need outside of the holiday season and did not want to seem limited to a certain time of year. This year we had an overwhelming amount of support from our residents and we were able to provide fuel assistance and presents for families in need.

The department was able to purchase new portable radios for the officers and a new server for our cruiser cameras. The portable radios were outdated and the server that we were using for our cruiser cameras was no longer working properly. The funding for these two projects was obtained by using ARPA funds. Without this funding we would not have been able to replace this equipment. The new watch guard server will also give us the ability to expand to body worn cameras. While this is not mandatory at this time it will be in the future for all patrol officers on duty.

I would like to thank the officers of the Hubbardston Police Department for their hard work and dedication to the Town of Hubbardston. The current vacancies mean that officers often need to work well over their regularly scheduled shifts. These extra hours put a strain on them and their families and without them, nothing that we have accomplished over the last year would have been possible. There will be more challenges ahead of us in 2023. We will be adding to our ranks and I am confident in our ability to continue providing the high level of police

service that our residents deserve. We will continue to work with the community and partner with the businesses to keep Hubbardston safe. It is an honor and a pleasure to lead this department and move us forward to meet whatever challenges lie ahead in 2023. Our officers are well trained, prepared, and will continue to strive for excellence.

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 Ryan P. Couture

POLICE DEPARTMENT

2022 Police Department Personnel



Chief of Police

Ryan P. Couture

Police Clerk

Nancy Perron

Full-Time Officers

Sergeant Robert Forte
Officer Christopher Bergeron
Officer Donald Blood
Officer Andrew Bresciani

Part-Time Police Officers

Officer James Halkola
Officer Robert Champagne
Officer Shaun Siequist

	2020	2021	2022
Total Calls for Service	9357	8444	8138
Criminal Offenses	340	205	345
Motor Vehicle Accidents	55	64	72
Motor Vehicle Citations	127	387	167
Stolen Motor Vehicles	3	0	5
Larceny/Fraud	55	30	30
Break & Entering	6	1	2
Disturbances	82	62	35
Domestic Disputes/Assaults	47	28	42
Restraining/209A Orders	8	18	26
Restraining Order Violations	5	8	13
Vandalism	4	8	6
Suspicious Activity	38	101	23
Fire Arms Permits	208	146	168
Narcotic Violations	36	5	14
Animal Complaints	86	75	80
Burglar Alarms	33	69	95
Medical Emergencies	297	190	355
Juvenile Runaways	1	3	1
Juvenile Criminal Offenses	11	3	2
Building/House Checks	5083	3872	4588
Assist Other Police Departments	101	99	81
Mental Health Calls	36	28	48
Missing Persons	6	3	3
Warrants Served	20	18	18
Summons Served	132	15	15
Total Criminal Arrests/Complaints	115	262	116

POLICE EQUIPMENT

2016 Chevrolet Impala
2017 Ford Explorer
2020 Ford Explorer
2021 Ford Explorer
2022 Chevrolet Tahoe
4 Watchguard Cruiser Cameras
Watchguard Server
4 Mobile Radar Units
1 Handheld Radar Unit
Speed Monitoring Sign
5 Mobile Cruiser Radios
3 Mossberg 12GA Shotguns
3 Bushmaster AR-15 Rifles
1 Stag Arms AR-15 Rifle
3 Portable Defibrillators
2 Glock 26 9mm Handguns
6 Glock 42 380 Handguns
12 Glock 17 9mm Handguns
18 Lockers
15 Portable Radios
Breathalyzer
Paper Shredder
1 Ammo Cabinet
1 Gun Safe
1 Server
2 Panasonic Tough Books
5 Dell Latitude Rugged Tablets
7 Desktop Computers
3 Stop Sticks
7 Filing Cabinets
3 Desks
13 Office Chairs
1 Conference Table
1 Copy Machine
1 Fax/Copy/Scanner
Leaps/NCIC Computer
GW Security Camera System
4 Mitsubishi Dual Head Mini Splits
Misc. Cruiser Equipment
Misc. Crime Scene Management Equipment
2 Portable Breath Test Machines
4 X2 Tasers

PLANNING



REPORT OF THE PLANNING BOARD

The Planning Board consists of five elected members that serve staggered five-year terms, and one alternate member annually appointed by the Select Board.

The Planning Board is governed by the Town of Hubbardston's Zoning By-laws, General Bylaws, Subdivision Rules and Regulations and Earth Removal Regulations. The Board is also governed by the Massachusetts State Zoning Act (Chapter 40A), Subdivision Control Law (Chapter 41B Section 81A and 81GG) and other Massachusetts General Laws and regulations applicable to additional areas of the board's jurisdiction. The Planning Board is responsible for reviewing:

- ANR Plans
- 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 previously dealt with affordable housing issues, but has transferred that responsibility to a new Affordable Housing Committee, effective 2023.

ANR Plans Endorsed

- Zamarro, Gardner Rd
- Alward, Healdville Rd
- Valley, Gardner Rd
- Robert, North Comet Pond Rd
- Lapierre, Hale Rd

Scenic Road Applications Approved

- Welch, Hale Rd – stone wall removal
- Hubbardston DPW, Kruse Rd, tree removal
- Aho, New Templeton Rd, tree removal
- Hubbardston DPW, Williamsville Rd Bridge project, tree removal
- Denis, Healdville Rd, tree removal and stone wall rebuild

Special Permits Approved

- Special Permit modification, Royal Sun Farms, addition of greenhouse & change to water usage schedule
- Special Permit modification, Paper Crane Provisions, interior construction & processing activities
- Special Permit application, Vertex Towers LLC, cell tower construction

Amendments to Town of Hubbardston Zoning Bylaws Completed

- Modifications to Accessory Dwelling Units bylaw, approved by Town Meeting and Attorney General
- Battery Energy Storage System (BESS) bylaw sent to Town Meeting, approved, awaiting approval from Attorney General
- Revisions to Town's Rate of Development bylaw were completed, but the bylaw was disapproved by the Attorney General

Amendments to Town of Hubbardston Zoning Bylaws In-Progress

- Development of new Agricultural Accessory Use bylaw
- Cannabis bylaw review
- Solar bylaw review with MRPC
- Town Center Zoning bylaw development with MRPC

Other Planning Issues

- Ongoing work on Master Plan chapters
- Lot 57 Pitcherville Rd (the former Town gravel pit) is being evaluated for a potential senior housing site. An environmental investigation of lead contamination in the soil was completed and options are being reviewed for site remediation.
- Town-owned land resulting from a tax taking at 643 Old Westminster Rd is being evaluated as a potential affordable housing/open space residential development site.
- Fundraising for a new Habitat for Humanity house on Ragged Hill Rd. was completed, including a warrant article that was approved at Town Meeting to obtain CPA funds.

Gravel Pit Report

No permitted large-scale earth removal operations exist in town. Restoration processes at the former Kataisto clay pit were deemed complete, and the reclamation permit was rescinded.

Board Members

Many members of the Planning Board also serve on other Boards and Committees for the town of Hubbardston or as representatives to regional planning agencies.

Kristofer Munroe, Chair – MRPC, EDC, CPC, Agricultural Advisory Committee

Alice Livdahl – MJTC

Francois Steiger – CIPC

William Homans – ZBA

John DeMalia

Erica Dack (Associate Member)

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 Zoning Board of Appeals met five times this year hearing three different requests for variances:

22 Ed Clark Rd: Request for Variance from Hubbardston’s Zoning ByLaw Article 5 Section 5.1 Table of Dimensions, Front Setback. Granted.

0 Brigham St: Request for Variance from Hubbardston’s Zoning ByLaw Article 4 Sections 4.9 and 4.10 pertaining to grandfathering and non-conforming uses. Denied.

7 & 9 Brigham St: Request for Variance from Zoning ByLaw 5.3 e.2 Access Drive filed by Vertex Towers LLC. The variance requested was for access to a lot from a location other than the lot’s frontage. Denied.

Current Board Members:

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

Quabbin Regional School District
Annual Report
School Year
2021/2022

During the 2021-22 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.

As the 2021-2022 school year began, our hope was that COVID-19 would not continue to impact the education of students in the Quabbin Regional School District. It turned out that the COVID-19 pandemic remained a significant challenge throughout the school year.

District and School Configuration

COVID related district and school reconfigurations remained in place for the 2021-2022 school year, due primarily to ongoing uncertainty about lasting impacts and resurgence of COVID-19. Our grade six students remained at the middle/high school and preschool, kindergarten and grade one students from Oakham and New Braintree remained in Oakham Center School. The QRSD school committee used the year to study whether these changes should be permanent. After conducting numerous meetings with stakeholder groups, the decision was made to have grade six students join the Quabbin Middle/High School and to have kindergarten and grade one students from Oakham and New Braintree attend school at Oakham Center School. The School Committee also decided to use the New Braintree School for the district Post-Graduate Program and for the Oakham and New Braintree preschool program starting in the 22-23 school year.

Health and Safety Protocols

Open windows in classrooms and on buses, social distancing when masked and long periods of isolation for COVID exposure were a thing of the past this school year, but several health and safety protocols were in effect. Masks were required for all students and staff initially, and social distancing was required during times when masks were removed (during lunch and mask breaks). We continued to sanitize high touch surfaces at least once per day, and COVID contact tracing protocols were in place. We implemented a voluntary pooled testing program which helped us identify individuals who were COVID positive, but who were not experiencing symptoms. The National Guard assisted our school nursing staff in administering COVID tests once per week in each school building for all staff and students who agreed to be tested.

Curriculum and Instruction

In the 21-22 school year, all students attended school full-time in our buildings. 100% remote learning was no longer permissible per DESE mandate.

We began the school year with classrooms organized in traditional configurations; desks were spaced as they had been pre-pandemic, tables and other classroom furniture was returned to classrooms from storage to allow for increased student collaboration.

Use of technology in the classroom increased in 2021-2022. This was a positive outcome of the COVID-19 pandemic. Students and educators had more access to technology, greater skill in the use of it, and increased understanding of the most effective strategies for enhancing educational outcomes. QRSD technology integration specialists provided ongoing professional learning, modeling, and job embedded coaching that resulted in the use of new learning platforms, resources, and instructional strategies that helped to personalize learning and increased the effectiveness of the use of technology.

QRSD was fortunate to utilize grant funds to conduct a comprehensive study of our literacy curriculum. The study outcome resulted in the grant funded purchase of a new literacy curriculum for kindergarten through grade ten. In the upcoming school year, the new curriculum will be implemented and ongoing, job embedded professional development will be provided to all teachers.

All educators in the QRSD engage in a cycle of continuous professional learning each year. Educator goals are established at the beginning of each school year, and professional growth is supported by online professional learning opportunities provided during early release days, professional days, after school sessions twice per month and during the summer. In the 2021-2022 school year two focus areas for professional learning were: Culturally Responsive and Equitable Teaching Practices and Effective Practices for Supporting the Social and Emotional Needs of All Students.

QRSD received Acceleration Academy and Summer Learning Grants. These grants enabled us to offer February, April and August week long academies for students in grades K-10. The focus of those week-long intensive academic sessions was to accelerate student learning in math and literacy. The summer learning grant allowed QRSD to offer two five-week programs focused on STEM. One program for MS students was held at QRMHS and another program for elementary students was held at Ruggles Lane School. Both programs included hands-on engaging learning activities where students honed their critical thinking skills. All of these programs were free for families.

Extracurricular Activities

Student engagement in and access to extracurricular activities was significantly greater in the 2021-2022 school year than in the previous year. The athletic schedule was expanded, concerts and many field trips resumed. Initially in-school assemblies were limited, but as the school year progressed principals were able to increase opportunities for some large group events. We also found alternatives for many events that could not be held as previously planned. For example, although elementary students were not able to attend a week-long Nature's Classroom trip, they did participate in Nature's Classroom learning activities on the MHS campus.

Traditional graduations, school transition activities and end-of year celebrations were held in June.

Buildings and Grounds

Regular maintenance needs and implementation of energy efficiency strategies for our aging school buildings were ongoing during the 2021-2022 school year. Two major capital projects were also completed. The Hubbardston Center School roof was completely replaced over the summer. This project was funded by the Town of Hubbardston and the Massachusetts School Building Authority (MSBA). MSBA provided 59.84% of the cost of the project.

Significant repairs to the chiller tower at the MHS were also necessary during the summer of 2021. The school district used Rural School Funds to cover the \$260,865.33 cost of this project in order to ease the financial burden on our member communities.

District Partnerships

The QRSD expanded many existing partnerships with area businesses and community organizations to provide students with learning opportunities in the form of internships and community service projects.

In partnership with Q-Drug, the school district received a Drug Free Communities Grant in the amount of \$500,000. This grant will be used over a five-year period to prevent and reduce substance use among youth in the Quabbin communities.

Amid the ongoing challenges of the COVID-19 pandemic we continued our work to accomplish our strategic objectives. Although our progress was slowed significantly because of the time and attention necessary to mitigate, as best we could, the effects of the pandemic, we kept our four strategic objectives: Quabbin Pride, Academic Growth, Social-Emotional Growth and Commitment to Community at the center of our work.

The Quabbin Regional School District remains 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 and from parents and guardians of our students is paramount to achievement of our mission and to our childrens' 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

2021-2022

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.

The following is information from the 2021-2022 school year:

The school year began with students returning to school with COVID-19 protocols in place that included documented seating in the cafeteria and classrooms as well as social distancing. We also performed contact tracing through the first half of the school year. Our teachers were diligent and effective in providing educational opportunities to all of our students during the COVID pandemic.

As of October 1, 2022, Quabbin Regional High School had a smaller student body than the 2017-2018 school year with 160 Seniors (2022), 129 Juniors (2023), 140 Sophomores (2024) and 182 Freshmen (2025). There were 136 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.

Our special education programs include study skills for academic support, Project Involve, a substantially separate life skills program, and a partnership classroom with the New England Center for Children.

The Quabbin Regional High School continues its 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 December 2021, 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 2021, the NJROTC annual inspection took place. This inspection took place virtually and presented unique challenges for the NJROTC unit. That being said, they came away from their inspection with success.

Students from the Quabbin Regional High School had two unique international travel opportunities during the 2021-2022 school year. There were two trips to the Galapagos Islands, one in February and one in April. These trips were open to all students. Also, the NJROTC offered its cadets a trip to Iceland during the April break. The Quabbin Regional School District recognizes the value these trips have on the lives of students.

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.

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. During the time of the pandemic, we did our best to offer students these testing opportunities as much as possible, however, there were limitations that did not allow us to offer these testing opportunities as robustly as in the past.

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. For the 2021-2022 school year, students were allowed to use Advanced Placement and International Baccalaureate HL coursework to fulfill the capstone graduation requirement.

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
2021-2022

The Quabbin Regional Middle School is adjacent to the high school on the 109-acre Quabbin Regional Middle/High School campus. It shares common areas of the complex such as the cafeteria, media center, and auditorium.

The school year began with students returning to school with COVID-19 protocols in place that included documented seating in the cafeteria and classrooms as well as social distancing. We also performed contact tracing through the first half of the school year. Our teachers were diligent and effective in providing educational opportunities to all of our students during the COVID pandemic.

For the 2021-2022 school year, there were a total of 533 students. This number includes the grade 6 students, who were welcomed into the middle school during the previous year in order for all students in the elementary schools to be able to attend every day while social distancing. In addition to the core subjects, English, math, social studies, and science, students are enrolled in world language, Spanish or French, art and physical education. Our special education programs include study skills for academic support, a special education and reading specialist in English classes, Project Involve, a substantially separate life skills program, and a partnership classroom with the New England Center for Children.

The middle and high school academic departments have been working together to increase vertical alignment of curriculum and coordinate teaching pedagogy. The math department continues implementation of Eureka math, which is increasing higher order thinking skills in the math classroom. The science department has updated its curriculum to reflect the Next Generation Science standards and has implemented Project Lead the Way Curriculum. Technology is used in class on a daily basis, with teachers utilizing google classroom and students benefiting from a 1:1 Chromebook program. Students and parents continue to be able to access grades and assignments online through the parent/student portal in real time.

The middle school has an active student council with representatives from both grades. A chapter of the National Junior Honor Society for eligible 8th grade students. A community service club, Quabbin Kids Care. In addition, our athletic teams participate in interscholastic competition in soccer, field hockey, cross country, basketball, softball, and baseball. Middle school students who choose to, may try out and participate in high school athletics.

Two major field trips usually happen each year. The 7th grade goes to Boston and the 8th grade has a four-day trip to Washington, D.C. Due to circumstances around the COVID pandemic, both the 7th and 8th graders attended day trips to Boston. The 8th grade trip to Washington, D.C. will be reinstated during the 2022-2023 school year.

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

Respectfully submitted,

Gregory J. Devine
Principal
Quabbin Regional Middle School

**Principal's Report
Hubbardston Center School
School Year Ending June 2022**

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.

School year 2021-22 continued to be impacted by the COVID-19 pandemic. Hubbardston Center School, (along with all schools in the QRSD) continued to implement mitigation strategies to keep staff and students as healthy as possible. The 6th grade staff and students continued to be housed at the Quabbin Middle/High School. There was no longer a mandate for social distancing, but we continued the mask-wearing protocol until January. At that time, The MA DESE lifted the mask mandate, and it became voluntary. Many students and staff continued to wear a mask, and were still required to wear one in the case of COVID exposure. The gymnasium was also used as a second cafeteria in order to support lunch seats at a 6-foot distance, which followed the protocol regarding distancing indoors when masks were removed.

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

Enrollment history

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
2019-2020	302 students
2020-2021	247 in person students & 39 remote learning students (286 total)
2021-2022	305 students

Average class size and grade configuration

Sections and Average Class Size		
Grade	# of sections	Average Number of Students per class
K	2	20
1	2	24
2	2	23
3	2	21
4	2	27
5	2	18
PreK	many	39

Staffing

HCS teaching staff consists of 12 classroom teachers, 3 special education teachers, a half-time (.5) Intervention Specialist, 3 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.

We had no retirements in this school year. Two new Intervention Tutors were hired; Ms. Katelyn McKeil, and Ms. Allison Morin.

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. Monthly 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 2021-22

Co-chairs- Meg DeMalia and Deb Lindsay

Secretary- Erica McHugh

Treasurer- Tara Flynn

Hubbardston Center School Council

Meetings are held at 6-week intervals. The School Council was not active this past school year, due to the COVID-19 protocols. It will be re-organized when protocols dictate.

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

Chorus, Band and Orchestra – These activities once again took place for the full year, continuing to utilize specially designed masks.

Physical Education. Our physical education teacher is Mr. Matt Farrell. The program includes 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 ones overall fitness and key to leading an enjoyable, active life style.

Art – Mr. Cedric Marsh was replaced by Ms Teresa McCarthy. Ms McCarthy continued to develop and strengthen students' 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 K-6 took part in STEM (Science, Technology, Engineering & Math) classes taught by Ms Rebecca Vincent. 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.

Extra-curricular Activities, Programs & Events

Student Council – There was not a Student council at HCS this school year, due to grade 6 being moved to the M/HS. It will be reviewed for a new format in the next school year.

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 2020-2021 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 – Students at HCS did not “go to” Nature’s classroom this year, instead, Nature’s Classroom came to QRSD for our 5th and 6th graders! It was wonderful to have this program once again available to our students. Students attended the 2 day outdoor classroom (each grade level, separately) at the Middle/Highschool campus in November, and despite the chilly temps, it was a rewarding, fun, and a very educational time!

Ski Club - Each year, Hubbardston Center School teams up with Wachusett Mountain to have a ski club. This year it was up to individual families to transport and stay with students as they participated in skiing. Participation varied from week to week.

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
2021/2022 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ADAMS, JAMIE C	1.0000	HS Special Education	\$80,210.00
ADAMS, JAMIE C	0.0000	Sub HS Period	\$1,161.00
ADAMS, JAMIE C	0.0000	Advisor HS	\$1,019.70
ADAMS, JAMIE C	0.0000	Tutor	\$367.50
ADAMS, JAMIE C	0.0000	Sub Proctor	\$270.00
ADAMS, JAMIE C	0.0000	Sub HS Period	\$135.00
ADAMS, JAMIE C	0.0000	Tutor	\$120.00
ADAMS, JAMIE C	0.0000	Sub MS Period	\$27.00
ADAMS, LEAH M	1.0000	Elem Teacher	\$44,238.57
ADAMS, MICHAEL D	0.0000	Coaching (Winter)	\$5,952.89
ADAMS, NICHOLAS R	1.0000	HS PE	\$67,532.00
ADAMS, NICHOLAS R	0.0000	Strength and Conditioning Coach	\$12,056.03
ADAMS, NICHOLAS R	0.0000	Sub HS Period	\$945.00
ADAMS, NICHOLAS R	0.0000	Sub MS Period	\$27.00
ADOMAITIS, KELLY L	1.0000	Aide Autism	\$37,761.00
ADOMAITIS, KELLY L	0.0000	Sub Ruggles Lane	\$1,690.00
ADOMAITIS, KELLY L	0.0000	Sub Aide Period	\$222.76
ALLEN, ANN M	1.0000	Aide Special Education	\$30,097.00
ALLEN, ANN M	0.0000	Longevity	\$1,000.00
ALLEN, ANN M	0.0000	Sub Aide Period	\$83.25
AMIDIO, MARY C	1.0000	Office Manager	\$53,593.00
AMIDIO, MARY C	0.0000	Longevity	\$1,500.00
ANDREWS, ELICIA A	1.0000	HS Science	\$73,713.61
ANDREWS, ELICIA A	0.0000	Advisor HS	\$1,528.97
ANDREWS, ELICIA A	0.0000	Stipend 121 - Summer Acc Academy	\$687.50
ANDREWS, ELICIA A	0.0000	Sub HS Period	\$324.00
AREMBURG, SARA F	0.0000	Private Music Instructor	\$170.00
ARNOLD, COLIN M	0.0000	Extended Day Staff	\$2,295.01
ARNOLD, MICHELLE L	1.0000	Elem Special Education	\$92,429.00
ARSENAULT, GABRIELLE R	0.0000	Extended Day Staff	\$561.94
AYER, DOROTHY M	1.0000	Office Manager	\$38,716.00
AYER, DOROTHY M	0.0000	Stipend Athletics	\$440.00
BAGDIS, TYLER C	0.0000	Sub Custodian	\$2,856.93
BAGDIS, TYLER C	0.0000	Sub Custodian	\$1,560.00
BAGDIS, TYLER C	0.0000	Summer Custodian	\$663.19
BAILEY, CONNER P	1.0000	Technology	\$49,412.67
BAKER, KAYLEIGH E	1.0000	HS English	\$63,654.00
BAKER, KAYLEIGH E	0.0000	Sub HS Period	\$864.00
BALSER, MELANIE A	1.0000	Aide Special Education	\$30,097.00
BALSER, MELANIE A	0.0000	Stipend 240 S	\$1,133.76
BALSER, MELANIE A	0.0000	Longevity	\$1,000.00
BALSER, MELANIE A	0.0000	Sub Aide Period	\$652.73

BALSER, MELANIE A		0.0000	Sub Middle School	\$450.90
BARKER-BERLO, DONNA		1.0000	HS Science	\$90,276.00
BARKER-BERLO, DONNA		0.0000	Sub HS Period	\$1,377.00
BARKER-BERLO, DONNA		0.0000	Advisor HS	\$918.77
BARKER-BERLO, DONNA		0.0000	Longevity	\$750.00
BARKER-BERLO, DONNA		0.0000	Sub MS Period	\$135.00
BARNES, CLARE H		1.0000	P & F Manager	\$17,247.07
BARNES, CLARE H		0.0000	Travel	\$542.31
BARNES, CLARE H		0.0000	Longevity	\$180.77
BARRINGER, EVAN M		1.0000	MS Social Studies	\$85,938.00
BARRINGER, EVAN M		0.0000	Coaching (Winter)	\$5,411.72
BARRINGER, EVAN M		0.0000	Longevity	\$1,000.00
BARRINGER, EVAN M		0.0000	Sub MS Period	\$81.00
BARRINGER, EVAN M		0.0000	Sub MS Period	\$20.00
BARRINGER, JANIS A		1.0000	MS Special Education	\$88,113.00
BARRINGER, JANIS A		0.0000	Longevity	\$750.00
BARRINGER, JANIS A		0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
BARRINGER, JANIS A		0.0000	Stipend Mentor Program	\$250.00
BARRY, CONLAN J		1.0000	Custodian	\$2,230.40
BARRY, CONLAN J		0.0000	Custodian OT	\$61.50
BARRY, SHAWN D		1.0000	Custodian	\$42,703.12
BARRY, SHAWN D		0.0000	Custodian OT	\$389.47
BARRY, SHAWN D		0.0000	Shoe Allowance	\$150.00
BATES, NITA		1.0000	Secretary	\$56,758.58
BATES, NITA		0.0000	Longevity	\$750.00
BATES, NITA		0.0000	Stipend Advanced Degree	\$500.00
BATES, NITA		0.0000	Stipend Administrative Assistant	\$384.60
BATTISTA, MARK G		0.0000	Coaching (Spring)	\$4,971.59
BEARD-BLAKE, ELIZABETH		1.0000	HS World Language	\$83,773.00
BEARD-BLAKE, ELIZABETH		0.0000	Sub HS Period	\$1,242.00
BEARD-BLAKE, ELIZABETH		0.0000	Advisor HS	\$918.77
BEARD-BLAKE, ELIZABETH		0.0000	Sub MS Period	\$189.00
BEAUDET, KRISTINE A		1.0000	Elem Special Education	\$96,775.00
BEAUDET, KRISTINE A		0.0000	Longevity	\$1,500.00
BEAUDET, KRISTINE A		0.0000	Stipend Mentor Program	\$750.00
BENNETT, JESSICA A		1.0000	Executive Assistant to the Superintendent	\$69,082.06
BENNETT, JESSICA A		0.0000	Executive Secretary to the School Committee	\$3,625.00
BENNETT, JESSICA A		0.0000	Longevity	\$750.00
BENNETT, RYA M		1.0000	School Nurse	\$61,010.00
BENNETT, RYA M		0.0000	Stipend 240 S	\$2,095.72
BENT, DENISE A		1.0000	Aide Autism	\$21,977.97
BERNER, JESSICA N		1.0000	Elem Teacher	\$73,402.00
BERNER, JESSICA N		0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00

BERNER, JESSICA N	0.0000	Stipend Teacher Leader	\$1,250.00
BERTHIAUME, GAIL L	1.0000	Custodian	\$45,446.48
BERTHIAUME, GAIL L	0.0000	Custodian OT	\$1,655.78
BERTHIAUME, GAIL L	0.0000	Longevity	\$1,000.00
BERTHIAUME, GAIL L	0.0000	Shoe Allowance	\$150.00
BIBIK, KAITLYN L	0.0000	Extended Day Staff	\$2,816.82
BLACK, JEAN M	1.0000	Aide Special Education	\$31,620.00
BLACK, JEAN M	0.0000	Stipend 240 S	\$893.52
BLACK, JEAN M	0.0000	Longevity	\$550.00
BLACK, JEAN M	0.0000	Sub Hubbardston	\$495.00
BLASZCZYK, VIRGINIA M	1.0000	MS Math	\$90,276.00
BLASZCZYK, VIRGINIA M	0.0000	Longevity	\$1,500.00
BLASZCZYK, VIRGINIA M	0.0000	Sub MS Period	\$81.00
BLISS, KRISTI L	1.0000	Elem Teacher	\$70,841.00
BLISS, KRISTI L	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
BOISVERT, EMILY R	1.0000	Permanent Substitute	\$7,551.97
BOLGER, BRENT A	1.0000	HS Technology	\$90,276.00
BOLGER, BRENT A	0.0000	Stipend PD	\$2,260.00
BOLGER, BRENT A	0.0000	Longevity	\$1,000.00
BOLGER, BRENT A	0.0000	Sub HS Period	\$243.00
BOLGER, BRENT A	0.0000	Sub Proctor	\$216.00
BOLGER, BRENT A	0.0000	Stipend 400 - Innov Path	\$180.00
BOUCHER, RENEE M	1.0000	Athletic Trainer	\$46,678.43
BOUCHER, RENEE M	0.0000	Longevity	\$750.00
BOUCHER, RENEE M	0.0000	Stipend Athletics	\$100.00
BOUCHER, THERESA L	1.0000	Tech Integration Specialist	\$84,732.73
BOUCHER, THERESA L	0.0000	Longevity	\$750.00
BOURGOIS, SAMANTHA N	0.6700	School Nutrition	\$7,849.97
BOURQUE, NADINE D	0.0000	Extended Day Staff	\$7,110.27
BOURQUE, SARAH E	0.8000	Aide Special Education	\$11,367.90
BOURQUE, SARAH E	0.0000	Stipend 125 - Math Vaca Camp	\$550.00
BOURQUE, SARAH E	0.0000	Sub Aide Period	\$368.55
BOURQUE, SARAH E	0.0000	Sub Middle School	\$326.70
BOURQUE, SARAH E	0.0000	Sub MS Period	\$270.00
BOUVIER, NANCY L	0.8000	Aide - Therapeutic Prog	\$16,820.80
BOUVIER, NANCY L	0.0000	Sub Aide Period	\$1,005.75
BOUVIER, NANCY L	0.0000	Sub High School	\$169.30
BOYD, JOANNE	0.9000	Aide Kindergarten	\$26,553.60
BOYD, JOANNE	0.0000	Longevity	\$550.00
BOYD, JOANNE	0.0000	Sub Teacher	\$365.00
BOYD, JOANNE	0.0000	Sub Aide Period	\$142.84
BRADY, ANDREA M	0.6200	School Nutrition	\$12,488.14
BRAY, AILI D	0.0000	Sub Teacher	\$900.00

BRAY, ELECIA C	1.0000	Elem Teacher	\$92,429.00
BRAY, ELECIA C	0.0000	Longevity	\$1,000.00
BRAY, ELECIA C	0.0000	Stipend Mentor Program	\$125.00
BRENNOCK, DANIEL J	1.0000	NJROTC	\$99,800.05
BRENNOCK, DANIEL J	0.0000	Longevity	\$750.00
BRENNOCK, DANIEL J	0.0000	Sub HS Period	\$189.00
BREUER, MADISON J	0.0000	Extended Day Staff	\$1,949.07
BREUER, NATHAN H	0.0000	Extended Day Staff	\$2,399.64
BREWER, JULIE A	1.0000	Special Education Chair	\$67,649.60
BRIGGS, EMMA I	0.0000	Extended Day Staff	\$5,319.97
BRIGGS, EMMA I	0.0000	Extended Day Staff	\$232.50
BROOKS, MICHAEL A	1.0000	Technology	\$81,783.98
BROOKS, MICHAEL A	0.0000	Longevity	\$750.00
BROOKS, MOLLY J	1.0000	School Nutrition Supervisor	\$23,339.61
BROOKS, MOLLY J	0.0000	School Nutrition Extra Hours	\$1,397.40
BROWN, JULIE M	1.0000	Elem STEM	\$63,319.00
BROWN, JULIE M	0.0000	Sub MS Period	\$594.00
BROWN, TONI	1.0000	Elem Music	\$85,938.00
BROWN, TONI	0.0000	Coaching (Fall)	\$2,598.08
BROWN, TONI	0.0000	Stipend Academic Coordinator	\$2,500.00
BROWN, TONI	0.0000	Advisor MS	\$1,731.99
BROWN, TONI	0.0000	Longevity	\$1,000.00
BROWN, TONI	0.0000	Stipend Mentor Program	\$250.00
BROWNE, KIM A	1.0000	Elem Special Education	\$86,985.00
BROWNE, KIM A	0.0000	Longevity	\$2,000.00
BROWNE, KIM A	0.0000	Stipend Mentor Program	\$1,250.00
BURKE, TINA M	1.0000	School Nutrition	\$16,842.78
BURKE, TINA M	0.0000	School Nutrition Extra Hours	\$1,483.71
BURKLE, SHERRY L	1.0000	HS Math	\$88,113.00
BURKLE, SHERRY L	0.0000	Stipend Additional Classes	\$2,328.68
BURKLE, SHERRY L	0.0000	Stipend Flex Block Manager	\$1,790.00
BURKLE, SHERRY L	0.0000	Advisor HS	\$918.20
BURKLE, SHERRY L	0.0000	Sub HS Period	\$840.00
BURKLE, SHERRY L	0.0000	Longevity	\$750.00
BURKLE, SHERRY L	0.0000	Sub HS Period	\$594.00
BUTLER, SHEENA M	1.0000	Elem Special Education	\$71,643.00
BUTLER, SHEENA M	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
BUTLER, SHEENA M	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
CALLAHAN, ERIKA K	0.8000	Aide Special Education	\$19,150.40
CALLAHAN, ERIKA K	0.0000	Coaching (Spring)	\$1,328.85
CALLAHAN, ERIKA K	0.0000	Stipend 125 - Math Vaca Camp	\$1,100.00
CALLAHAN, ERIKA K	0.0000	Sub Aide Period	\$456.76
CALLAHAN, ERIKA K	0.0000	Sub Middle School	\$230.00

CALLAHAN, ERIKA K	0.0000	Stipend Athletics	\$40.00
CAMDEN, CHRISTOPHER W	1.0000	Custodian	\$14,348.88
CAMDEN, CHRISTOPHER W	0.0000	Shoe Allowance	\$150.00
CAMDEN, CHRISTOPHER W	0.0000	Custodian OT	\$103.23
CAMMUSO, NICHOLAS J	1.0000	Adjustment Counselor	\$60,001.00
CAMPIONE, KRISTIN M	1.0000	Director of Pupil Personnel	\$127,275.77
CAMPIONE, KRISTIN M	0.0000	Vacation Buyback	\$2,937.12
CAMPIONE, KRISTIN M	0.0000	Stipend Early Adopters Fund	\$2,357.14
CAMPIONE, KRISTIN M	0.0000	Travel	\$2,000.00
CAMPIONE, KRISTIN M	0.0000	Stipend Advanced Degree	\$1,500.00
CAMPIONE, KRISTIN M	0.0000	Longevity	\$750.00
CANFIELD, STACEY M	1.0000	Adjustment Counselor	\$67,532.00
CAPURSO, JANE M	1.0000	Elem Teacher	\$96,775.00
CAPURSO, JANE M	0.0000	Longevity	\$1,500.00
CAPURSO, JANE M	0.0000	Stipend Mentor Program	\$500.00
CARLSON, CHRISTOPHER B	1.0000	Co-Principal	\$105,598.69
CARLSON, CHRISTOPHER B	0.0000	Longevity	\$1,000.00
CARLSON, KIMBERLY R	1.0000	Aide Autism	\$17,073.57
CARLSON, KIMBERLY R	0.0000	Longevity	\$1,000.00
CARON, ELAINE A	1.0000	P & F Administrative Assistant	\$46,599.04
CARON, ELAINE A	0.0000	Stipend Athletics	\$120.00
CASTRIOTTA, CAROLINE L	0.0000	Sub Teacher	\$1,305.00
CASTRIOTTA, MATTHEW	1.0000	MS Social Studies	\$96,775.00
CASTRIOTTA, MATTHEW	0.0000	Coaching (Spring)	\$4,369.08
CASTRIOTTA, MATTHEW	0.0000	Coaching (Winter)	\$3,931.27
CASTRIOTTA, MATTHEW	0.0000	Coaching (Fall)	\$2,621.69
CASTRIOTTA, MATTHEW	0.0000	Longevity	\$1,500.00
CASTRIOTTA, MATTHEW	0.0000	Sub MS Period	\$648.00
CASTRIOTTA, MATTHEW	0.0000	Sub HS Period	\$81.00
CASTRIOTTA, SHEA A	0.0000	Extended Day Staff	\$8,792.51
CASTRIOTTA, WENDY B	1.0000	Kindergarten Teacher	\$86,985.00
CASTRIOTTA, WENDY B	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend 240 S	\$2,080.00
CASTRIOTTA, WENDY B	0.0000	Stipend Teacher Leader	\$1,250.00
CASTRIOTTA, WENDY B	0.0000	Longevity	\$1,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
CEREZO, MONICA I	1.0000	LTS - Elem Teacher	\$26,870.19
CEREZO, MONICA I	1.0000	Permanent Substitute	\$17,117.48
CHAFFEE, KATELYN M	1.0000	Behavior Support Interventionist	\$19,361.39
CHASE, MAUREEN L	1.0000	HS Science	\$92,429.00
CHASE, MAUREEN L	0.0000	Longevity	\$1,000.00
CHASE, MAUREEN L	0.0000	Sub HS Period	\$135.00
CHAVES, STACIE F	1.0000	Certified Nurse Assistant	\$1,813.16

CHISHOLM, PAMELA R	0.7000	HS Art	\$37,640.40
CHISHOLM, PAMELA R	0.0000	Sub MS Period	\$756.00
CHISHOLM, PAMELA R	0.0000	Sub HS Period	\$108.00
CHISHOLM, PAMELA R	0.0000	Stipend PD	\$80.00
CHOBOT, MELISSA L	1.0000	MS Special Education	\$52,302.82
CHOBOT, MELISSA L	0.0000	Sub MS Period	\$270.00
CHRISTENSEN, RONALD P	1.0000	Treasurer	\$15,822.84
CHURCH, NICHOLAS A	1.0000	HS Social Studies	\$53,772.00
CHURCH, NICHOLAS A	0.0000	Coaching (Fall)	\$2,361.89
CHURCH, NICHOLAS A	0.0000	Sub HS Period	\$945.00
CHURCH, NICHOLAS A	0.0000	Stipend PD	\$600.00
CHURCHILL, JENNIFER E	1.0000	Elem Teacher	\$90,276.00
CHURCHILL, JENNIFER E	0.0000	Longevity	\$750.00
CIAVOLA, ELLEN M	1.0000	Aide Special Education	\$26,125.00
CIAVOLA, ELLEN M	0.0000	Longevity	\$1,000.00
CIAVOLA, ELLEN M	0.0000	Sub MS Period	\$421.89
CIAVOLA, ELLEN M	0.0000	Sub Teacher	\$141.30
CLARK, BLYTHE L	1.0000	Elem Teacher	\$96,775.00
CLARK, BLYTHE L	0.0000	Longevity	\$750.00
CLARK, BLYTHE L	0.0000	Stipend CPR - First Aid Training	\$60.00
CLARK, KEVIN R	1.0000	P & F Manager	\$83,953.85
CLARK, KEVIN R	1.0000	P & F Assistant Manager	\$15,226.44
CLARK, KEVIN R	0.0000	Vacation Buyback	\$3,923.10
CLARK, KEVIN R	0.0000	Travel	\$3,000.00
CLEAVES, WENDY P	1.0000	Math Coach	\$94,708.25
CLOUTIER, MEGHAN W	1.0000	Guidance Director	\$82,784.91
COATES, MARIE A	1.0000	Kindergarten Teacher	\$71,971.00
COATES, MARIE A	0.0000	Longevity	\$1,000.00
COATES, MARIE A	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
COLARUSSO, SADIE M	1.0000	Aide Special Education	\$10,195.45
COLARUSSO, SADIE M	0.0000	Sub Teacher	\$2,305.00
COLARUSSO, SADIE M	0.0000	Lunch Monitor	\$1,603.89
COLARUSSO, SADIE M	0.0000	Stipend 125 - Math Vaca Camp	\$1,100.00
COLARUSSO, SADIE M	0.0000	Stipend 240 S	\$445.50
COLLETTE, ANDREA L	1.0000	Elem Teacher	\$70,841.00
COLLETTE, ANDREA L	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
CONSOLMAGNO, TERESA J	1.0000	Office Manager	\$53,593.00
CONSOLMAGNO, TERESA J	0.0000	Longevity	\$1,500.00
COOK, JAMIE M	0.0000	Coaching (Fall)	\$4,881.20
COOK, JAMIE M	0.0000	Coaching (Winter)	\$2,361.89
COOK, JAMIE M	0.0000	Coach Soccer Camp	\$450.00
COOK, JOAN M	0.7700	School Nutrition	\$3,982.02
COOLEY, REBECCA M	1.0000	HS World Language	\$69,825.00

COOLEY, REBECCA M	0.0000	Stipend 240 S	\$1,480.00
COOLEY, REBECCA M	0.0000	Sub HS Period	\$1,215.00
COOLEY, REBECCA M	0.0000	Sub Proctor	\$27.00
COONS, KRISTEN D	1.0000	MS English	\$68,045.63
COONS, KRISTEN D	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
COONS, KRISTEN D	0.0000	Longevity	\$2,031.62
COONS, KRISTEN D	0.0000	Stipend Teacher Leader	\$875.00
COONS, KRISTEN D	0.0000	Stipend Mentor Program	\$250.00
COONS, KRISTEN D	0.0000	Sub MS Period	\$189.00
COONS, KRISTEN D	0.0000	Sub HS Period	\$27.00
COPPOLINO SR, PETER J	1.0000	Project Engineer	\$71,683.23
COPPOLINO SR, PETER J	0.0000	Longevity	\$1,500.00
COPPOLINO SR, PETER J	0.0000	Shoe Allowance	\$150.00
CORMIER, ROSELYNN R	0.0000	Extended Day Staff	\$135.38
CORREIA, AMY L	0.6200	School Nutrition	\$10,092.60
CORREIA, AMY L	0.0000	School Nutrition Catering	\$49.88
COSTELLO, GINA M	0.0000	Sub Custodian	\$738.75
COSTELLO, SHAWN M	0.0000	Sub Custodian	\$6,318.75
COTE, ANGELINA M	0.0000	Extended Day Staff	\$477.38
COTE, EVA R	1.0000	MS Math	\$66,773.00
COTE, EVA R	0.0000	Stipend 125 - Math Vaca Camp	\$6,000.00
COTE, EVA R	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
COTE, EVA R	0.0000	Stipend Teacher Leader	\$1,250.00
COTE, EVA R	0.0000	Sub MS Period	\$702.00
COTTRELL, ELIZABETH M	1.0000	Elem Teacher	\$65,564.00
COTTRELL, ELIZABETH M	0.0000	Stipend Teacher Leader	\$1,250.00
COTTRELL, ELIZABETH M	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
COTTRELL, ELIZABETH M	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
CRAIG, SEAN W	1.0000	Aide - Therapeutic Prog	\$24,716.00
CRAIG, SEAN W	0.0000	Unified Track Assistant Coach	\$1,000.00
CRAIG, SEAN W	0.0000	Sub High School	\$90.00
CRANSTON, ASHLEY B	1.0000	Elem Teacher	\$92,429.00
CRANSTON, ASHLEY B	0.0000	Stipend Teacher Leader	\$1,250.00
CRANSTON, ASHLEY B	0.0000	Longevity	\$750.00
CRANSTON, ASHLEY B	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
CRANSTON, FRANCIS J JR	0.0000	Coaching (Winter)	\$2,621.69
CRANSTON, KATHRYN A	1.0000	Instructional Assistant Special Education	\$38,267.78
CRANSTON, KATHRYN A	0.0000	Sub MS Period	\$2,463.75
CRANSTON, KATHRYN A	0.0000	Sub Teacher	\$1,930.20
CRANSTON, KATHRYN A	0.0000	Longevity	\$1,000.00
CROSS, PETER A	1.0000	Custodian	\$16,141.04
CROSS, PETER A	0.0000	Longevity	\$187.55
CROSS, PETER A	0.0000	Shoe Allowance	\$150.00

CSORBA, ASHLEY E	1.0000	Guidance	\$69,190.00
CSORBA, ASHLEY E	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
CSORBA, ASHLEY E	0.0000	Advisor HS	\$618.31
D'AMICO, NICOLE J	0.7500	Receptionist	\$21,267.69
D'AMICO, NICOLE J	0.6200	School Nutrition	\$1,453.63
DEMALIA, MEGAN L	0.0000	Sub Teacher	\$2,300.00
DEMALIA, MEGAN L	0.0000	Lunch Monitor	\$171.00
DEPASQUALE, MARK S	1.0000	HS Social Studies	\$80,634.00
DEPASQUALE, MARK S	0.0000	Longevity	\$750.00
DEPASQUALE, MARK S	0.0000	Stipend PD	\$600.00
DEPASQUALE, MARK S	0.0000	Stipend Mentor Program	\$500.00
DEPASQUALE, MARK S	0.0000	Sub HS Period	\$324.00
DEPASQUALE, MARK S	0.0000	Sub Proctor	\$54.00
DEPASQUALE, MARK S	0.0000	Sub MS Period	\$27.00
DESAUTELS, MELISSA A	1.0000	BCBA	\$95,209.11
DESKINS, JILL A	1.0000	Intervention Tutor	\$41,199.23
DEVINE, GREGORY J	1.0000	Principal	\$137,174.77
DEVINE, GREGORY J	0.0000	Longevity	\$1,500.00
DEXTRADEUR, DENNIS M	0.0000	Coaching (Winter)	\$6,007.00
DEXTRADEUR, DENNIS M	0.0000	Sub Teacher	\$2,180.00
DEXTRADEUR, DENNIS M	0.0000	Sub Proctor	\$90.00
DICKSON, PAMELA J	0.0000	Coaching (Fall)	\$3,278.43
DILLON, NOREEN E	1.0000	Psychologist	\$85,874.00
DOBLE, ANNE M	1.0000	Co-Principal	\$103,000.00
DOBLE, SARAH E	0.0000	Extended Day Staff	\$3,266.82
DOWGIELEWICZ, JILL M	1.0000	Special Education Chair	\$96,775.00
DOWGIELEWICZ, JILL M	0.0000	Sub HS Period	\$3,186.00
DOWGIELEWICZ, JILL M	0.0000	Longevity	\$1,500.00
DOWGIELEWICZ, JILL M	0.0000	Stipend PD	\$180.00
DOYLE, EMMA J	0.0000	Sub Teacher	\$1,575.00
DOYLE, KIMBERLY J	1.0000	Elem Teacher	\$86,985.00
DOYLE, KIMBERLY J	0.0000	Longevity	\$2,000.00
DOYLE, KIMBERLY J	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
DOYLE, THOMAS C	0.0000	Sub Teacher	\$1,890.00
DRISCOLL, AMY L	0.0000	Extended Day Staff	\$968.00
DUBOIS, PAUL A	1.0000	Math Coach	\$85,475.80
DUBOIS, PAUL A	0.0000	Stipend Academic Coordinator	\$3,750.00
DUBOIS, PAUL A	0.0000	Stipend 125 - Math Vaca Camp	\$3,400.00
DUBOIS, PAUL A	0.0000	Longevity	\$750.00
DUBOIS-GOULD, KERI A	1.0000	School Nutrition Director	\$87,986.37
DUBOIS-GOULD, KERI A	0.0000	Supervisor Coverage	\$4,455.00
DUBOIS-GOULD, KERI A	0.0000	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	0.0000	Stipend Advanced Training	\$1,000.00

DUBRULE, PATRICIA A	0.6200	School Nutrition	\$10,010.67
DUCOS, PATRICIA	1.0000	Aide Autism	\$3,063.49
DUCOS, PATRICIA	0.0000	Lunch Monitor	\$1,758.38
DUCOS, PATRICIA	0.0000	Sub Middle School	\$303.80
DUNIGAN, PAMELA J	1.0000	Elem Teacher	\$32,252.02
DUNIGAN, PAMELA J	1.0000	Intervention Tutor	\$17,110.06
DUNIGAN, PAMELA J	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
DUVAL, ANN C	1.0000	MS Science	\$89,177.00
DUVAL, ANN C	0.0000	Longevity	\$750.00
DUVAL, ANN C	0.0000	Sub MS Period	\$270.00
DUVAL, ANN C	0.0000	Sub MS Period	\$60.00
DUVAL, CHERYL A	1.0000	Director of Administrative Services	\$148,946.65
DUVAL, CHERYL A	0.0000	Vacation Buyback	\$3,311.22
DUVAL, CHERYL A	0.0000	Longevity	\$1,000.00
DUVAL, CHERYL A	0.0000	Travel	\$1,000.00
ELMORE, TAYLOR M	1.0000	Aide Autism	\$18,221.22
ERICKSON, TRISIA L	1.0000	Literacy Coach	\$92,927.92
ERICKSON, TRISIA L	0.0000	Stipend 125 - Math Vaca Camp	\$6,000.00
ERICKSON, TRISIA L	0.0000	Longevity	\$1,000.00
ERICKSON, TRISIA L	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
ERICKSON, TRISIA L	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
EVERITT, LAURA J	1.0000	Aide Autism	\$36,606.31
EVERITT, LAURA J	0.0000	Longevity	\$550.00
EVERITT, LAURA J	0.0000	Sub High School	\$240.40
EVERITT, LAURA J	0.0000	Sub Aide Period	\$20.25
EWART, JOCELYN R	1.0000	Elem Special Education	\$58,518.00
EWART, JOCELYN R	0.0000	Stipend Teacher Leader	\$1,250.00
EWART, JOCELYN R	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
EWING, DENIEL E	1.0000	Permanent Substitute	\$23,168.00
EWING, DENIEL E	0.0000	Stipend CPR - First Aid Training	\$60.00
EYLER-PELLETIER, AMY L	1.0000	MS Social Studies	\$88,113.00
EYLER-PELLETIER, AMY L	0.0000	Longevity	\$750.00
EYLER-PELLETIER, AMY L	0.0000	Sub MS Period	\$270.00
FABRIZIO, JENNIFER E	1.0000	Guidance	\$92,429.00
FABRIZIO, JENNIFER E	0.0000	Longevity	\$750.00
FALVEY, SARAH E	1.0000	Intervention Specialist	\$72,217.65
FALVEY, SARAH E	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
FARRAJ, LORI J	1.0000	Aide Autism	\$37,562.00
FARRAJ, LORI J	0.0000	Longevity	\$1,000.00
FARRAJ, LORI J	0.0000	Sub Aide Period	\$27.00
FARRELL, MATTHEW J	1.0000	MS PE	\$85,938.00
FARRELL, MATTHEW J	0.0000	Longevity	\$1,500.00
FAUTEUX, CHRISTINE E	1.0000	Elem Teacher	\$96,775.00

FAUTEUX, CHRISTINE E	0.0000	Longevity	\$750.00
FERRAGAMO, SARAH L	1.0000	Secretary	\$40,453.43
FERRAGAMO, SARAH L	0.0000	Stipend Co-Administrative Assistant	\$826.92
FERRAGAMO, SARAH L	0.0000	Stipend Advanced Degree	\$500.00
FERRAGAMO, SARAH L	0.0000	Stipend Co-MS Events	\$177.40
FIKE, HEATHER M	1.0000	Intervention Tutor	\$20,824.77
FINNE, ZACHARY S	1.0000	Elem Teacher	\$58,253.00
FLEMING, DENNIS G	0.0000	Lunch Monitor	\$756.00
FLEMING, MARY E	1.0000	Elem Teacher	\$83,479.00
FLEMING, MARY E	0.0000	Longevity	\$750.00
FLEMING, MARY E	0.0000	Stipend 240 S	\$240.00
FLEMING, SETH E	1.0000	Custodian	\$46,609.52
FLEMING, SETH E	0.0000	Custodian OT	\$1,146.53
FLEMING, SETH E	0.0000	Shoe Allowance	\$150.00
FLYNN, TERESA R	0.0000	Sub Hubbardston	\$6,330.00
FLYNN, TERESA R	0.0000	Lunch Monitor	\$2,658.00
FOLEY, CAROLYN G	1.0000	Elem Teacher	\$96,775.00
FOLEY, CAROLYN G	0.0000	Longevity	\$750.00
FORD, LINDA J	1.0000	Elem Teacher	\$92,429.00
FORD, LINDA J	0.0000	Longevity	\$750.00
FORD, LINDA J	0.0000	Stipend CPR - First Aid Training	\$60.00
FORDE, EMERSYN C	0.0000	Extended Day Staff	\$4,073.84
FORS, COLLEEN Y	1.0000	Clinician	\$60,001.00
FORS, COLLEEN Y	0.0000	Sub MS Period	\$189.00
FORS, COLLEEN Y	0.0000	Sub MS Period	\$189.00
FORS, COLLEEN Y	0.0000	Sub HS Period	\$108.00
FORSYTH, JESSICA L	0.0000	Extended Day Staff	\$4,536.58
FOSTER, CAITLIN E	1.0000	Guidance	\$67,532.00
FOSTER, CAITLIN E	0.0000	Coaching (Fall)	\$2,361.89
FOSTER, CAITLIN E	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
FOSTER, CAITLIN E	0.0000	Stipend Mentor Program	\$500.00
FOURNIER, BRIANNA M	1.0000	Elem Special Education	\$55,833.00
FOURNIER, BRIANNA M	0.0000	Tutor	\$780.00
FOURNIER, BRIANNA M	0.0000	Tutor	\$180.00
FROST, ALICIA L	1.0000	HS World Language	\$86,985.00
FROST, ALICIA L	0.0000	Stipend Additional Classes	\$3,545.00
FROST, ALICIA L	0.0000	Stipend Academic Coordinator	\$2,403.85
FROST, ALICIA L	0.0000	Advisor HS	\$1,528.97
FROST, ALICIA L	0.0000	Sub HS Period	\$918.00
FROST, ALICIA L	0.0000	Sub MS Period	\$27.00
FRYDEL, KATHLEEN A	1.0000	NJROTC	\$95,088.78
FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$2,361.89
FRYDEL, KATHLEEN A	0.0000	Sub HS Period	\$1,240.00

FRYDEL, KATHLEEN A	0.0000	Advisor HS	\$918.77
FRYDEL, KATHLEEN A	0.0000	Sub HS Period	\$243.00
FULLER, LISA N	1.0000	Intervention Specialist	\$84,147.16
FULLER, LISA N	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
GABRIELLI, GINO P	0.0000	Coaching (Spring)	\$2,953.53
GARDNER, KATHLEEN	1.0000	HS Business	\$82,616.00
GARDNER, KATHLEEN	0.0000	Coaching (Fall)	\$2,409.13
GARDNER, KATHLEEN	0.0000	Sub HS Period	\$1,971.00
GARDNER, KATHLEEN	0.0000	Advisor HS	\$764.49
GARDNER, KATHLEEN	0.0000	Longevity	\$750.00
GARDNER, KATHLEEN	0.0000	Sub MS Period	\$135.00
GARDNER, PAUL A	0.5000	Custodian	\$9,657.72
GARDNER, PAUL A	0.6250	Custodian	\$3,546.90
GARDNER, PAUL A	0.0000	Sub Custodian	\$1,931.25
GARDNER, PAUL A	0.0000	Shoe Allowance	\$150.00
GARDNER, PAUL A	0.0000	Custodian OT	\$110.90
GARREPY, HEATHER L	1.0000	Certified Nurse Assistant	\$24,866.55
GARREPY, HEATHER L	0.0000	Stipend 125 - Math Vacation Camp	\$880.00
GASPAR, MARY-CATHERINE	1.0000	Guidance	\$75,605.00
GASPAR, MARY-CATHERINE	0.0000	Longevity	\$750.00
GENDRON, CASSANDRA L	1.0000	Payroll Coordinator	\$56,975.64
GENDRON, CASSANDRA L	0.0000	Stipend Advanced Degree	\$500.00
GENTILE, MELISSA	0.8000	Aide Special Education	\$5,369.16
GENTILE, MELISSA	0.0000	Sub Middle School	\$240.00
GENTILE, MELISSA	0.0000	Sub Aide Period	\$81.00
GILLON, JORDYN M	0.0000	Extended Day Staff	\$12,285.01
GILLON, JORDYN M	0.0000	Extended Day Staff	\$3,245.65
GILMARTIN, JASON M	1.0000	Assistant Principal	\$120,181.94
GILMARTIN, JASON M	0.0000	Longevity	\$750.00
GLIDDEN, ERIN L	0.9000	Aide Special Education	\$27,490.50
GLIDDEN, ERIN L	0.0000	Sub Ruggles Lane	\$2,124.00
GLIDDEN, ERIN L	0.0000	Longevity	\$550.00
GLIDDEN, ERIN L	0.0000	Sub Aide Period	\$286.61
GLYNN, KELLIE S	1.0000	Satellite School Nutrition Coordinator	\$25,418.97
GLYNN, KELLIE S	0.0000	School Nutrition Extra Hours	\$2,561.62
GLYNN, KELLIE S	0.0000	Stipend Advanced Training	\$650.00
GLYNN, KELLIE S	0.0000	School Nutrition OT Hours	\$43.83
GOEWY, PAUL N	1.0000	HS Math	\$92,429.00
GOEWY, PAUL N	0.0000	Coaching (Fall)	\$4,329.72
GOEWY, PAUL N	0.0000	Longevity	\$750.00
GOEWY, PAUL N	0.0000	Sub HS Period	\$567.00
GOOCH-ZEBAL, SHARON I	1.0000	Educational Accountability Coordinator	\$55,687.50
GOSELIN, HALEY M	1.0000	Intervention Tutor	\$39,904.79

GOTHING, STEVEN P	1.0000	Custodian	\$35,712.72
GOTHING, STEVEN P	0.0000	Custodian OT	\$1,131.24
GOTHING, STEVEN P	0.0000	Shoe Allowance	\$150.00
GOUDREAU, RODNEY A	0.0000	Security Monitor	\$10,240.00
GRAHAM, CATHERINE T	0.0000	Temp Office Staff	\$1,335.00
GRAVES, ALICIA M	0.0000	LTS - Speech	\$7,341.66
GRAVES, BROOKE E	1.0000	Elem Special Education	\$73,793.00
GRAVES, JENNIFER	0.9000	Aide Special Education	\$26,820.00
GRAVES, JENNIFER	0.0000	Stipend 240 S	\$1,122.72
GRAVES, JENNIFER	0.0000	Longevity	\$550.00
GRAVES, JENNIFER	0.0000	Sub Aide Period	\$145.13
GRIFFIN, PATRICIA L	1.0000	Aide Special Education	\$30,097.00
GRIFFIN, PATRICIA L	0.0000	Longevity	\$1,000.00
GRIFFIN, PATRICIA L	0.0000	Sub High School	\$450.00
GRIFFIN, PATRICIA L	0.0000	Sub Aide Period	\$240.75
GRONER, MICHAEL H	1.0000	MS Social Studies	\$86,985.00
GRONER, MICHAEL H	0.0000	Coaching (Spring)	\$2,503.60
GRONER, MICHAEL H	0.0000	Longevity	\$1,000.00
GRONER, MICHAEL H	0.0000	Sub MS Period	\$297.00
GRYSZOWKA, MATTHEW J	0.0000	Sub Custodian	\$5,610.01
GUILDERSON, RICHARD M	0.0000	Coaching (Spring)	\$2,953.53
GUMULA, THADDEUS J	0.0000	Tutor	\$367.50
HALEY, CHRISTOPHER P	1.0000	HS Math	\$86,985.00
HALEY, CHRISTOPHER P	0.0000	Longevity	\$1,500.00
HALEY, CHRISTOPHER P	0.0000	Sub HS Period	\$351.00
HALFREY, JACOB R	0.0000	Extended Day Staff	\$4,720.32
HALL, KATE A	1.0000	School Nutrition Supervisor	\$18,226.85
HALL, MICHELLE L	1.0000	MS World Language	\$86,985.00
HALL, MICHELLE L	0.0000	Longevity	\$1,000.00
HALL, MICHELLE L	0.0000	Sub MS Period	\$837.00
HALL, MICHELLE L	0.0000	Sub HS Period	\$27.00
HANSON, DONNA T	1.0000	Purchasing & Payables Coordinator	\$60,287.72
HANSON, DONNA T	0.0000	Longevity	\$1,500.00
HARDING, BRANDYN J	1.0000	Custodian	\$27,178.32
HARDING, BRANDYN J	1.0000	Custodian	\$7,478.40
HARDING, BRANDYN J	0.0000	Custodian OT	\$1,698.65
HARDING, BRANDYN J	0.0000	Shoe Allowance	\$150.00
HARDING, BRANDYN J	0.0000	Differential	\$55.66
HARDING, BRANDYN J	0.0000	Custodian OT	\$36.90
HARDING, CHRISTOPHER C	1.0000	Maintenance	\$47,714.68
HARDING, CHRISTOPHER C	0.0000	Maintenance OT	\$1,628.50
HARDING, CHRISTOPHER C	0.0000	Longevity	\$550.00
HARDING, CHRISTOPHER C	0.0000	Shoe Allowance	\$150.00

HARDING, MADISYN L	0.0000	Summer Custodian	\$348.00
HARDING, TAWNIA L	1.0000	Aide Special Education	\$30,097.00
HARDING, TAWNIA L	0.0000	Longevity	\$550.00
HARDING, TAWNIA L	0.0000	Sub Aide Period	\$189.00
HARMON, LINDSAY E	0.0000	Lunch Monitor	\$4,524.00
HARPER, TAMI L	1.0000	Elem Teacher	\$65,862.00
HARRIS, SHANNON L	1.0000	Lead Clinician	\$63,654.00
HARVEY, REBECCA B	1.0000	Tech Integration Specialist	\$80,370.00
HAUPT, KRISTI K	1.0000	Elem Special Education	\$90,276.00
HAUPT, KRISTI K	0.0000	Longevity	\$750.00
HAYES, KEARA A	1.0000	Elem Teacher	\$67,532.00
HAYES, KEARA A	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
HEBERT, MATTHEW R	1.0000	Custodian	\$12,780.50
HEBERT, MATTHEW R	0.0000	Shoe Allowance	\$150.00
HEBERT, RENEE M	1.0000	RN	\$33,927.31
HEBERT, SARAH K	1.0000	Aide Autism	\$35,173.46
HELSTOSKY CREMINS, JANE E	1.0000	Clinical Coordinator	\$87,751.90
HELSTOSKY CREMINS, JANE E	0.0000	Stipend Homeless Cood & Mentor	\$2,500.00
HELSTOSKY CREMINS, JANE E	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
HELSTOSKY CREMINS, JANE E	0.0000	Longevity	\$750.00
HELSTOSKY CREMINS, JANE E	0.0000	Stipend Mentor Program	\$500.00
HENO, CASSANDRA N	0.8500	Student Services Admin Assist.	\$30,000.00
HEPPENSTALL, NANCY H	1.0000	Elem Teacher	\$92,429.00
HEPPENSTALL, NANCY H	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
HEPPENSTALL, NANCY H	0.0000	Longevity	\$1,500.00
HICKS, JANET E	1.0000	Assistant Principal	\$108,704.53
HICKS, JANET E	0.0000	Stipend Advanced Degree	\$1,000.00
HOBSON, MELISSA S	1.0000	Kindergarten Teacher	\$69,557.00
HOBSON, MELISSA S	0.0000	Stipend Teacher Leader	\$1,250.00
HODGE, KATIE J	1.0000	Behavior Support Specialist	\$18,685.99
HOLBROOK, LAURA L	1.0000	Special Services Coordinator	\$55,687.00
HOLBROOK, LAURA L	0.0000	Longevity	\$750.00
HOLBROOK, PAYTON L	0.0000	Summer Custodian	\$3,329.45
HOLBROOK, PAYTON L	0.0000	Sub Custodian	\$2,906.57
HOLLAND, ALYSSA K	0.0000	Extended Day Staff	\$2,181.41
HOLLAND, ALYSSA K	0.0000	Sub Custodian	\$240.00
HOLLAND, SOPHIA L	0.0000	Summer Custodian	\$3,076.33
HOLLAND, SOPHIA L	0.0000	Sub Custodian	\$1,057.44
HOPKINS, DONNA L	1.0000	Intervention Tutor	\$41,199.23
HOUGHTON, KELSEA H	0.0000	Lunch Monitor	\$427.50
HUARD, JENNIFER A	1.0000	Elem Teacher	\$92,429.00
HUARD, JENNIFER A	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
HUARD, JENNIFER A	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00

HUARD, JENNIFER A	0.0000	Longevity	\$2,000.00
HUARD, JENNIFER A	0.0000	Stipend Teacher Leader	\$1,250.00
HUARD, JENNIFER A	0.0000	Stipend Mentor Program	\$125.00
HUBBARD, DONNA I	1.0000	Guidance	\$90,276.00
HUBBARD, DONNA I	0.0000	Longevity	\$2,000.00
HUBBARD, HARRY J	1.0000	Permanent Substitute	\$23,424.00
HUBBARD, HARRY J	0.0000	Sub Proctor	\$54.00
HUGHES, ANDREA L	1.0000	Elem Teacher	\$85,938.00
HUGHES, ANDREA L	0.0000	Longevity	\$1,000.00
HUYNH, JENNIFER	0.0000	Lunch Monitor	\$4,456.09
HUYNH, JENNIFER	0.0000	Stipend CPR - First Aid Training	\$27.00
HUYNH, JENNIFER	0.0000	Stipend Vector Training	\$27.00
JABLONSKI, MICHAEL J	1.0000	HS Social Studies	\$96,775.00
JABLONSKI, MICHAEL J	0.0000	Longevity	\$1,000.00
JABLONSKI, MICHAEL J	0.0000	Sub HS Period	\$486.00
JACKSON, CHARLENE L	1.0000	Aide Autism	\$14,566.33
JACKSON, GREGORY B	1.0000	HS Math	\$58,758.00
JACKSON, GREGORY B	0.0000	Stipend 125 - Math Vaca Camp	\$6,000.00
JACKSON, GREGORY B	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
JACKSON, GREGORY B	0.0000	Stipend Additional Classes	\$2,229.92
JACKSON, GREGORY B	0.0000	Sub HS Period	\$351.00
JACKSON, JANTA	0.0000	Sub School Nutrition	\$7,559.48
JENNETTE, NATALIE A	1.0000	Speech	\$60,001.00
JOHNSON, DANIEL F	1.0000	Grounds Maintenance	\$54,743.77
JOHNSON, DANIEL F	0.0000	Maintenance OT	\$7,042.82
JOHNSON, DANIEL F	0.0000	Shoe Allowance	\$150.00
JOHNSON, MICHELLE L	1.0000	LPN	\$34,825.87
JOHNSON, MICHELLE L	0.0000	Stipend 125 - Math Vaca Camp	\$880.00
JOHNSON, THOMAS E	0.0000	Coaching (Spring)	\$2,361.89
JOSEPHSON, KELLIE A	1.0000	Intervention Specialist	\$99,776.78
JOSEPHSON, KELLIE A	0.0000	Longevity	\$1,500.00
JOYCE, ERIN P	1.0000	MS English	\$69,557.00
JOYCE, ERIN P	0.0000	Advisor MS	\$1,972.12
JOYCE, ERIN P	0.0000	Sub MS Period	\$459.00
KALVINEK, DAHLIA S	1.0000	Speech	\$10,684.34
KALVINEK, DAHLIA S	1.0000	Speech	\$3,962.88
KELLEY, PAIGE A	1.0000	Elem Teacher	\$41,515.57
KELLY, SEAN T	1.0000	MS & Elem Music	\$18,850.18
KENNEDY, MEGHAN E	1.0000	Elem Teacher	\$53,772.00
KENNEDY, MEGHAN E	0.0000	Stipend PD	\$240.00
KESLAKE, KAREN M	1.0000	Administrative Support	\$24,336.60
KEVILLE, SHAELIN R	1.0000	Elem Teacher	\$55,160.00
KEVILLE, SHAELIN R	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00

KIERMAN, KRISTEN M	1.0000	LPN/Receptionist	\$1,382.88
KILMONIS, CHRISTINE M	1.0000	HS Special Education	\$84,585.00
KILMONIS, CHRISTINE M	0.0000	Sub MS Period	\$1,500.00
KILMONIS, CHRISTINE M	0.0000	Stipend Mentor Program	\$500.00
KILMONIS, CHRISTINE M	0.0000	Sub HS Period	\$240.00
KILMONIS, CHRISTINE M	0.0000	Sub HS Period	\$81.00
KILMONIS, CHRISTINE M	0.0000	Sub Proctor	\$54.00
KOWAL, SHAWNA L	1.0000	Aide Special Education - Create	\$30,097.00
KOWAL, SHAWNA L	0.0000	Longevity	\$550.00
KOWAL, SHAWNA L	0.0000	Sub Aide Period	\$415.13
KOWAL, SHAWNA L	0.0000	Sub Oakham	\$353.70
KRODEL, MARK P	0.0000	Coaching (Spring)	\$2,361.89
KWIATKOWSKI, MARIA	0.7700	School Nutrition	\$14,641.31
KWIATKOWSKI, MARIA	0.0000	Longevity	\$525.00
LAMBERT, AMANDA L	1.0000	Speech	\$90,276.00
LAMBERT, AMANDA L	0.0000	Stipend Mentor Program	\$250.00
LAMBURN, MATTHEW R	0.0000	Coaching (Fall)	\$3,444.25
LANDRY, NANCY A	1.0000	Human Resources Manager	\$96,461.88
LANGLEY, AIDAN D	0.0000	Extended Day Staff	\$4,768.33
LANGLOIS, JILL E	1.0000	Special Education Chair	\$77,872.00
LANGLOIS, JILL E	0.0000	Sub HS Period	\$3,240.00
LANGLOIS, JILL E	0.0000	Stipend Academic Coordinator	\$2,500.00
LANGLOIS, JILL E	0.0000	Stipend PD	\$180.00
LAPATI, JESSLYN L	1.0000	Secretary	\$25,777.11
LAPATI, JESSLYN L	1.0000	Secretary	\$21,467.81
LAPATI, JESSLYN L	0.0000	Stipend Co-Administrative Assistant	\$826.92
LAPATI, ROBERT M	1.0000	Custodian	\$40,215.36
LAPATI, ROBERT M	0.0000	Custodian OT	\$2,056.38
LAPATI, ROBERT M	0.0000	Shoe Allowance	\$150.00
LAPORTE, CORINNA K	1.0000	Custodian	\$36,802.40
LAPORTE, CORINNA K	0.0000	Custodian OT	\$1,828.05
LAPORTE, CORINNA K	0.0000	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	1.0000	Custodian	\$46,609.52
LAPORTE, FRANCIS G	0.0000	Custodian OT	\$2,556.06
LAPORTE, FRANCIS G	0.0000	Shoe Allowance	\$150.00
LAROSE, JASON R	1.0000	Aide Special Education - Involve	\$26,709.00
LAROSE, JASON R	0.0000	Sub Teacher	\$1,100.00
LAUGHLIN, KAYLEIGH E	1.0000	Kindergarten Teacher	\$65,564.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
LAUNDIS, CLAUDIA C	0.6700	School Nutrition	\$9,693.30
LAUNDIS, JEFFREY J	0.2625	Custodian	\$7,009.37
LAUNDIS, JEFFREY J	0.2250	Custodian	\$3,269.61

LAUNDIS, JEFFREY J	0.0000	Custodian OT	\$395.37
LAUNDIS, JEFFREY J	0.0000	Shoe Allowance	\$150.00
LAVENTURE, REBECCA A	0.5000	School Nutrition	\$6,626.28
LAVIOLETTE, JAMES G	1.0000	Custodian Team Leader	\$47,719.76
LAVIOLETTE, JAMES G	0.0000	Custodian OT	\$2,272.83
LAVIOLETTE, JAMES G	0.0000	Shoe Allowance	\$150.00
LAWSON, AMANDA M	0.7000	School Nutrition	\$1,299.60
LAZARICK, JESSIE I	1.0000	Intervention Tutor	\$35,796.03
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$5,480.00
LEBLANC, JOANNE M	1.0000	Aide Media	\$18,331.93
LEBLANC, JOANNE M	1.0000	Secretary	\$17,263.74
LEBLANC, JOANNE M	0.0000	Advisor HS	\$4,634.47
LEBLANC, JOANNE M	0.0000	Longevity	\$1,233.16
LEBLANC, JOANNE M	0.0000	Advisor HS	\$1,019.70
LEBLANC, JOANNE M	0.0000	Stipend Athletics	\$520.00
LEBLANC, JOANNE M	0.0000	Stipend Co-MS Events	\$177.40
LEGARE, ALLY E	0.0000	Extended Day Staff	\$263.63
LEGER, JESSICA L	1.0000	Aide Autism	\$2,315.22
LEROUX, ANDREA P	1.0000	MS Math	\$92,429.00
LEROUX, ANDREA P	0.0000	Stipend 125 - Math Vaca Camp	\$5,250.00
LEROUX, ANDREA P	0.0000	Longevity	\$1,000.00
LEROUX, ANDREA P	0.0000	Sub MS Period	\$189.00
LESLIE, MELISSA A	0.0000	Coaching (Spring)	\$4,369.08
LEVESQUE, ELIZABETH M	0.0000	Sub School Nutrition	\$3,605.27
LEWIS, HARRISON K	0.0000	Private Music Instructor	\$490.00
LEWIS, KAREN A	1.0000	Aide Special Education - Create	\$5,299.56
LEWIS, KAREN A	0.0000	Sub High School	\$751.50
LEWIS, KAREN A	0.0000	Sub Aide Period	\$138.38
LEWIS, PETER B	1.0000	MHS Music	\$88,113.00
LEWIS, PETER B	0.0000	Advisor HS	\$2,955.84
LEWIS, PETER B	0.0000	Advisor HS	\$1,731.99
LEWIS, PETER B	0.0000	Advisor MS	\$1,731.99
LEWIS, PETER B	0.0000	Longevity	\$750.00
LEWIS, PETER B	0.0000	Sub HS Period	\$108.00
LEWIS, PETER B	0.0000	Sub MS Period	\$27.00
LIER, KIMBERLY A	0.0000	Extended Day Staff	\$6,382.14
LIMA, CAITLYN A	0.8000	Aide Special Education	\$15,629.67
LIMA, CAITLYN A	0.0000	Sub Aide Period	\$414.03
LINDSAY, JAIME	0.0000	Lunch Monitor	\$4,959.59
LINDSEY, ERICA L	1.0000	Aide Autism	\$34,167.00
LINDSEY, ERICA L	0.0000	Unified Track Assistant Coach	\$1,000.00
LINDSEY, ERICA L	0.0000	Sub Aide Period	\$139.50
LINDSEY, ERICA L	0.0000	Sub Middle School	\$90.00

LINDSTEN, RICHARD	0.0000	Coaching (Fall)	\$4,971.59
LINDSTEN, RICHARD	0.0000	Coaching (Spring)	\$4,329.72
LINDSTEN, RICHARD	0.0000	Coach Soccer Camp	\$375.00
LJUNGBERG, BRITTANY B	1.0000	HS Math	\$59,549.56
LJUNGBERG, BRITTANY B	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
LJUNGBERG, BRITTANY B	0.0000	Stipend 305 - Algebra II Vaca Camp	\$1,500.00
LJUNGBERG, BRITTANY B	0.0000	Advisor HS	\$902.88
LJUNGBERG, BRITTANY B	0.0000	Advisor HS	\$717.50
LJUNGBERG, BRITTANY B	0.0000	Sub HS Period	\$324.00
LJUNGBERG, BRITTANY B	0.0000	Tutor	\$60.00
LJUNGBERG, DAVID E	1.0000	MS Science	\$53,478.16
LJUNGBERG, DAVID E	0.0000	Stipend Missed Prep	\$960.00
LJUNGBERG, DAVID E	0.0000	Sub MS Period	\$27.00
LOBAO, EMILY B	1.0000	Intervention Tutor	\$41,199.23
LUDWIG, CAROLINE S	1.0000	Elem Teacher	\$64,727.00
LUDWIG, CAROLINE S	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
LYONS, DIANE M	1.0000	Literacy Coach	\$95,209.11
LYONS, DIANE M	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
LYONS, DIANE M	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
MACKAY, BRIAN D	1.0000	Custodian	\$40,215.36
MACKAY, BRIAN D	0.0000	Custodian OT	\$821.56
MACKAY, BRIAN D	0.0000	Shoe Allowance	\$150.00
MACKAY, KAITLIN L	1.0000	Behavior Support Specialist	\$40,073.57
MACKAY, CAROL-ANN P	1.0000	Secretary	\$34,895.46
MACKAY, CAROL-ANN P	0.0000	Stipend Guidance Events	\$1,500.00
MADDEN, JILLIAN K	1.0000	Reading Specialist	\$70,841.00
MADDEN, JILLIAN K	0.0000	Stipend 125 - Math Vaca Camp	\$6,400.00
MADDEN, JILLIAN K	0.0000	Stipend Teacher Leader	\$1,250.00
MADDEN, JILLIAN K	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
MAIDA, ERIN B	0.0000	Extended Day Staff	\$2,451.39
MAILLOUX, JAMIE L	0.0000	Private Music Instructor	\$820.00
MAILLOUX, JAMIE L	0.0000	Extended Day Staff	\$220.88
MAIO, CHRISTINE M	1.0000	Aide Kindergarten	\$30,097.00
MAIO, CHRISTINE M	0.0000	Longevity	\$1,000.00
MAJKA, NYCOLE S	1.0000	Aide Autism	\$33,824.86
MAJKA, NYCOLE S	0.0000	Sub Aide Period	\$108.45
MAJKA, NYCOLE S	0.0000	Sub Middle School	\$45.00
MALLET, ELIZABETH C	1.0000	HS Special Education	\$85,094.00
MALLET, ELIZABETH C	0.0000	Sub HS Period	\$2,565.00
MALLET, ELIZABETH C	0.0000	Tutor	\$280.00
MALLET, ELIZABETH C	0.0000	Sub MS Period	\$27.00
MALLOZZI, NICHOLAS C JR.	0.0000	Sub Custodian	\$10,653.09
MALLOZZI, NICHOLAS C JR.	0.0000	Summer Custodian	\$3,273.75

MANSFIELD, KELLY K	1.0000	HS English	\$53,772.00
MANSFIELD, KELLY K	0.0000	Sub HS Period	\$756.00
MANSFIELD, KELLY K	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
MARGOLA, ANN M	1.0000	Aide Autism	\$39,266.38
MARGOLA, ANN M	0.0000	Sub Ruggles Lane	\$937.00
MARGOLA, ANN M	0.0000	Longevity	\$550.00
MARGOLA, ANN M	0.0000	Sub Aide Period	\$219.38
MARINELLI, ELENI	1.0000	HS English	\$72,965.00
MARINELLI, ELENI	0.0000	Stipend CAS/Extended Essay Coordinator	\$1,790.00
MARINELLI, ELENI	0.0000	Stipend Mentor Program	\$500.00
MARINELLI, ELENI	0.0000	Sub HS Period	\$378.00
MARINELLI, ELENI	0.0000	Sub MS Period	\$27.00
MARLEY, ASHLEY M	0.8000	Aide Special Education	\$23,029.60
MARLEY, ASHLEY M	0.0000	Sub Aide Period	\$112.50
MARSDEN, DAWN M	1.0000	School Nutrition	\$19,410.55
MARSDEN, DAWN M	0.0000	School Nutrition Extra Hours	\$1,593.90
MARSDEN, DAWN M	0.0000	Longevity	\$650.00
MARSDEN, DAWN M	0.0000	School Nutrition Catering	\$87.63
MARSH, CEDRIC D	1.0000	Elem Art	\$12,201.11
MARSHALL, GLEN P	1.0000	Custodian	\$35,712.72
MARSHALL, GLEN P	0.0000	Custodian OT	\$257.94
MARSHALL, GLEN P	0.0000	Shoe Allowance	\$150.00
MARSHALL, WHITNEY E	1.0000	HS English	\$83,479.00
MARSHALL, WHITNEY E	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
MARSHALL, WHITNEY E	0.0000	Sub HS Period	\$702.00
MARSHALL, WHITNEY E	0.0000	Stipend Mentor Program	\$500.00
MARSHALL, WHITNEY E	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
MARSHALL, WHITNEY E	0.0000	Sub MS Period	\$27.00
MARTINELLI, DENISE A	0.0000	Sub Teacher	\$1,005.00
MARTONE, MEGHAN E	1.0000	Permanent Substitute	\$21,632.00
MCCARTHY, KATHLEEN	1.0000	Aide Special Education	\$30,097.00
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	0.0000	Sub Hardwick	\$565.00
MCCARTHY, KATHLEEN	0.0000	Sub Aide Period	\$67.50
MCCARTHY, MATTHEW D	1.0000	Maintenance	\$50,474.80
MCCARTHY, MATTHEW D	0.0000	Maintenance OT	\$2,872.44
MCCARTHY, MATTHEW D	0.0000	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	0.0000	Shoe Allowance	\$150.00
MCCORMICK, RACHEL C	1.0000	Aide Autism	\$32,704.08
MCDUFFIE, ELIZABETH E	0.0000	Sub Teacher	\$1,005.00
MCEVOY, AVA M	0.0000	Extended Day Staff	\$2,490.76
MCGINN, CHRISTOPHER G	1.0000	Technology	\$64,640.61
MCGINN, CHRISTOPHER G	0.0000	Longevity	\$750.00

MCGRATH, KEVIN M	0.9200	School Nutrition Driver	\$15,878.48
MCKINSTRY, DANIELLE M	0.8000	Aide Special Education	\$21,368.80
MCKINSTRY, DANIELLE M	0.0000	Sub Teacher	\$35.00
MCMORROW, DIANE K	1.0000	HS Science	\$92,429.00
MCMORROW, DIANE K	0.0000	Stipend Service Learning	\$1,790.00
MCMORROW, DIANE K	0.0000	Stipend Additional Classes	\$1,542.50
MCMORROW, DIANE K	0.0000	Longevity	\$750.00
MCMORROW, DIANE K	0.0000	Stipend Mentor Program	\$500.00
MCMORROW, DIANE K	0.0000	Sub HS Period	\$351.00
MCMORROW, DIANE K	0.0000	Sub MS Period	\$27.00
MEDEIROS, CARLA M	1.0000	Elem Teacher	\$85,938.00
MEDEIROS, CARLA M	0.0000	Longevity	\$1,000.00
MELANSON, KRISTY E	0.0000	Sub Hubbardston	\$9,347.50
MELANSON, KRISTY E	0.0000	Lunch Monitor	\$1,423.50
MELANSON, KRISTY E	0.0000	Extended Day Staff	\$256.50
MELLANSON, JOAN C	0.7000	School Nutrition	\$13,102.59
MELLANSON, JOAN C	0.0000	School Nutrition Extra Hours	\$986.21
MELLOR, AMANDA E	1.0000	Intervention Tutor	\$41,199.23
MERCIER, JAMES A	0.7000	MS & Elem Music	\$23,885.07
MERCIER, JAMES A	0.0000	Sub HS Period	\$81.00
MERCIER, JAMES A	0.0000	Sub MS Period	\$27.00
MERTZIC, JACQUELINE M	1.0000	Aide Autism	\$23,247.68
MERTZIC, JACQUELINE M	0.0000	Stipend Athletics	\$260.00
MERTZIC, JACQUELINE M	0.0000	Sub Aide Period	\$13.50
METZGER, NATALIE W	1.0000	Psychologist	\$99,553.00
METZGER, NATALIE W	0.0000	Longevity	\$750.00
MIKNAITIS, STANLEY J	0.0000	Sub Custodian	\$9,895.50
MIKNAITIS, STANLEY J	0.0000	Summer Custodian	\$1,845.00
MILLER, KAREN A	1.0000	Elem Teacher	\$90,276.00
MILLER, KAREN A	0.0000	Longevity	\$1,500.00
MILLER, KAREN A	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
MILLER, KAREN A	0.0000	Stipend Mentor Program	\$250.00
MINTON, AARON P	1.0000	HS Social Studies	\$73,793.00
MINTON, AARON P	0.0000	Stipend PD	\$1,200.00
MINTON, AARON P	0.0000	Sub HS Period	\$260.00
MINTON, AARON P	0.0000	Sub HS Period	\$162.00
MINTON, AARON P	0.0000	Sub MS Period	\$27.00
MINTON, CHRISTY L	1.0000	Media	\$67,282.00
MINTON, CHRISTY L	0.0000	Stipend Media Director	\$6,753.20
MISTLER, ERIC	1.0000	Grounds Maintenance	\$43,114.32
MISTLER, ERIC	0.0000	Maintenance OT	\$1,802.90
MISTLER, ERIC	0.0000	Shoe Allowance	\$150.00
MIVILLE, MARK A	1.0000	Athletic Director	\$88,704.72

MONTAGNA, LAURA L	1.0000	Aide Special Education - Create	\$22,567.08
MONTAGNA, LAURA L	1.0000	Aide Media	\$7,264.61
MONTAGNA, LAURA L	0.0000	Stipend 240 S	\$1,089.60
MONTAGNA, LAURA L	0.0000	Sub Aide Period	\$986.63
MONTAGNA, LAURA L	0.0000	Sub High School	\$760.10
MONTAGNA, LAURA L	0.0000	Longevity	\$550.00
MONTAGNA, LAURA L	0.0000	Sub High School	\$506.30
MONTAGNA, LAURA L	0.0000	Sub Middle School	\$90.00
MOREY, JEANMARIE	0.0000	Temp Office Staff	\$2,478.75
MORIN, ALLISON M	1.0000	Intervention Tutor	\$41,199.23
MORIN, LENNON K	0.0000	Private Music Instructor	\$540.00
MORRIS, VERONICA E	1.0000	Custodian	\$37,912.64
MORRIS, VERONICA E	0.0000	Custodian OT	\$4,480.95
MORRIS, VERONICA E	0.0000	Shoe Allowance	\$150.00
MORRISSETTE, STEPHANIE L	1.0000	BCBA	\$63,813.16
MORRISSETTE, STEPHANIE L	0.0000	Sub MS Period	\$81.00
MOTYKA, ELIZABETH M	1.0000	LTS - Elem Teacher	\$27,620.59
MOTYKA, ELIZABETH M	1.0000	Intervention Tutor	\$20,036.78
MOTYKA, ELIZABETH M	0.0000	Stipend 240 S	\$3,200.00
MOTYKA, ELIZABETH M	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
MUCHA, COLLEEN M	1.0000	Director of Teaching, Learning, and Support	\$127,275.77
MUIR, SHEILA A	1.0000	Superintendent	\$187,105.23
MUIR, SHEILA A	0.0000	Travel	\$2,000.00
MUIR, SHEILA A	0.0000	Longevity	\$750.00
MULLINS, RYAN J	1.0000	Grounds Maintenance	\$54,747.49
MULLINS, RYAN J	0.0000	Maintenance OT	\$5,159.24
MULLINS, RYAN J	0.0000	Shoe Allowance	\$150.00
MURPHY, KELLE J	1.0000	Elem Teacher	\$14,790.02
MURPHY, KELLE J	0.0000	Longevity	\$173.07
MURRAY, GEORGE V JR	1.0000	Project Engineer	\$71,683.23
MURRAY, GEORGE V JR	0.0000	Longevity	\$1,000.00
MURRAY, GEORGE V JR	0.0000	Shoe Allowance	\$150.00
MUSNICKI, SUSANNE R	0.0000	Principal Mentor/Consultant	\$27,700.00
MUSNICKI, SUSANNE R	0.0000	Sub Principal	\$8,000.00
MUSNICKI, SUSANNE R	0.0000	Extended Day Staff	\$364.50
NAMEIKA, ALISON M	1.0000	MS Special Education	\$70,841.00
NAMEIKA, ALISON M	0.0000	Sub MS Period	\$135.00
NEWTON, EDWARD R	1.0000	MS Math	\$90,276.00
NEWTON, EDWARD R	0.0000	Longevity	\$1,500.00
NICHOLS, JILLIAN M	0.0000	LTS - Speech	\$9,687.50
NICORA, STEVEN P JR	1.0000	Dean of Security & Discipline	\$77,707.75
NICORA, STEVEN P JR	0.0000	Extra Hours	\$201.31
NOEL, ROBERT E	1.0000	Custodian	\$46,609.52

NOEL, ROBERT E	0.0000	Longevity	\$1,000.00
NOEL, ROBERT E	0.0000	Custodian OT	\$300.92
NOEL, ROBERT E	0.0000	Shoe Allowance	\$150.00
NOSEK, CHRISTOPHER W	1.0000	MS Math	\$70,160.00
NOSEK, CHRISTOPHER W	0.0000	Coaching (Spring)	\$4,519.62
NOSEK, CHRISTOPHER W	0.0000	Coaching (Winter)	\$3,247.03
NOSEK, CHRISTOPHER W	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
NOSEK, CHRISTOPHER W	0.0000	Sub MS Period	\$1,188.00
NOSEK, CHRISTOPHER W	0.0000	Advisor HS	\$1,155.44
NOSEK, CHRISTOPHER W	0.0000	Longevity	\$750.00
NOSEK, CHRISTOPHER W	0.0000	Sub HS Period	\$81.00
NUGENT, BOBBIE-JO	0.0000	Sub Teacher	\$120.00
O'BRIEN, JOLENE T	1.0000	Cultural Support Interventionist	\$38,907.10
O'BRIEN, JOLENE T	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
O'DONNELL, JUSTINA M	0.0000	Lunch Monitor	\$4,030.70
O'DONNELL, JUSTINA M	0.0000	Stipend CPR - First Aid Training	\$27.00
O'DONNELL, JUSTINA M	0.0000	Stipend Vector Training	\$27.00
OLIVO, MICHAEL THOMAS	1.0000	Custodian	\$20,773.34
OLIVO, MICHAEL THOMAS	1.0000	Custodian	\$18,971.98
OLIVO, MICHAEL THOMAS	0.0000	Custodian OT	\$6,957.35
OLIVO, MICHAEL THOMAS	0.0000	Shoe Allowance	\$150.00
OLSON, BETHANY G	1.0000	MS Teacher	\$96,775.00
OLSON, BETHANY G	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
OLSON, BETHANY G	0.0000	Longevity	\$1,500.00
OLSON, BETHANY G	0.0000	Sub MS Period	\$891.00
ORNE, KERI A	1.0000	Aide Media	\$33,345.00
ORNE, KERI A	0.0000	Sub Aide Period	\$882.46
ORNE, KERI A	0.0000	Longevity	\$750.00
ORNE, KRISTA M	0.6200	School Nutrition	\$12,384.00
ORNE, KRISTA M	0.0000	School Nutrition Extra Hours	\$410.40
ORSZULAK, JAMIE K	1.0000	Aide Special Education	\$32,437.00
ORSZULAK, JAMIE K	0.0000	Longevity	\$550.00
ORSZULAK, JAMIE K	0.0000	Sub Oakham	\$193.00
ORSZULAK, JAMIE K	0.0000	Sub Aide Period	\$97.88
ORTOLINO, SHANNON M	1.0000	Elem Teacher	\$85,938.00
ORTOLINO, SHANNON M	0.0000	Longevity	\$1,500.00
PAAKKONEN, LISA B	1.0000	HS Math	\$85,547.00
PAAKKONEN, LISA B	0.0000	Coaching (Fall)	\$3,936.11
PAAKKONEN, LISA B	0.0000	Coaching (Spring)	\$2,953.53
PAAKKONEN, LISA B	0.0000	Coaching (Winter)	\$2,361.89
PAAKKONEN, LISA B	0.0000	Stipend Additional Classes	\$2,328.68
PAAKKONEN, LISA B	0.0000	Sub HS Period	\$81.00
PAGE, WAYNE W	0.0000	Coaching (Fall)	\$6,296.85

PARADISE, NADINE A	0.9000	Aide Kindergarten	\$26,553.60
PARADISE, NADINE A	0.0000	Sub Hubbardston	\$1,880.00
PARADISE, NADINE A	0.0000	Longevity	\$550.00
PARADISE, NADINE A	0.0000	Sub Aide Period	\$384.76
PARKER, MADISON J	1.0000	Permanent Substitute	\$23,424.00
PARKER, MADISON J	0.0000	Stipend 121 - Summer Acc Academy	\$687.50
PASCALE, GINA M	1.0000	Aide Autism	\$18,596.44
PASCALE, HEATHER L	1.0000	Aide Special Education	\$9,242.20
PASCALE, HEATHER L	1.0000	Aide Autism	\$5,774.14
PASCALE, HEATHER L	0.0000	Unified Track Assistant Coach	\$750.00
PATERSON, RYAN M	0.0000	Extended Day Staff	\$4,385.83
PATTI, AMANDA K	1.0000	HS Special Education	\$67,532.00
PATTI, AMANDA K	0.0000	Tutor	\$1,837.50
PATTI, AMANDA K	0.0000	Sub HS Period	\$1,026.00
PATTI, AMANDA K	0.0000	Tutor	\$830.00
PATTI, AMANDA K	0.0000	Sub Proctor	\$253.80
PAYNE, LISA A	1.0000	MS Art	\$87,124.00
PAYNE, LISA A	0.0000	Advisor HS	\$2,900.17
PAYNE, LISA A	0.0000	Longevity	\$750.00
PAYNE, LISA A	0.0000	Sub MS Period	\$702.00
PAYNE, LISA A	0.0000	Sub HS Period	\$189.00
PAYNE, LISA A	0.0000	Stipend PD	\$80.00
PERRAULT, KRISTEN M	1.0000	Aide Autism	\$30,404.91
PERRON, HANNAH P	0.0000	Extended Day Staff	\$7,639.35
PERRON, HANNAH P	0.0000	Extended Day Staff	\$2,088.75
PETERSON, JILL A	1.0000	Principal	\$113,117.31
PETERSON, KAITLYN R	1.0000	Elem Teacher	\$53,772.00
PETERSON, KAITLYN R	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
PETERSON, KAITLYN R	0.0000	Stipend CPR - First Aid Training	\$60.00
PETERSON, KARLA V	0.0000	Private Music Instructor	\$3,080.00
PETERSON, KARLA V	0.0000	Sub Teacher	\$1,760.00
PIERCE, BARRY A	1.0000	Custodian	\$24,846.32
PIERCE, BARRY A	0.0000	Custodian OT	\$399.55
PIERCE, BARRY A	0.0000	Shoe Allowance	\$150.00
PIERCE, JEREMY E	1.0000	Guidance	\$58,253.00
PIERCE, JEREMY E	0.0000	Stipend 121 - Summer Acc Academy	\$550.00
PIERCE, NICHOLAS M	1.0000	Technology	\$53,867.17
PIERMARINI, SUE M	1.0000	Elem PE	\$85,938.00
PIERMARINI, SUE M	0.0000	Longevity	\$1,500.00
PIERMARINI, SUE M	0.0000	Stipend CPR - First Aid Training	\$60.00
PIMENTAL, BRANDI M	0.0000	Lunch Monitor	\$5,514.04
PIMENTAL, JOHN J JR	1.0000	Project Engineer	\$76,233.02
PIMENTAL, JOHN J JR	0.0000	Longevity	\$1,000.00

PIMENTAL, JOHN J JR	0.0000	Shoe Allowance	\$150.00
POTTER, JENNA L	1.0000	Kindergarten Teacher	\$65,564.00
POULIN, JILL K	1.0000	Elem Teacher	\$83,779.57
POULIN, JILL K	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
POULIN, JILL K	0.0000	Sub MS Period	\$621.00
POULIN, JILL K	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
POULIN, JILL K	0.0000	Sub HS Period	\$27.00
PURDY-VASHUGIN, SUZANNE F	0.0000	Intervention Tutor	\$39,476.40
PYTEL, JENNIFER R	1.0000	Aide Autism	\$33,383.96
QUIGLEY, MEGAN M	1.0000	Intervention Tutor	\$41,199.23
QUIGLEY, MEGAN M	0.0000	Stipend 240 S	\$1,600.00
RAMSEY, SARAH E	1.0000	Elem Special Education	\$61,800.00
RAMSEY, SARAH E	0.0000	Stipend Mentor Program	\$250.00
RAMSEY, SARAH E	0.0000	Tutor	\$140.00
RAMSEY, SARAH E	0.0000	Tutor	\$90.00
REED, VIRGINIA S	1.0000	Elem Special Education	\$88,113.00
REED, VIRGINIA S	0.0000	Longevity	\$2,000.00
REED, VIRGINIA S	0.0000	Stipend 240 S	\$1,840.00
REESE, AMY E	0.7500	Receptionist	\$1,661.54
RICCHIAZZI, NICOLE K	1.0000	Elem Teacher	\$80,210.00
RICCHIAZZI, NICOLE K	0.0000	Stipend 240 S	\$1,600.00
RICCHIAZZI, NICOLE K	0.0000	Longevity	\$750.00
RICE, JESSICA M	1.0000	Aide Special Education	\$30,850.00
RICE, JESSICA M	0.0000	Longevity	\$550.00
RICE, JESSICA M	0.0000	Sub Oakham	\$90.00
RICE, NIKKI J	1.0000	Kindergarten Teacher	\$63,654.00
RICE, NIKKI J	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
RICE, NIKKI J	0.0000	Stipend Teacher Leader	\$1,250.00
RICE, NIKKI J	0.0000	Longevity	\$750.00
RICHARDS, REBECCA L	1.0000	Elem Special Education	\$65,564.00
RICHARDS, REBECCA L	0.0000	Longevity	\$750.00
RICKERT-JENKINS, NATELLEN	1.0000	DFC Comm Grant Program Director	\$35,538.46
RICKERT-JENKINS, NATELLEN	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
RIENDEAU, ANGELINA M	0.0000	Private Music Instructor	\$2,290.00
ROACH, JAMES R	0.0000	Sub Ruggles Lane	\$5,840.00
ROACH, JAMES R	0.0000	Sub Oakham	\$3,380.00
ROBILLARD, CHRISSY M	1.0000	Elem Teacher	\$78,288.00
ROBILLARD, CHRISSY M	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
ROBILLARD, CHRISSY M	0.0000	Longevity	\$750.00
ROBILLARD, CHRISSY M	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
ROGERS, WILLIAM W JR	0.6200	School Nutrition	\$10,550.88
ROGERS, WILLIAM W JR	0.0000	Sub School Nutrition	\$1,205.41
ROGOWSKI, LINDA M	1.0000	Aide Special Education	\$30,097.00

ROGOWSKI, LINDA M	0.0000	Longevity	\$1,000.00
ROGOWSKI, LINDA M	0.0000	Sub Aide Period	\$54.00
ROGOWSKI, NANCY R	0.9000	Aide Special Education	\$28,458.00
ROGOWSKI, NANCY R	0.0000	Longevity	\$550.00
ROLLINS, LISA M	0.7500	Custodian	\$6,111.12
ROLLINS, LISA M	0.7500	Custodian	\$4,050.00
ROLLINS, LISA M	0.0000	Longevity	\$550.00
ROLLINS, LISA M	0.0000	Stipend Athletics	\$240.00
ROLLINS, LISA M	0.0000	Custodian	\$57.00
RONDEAU, TASHA L	1.0000	MS Special Education	\$52,561.43
RONDEAU, TASHA L	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
RONDEAU, TASHA L	0.0000	Advisor MS	\$1,836.39
RONDEAU, TASHA L	0.8000	Aide Special Education	\$498.32
ROSARIO, EDWIN	1.0000	Aide Autism	\$13,120.01
ROSEBERRY, ALICIA L	0.0000	Lunch Monitor	\$3,976.11
ROSEBERRY, ALICIA L	0.0000	Sub Ruggles Lane	\$797.00
ROSEBERRY, ALICIA L	0.0000	Extended Day Staff	\$246.38
ROSEBERRY, ALICIA L	0.0000	Stipend CPR - First Aid Training	\$27.00
ROTTI, JANICE E	1.0000	Office Manager	\$53,593.00
ROTTI, JANICE E	0.0000	Longevity	\$1,500.00
ROTTI, JANICE E	0.0000	Stipend Advanced Degree	\$500.00
ROUSSEAU, SUSAN M	1.0000	Elem Teacher	\$91,219.00
ROUSSEAU, SUSAN M	0.0000	Longevity	\$750.00
ROUTHIER, LU-ANN	1.0000	Aide Special Education	\$30,097.00
ROUTHIER, LU-ANN	0.0000	Longevity	\$1,000.00
ROUTHIER, LU-ANN	0.0000	Sub Aide Period	\$731.26
ROUTHIER, LU-ANN	0.0000	Sub High School	\$90.00
ROWELL, KEVIN F	1.0000	HS Science	\$60,001.00
ROY, ASHLEY C	1.0000	Employment & Community Specialist	\$58,031.28
ROY, ASHLEY C	0.0000	Unified Track Assistant Coach	\$1,000.00
ROY, NANCEE J	1.0000	MS English	\$96,775.00
ROY, NANCEE J	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
ROY, NANCEE J	0.0000	Stipend 240 S	\$1,280.00
ROY, NANCEE J	0.0000	Advisor MS	\$1,022.02
ROY, NANCEE J	0.0000	Longevity	\$1,000.00
ROY, NANCEE J	0.0000	Sub MS Period	\$783.00
ROY, NANCEE J	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
ROY, NANCEE J	0.0000	Stipend Mentor Program	\$250.00
ROY, NANCEE J	0.0000	Sub HS Period	\$54.00
SACRAMONE, BENJAMIN A	0.0000	Extended Day Staff	\$6,494.00
SACRAMONE, BENJAMIN A	0.0000	Extended Day Staff	\$74.25
SACRAMONE, JASON D	1.0000	MS English	\$92,429.00
SACRAMONE, JASON D	0.0000	Longevity	\$1,000.00

SACRAMONE, JASON D	0.0000	Sub MS Period	\$297.00
SACRAMONE, KARI M	1.0000	Extended Day Coordinator	\$67,474.97
SACRAMONE, KARI M	0.0000	Longevity	\$750.00
SAINT DENIS, LINDA R	1.0000	Aide Special Education - Involve	\$30,097.00
SAINT DENIS, LINDA R	0.0000	Longevity	\$1,000.00
SAINT DENIS, LINDA R	0.0000	Sub High School	\$520.00
SAINT DENIS, LINDA R	0.0000	Sub Aide Period	\$239.63
SAKKINEN, NANCY E	0.0000	Sub Teacher	\$540.00
SALVADORE, AUSTIN T	0.0000	Summer Custodian	\$355.25
SALVADORE, BENJAMIN D	0.0000	Sub Teacher	\$1,530.00
SALVADORE, DANIEL R	1.0000	Permanent Substitute	\$14,415.99
SALVADORE, HANNAH C	0.8000	Aide Special Education	\$16,798.87
SALVADORE, HANNAH C	0.0000	Security Monitor	\$1,453.00
SALVADORE, KIMBERLY A	0.0000	Sub Teacher	\$195.20
SALVADORE, THERESE L	1.0000	HS Innovation Pathways	\$80,210.00
SALVADORE, THERESE L	0.0000	Extra Hours	\$5,920.00
SALVADORE, THERESE L	0.0000	Stipend Academic Coordinator	\$2,500.00
SALVADORE, THERESE L	0.0000	Sub HS Period	\$891.00
SALVADORE, THERESE L	0.0000	Longevity	\$750.00
SALVADORE, THERESE L	0.0000	Stipend Mentor Program	\$750.00
SALVADORE, THERESE L	0.0000	Stipend 400 - Innov Path	\$360.00
SALVADORE, THERESE L	0.0000	Sub HS Period	\$40.00
SALVADORE, THERESE L	0.0000	Sub MS Period	\$27.00
SANDMAN, SHANE A	1.0000	Custodian	\$40,391.40
SANDMAN, SHANE A	0.0000	Custodian OT	\$5,530.65
SANDMAN, SHANE A	0.0000	Shoe Allowance	\$150.00
SANSOUCY, ELIZABETH A	0.0000	Copy Center Assistant	\$9,870.00
SAYRE, PATRICIA A	1.0000	Elem Teacher	\$90,276.00
SAYRE, PATRICIA A	0.0000	Longevity	\$2,000.00
SCHROEDER, JOSHUA J	1.0000	HS Science	\$71,643.00
SCHROEDER, JOSHUA J	0.0000	Sub HS Period	\$1,701.00
SCHROEDER, JOSHUA J	0.0000	Stipend PD	\$420.00
SCHROEDER, JOSHUA J	0.0000	Sub Proctor	\$310.50
SCHROEDER, JOSHUA J	0.0000	Sub MS Period	\$189.00
SCHWARTZ, ASHLEY M	1.0000	Aide Autism	\$13,828.09
SCZUCKA, MOLLY R	1.0000	HS Social Studies	\$62,336.00
SCZUCKA, MOLLY R	0.0000	Stipend PD	\$600.00
SCZUCKA, MOLLY R	0.0000	Stipend Mentor Program	\$500.00
SCZUCKA, MOLLY R	0.0000	Sub HS Period	\$432.00
SCZUCKA, MOLLY R	0.0000	Sub MS Period	\$27.00
SCZUCKA, MOLLY R	0.0000	Sub Proctor	\$27.00
SEITZ, MICHAEL J	0.0000	Sub Teacher	\$8,390.00
SEITZ, MICHAEL J	0.0000	Sub Teacher	\$1,625.00

SEITZ, MICHAEL J	0.0000	Sub Proctor	\$380.00
SHELDON, ARTHUR G	1.0000	MS PE	\$88,113.00
SHELDON, ARTHUR G	0.0000	Coaching (Winter)	\$3,931.27
SHELDON, ARTHUR G	0.0000	Longevity	\$1,500.00
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$648.00
SHELDON, ARTHUR G	0.0000	Sub HS Period	\$81.00
SHELDON, LAURIE A	1.0000	Elem Teacher	\$90,276.00
SHELDON, LAURIE A	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
SHELDON, LAURIE A	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
SHELDON, LAURIE A	0.0000	Stipend 240 S	\$1,600.00
SHELDON, LAURIE A	0.0000	Longevity	\$1,000.00
SIMEONE, THERESE E	1.0000	Aide Autism	\$33,333.00
SIMEONE, THERESE E	0.0000	Sub Aide Period	\$27.00
SIMONS, WILLIAM J	1.0000	HS Art	\$85,547.00
SIMONS, WILLIAM J	0.0000	Stipend 400 - Innov Path	\$1,440.00
SIMONS, WILLIAM J	0.0000	Longevity	\$750.00
SIMONS, WILLIAM J	0.0000	Sub HS Period	\$270.00
SIMONS, WILLIAM J	0.0000	Stipend PD	\$80.00
SKERRY, STACEY L	1.0000	Finance, Accounting, Transportation Manager	\$84,370.49
SKERRY, STACEY L	0.0000	Extra Hours	\$2,008.80
SKERRY, STACEY L	0.0000	Travel	\$1,000.00
SKERRY, STACEY L	0.0000	Longevity	\$750.00
SKOWYRA, SHEA T	0.0000	Coaching (Winter)	\$3,247.03
SMALL, LAURA A	1.0000	Aide Autism	\$1,381.81
SMITH, ROBERT E III	0.0000	Stipend 240 S	\$3,007.53
SMITH-ZAJCHOWSKI, ELIZABETH A	1.0000	Aide Autism	\$12,134.04
SOUSA, LAUREN J	1.0000	Elem Social Worker	\$67,532.00
SOUSA, LAUREN J	0.0000	Stipend 311 - SEL/Mental Health Team	\$1,080.00
SPOONER, JOHN M	1.0000	Elem Teacher	\$96,775.00
SPOONER, JOHN M	0.0000	Longevity	\$2,000.00
ST. GEORGE, SHELLY A	1.0000	Principal	\$116,167.52
ST. GEORGE, SHELLY A	0.0000	Stipend Early Childhood Coordinator	\$2,500.00
STAGIAS, CASANDRA S	1.0000	Elem Teacher	\$61,800.00
STAGIAS, CASANDRA S	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
STAGIAS, CASANDRA S	0.0000	Stipend Teacher Leader	\$1,250.00
STAGIAS, CASANDRA S	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
STAITI, KIM S	1.0000	School Nurse	\$78,644.00
STAITI, KIM S	0.0000	Extra Hours	\$6,747.08
STAITI, KIM S	0.0000	Sub HS Period	\$2,835.00
STAITI, KIM S	0.0000	Longevity	\$1,500.00
STAITI, KIM S	0.0000	Stipend Nurse Leader	\$1,500.00
STANKAITIS, DANIELLE M	1.0000	MS Math	\$94,607.00
STANKAITIS, DANIELLE M	0.0000	Longevity	\$750.00

STANKAITIS, DANIELLE M	0.0000	Sub MS Period	\$54.00
STEKL, NANCY A	1.0000	HS Science	\$90,276.00
STEKL, NANCY A	0.0000	Longevity	\$1,500.00
STEKL, NANCY A	0.0000	Stipend Additional Classes	\$1,172.30
STEKL, NANCY A	0.0000	Sub HS Period	\$675.00
STEVENS, RANDY S	0.0000	Sub Teacher	\$200.00
STEWART, MICHAEL J	1.0000	School Nutrition Supervisor	\$37,491.60
STEWART, MICHAEL J	0.0000	School Nutrition Extra Hours	\$4,232.39
STEWART, MICHAEL J	0.0000	School Nutrition Catering	\$263.70
STEWART, MICHAEL J	0.0000	School Nutrition Holiday Pay	\$224.15
STEWART, MICHAEL J	0.0000	School Nutrition OT Hours	\$29.67
STOLGITIS, ASHLEY W	1.0000	Intervention Tutor	\$41,199.23
STOLZ, PATRICIA A	1.0000	Data Coordinator	\$63,000.00
STOLZ, PATRICIA A	0.0000	Longevity	\$1,500.00
STOLZ, PATRICIA A	0.0000	Stipend Advanced Degree	\$500.00
STRAND, RYAN J	0.0000	Sub Custodian	\$360.00
STYMIEST, BRITTANY A	0.0000	Extended Day Staff	\$1,538.84
SULLIVAN, JAIME C	1.0000	Intervention Tutor	\$21,162.45
SULLIVAN, JAIME C	1.0000	Aide Autism	\$19,033.07
SULLIVAN, JAIME C	0.0000	Sub Aide Period	\$54.00
SULLIVAN, JEANETTE M	0.0000	LTS - Aide Autism	\$14,633.33
SULLIVAN, JEANETTE M	0.0000	LTS - Aide Autism	\$1,000.00
SULLIVAN, JEANETTE M	0.0000	Sub Teacher	\$315.00
SZABADOS, VINCENT M	0.0000	Sub Teacher	\$5,350.00
TARQUINIO, AMY C	0.0000	Lunch Monitor	\$5,449.53
TARQUINIO, AMY C	0.0000	Sub Oakham	\$90.00
TESCHNER, RACHEL N	1.0000	Aide Special Education	\$29,212.00
TESCHNER, RACHEL N	0.0000	Longevity	\$550.00
TETLOW, CORAN S	0.0000	Summer Custodian	\$1,304.44
THOMAS, DENELEE F	1.0000	Speech	\$63,520.73
THOMAS, DENELEE F	0.0000	Stipend 240 S	\$3,520.00
THOMASIAN, NATASHA L	0.8000	Elem Special Education	\$50,047.87
THOMASIAN, ROBIN J	1.0000	Aide Autism	\$35,035.00
TOOMEY, CHRISTINE M	1.0000	Aide Special Education	\$30,097.00
TOOMEY, CHRISTINE M	0.0000	Sub Ruggles Lane	\$1,385.60
TOOMEY, CHRISTINE M	0.0000	Stipend 240 S	\$1,133.76
TOOMEY, CHRISTINE M	0.0000	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	0.0000	Sub Aide Period	\$227.03
TOPPER, LISA A	1.0000	Elem Art	\$73,793.00
TOPPER, LISA A	0.0000	Longevity	\$750.00
TOPPER, LISA A	0.0000	Stipend Mentor Program	\$250.00
TOZER, SIMON A	0.0000	Sub Teacher	\$700.00
TREMBLAY, MARTIN	0.0000	Coaching (Fall)	\$3,589.25

TREMBLAY, NOREEN B	1.0000	School Nurse	\$83,773.00
TREMBLAY, NOREEN B	0.0000	Stipend 240 S	\$4,251.00
TREMBLAY, NOREEN B	0.0000	Longevity	\$750.00
TROMBLY, LAUREN R	1.0000	Elem Teacher	\$53,772.00
TROMBLY, LAUREN R	0.0000	Stipend PD	\$240.00
TROMBLY, LAUREN R	0.0000	Stipend PD	\$120.00
TROTTIER, RYAN D	0.0000	Summer Custodian	\$2,581.88
TRUMBULL, REGINA Q	1.0000	HS Math	\$75,605.00
TRUMBULL, REGINA Q	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
TRUMBULL, REGINA Q	0.0000	Coaching (Spring)	\$2,361.89
TRUMBULL, REGINA Q	0.0000	Sub HS Period	\$1,080.00
TRUMBULL, REGINA Q	0.0000	Advisor HS	\$764.49
TRUMBULL, REGINA Q	0.0000	Longevity	\$750.00
TRUMBULL, REGINA Q	0.0000	Advisor HS	\$704.00
TRUMBULL, REGINA Q	0.0000	Sub MS Period	\$54.00
TUCKER, JULIE M	1.0000	Secretary	\$27,390.68
TUCKER, JULIE M	0.0000	Stipend MS Events	\$395.19
TUCKER, JULIE M	0.0000	Stipend Advanced Degree	\$263.46
TUTTLE, DIANA L	1.0000	School Nurse	\$70,160.00
TUTTLE, JULIA H	1.0000	Elem Music	\$55,385.00
TUTTLE, JULIA H	0.0000	Advisor HS	\$2,553.31
TUTTLE, JULIA H	0.0000	Stipend-Musical Director	\$1,000.00
TUTTLE, JULIA H	0.0000	Sub HS Period	\$54.00
TUTTLE, JULIA H	0.0000	Sub MS Period	\$27.00
TUTTLE, SIDNEY N	0.0000	Sub Teacher	\$200.00
TUTTLE, THOMAS H	0.0000	Lunch Monitor	\$2,635.69
TUTTLE, THOMAS H	0.0000	Sub Ruggles Lane	\$463.13
TUTTLE, THOMAS H	0.0000	Sub Teacher	\$45.00
TYLER, DEBORAH A	1.0000	Elem Special Education	\$80,634.00
URE, ANDREA L	0.8000	Aide Special Education	\$19,290.40
URE, ANDREA L	0.0000	Sub Hubbardston	\$1,615.00
URE, ANDREA L	0.0000	Sub Aide Period	\$162.00
VAILLANCOURT, SASHA L	1.0000	Elem Special Education	\$86,985.00
VAILLANCOURT, SASHA L	0.0000	Longevity	\$1,500.00
VAILLANCOURT, SASHA L	0.0000	Stipend Building Move	\$237.67
VALARDI JR, EDWARD J	1.0000	P & F Supervisor	\$25,792.00
VALARDI JR, EDWARD J	1.0000	Custodian	\$23,450.56
VALARDI JR, EDWARD J	0.0000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	0.0000	Custodian OT	\$190.10
VALARDI JR, EDWARD J	0.0000	Shoe Allowance	\$150.00
VALARDI, BRENDA J	0.7700	School Nutrition	\$14,891.70
VALARDI, BRENDA J	0.0000	Longevity	\$525.00
VARIN, KERRY E	1.0000	HS Social Studies	\$11,074.31

VARIN, KERRY E	0.0000	Longevity	\$251.37
VARTERESIAN, MARY M	0.0000	Sub Teacher	\$480.00
VASSEUR, CARRIE A	1.0000	Literacy Coach	\$89,207.13
VASSEUR, CARRIE A	0.0000	Stipend Academic Coordinator	\$3,750.00
VASSEUR, CARRIE A	0.0000	Stipend Capstone Manager	\$1,790.00
VASSEUR, CARRIE A	0.0000	Stipend 719 - Accel Lit Learning Team	\$960.00
VASSEUR, CARRIE A	0.0000	Sub HS Period	\$756.00
VASSEUR, CARRIE A	0.0000	Longevity	\$750.00
VASSEUR, CARRIE A	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
VASSEUR, CARRIE A	0.0000	Sub MS Period	\$27.00
VAZQUEZ, ASHLEY	1.0000	Aide Autism	\$35,023.00
VERHAM, MICHELLE L	0.8300	School Nutrition	\$12,600.00
VERROCHI, EDWARD R III	1.0000	MS English	\$90,276.00
VERROCHI, EDWARD R III	0.0000	Stipend 121 - Summer Acc Academy	\$3,000.00
VERROCHI, EDWARD R III	0.0000	Sub MS Period	\$891.00
VERROCHI, EDWARD R III	0.0000	Longevity	\$750.00
VERROCHI, EDWARD R III	0.0000	Sub HS Period	\$27.00
VIDRINE, TERESA A	1.0000	Elem Art	\$57,446.56
VILLANOVA, CAROL-ANNE	1.0000	HS English	\$88,113.00
VILLANOVA, CAROL-ANNE	0.0000	Longevity	\$750.00
VILLANOVA, CAROL-ANNE	0.0000	Advisor HS	\$742.44
VILLANOVA, CAROL-ANNE	0.0000	Sub HS Period	\$81.00
VILLANOVA, CAROL-ANNE	0.0000	Sub MS Period	\$27.00
VINCENT, REBECCA T	1.0000	Elem STEM	\$63,654.00
VOILAND, COURTNEY K	0.0000	Lunch Monitor	\$1,952.28
VYCE, JANICE A	1.0000	MS Science	\$88,113.00
VYCE, JANICE A	0.0000	Longevity	\$1,000.00
VYCE, JANICE A	0.0000	Sub MS Period	\$135.00
WADSWORTH, DALE G	1.0000	Elem Teacher	\$65,564.00
WADSWORTH, DALE G	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
WAGNER, ANDREW W	1.0000	Guidance	\$77,409.00
WAGNER, ANDREW W	0.0000	Stipend 240 S	\$2,658.92
WAGNER, ANDREW W	0.0000	Longevity	\$750.00
WAITE, CLARISSA L	1.0000	MS Special Education	\$94,607.00
WAITE, CLARISSA L	0.0000	Stipend 240 S	\$2,080.00
WAITE, CLARISSA L	0.0000	Longevity	\$1,500.00
WALL, CASSIDY J	1.0000	Elem Music	\$64,206.00
WALL, CASSIDY J	0.0000	Private Music Instructor	\$700.00
WALSH, ANDREW A	1.0000	Director of Technology	\$112,179.00
WALSH, ANDREW A	0.0000	Vacation Buyback	\$4,314.60
WALSH, ANDREW A	0.0000	Travel	\$2,000.00
WALSH, ANDREW A	0.0000	Longevity	\$750.00
WARD, NICOLE M	1.0000	Aide Special Education	\$4,635.72

WARD, NICOLE M	1.0000	Aide Autism	\$4,036.92
WATSON, MELISSA A	0.8000	Aide Special Education	\$17,611.65
WATSON, MELISSA A	0.0000	Sub Teacher	\$1,530.00
WATSON, MELISSA A	0.0000	Sub Aide Period	\$393.30
WEBER, RICHARD S	0.0000	Summer Custodian	\$185.60
WEEKS, SARAH N	1.0000	Clinician	\$65,564.00
WEEKS, SARAH N	0.0000	Stipend 240 S	\$2,661.36
WEIDERMAN, GARTH R	1.0000	HS Special Education	\$85,094.00
WEIDERMAN, GARTH R	0.0000	Coaching (Spring)	\$3,936.11
WEIDERMAN, GARTH R	0.0000	Coaching (Fall)	\$3,071.68
WEIDERMAN, GARTH R	0.0000	Sub HS Period	\$324.00
WEIDERMAN, GARTH R	0.0000	Coach Soccer Camp	\$300.00
WEIDERMAN, KELLY A	1.0000	HS English	\$88,113.00
WEIDERMAN, KELLY A	0.0000	Stipend 719 - Accel Lit Learning Pilot Tester	\$450.00
WEIDERMAN, KELLY A	0.0000	Sub HS Period	\$378.00
WELCH, JOANNE L	0.9000	Aide Special Education	\$26,681.40
WELCH, JOANNE L	0.0000	Sub Hubbardston	\$3,375.00
WELCH, JOANNE L	0.0000	Longevity	\$550.00
WELCH, JOANNE L	0.0000	Sub Aide Period	\$276.77
WHEELER, JAMES D III	1.0000	HS Social Studies	\$58,518.00
WHEELER, JAMES D III	0.0000	Stipend PD	\$600.00
WHEELER, JAMES D III	0.0000	Sub HS Period	\$162.00
WHITCOMB, MARISOL T	1.0000	Intervention Tutor	\$41,149.23
WHITCOMB, MARISOL T	0.0000	Longevity	\$750.00
WHITCOMB, MARISOL T	0.0000	Stipend 121 - Summer Acc Academy	\$687.50
WHITE, JOSEFINA C	1.0000	HS World Language	\$57,045.00
WHITE, JOSEFINA C	0.0000	Stipend Additional Classes	\$2,200.34
WHITE, JOSEFINA C	0.0000	Sub HS Period	\$81.00
WHITE, JOSEFINA C	0.0000	Sub MS Period	\$27.00
WHITNEY, CAROL W	1.0000	School Nutrition	\$19,347.98
WHITNEY, CAROL W	0.0000	School Nutrition Extra Hours	\$1,506.28
WHITNEY, CAROL W	0.0000	Longevity	\$525.00
WILCOX, ASHLEY L	1.0000	Aide Autism	\$10,520.75
WILLIAMS, JOSEPH M III	1.0000	HS Comp Science/Technology	\$88,113.00
WILLIAMS, JOSEPH M III	0.0000	Stipend PD	\$2,400.00
WILLIAMS, JOSEPH M III	0.0000	Stipend 400 - Innov Path	\$780.00
WILLIAMS, JOSEPH M III	0.0000	Sub HS Period	\$594.00
WILLIAMS, JOSEPH M III	0.0000	Stipend PD	\$80.00
WILLIAMS, JOSEPH M III	0.0000	Sub MS Period	\$27.00
WILSON, KYLIE T	1.0000	Elem Ther Classroom Teacher	\$58,209.44
WINE, RYAN R	0.0000	Coaching (Fall)	\$3,012.61
WISEMAN, JOHN J	1.0000	Custodian	\$34,664.16
WISEMAN, JOHN J	0.0000	Custodian OT	\$1,901.42



QUABBIN REGIONAL SCHOOL DISTRICT
2021/2022 Employee Salaries for Town Report

WISEMAN, JOHN J	0.0000	Shoe Allowance	\$150.00
WORTHINGTON, PATRICIA A	1.0000	Principal	\$122,756.62
WORTHINGTON, PATRICIA A	0.0000	Stipend IEP Duties	\$4,000.00
WORTHINGTON, PATRICIA A	0.0000	Longevity	\$2,000.00
WORTHINGTON, PATRICIA A	0.0000	Stipend Advanced Degree	\$1,000.00
WYMAN, JOSEPH D	1.0000	Asst Dir of Teaching, Learning & Support	\$94,747.62
WYNNE, AILEY P	1.0000	HS English	\$82,616.00
WYNNE, AILEY P	0.0000	Longevity	\$750.00
WYNNE, AILEY P	0.0000	Sub HS Period	\$297.00
WYNNE, AILEY P	0.0000	Sub MS Period	\$27.00
YOUNG, BRIAN T	0.0000	Coaching (Fall)	\$4,369.08
YOUNG, HUNTER A	0.0000	Summer Custodian	\$232.00
YOUNG, JANE R	1.0000	School Nurse	\$83,773.00
YOUNG, JANE R	0.0000	Stipend 121 - Summer Acc Academy	\$137.50
YOUNG, SADIE J	1.0000	Intervention Tutor	\$25,665.09
YOUNG, SADIE J	0.0000	Sub Teacher	\$50.00
ZACEK, MARIE M	1.0000	Kindergarten Teacher	\$78,288.00
ZACEK, MARIE M	0.0000	Longevity	\$750.00
ZACEK, MARIE M	0.0000	Sub Oakham	\$40.00
ZALNERAITIS, MICHELLE M	1.0000	MS Teacher	\$92,429.00
ZALNERAITIS, MICHELLE M	0.0000	Coaching (Fall)	\$5,016.79
ZALNERAITIS, MICHELLE M	0.0000	Stipend 125 - Math Vaca Camp	\$3,000.00
ZALNERAITIS, MICHELLE M	0.0000	Longevity	\$750.00
ZALNERAITIS, MICHELLE M	0.0000	Coach Field Hockey Camp	\$525.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend Mentor Program	\$500.00
ZALNERAITIS, MICHELLE M	0.0000	Sub MS Period	\$324.00
ZALNERAITIS, RICHARD P	1.0000	MS Technology	\$83,773.00
ZALNERAITIS, RICHARD P	0.0000	Longevity	\$1,500.00
ZALNERAITIS, RICHARD P	0.0000	Coaching (Spring)	\$1,328.85
ZALNERAITIS, RICHARD P	0.0000	Stipend PD	\$1,260.00
ZALNERAITIS, RICHARD P	0.0000	Sub MS Period	\$243.00
ZALNERAITIS, RICHARD P	0.0000	Sub MS Period	\$20.00



MONTACHUSETT REGIONAL VOCATIONAL
TECHNICAL SCHOOL DISTRICT



2022 ANNUAL REPORT

1050 Westminster Street
Fitchburg, MA 01420

www.montytech.net



Letter *from* Leadership



The 2021-2022 school year was my eighth year serving as School Principal at Monty Tech, and I am honored that it concluded with my appointment to a new role – that of Superintendent-Director. Having been part of this remarkable educational community, developing a deep understanding of initiatives – both large and small – that are an integral part of our educational programs, and working with and learning from our outstanding faculty, staff and administrative team, has allowed for a successful transition into this new position. I could not be more grateful for the encouraging and kind remarks I continue to receive from students and parents, faculty and staff, and the regional business community, whose support means so much to the Monty Tech family.

With the effects of the pandemic still being felt, students and staff were encouraged to maintain health and safety standards learned in the previous year, but to also return to a new “normal.” Daily in-person instruction, off-campus construction projects, and Skills competitions returned. While the pandemic certainly brought questions, fears, and insecurities to the surface for many, it also provided instructional staff with opportunities to collaborate and develop new skills in infusing technology into daily lessons. Monty Tech instructors worked tirelessly, with a new appreciation for instructional technology, to embed some of “what worked” into their daily, class instruction. Collecting assignments via Google Classrooms, conducting quick learning assessments via apps like Quizizz or Kahoot, and assigning group learning projects using Google Slides and Docs, teachers resulted in a heightened level of student engagement.

The regional workforce also seemed to find its footing in FY22, welcoming approximately 200 students into local shops and businesses to work and learn alongside industry professionals, through the school’s long-standing co-op program. Another remarkable example of school-to-business collaboration was demonstrated when eight businesses submitted letters of support to Commonwealth Corporation on the school’s behalf. Attesting to their belief in Monty Tech training programs, agreeing to interview program completers, and even highlighting Monty Tech graduates currently on staff, these letters were instrumental in the acquisition of a \$600,000 grant award, which would provide no-cost training for young adults throughout our area. Monty Tech understands the value of a vocation, and through the Career Technical Initiative, we have been able to extend training opportunities beyond the school day, helping a wide range of adults train for those high wage, high skills jobs that remained unfilled when the pandemic subsided.

As the value of a vocational education becomes more evident, we have seen applications to attend Monty Tech on the rise. While we understand that frustration that can come with not being admitted to a school of your choosing, we are challenging ourselves to work with local school leaders to establish practices and programs that will ensure as many students as possible are admitted from each sending community, and that all students who are interested in the school have an opportunity to visit and tour our campus. Undoubtedly, a highlight of the 2021-2022 school year was seeing all eighth grade students from Fitchburg Public Schools join our tour day event. I look forward to further discussions and collaborations with area school leaders, so that we may establish innovative training programs that will serve those who want a vocational experience, but have not yet attended Monty Tech.

I remain humbled and honored to lead such an outstanding organization, and thank you for your continued support.

Respectfully submitted,

A handwritten signature in black ink that reads "Thomas R. Browne". The signature is written in a cursive, flowing style.

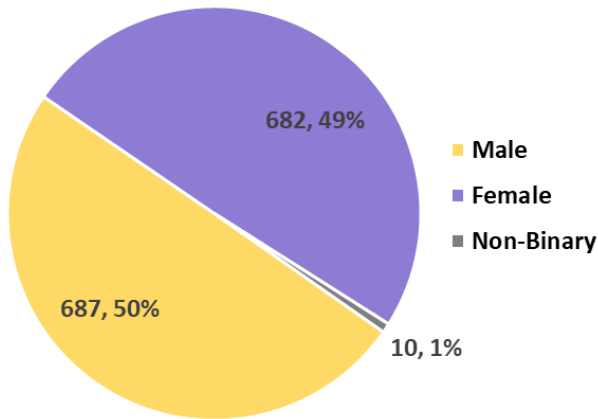
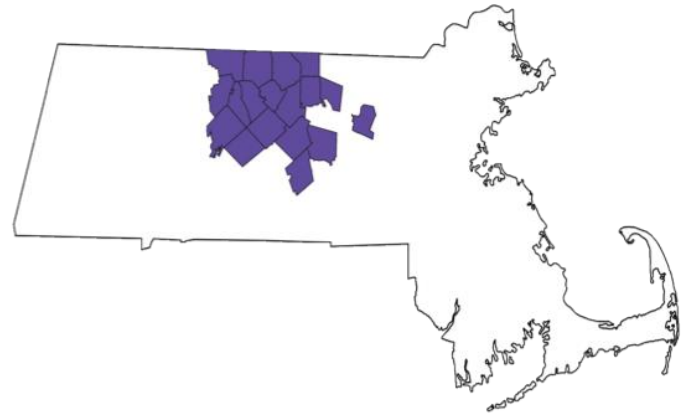
Thomas R. Browne, Superintendent-Director

Our School Community

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

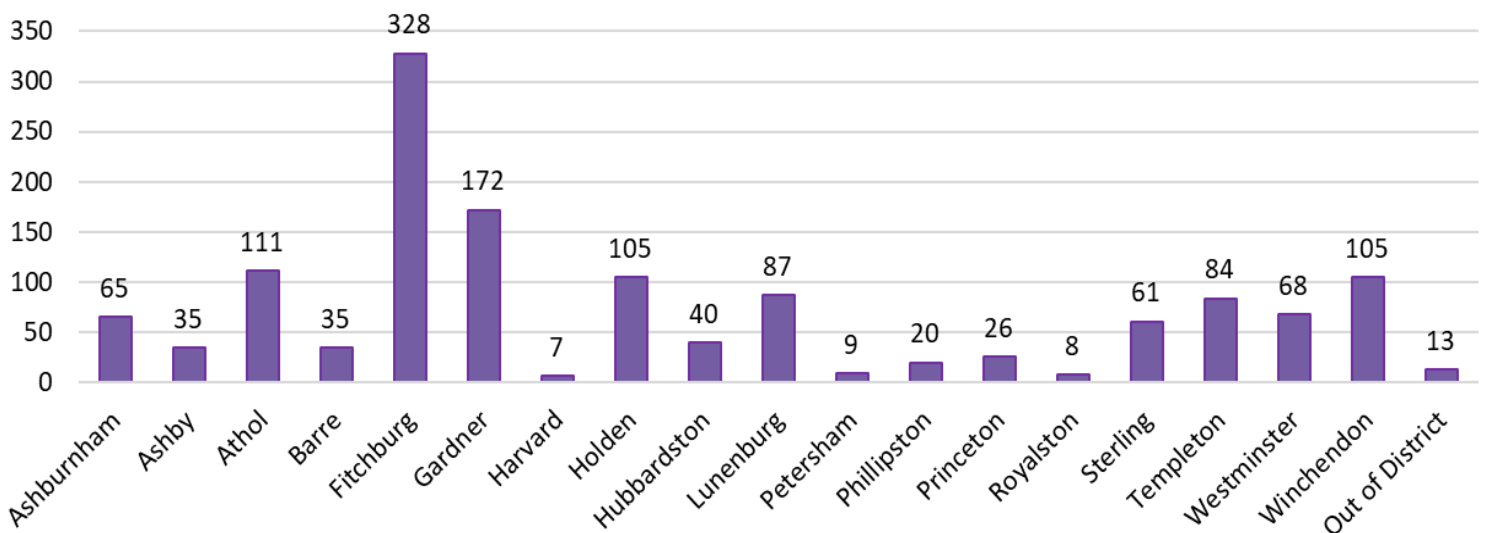
Lunenburg
 Petersham
 Phillipston
 Princeton
 Royalston
 Sterling
 Templeton
 Westminster
 Winchendon



On June 1, 2022, student enrollment at Monty Tech included 1,379 students in grades nine through twelve, representing each of the district's eighteen sending communities. This total was slightly lower than traditional school years. However, as with most school districts, the impact of COVID did have an adverse effect on overall enrollment. 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.

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.

2021-2022 Enrollment by Town



Financial Report



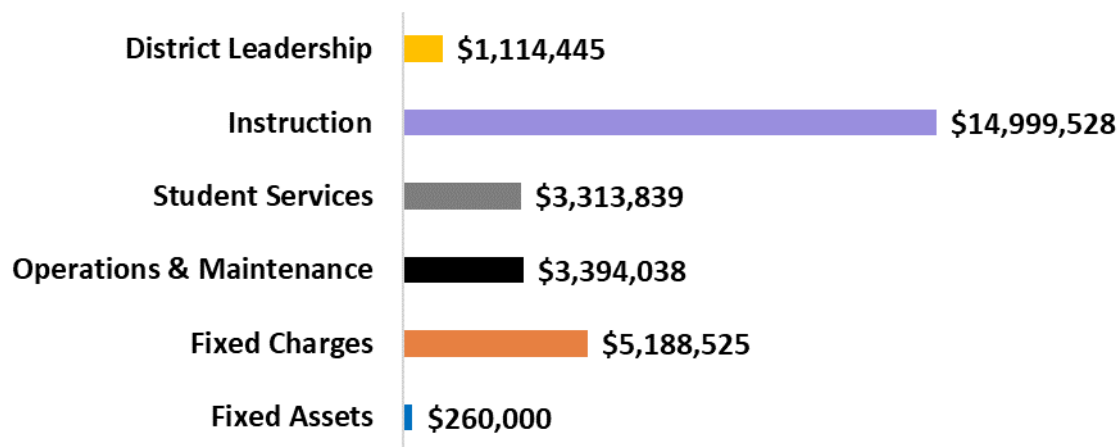
In an effort to develop a cost-effective budget for the fiscal year 2021-2022, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2021-2022 Educational Plan totaled \$28,605,425 which represents a 0.73% decrease over the 2020-2021 Educational Plan. The District’s FY22 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$203,320 or 0.78%.

To supplement the local budget, school officials pursue grant funding to provide valuable educational and social services to the diverse student population. For fiscal year 2022, state and federal grant sources provided the school with \$2,927,860. Programs funded by these grants include: Elementary and Secondary Schools Emergency Relief Funds, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Vocational Capital Equipment Initiatives, Life Sciences, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

The District is participating in an annual financial audit, conducted by the accounting firm of Melanson, Heath and Co. from Greenfield, Massachusetts. School officials anticipate a good report.

Expenses for the 2021-2022 school year include:

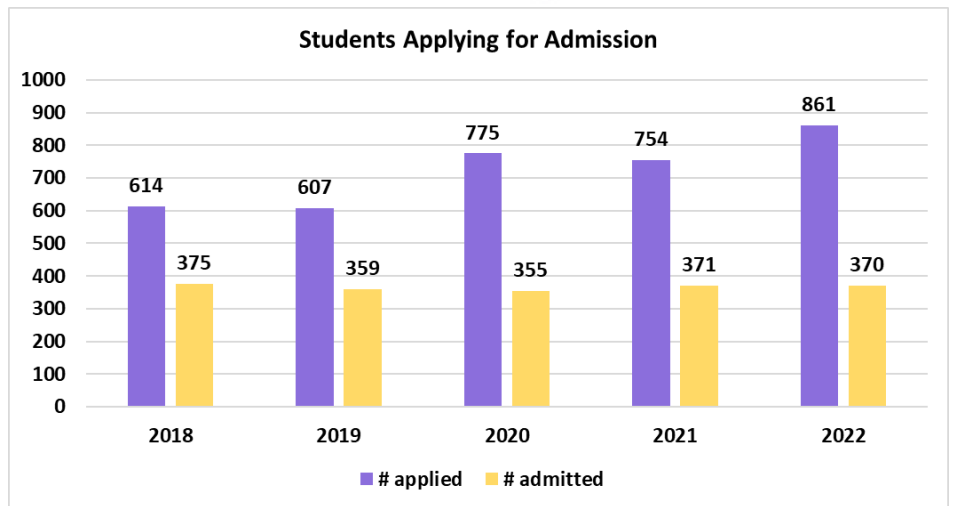
FY 22 Expenses by Category



Attending *Monty* Tech

As vocational schools across the Commonwealth grow in popularity, and the value of vocational training becomes more evident, we have seen a steady increase in the number of students applying for admission to Monty Tech.

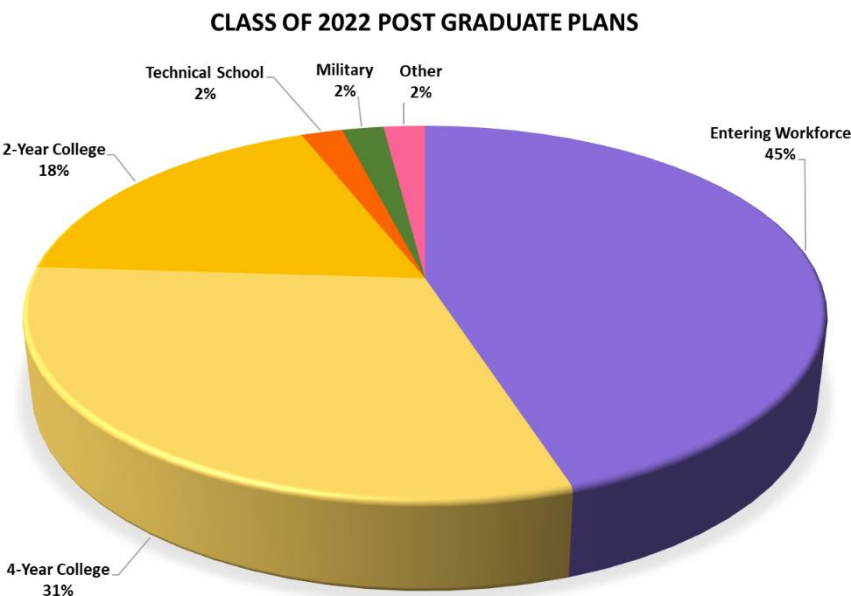
With seats available limited only by our building capacity, and a deep understanding of the increasing demand, school leaders continue to work with



area school and business leaders to develop and expand programs to address this concern. Whether these new programs are offered in the evening through the School of Continuing Education, or even during the traditional school day, our goal is to expand access so that students who hope to enter the workforce may do so with a set of valuable skills and industry-recognized credentials that will make them more employable, and better equipped to grow and learn in the occupation of their choosing.

While Monty Tech continues to ensure that students are job ready immediately after graduation, not all students who graduate from Monty Tech choose to enter the workforce upon completion. In fact, several of the school's vocational training programs prepare students for advanced education and training in high-wage, high-skill careers in engineering, allied health, business, education and computer sciences that demand a bachelor's and even master's degree. As such, it is imperative that the school also prepare those students for college level coursework.

Students who attend Monty Tech must successfully complete all of the same academic requirements that students in comprehensive high schools complete, but at Monty Tech, students are only in academic classes



every other week. Many students may find adjusting to this week on – week off schedule challenging, but it is this same schedule that provides Monty Tech students with time to explore and learn in a chosen vocational program at a deeper level. Whether running the school's on-site, full-service restaurant, operating the School Store, building a home for Habitat for Humanity, or performing community services across our sending communities, Monty Tech students are developing technical skills, while also learning critical time management and study skills. We are confident that whether our graduates choose to pursue college or career pathways, they are prepared for what lies ahead.



Academics

During the Spring of 2022, 10th grade students took the Next Generation MCAS examination in English Language Arts, Mathematics, and Biology. In addition, select 9th graders also sat for the Next Generation MCAS Biology exam. Students performed well across all subject areas, with a passing rate of 100% in English Language Arts, 97% in Mathematics, and 97% in Biology.

While Monty Tech is certainly known for its strong vocational training programs, its academic programs continue to evolve to prepare graduates for diverse and challenging college and career pathways, and are widely known to effectively prepare students at all levels to reach their goals. A focus in recent years has been the incorporation of new and updated materials and coursework to expand STEM opportunities for students. In FY22, Monty Tech applied for a Massachusetts Life Science Center grant, developed in collaboration with our post-secondary partners at Fitchburg State University. Using the \$110,000 award, Monty Tech instructors will work collaboratively to align course expectations with FSU’s Anatomy & Physiology class, laying a foundation for a first-ever articulation agreement with FSU.

Instructors look forward to participating in curriculum development activities at the University, and will attend related, immersive professional development programs to build capacity and collect/share valuable expertise from colleagues. Additionally, when the proposed agreement (Dual Enrollment or Articulation) is finalized, students who successfully complete the course will earn 4 college credits, saving them time and as much as \$1,900 as they consider pursuing STEM college pathways.

Monty Tech students also benefitted from the establishment of another new science course in FY22, Microbiology. Instructors developed the new curriculum and travelled to Texas to participate in the National Science Teaching Association Annual Conference, while school officials renovated a science lab to replicate a biomedical facility. All new course materials, equipment and technology was purchased and the addition of a valuable STEM opportunity has been a welcome addition to an already rigorous science program.

In May of 2022, 120 students participated in AP Exams. Those 120 students took 162 AP Exams collectively. An impressive 82 of the 120 students were eligible to receive college credit for qualifying scores of 3+. That is a 68.33% pass rate, which is higher than the global average and a significant increase from the previous school year.

Additionally, to support the expansion of AP course offerings, three instructors completed the training to teach AP Seminar during the summer of 2022. AP Seminar is now offered as a co-taught elective course for juniors. As an extension of AP Seminar, instructors will be trained to teach AP Research during the summer of 2023. Together, AP Seminar and AP Capstone will allow MT students to qualify for the AP Capstone designation upon graduation. Students who earn the AP Capstone designation are highly qualified for college success, and thus, more likely to gain admission into competitive colleges and universities.

	2018	2019	2020	2021	2022
Total AP Students	95	113	106	142	120
Number of Exams	134	148	146	189	162
AP Students with Scores 3+	46	69	75	61	82
% of Total AP Students with Scores 3+	48.42%	61.06%	70.75%	42.96%	68.33%

Vocational Training



While students and staff at Monty Tech have always known the value of a vocational education, it may have taken a pandemic and the return to in-person learning in 2022 to be reminded of the significance and benefit of hands-on learning.

Students and staff across the twenty-one different vocational-technical education programs gladly returned to the important work of building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services. The school restaurant reopened, and cosmetology students once again demonstrated their talents on live clientele. The 2021-2022 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.

Advanced Manufacturing: Advanced Manufacturing aligns the revised frameworks with local workforce needs, job titles and qualifications, and assists in a better job placement for qualified students and program graduates. Six Junior students completed the NC3 PMI 6 Certification, and now have 6 stackable credentials in Precision Measuring Instruments. All 16 sophomores passed MACWIC level 1, while all Freshman students successfully completed safety training, earning an OSHA 10-hour general industry certification. Students and instructors completed many projects for the community which includes the New England Mountain Bike Association, and the Town of Barre. Six Seniors and five Juniors earned co-op placements, working and learning in area machine shops. (Total student enrollment: 51)



Auto Body Collision Repair Technology: Monty Tech Auto Body students earned valuable industry credentials in the 2021-2022 School year. Students earned the OSHA 10-hour general industry card, EPA 6H spray certification, I-Car Pro Level One in Refinishing, and I-Car Pro Level One in Non-Structural Repair. Three Seniors and three Juniors earned co-op placements, and were reported to be valuable contributors in local repairs shops in the area. Two Seniors won medals at SkillsUSA, a bronze medal and a gold medal for refinishing, with the gold medal winner advancing to the state competition. Students enjoyed a variety of community service projects, to include repairing and painting a SUV for the Gardner Police Department, and painting a sign bracket for the Town of Petersham Cemetery. (Total student enrollment: 62)

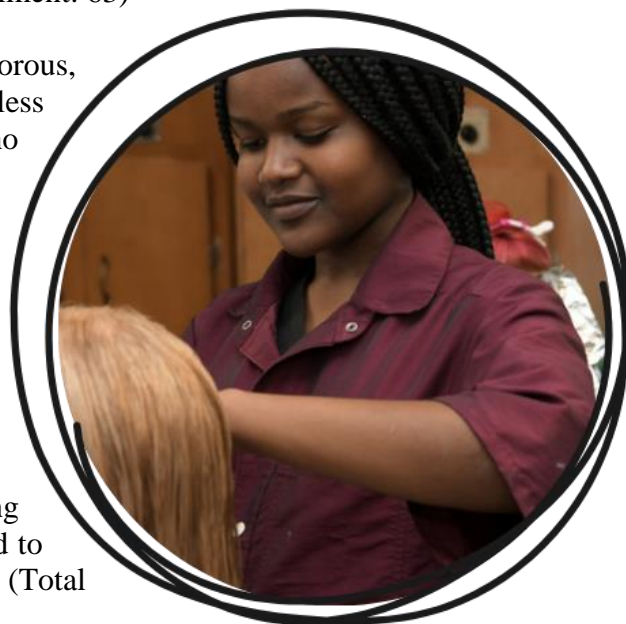
Automotive Technology: Sixteen Automotive Technology students earned their NC3/Snap On 525F Digital Multimeter certification. These industry-recognized credentials will enhance the students' level of competency within the automotive industry for years to come. Four students qualified for the SkillsUSA district competition, where they earned 1st, 2nd, 4th and 7th place distinctions. Eight Seniors & four Junior students earned co-op placements, while those who remained at the campus continued to perform a variety of repairs that included transmission replacements, intake manifolds, brake work, and various other technical repairs, demonstrating technical skills that are required for any service technician in our area. (Total student enrollment: 65)

Business Technology: Throughout the 2021-2022 school year, students in Monty Tech’s Business Technology program benefitted from a collaboration with Workers Credit Union and participation in the institution’s financial literacy program. The opportunity to participate in these workshops has been met with great enthusiasm from students, who completed nine modules and earned a financial literacy certificate. Instructors continue to work closely with post-secondary colleagues to refine and develop new articulation agreements. A recently renewed agreement with Mount Wachusett Community College provides qualified students with 21 college credits at no cost to the student. A total of seven students placed at the SkillsUSA district level competitions, earning distinctions in the Computer Office Applications and Customer Service competitions. Additionally, six Seniors and three Juniors earned co-op placements during the 2021-2022 school year, working and learning in a variety of businesses across the region. (Total student enrollment: 52)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects small and large, across the campus and beyond. During the 2021-2022 school year, students completed projects that included: a kitchen remodel for the Summer Street Fitchburg Fire Department, building four red oak bookcases for the children’s section of the Phillip’s Free Public Library, constructing baseball racks for the Sterling Little League program, and using the program’s state-of-the-art CNC machine to cut ten custom signs for the Petersham Cemetery. Students also worked to design, manufacture and assemble 450 gifts for the return to the Superintendent’s dinner. Items such as cutting boards, cherry benches, sets of corn hole boards, candle displays and custom lazy Susans were handcrafted by talented students, and sold to raise funds for the student scholarship program. Ten Seniors & eight Juniors earned co-op placements, representing the program so well. Sophomores completed OSHA Construction 10 hour course, while Freshmen completed the OSHA Careersafe 10 hour online course. (Total student enrollment: 63)

CAD/Drafting & Design: In 2021-2022, four Monty Tech CAD/Drafting & Design Senior students and two Juniors earned coveted co-op placements. CAD students at all levels earned a number of valuable industry-recognized certifications including AutoCAD, Inventor, Revit, and Solidworks, while Freshmen students completed the 10 hour OSHA CareerSafe Online course. The shop completed a variety of customer requests, including signs, banners, and posters for school personnel and local non-profit organizations. Two Junior students participated in SkillsUSA, and competed in the area of Laser Engraving. They performed quite well, earning a gold medal for their detailed work. (Total student enrollment: 63)

Cosmetology: The Monty Tech Cosmetology program is a rigorous, state-approved program, that provides students with countless opportunities to refine their cosmetology skills on clientele who understand and appreciate the learning environment. During the 2021-2022, clients were allowed to come back to the Salon. The Senior class completed eighteen trade specific certifications taught by distinguished artists from across the globe through BehindtheChair.com. Program instructors continue to work with post-secondary colleagues, to develop new and maintain existing articulation agreements that will grant qualified students with college credits, should they choose to pursue additional education when they leave Monty Tech. Seventeen of the program’s Seniors earned their cosmetology licenses, and two Seniors enjoyed working in local salons through the school’s co-op program, which proved to be extremely beneficial to their training and skill development. (Total student enrollment: 85)



Culinary Arts: Monty Tech Culinary Arts students and instructors operate a full-service restaurant and bakery, serving approximately 100 patrons daily. 2021-2022 proved to be a busy year for Culinary Arts students, who were called upon to bake cookies for the highly anticipated sale of Holiday Cookie Kits. Students baked and

packaged more than 2,500 cookies and 600 bags of colored icing to support this fundraising endeavor. All proceeds benefited the Monty Tech student scholarship fund. Instructors continue to instill the importance of community service, working with students to cater a special event for the Ryan Patrick Jones Foundation, held at nearby Westminster Senior Center. The program also donated leftover baked goods to Our Father's House in Fitchburg throughout the school year. While building technical skill proficiency and customer service skills, students also had an opportunity to earn ServSafe Certifications and OSHA 10 hour Culinary certifications. (Total student enrollment: 67)



Dental Assisting: Monty Tech Dental Assisting instructors continue to emphasize the need for students to earn valuable industry-recognized credentials, as a means to demonstrate technical skill and proficiency. As a result, all students work and prepare for Dental Assisting National Board (DANB) certification exams. In 2021-2022, 93% of students passed the DANB Infection Control exam, and 100% passed the DANB Radiology exam. These outstanding pass rates are a true testament to the high quality instruction in the Monty Tech Dental Assisting program, and something the school continues to be so proud of. A total of nine Seniors earned co-op placements, while the remaining Juniors and Seniors earned experience through affiliation/externship opportunities in area dental clinics and offices. All Seniors & Sophomores received the American Red Cross for Basic Life Support CPR/AED certification. Through the Community Health Connections Caring for Kids Program, Monty Tech students qualified to receive free dental cleaning, radiographs, and sealants, and Dental Assisting students were invited to assist in selected procedures. This chairside experience, working with area practitioners, continues to be a highlight for students enrolled in the rigorous program. (Total student enrollment: 57)

Early Childhood Education: Students enrolled in the Monty Tech Early Childhood Education program benefit from an on-site daycare facility that allows them to work with trained professionals and young children throughout the day. Working with and caring for young children requires students to demonstrate caring and compassion, as well as a working knowledge of child development theory and practice. To that end, instructors have designed a curriculum that is infused with opportunities to earn meaningful credentials that include: Department of Early Education & Care Strong Start Training, American Red Cross First Aid and CPR training and certification, and the National Child Development Associate Teacher Certification. Nine Seniors and one Junior earned co-op placements, gaining valuable experience working with young children in local child care centers, while two additional Seniors and twelve Juniors gained experience at local affiliation sites. (Total student enrollment: 48)



Electrical: Throughout 2021-2022, students and instructors in the Monty Tech Electrical program wired numerous machines, equipment, computers, and lights throughout the school. Twelve Seniors & eight Juniors earned co-op placements, which allowed them to gain important on-the-job skills and additional training in the industry. With guidance from program instructors, students wired the Habitat for Humanity house in Hubbardston, wired an air conditioning system for the Leominster State Police barracks, and also added emergency lighting wall units for the Mason's Lodge in Barre, MA. A testament to the quality instruction and popularity of the program, the Freshman class filled with 24 first choice students, and all successfully completed the 10-hour OSHA training and certification. (Total student enrollment: 93)

Engineering Technology: The Engineering Technology program at Monty Tech is a rigorous program, infused with a 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. The shop layout has changed to allow for more bench work and hands-on activities, and a designated automation and 3-d printing lab area has been created. Students were recently introduced to the Amatrol software curriculum, which supports all areas of the Massachusetts Chapter 74 Engineering Technology Frameworks. Seven students were employed by area businesses, and all Freshmen completed the OSHA 10-hour general industry training and certification program. (Total student enrollment: 62)

Graphic Communications: Throughout the 2021-2022 school year, students in the Graphic Communications program produced numerous projects for district cities and towns, and a variety of non-profit organizations within the district. Five Seniors and one Junior earned co-op placements, which allowed them to continue their on-the-job training in a real-world work setting. Graphics students consistently perform well at SkillsUSA competitions, and the 2021-2022 school year was no exception. Two students traveled to the National SkillsUSA competition, having won the state gold medal in State Pin Design and Graphics Sublimation. The Printing Industries of New England also recognized Monty Tech talent, awarding more than 40 students with awards and scholarship funds, making post-secondary aspirations a reality for several of our most talented students. (Total student enrollment: 84)



Health Occupations: The Health Occupations program continues to be one of the more competitive programs at Monty Tech, providing a rigorous education grounded in current medical knowledge and practice, balanced by hands-on learning opportunities in the on-site Sim Lab and through the use of state-of-the-art Anatomage technology. Phlebotomy lessons and hands-on applications were introduced to students in their Senior year of study, only adding to an already impressive array of skills and knowledge. Fifteen Seniors were partnered with area clinics, through the school's co-op program, where they continued to learn and flourish in their chosen field, while back on campus, underclassmen focused on achieving important industry-recognized credentials. Twenty-four students passed their Clinical Medical Assistant exam, and became nationally certified medical assistants. Twenty-two students passed their Nurse Aide Exam, and another thirteen students passed the Home Health Aide certification exam. One talented student earned a gold medal in Basic Health at the SkillsUSA state competition, and qualified to participate in the national competition. (Total student enrollment: 108)

House Carpentry: The Monty Tech House Carpentry program completed a number of projects, large and small during this 2021-2022 school year. Sophomores completed a trail map kiosk for conservation land in Barre, and ten island flower boxes for the Fitchburg East Rotary Club. Juniors and Seniors worked with instructors to complete the annual building project – a single family residence for Habitat for Humanity in Athol, where students completed interior trim and flooring materials, installed the kitchen and bathroom cabinets and exterior porch details. Students and instructors also completed the work for the Hubbardston Habitat for Humanity single-family residence that was started but not finished in the previous school year. Local charitable organizations often request donations from the House Carpentry department, and students gladly construct and finish countless Adirondack chairs to support the various fundraising efforts. Three Seniors and one Junior participated in the co-op program, and enjoyed their time working and learning from industry professionals. All Sophomores successfully completed training and received OSHA 10-hour Construction certifications. (Total student enrollment: 59)

HVAC & Property Maintenance: In 2021-2022, Monty Tech HVAC & Property Maintenance students and instructors were called upon to do some work at the Leominster State Police Barracks, where they installed a Variable Refrigerant Flow heat pump, making the facility much more comfortable for officers and staff. Additional requests for support were honored, to include building a new shed at Quabbin Regional High School in Barre, and remodeling a shed located at the Barre Transfer Station. Ten Seniors and one Junior earned co-op placements in area businesses, where they demonstrated the broad spectrum of skills they have acquired in this comprehensive training program. All Seniors received Mega Press Certificates, while all Juniors and Seniors successfully earned the EPA 608 Refrigerant Certification and Hot Works Certification. All Freshmen completed the OSHA 10 hour General Industry certification, while Sophomore students also completed the OSHA 10 hour Construction certification. These industry-recognized credentials are a testimony to the students' skills and understanding of safety practices, and may aid in their employment efforts upon graduation. (Total student enrollment: 57)

Information Technology: The Information Technology program continues to offer students opportunities to earn a wide range of industry-recognized certifications that affirm the technical skill proficiency needed for entry-level careers in networking and information technology. In 2021-2022, all Freshmen completed the OSHA 10-hour General Industry training. Sophomore students passed the Test-out PC Pro Certificate exam, the Cisco IT Essential course for computer repair and maintenance, and the Introduction to Networking course. All Juniors completed the CIW Web Curriculum, and Seniors completed the Cisco Python Programming curriculum. Four seniors qualified for the AP Computer Science Principles exam; three sat for the examination, and one earned a score of 3, earning college credits for his performance. Juniors in the program participated and did quite well in the Cyberpatriot and CyberStart America cybersecurity competitions. One team achieved 1st place and advanced to the National semifinals. Two Seniors and two Juniors were on co-op placements during the year, applying their technical skills in area businesses. In total, approximately 100 hours of technical support were completed at the program's Help Desk, where students worked on hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 41)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as numerous projects that were completed during the 2021-2022 school year, including constructing scaffolding at the Habitat for Humanity house in Hubbardston, and constructing a block and brick boundary wall with decorative iron panels at the Fay Club in Fitchburg. Students and instructors worked to improve the school's 50 year old campus, patching and repairing sidewalks and stairs to ensure a safe environment for students, staff and guests. Sophomores received their 10-hour OSHA Construction certification, and Freshmen completed the 10-hour General Industry certification. Four Seniors earned co-op placements, and continued to refine their skills working with industry experts. The school's co-op program is an important example of school-to-business partnerships that help build a stronger workforce in our region, and the Monty Tech Masonry instructors remain grateful for their industry supporters. (Total student enrollment: 47)

Plumbing: During the 2021-2022 school year, Students and instructors completed the single-family house building project, working with Habitat for Humanity in Athol. Students and instructors also began rough



plumbing for the Habitat for Humanity single family home in Hubbardston. Juniors successfully completed their Hot Works safety training and earned that important credential. Freshmen also completed the 10-hour OSHA General Industry safety training, while Sophomore students completed the 10-hour OSHA Construction safety training and certification. Nine Seniors and three Juniors earned co-op placements, which allowed them to continue to grow in the trade, working with plumbing professionals in the area. Sophomores and Seniors were trained in Viega PEX/copper press, earning another valuable certification. One Senior earned the Plumbing All Star Award given by the Plumbing, Heating, and Cooling Contractors Association of Massachusetts; he was also awarded a scholarship for his continuing education. Another talented Senior was awarded the Central Mass Plumbing & Gas Inspectors Association Scholarship to assist his continued education, as well. (Total student enrollment: 69)

Veterinary Science: The 2021-2022 school year marked important progress for the school's on-site Veterinary Clinic. The clinic was open 5 days/week, every week for the first time since opening in 2019. There was a 3-4 week waitlist for appointments and a 2-3 month waitlist for surgeries. A number of fourth year Tufts veterinary students completed an elective rotation at the school's clinic, providing additional support and opportunities for our students to engage with young adults pursuing a degree and career in the veterinary sciences. Twenty-two Seniors earned the Certified Veterinary Assistant certification, and all Juniors and Seniors achieved Fear Free Level 1 and Animal CPR Basic Life Support Certification. Seven Seniors and five Juniors were working and learning in area clinics, through the school's co-op program.

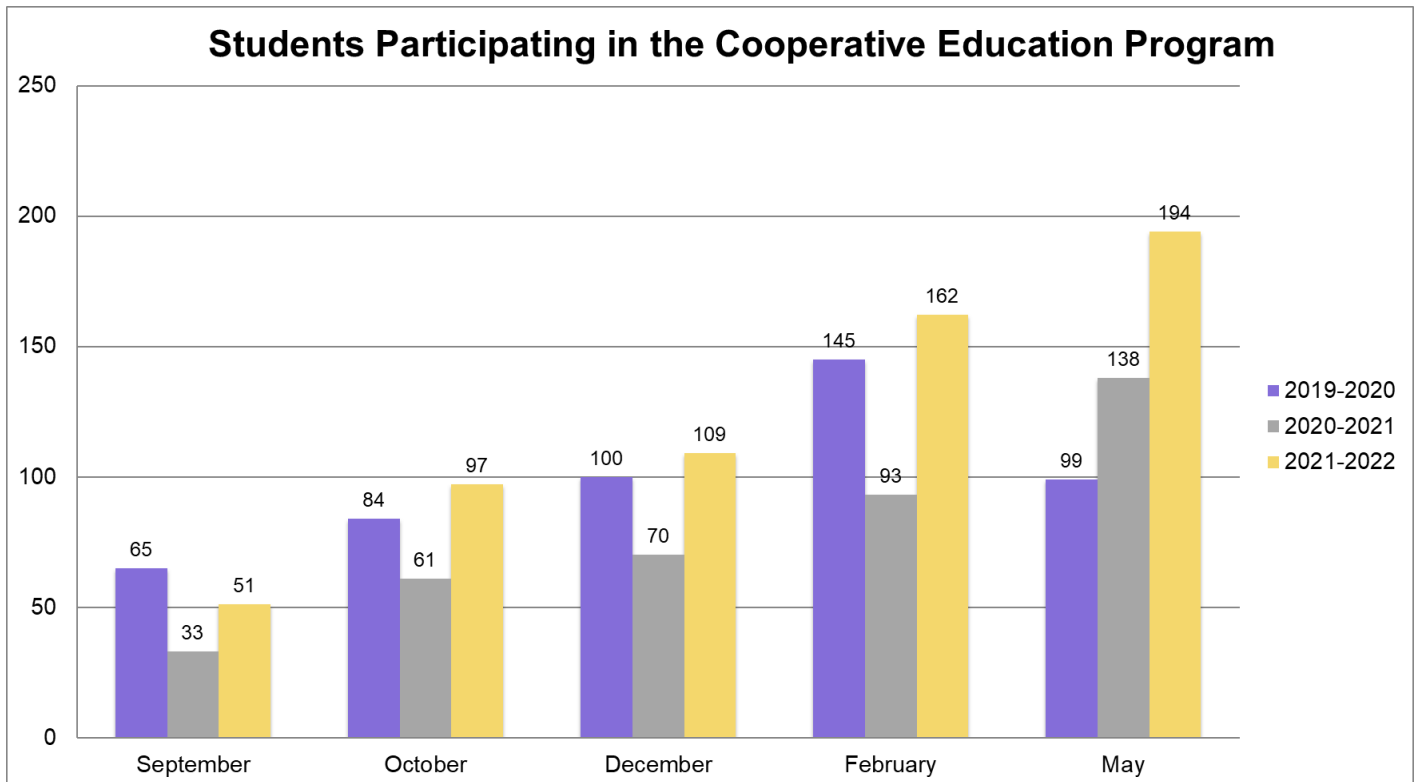
Three Juniors earned gold medals at the SkillsUSA district competitions, and advanced to the state level to represent the school and program in the Open Job Skills and Extemporaneous Speaking competitions. All Freshmen completed the OSHA 10-hour Healthcare training and certification. At the year's end, students and staff recorded 700 patient visits, and 135 new clients seeking services – a strong testament to the value this clinic has brought to the community. (Total student enrollment: 85)



Welding/Metal Fabrication: The Welding/Metal Fabrication Department completed several individual projects for residents of our Monty Tech Community and has also performed numerous projects around the school. Multiple fire pits were fabricated and donated to various organizations in our community, such as the Monty Tech Foundation, Nashoba Valley Chamber of Commerce, and SkillsUSA, supporting their fundraising efforts. The students designed, fabricated, and welded eight rod iron sign brackets for the Petersham Cemetery Committee and modified seventeen railings to accommodate the retaining wall at the Fay Club in Fitchburg. The finished product is something students and staff remain quite proud of. Six Seniors and five Juniors participated in the school's co-op program, earning entry level jobs in area welding and fabrication shops. Freshmen completed the OSHA 10-hour General Industry certification program, while Juniors completed the Hot Works training and certification, and all students completed the OSHA 10-hour Construction certification. Six Seniors participated in the Notch Mechanical Constructor Pipe Welding Challenge and performed exceptionally well. Instructors proudly report that Seniors qualified for the AWS D1.1 Structural Welding Code Qualification Test. (Total student enrollment: 59)

Cooperative Education

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



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 proficiency and employability skills, and making industry connections enhances post-graduate employment opportunities. The Co-op Program also allows students to earn while they learn, which has allowed many students to learn valuable life skills, financial literacy skills, and gain a deeper understanding of the importance of career advancement and self-advocacy.

Employer benefits include addressing workforce needs in an efficient manner. Co-op students provide a pool of trained talent, ready to assume temporary, part-time or even full-time opportunities, thus reducing employer training costs. Co-op work hours may also be tailored to suit the needs of partnering employers.

In 2021-2022, the school saw a return to the workplace, and significant increases in the number of students placed in this valuable training program. With approximately 100 area employers participating in Cooperative Education, providing valuable experience to almost 200 students by the end of the 2021-2022 school year, school officials remain grateful for their continued support, and look forward to future collaborations.

Student *Support* Services

Given the exciting news that schools could return to ‘normal’ during the 2021-2022 school year, the Department of Student Support Services focused its efforts on students’ social and emotional wellness. Defining a new normal and providing structured supports to students as they acclimated to the demands, pace and rigor of academics, vocational programming and extracurricular activities was a top priority. Staff reflected on student data, strengthened community partnerships, implemented new initiatives and expanded on the level of tiered supports offered to our student population. The department continued its important mission to break the stigma of mental health, knowing that everyone adjusts differently and handles stress in various ways. This unified approach, support, and collaboration helped our student body display resilience, grow individually, and meet success.

At Monty Tech, we understand that everyone will require help at some point; that as individuals we all have strengths and weaknesses, and as a result, we strive to implement thoughtful tiered services that promote a feeling of comfort for students when accessing this support. In addition to the department’s current school-based counseling services, Monty Tech and LUK, Inc. collaborated throughout 2021-2022 with the Department of Public Health to provide services to at-risk students and their families. The district also partnered with LUK to create a direct pipeline for telehealth referrals and increased access to counseling supports. Programs such as the HOPE Squad; a peer to peer suicide prevention program, Project AMP; a program to address prevention of substance use among youth ages 13-17, and Students Taking A New Direction (STAND); a program to support students displaying at-risk behaviors have all been implemented.

The Department of Student Support Services has taken the necessary measures to ensure Social Emotional Learning (SEL) is in the forefront of conversations when supporting students as they acclimate to returning to school full time after lengthy periods of time away. Courses and activities designed to promote mindfulness, understanding, and social emotional wellness are part of the many course offerings. Yoga and Meditative Art, Visual Arts, Directed Studies with Social Emotional Learning lessons are all part of the efforts being implemented to ensure we address the needs of all students and support their individual growth and development in a post pandemic world.

During the 2021-2022 school year, Montachusett Regional Vocational Technical School District provided specialized services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and approximately one hundred students adhering to individualized Section 504 plans. While the Student Support Services Department encompasses special education, the department provides support and is available to all Monty Tech students.

The Student Support Services department includes a full-time nursing staff that continues to respond to COVID concerns, administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student’s IEP meetings. 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, proper food and clothing, and military status deployments. The school is also fortunate to have on staff a full-time psychologist, who evaluates all students referred for an initial evaluation or who may require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, available to assist students with disabilities, assess these students and consult with teachers. Finally, 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 Special Education Parent Advisory Council (SEPAC), and the results are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School. The district will be working with the Department of Elementary and Secondary Education (DESE) during the 2022-2023 to review all special education services, timelines, and programs.

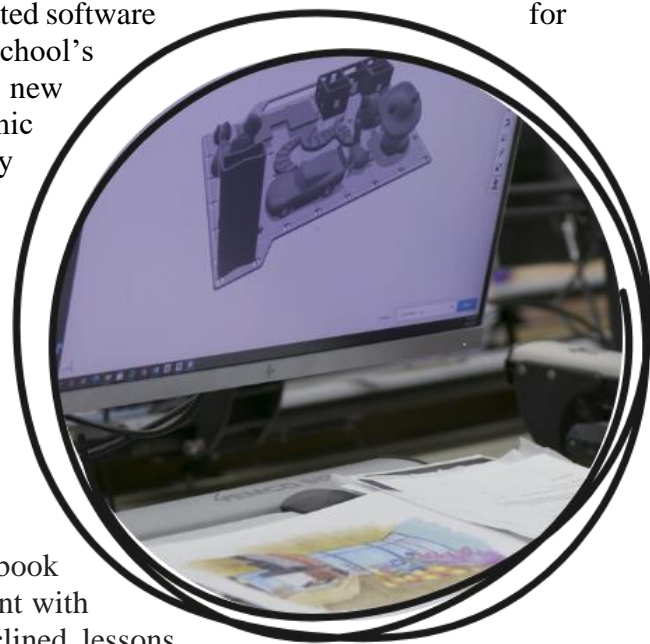
Technology @ Monty Tech

The 2021-2022 school year was a welcome return to normalcy at Monty Tech, relieving the Technology Department of the challenges presented by hybrid and remote instruction and learning that was necessary in previous years. That also meant the department could focus its attention on vetting, selecting and beginning the migration to a new Student Information System. Technology specialists led this complex effort, moving away from Aspen X2 and into Powerschool, which is expected to be a more user-friendly platform, serving students, parents and teachers more efficiently. In addition, the school implemented Performance Matters, a software program that will track and analyze student outcomes. By targeting student achievement and areas of concerns, teachers will be able to immediately address challenges students are facing and offer remediation.

Across the school, students were provided with updated technology to improve vocational training. The Business Technology program received new computers with updated software for their students' use. Students and instructors in the school's CAD/Drafting Technology program also received robust new computers and associated software, and the school's busy Graphic Communications department received long-awaited, high capacity copiers, so that their older machines could be redistributed for teacher use throughout the campus.

Finally, the school invested in a Dell EMC Virtual server solution. This advanced technology can handle the work of twenty-one physical servers, placing them into four much more efficient nodes. These new nodes can handle up to seventy-five servers, so there is room for expansion as the school's technology needs grow in future years.

Monty Tech students continue to benefit from a 1:1 Chromebook initiative, as the school is in its 6th year of providing every student with their own device. While the effects of the pandemic may have declined, lessons learned remain. Instructors who found that communicating with students through Google Classroom or Schoology continue to post lessons, collect assignments, and even offer assessments via this tool. Throughout the 2021-2022 school year, the Technology Department continued to support the additional use of this technology, spending countless hours during the school year upgrading the network and increasing the bandwidth coming into the school to sustain video and audio conferencing, and increased network traffic.



Service Learning



The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) remains one of the school's most worthwhile and engaging programs available to its students. This outstanding leadership program, based on the foundations of instilling a value of citizenship, service to the United States, personal responsibility, and a sense of accomplishment, provides students with countless opportunities to serve as ambassadors in their communities, through the routine demonstration of student leadership development, volunteerism, perseverance, and dedication.

During the 2021 - 2022 school year, MCJROTC Cadets participated in more than 2000 hours of community service and volunteerism. Cadets assisted the Salvation Army by collecting more than \$25,000 in donations, which provided aid to countless families in need during the holiday season.

The Monty Tech MCJROTC cadets were actively involved in the Royalston Police Fair, providing assistance to local vendors, the police department and community residents with the setup and breakdown of this popular event. This annual event raised more than \$4,500 to support the Police Reform Act.

Our cadets also enjoyed service at the Wachusett Brewery-Rock & Roll 5K in Westminister, MA, where they helped raise funds for the NEADS Organization. NEADS trains service dogs for individuals with mental and physical disabilities, many of whom are veterans. To ensure this program was a success, cadets assisted with parking and traffic control for the runners, and assisted vendors with setup and tear down. Another community event that was a highlight for our students was the Annual Blacksmith Festival in Fitchburg MA. Monty Tech cadets assisted competitors and vendors, and while doing so, learned a great deal about community volunteerism and the craft of blacksmithing as a fine art.



Each year, we ask our school community to consider families who may not have a bountiful, healthy meal to look forward to during the holidays. In 2021, we were humbled by an outpouring of donations, which allowed our cadets to assemble more than 100 Thanksgiving and Christmas baskets to be distributed to deserving families in the Monty Tech Community.

While service to others and supporting community events are an essential part of our program, the Monty Tech cadets report a special feeling of pride when assisting with local color guards and participating in community parades. In 2021-2022, these special events were numerous, with as many as nine color guards local civic and veteran ceremonies, which are always a highlight for students and instructors alike.

As our students learn the importance of giving back today, it is also important that they learn our history. To that end, 150 cadets travelled to Boston to walk the freedom trail, visit Faneuil Hall and learn more about our American history. Finally, during the summer of 2022, 60 cadets participated in team building skills, leadership development and physical fitness at Prince William Forest in Triangle, VA. They learned about the history of the Marine Corps as well as American flight history by visiting the Marine Corps Museum, and the Dulles Air and Space Museum. Cadets also travelled to the Marine Corps Base Quantico, where they received a class on Marine Corps and Foreign weapons from the Marine Corps Weapons Training Battalion Staff. It wasn't all work, though. Our outstanding cadets enjoyed the experience of water rafting, zip lining and a celebratory banquet to wrap the memorable week.

Evening Programs

The Monty Tech School of Continuing Education had an exciting FY22, receiving more than \$600,000 in training grants. School leaders applied for and received a generous Career Technical Initiative Grant, which provided the funding needed to rollout new training programs, offered to qualified unemployed or underemployed participants at no charge.

New training programs in Welding and HVAC were developed and saw their first cohort enroll. Students completed 250 hours of training, both in person and virtual, and left with industry-recognized credentials that include Hot Work Certification, OSHA 10 Hour Certification, and an American Welding Society (AWS) Endorsement. Upon completion, students were assisted, in partnership with MassHire North Central Career Center, in job placement.

As we continue to monitor workforce needs and skills gaps, the School of Continuing Education works closely with the MassHire North Central Career Center to determine specific training programs that are most in-demand. Our overarching goal to support the North Central Massachusetts workforce readiness pipeline with an increase in career and licensure courses is evident in new programs that are developed, existing programs that are refined and in traditional journeyman/apprenticeship programs that remain a hallmark of our institution.

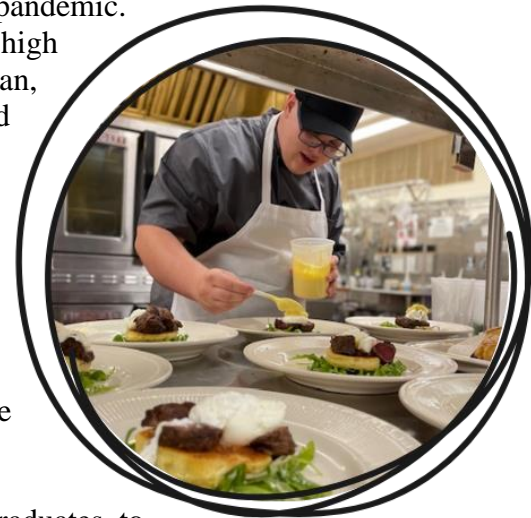
Many other career-track students were eager to return in-person instruction. The popular Cosmetology program was able to reopen their nighttime salon, providing services to clientele during the evening hours, while electrical and plumbing programs were able to resume, and students were back in the classroom, learning from experienced and licensed professionals.

A large medical professional shortage arose in the workforce, due to the pandemic. As a result, graduates from our evening medical programs continue to be in high demand. Valuable training programs like Certified Phlebotomy Technician, Certified Clinical Medical Assistant, Certified EKG Technician, Certified Nurse Aide and Certified Home Health Aide, are able to help close noted workforce shortages. With state recognized and nationally recognized credentials, Monty Tech students are prepared and ready to join the regional workforce.

Serving more than 1,000 community members annually, the Monty Tech School of Continuing Education strives to provide an accessible and supportive learning environment to an adult population seeking workforce training that will lead to high-wage, high-skill jobs.

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 23, 2022 a graduating class of 16 students completed the Practical Nursing Program and entered the nursing profession. The class has thus far achieved a pass rate of 95% on the NCLEX-PN exam (National Council Licensure Examination for Practical Nurses). Program graduates are currently employed in the health care profession throughout Massachusetts, working in various health care settings, such as long-term care, sub-acute care, mental health/substance abuse facilities, physicians' 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 (FSU). Former graduates have successfully transferred into seats in the LPN to BSN Bridge program at FSU and will continue their education to a Bachelor’s of Science 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 seven-year history of the Bridge Program, all of Monty Tech’s Practical Nursing graduates reaching graduation at FSU have passed their NCLEX-RN exam. These former graduates have gone on to work in hospital settings including Heywood Hospital, Beth Israel, and Baystate Medical Center, while others have pursued advanced degrees as Critical Care Nurse Practitioners, Nurse Educators, and Family Practice Nurse Practitioners.

In 2021-2022, Monty Tech Practical Nursing students were asked to complete patient scenarios in the Sim Labs in Terms 2 and 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios and authored several others consistent with the National Council of State Board of Nursing Detailed Test Plan. Instructors have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting.

By successfully developing and implementing a vast library of scenarios reflecting International Association for Clinical Simulation and Learning standards, we hope to prepare our students for any experience they may encounter as a newly licensed Practice Nurse. In Maternity Sim Lab Boot Camp, for example, students utilize the simulation models to imitate the birthing process, from obstetric office visits through labor and common postpartum complications. Well newborn care is also taught. Student feedback has been positive regarding these maternity scenarios, stating it better prepares them for an unexpected outcome during a delivery. This expanded content also better prepares students for Nursing Acceleration Challenge Exam success at Fitchburg State University.

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. In addition to having specialty clinical rotations, students participate in simulation scenarios involving substance abuse and mental health clients, to help to prepare our graduates to work in a substance abuse clinical setting.

The 2022-2023 school year may bring new leadership to Monty Tech, but the vision for improving programs

Looking Ahead

and creative means to accomplish our collective goals will remain intact. In any given year, school districts may make improvements to facilities, upgrade instructional materials, or even implement new and meaningful programs, but at Monty Tech, such evolution is expected. It is imperative that each of our twenty-one vocational training programs stays current, and that our training facilities are safe and reflect current industry standards. Local budgets do not always allow for such improvements and innovation, and so school officials continue to seek funding streams and collaborative partnerships that allow the school to grow and expand to effectively serve students in grades 9-12 and beyond. A few of the more notable initiatives that we expect to have a positive impact on our school and students in the coming years include:

Farm-to-table instruction and increased access to healthy foods: With a first-ever grant award from the Massachusetts Executive Office of Energy and Environmental Affairs, Monty Tech looks forward to the establishment of an on-site farm, housed in a shipping container. The “Freight Farm” is expected to address negative economic impacts caused by the recent COVID crisis, still felt by our students and their families today. With the capability of growing as many as 1,450 heads of lettuce every three weeks, this on-site farm will allow school officials to expand the school’s already generous meal program, saving the school as much as \$38,000 in produce costs annually. School officials look forward to using this incredible technology to infuse farm-to-table lessons into the Culinary Arts program, establish a Free Pantry at the School for any student in need, and grant free produce to students and families in need.



Grant funding to improve and expand training programs: Monty Tech has applied for and received eight Skills Capital Grants, totaling more than \$2.5M. School officials anticipate a FY23 application may be forthcoming, and as a result, have met to determine which program is in need of a shop renovation, updated equipment, and/or new technology that reflects current industry standards. The school’s Culinary Arts program, which operates a busy, full-service restaurant, preparing students for both “front of the house” and “back of the house” careers may be the next vocational program to benefit from Skills Capital grant funding, should an application be approved. School officials envision improvements to the expansive training kitchen and restaurant area, to accommodate new and updated training equipment and industry trends. In addition, because Monty Tech recently awarded a Round 5 Career Technical Initiative Grant, school officials look forward to expanding the already successful evening training programs to include Electrical, Culinary Arts, Welding, Property Maintenance, and CNC Operator programs in FY23.

New partnerships to increase access to vocational programs: Since 2019, Monty Tech school officials have been in conversations with area school leaders, to determine if there is an interest in developing programs that would expand access to vocational training opportunities for students who may be enrolled in sending school districts, but who are looking for training that will support their post-graduate goals. By modifying the Department of Elementary and Secondary Education’s “After Dark” guidelines, Monty Tech school officials are confident that a unique collaboration could provide just what these students seek. In FY23, school officials expect to resume conversations, outlining plans to bring new training programs to area students. Monty Tech will identify grant opportunities to fund the needed equipment, supplies and materials, while partnering districts will work to develop student schedules and outline a Memorandum of Agreement (MOA) that outline’s their financial commitment to this endeavor. While Monty Tech officials look forward to this work in 2022-2023, the highly anticipated training programs are not expected to open until Fall 2024, giving Monty Tech students and instructors ample time to locate a facility, and renovate it to create a safe, state-of-the-art training facility that replicates those already in operation on our main campus.

With a responsibility to serve more than 1,400 students in grade 9-12 daily, as many as 1,000 adult learners in our evening programs, and now an additional 80-100 students in grades 11-12 from area high schools, Monty Tech leaders understand that this work cannot be accomplished alone. Partnerships with area school and business leaders, promises to interview and hire our graduates, and opportunities for instructors to participate in meaningful professional development will continue to help us reach our common goal – to effectively train the next generation’s workforce in high-wage, high –skill jobs for a better future.

Monty Tech Leadership

The district continues to benefit from a talented leadership team 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, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

Thomas R. Browne, Superintendent-Director
Dayana Carlson, Principal
Tammy Crockett, Business Manager
Kim Curry, Co-Operative Education Coordinator
Christina Favreau, Director of Academic Programs
Michael Gormley, Director of Facilities
Donald Kitzmiller, Director of Technology
Christine Leamy, Dean of Admissions
Samantha McGuane, Data Analysis and Accountability Coordinator
Ryan Rege, Director of Vocational Programs
Kathryn Schmidt, Assistant Principal
Katy Whitaker, Development Coordinator
Victoria Zarozinski, Director of Student Support Services

In addition, 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 2022-2023 School Committee for their outstanding service.

Eric Commodore, Gardner
Chair

John Columbus, Templeton
Vice Chair

Julie Marynok
Secretary

Jeffrey Gallant
District Treasurer

Diane Swenson, Ashburnham
Peter Capone, Ashby
Jeffrey Raymond, Athol
Whitney Marshall, Barre
Robert Campbell, Fitchburg
Michael Hurley, Fitchburg
Dr. Ronald Tourigny, Fitchburg
Melanie Weeks, Fitchburg
James S. Boone, Gardner
Jeanne Bartlett, Harvard

Donna Lafayette, Hubbardston
Barbara Reynolds, Lunenburg
Eric Olson, Phillipston
John P. Mollica, Princeton
Jessica Schanz, Royalston
William Brassard, Sterling
John Columbus, Templeton
Ross Barber, Westminster
Tamarah Estes, Winchendon

TOWN CLERK



2022 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, 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 2022

DATE	TYPE	VOTER TURNOUT
June 7	Annual	85
August 22	Special	118
October 26	Special	72

ELECTIONS HELD IN 2022

DATE	TYPE	VOTER TURNOUT
June 14	Annual Town	118 (3.52%)
September 6	State Primary	800 (23.40%)
November 8	State Election	2210 (64.50%)

YEAR IN REVIEW

Clerk's Office: I've enjoyed getting to know my colleagues and Hubbardston town residents. Having started in the middle of October, right before a Special Town Meeting, followed closely by the State Election, it's been a whirlwind of activity. I appreciate the wonderful training given to me by Joyce Green, and the patience of all as I've learned my role. In the upcoming year I look forward to further learning the duties and responsibilities of a Town Clerk, along with continuing the already excellent work of my predecessors. The 2023 calendar year will see only one election, while the upcoming Fiscal Year will bring two. A huge thank you to my co-workers and residents for their continuous support.

Open Meeting Law: Boards and committees must understand and comply with the Open Meeting Law.

Public Records: A total of 16 public records requests were received and responded to during 2022.

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.

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 26 certificates were issued in 2022 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. No new kennel by special permit was granted in 2021. The total dog licenses issued were:

- 1022 Dog Licenses
- 4 kennel licenses for 4 dogs or less (personal kennel)
- 6 kennel licenses for 10 dogs or less
- 2 kennel licenses for more than 10 dogs

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 2021:

34	Births
35	Deaths
10	Marriages

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

Respectfully Submitted,
Kristin Foster
Hubbardston Town Clerk



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON**

ANNUAL TOWN MEETING Tuesday, June 7, 2022 • 7:00 p.m. CENTER SCHOOL

STABILIZATION: \$541,390
MUNICIPAL CAPITAL STABILIZATION: \$159,732
FREE CASH: \$585,266

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 7, 2022 at the time of 7 o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. To choose all necessary officers.

CONSENT (See consent motion below)

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

CONSENT (See consent motion below)

ARTICLE 3. To see if the Town will vote to authorize the Select Board 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, 2022; or take any other action relative thereto.

(Submitted and recommended by the Select Board)

(Finance Committee recommends)

CONSENT (See consent motion below)

ARTICLE 4. To see if the Town will vote to accept educational grants and aid for Fiscal Year 2023, 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 and recommend by the Select Board)

(Finance Committee recommends)

CONSENT (See consent motion below)

ARTICLE 5. To see if the Town will vote to authorize the continuation of the Holden Hospital Account #2481-000-5780-0000 for Fiscal Year 2023, to be used for the purposes specified in the trust fund settlement; or take any other action relative thereto.

(Submitted and recommended by the Select Board)

(Finance Committee recommends)

CONSENT (See consent motion below)

CONSENT AGENDA

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___	Yes	___	Pass Over
___	No	___	Motion Amended
___	Unanimous Approved		
___	Unanimous Disapproved		

MOTION 1

I move that the Town take up articles 1 through 5 under a consent agenda. This requires a unanimous vote of Town Meeting, and if passed, then we will vote on Articles 1 through 5 as a block under a single vote. If anyone objects to any single article being included in the Consent Agenda, we will remove that article from the Consent Agenda and vote the remaining articles under the Consent Agenda.

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___	Yes	___	Pass Over
___	No	___	Motion Amended
___	Unanimous Approved		
___	Unanimous Disapproved		

MOTION 2

I move that the Town approve Articles 1 through 5 as printed in the Warrant, and further authorize the Department Heads to address Town Meeting for information purposes.

Explanation

Warrant articles on a Consent Agenda are exceptions to the general process of Town Meeting. The Select Board, Moderator, and Finance Committee identify, for Town Meeting consideration, those articles that they believe should generate no controversy and can be properly voted without debate. These articles are put on the Consent Agenda to allow motions under these articles to be acted upon as one unit and to be passed.

ARTICLE 6. To see if the Town will vote to authorize the Treasurer, with the approval of the Select Board, to borrow money in anticipation of the revenue for the fiscal year beginning on July 1, 2022 in accordance with the provisions of Massachusetts General Law Chapter 44, Section 4 and to issue a note or notes payable within a period of less than one year in accordance with Massachusetts General Law Chapter 44, Section 17, or take any action relative thereto.

(Submitted by the Town Administrator, Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___	Yes	___	Pass Over
___	No	___	Motion Amended
___	Unanimous Approved		
___	Unanimous Disapproved		

MOTION

I move that the Town authorize the Treasurer, with the approval of the Select Board, to borrow money in anticipation of the revenue for the fiscal year beginning on July 1, 2022 in accordance with the provisions of Massachusetts General Law Chapter 44, Section 4 and issue a note or notes payable within a period of less than one year in accordance with Massachusetts General Law Chapter 44, Section 17.

Explanation

This is a housekeeping matter.

The Town of Hubbardston maintains cash reserves sufficient to fund operating costs and routine projects (e.g., Chapter 90 expenditures). In the event that the Treasurer must use additional cash reserves to fund both operating costs and special projects (e.g., major construction projects), this article allows the Treasurer, with the Select Board’s permission, to borrow from future revenues in order to make all payments.

This has never happened in Hubbardston, but it nearly did last year with the school roof project. This article is an appropriate tool to manage cash flow.

The Town of Hubbardston should vote on this article annually as a consent agenda item.

There is no cost or impact on taxes for this article.

ARTICLE 7. To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2023 beginning on July 1, 2022, for the revolving funds established pursuant to Chapter IV of the Hubbardston General By-Laws for certain departments, boards, committees, agencies or officers as follows, in accordance with Massachusetts General Laws Chapter 44, Section 53E½.

<u>Revolving Fund</u>	<u>Department, Board, Committee or Officer</u>	<u>FY23 Spending Limit</u>
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund	DPW Director	\$45,000
Hubbardston Special Events Fund	Town Administrator	\$50,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Burn Pit Fund	Fire Chief	\$11,000
Planning Board Fund	Planning Board	\$10,000
Recycling Fund	Board of Health	\$7,500
Septic Fund	Board of Health	\$20,000
Board of Health Administration Fund	Board of Health	\$25,000
Late Fee Dog License Fund	Town Clerk	\$5,000
Grave Fund	Cemetery Commission	\$10,000

And further to see if the Town will vote to amend Chapter IV Section 6(E) of the Hubbardston General By-Laws for certain departments, boards, committees, agencies or officers as follows, in accordance with Massachusetts General Laws Chapter 44, Section 53E½ by inserting:

Revolving Fund	Authorization by	Revenue Source	Use of Fund	FY 2023 Spending Limit
Plumbing/Gas	Plumbing/Gas Inspector	Plumbing and Gas Permit Fees	Pay inspector for inspection services	\$20,000
Building	Building Inspector	Building Permit Fees	Pay inspector for inspection services	\$40,000
Wiring	Wiring inspector	Electrical Permit Fees	Pay inspector for inspection services	\$20,000

And further, to see if the Town will vote to amend Chapter IV Section 6(E) of the Hubbardston General By-Laws to delete and close the following revolving fund accounts effective June 30, 2022 and to transfer any and all funds in the Revolving Fund Accounts listed below to the General Fund, effective June 30, 2022, at the close of business:

Fund	Authorized By	Balance
Hazmat Fund	Fire Chief	\$0
Hazardous Building Demo Fund	Board of Health, Building Dept.	\$3,900
Public Records	Town Clerk	\$0
Tax Title Collection Fund	Treasurer/Collector	\$0

Or take any actions relative thereto.

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes <input type="checkbox"/> Pass Over
<input type="checkbox"/> No <input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved
<input type="checkbox"/> Unanimous Disapproved

MOTION

I move that the Town fix the maximum amount that may be spent during Fiscal Year 2023 beginning on July 1, 2022, for the revolving funds established pursuant to Chapter IV of the Hubbardston General By-Laws for certain departments, boards, committees, agencies or officers, and amend Chapter IV Section 6 (E) by establishing revolving funds for Plumbing, Gas, and Electrical inspections as per MGL Chapter 44, Section 53E½, and deleting revolving funds for HazMat Fund, Hazardous Building Demolition Fund, Public Records and Tax Title Collection Fund and transferring to the General Fund any available amounts in the designated revolving funds as delineated in Article 7 of the warrant of the Annual Town Meeting held on June 7, 2022 and incorporated by reference herein.

Explanation

Part of this is an on-going housekeeping matter. According to law, the Town must approve revolving fund spending limits for each revolving fund established under MGL Chapter 44, Section 53E½.

In addition, old and inactive revolving funds are discontinued, and any amounts remaining are transferred to the General Fund.

Three new revolving funds are established to provide building, electrical, plumbing, and gas inspections. Formerly, these services were provided through an intermunicipal agreement, which expires June 30, 2022 and will not be renewed.

There is no impact on taxes for this article.

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, expenses, and outlays of the Town Departments, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2023 (July 1, 2022 through June 30, 2023) as printed in the attached Appendix A, and to fund the cost items contained in the collective bargaining agreement with the firefighters union for Fiscal Year 2023 included in 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 (100+500+600 Series)	\$818,604.00
Public Safety (200 Series)	\$1,574,727.00
Public Works (400 Series)	\$879,400.00
State and Other Assessments (800 Series)	\$82,073.00
Indirect Costs (900 Series)	\$689,250.00
Debt (700 Series)	\$243,863.00
Total General Fund and Operating Budget	\$4,287,917.00

Note: The detailed FY23 Operating Budget included in Appendix A 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 and recommended by the Select Board)

(Finance Committee recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes <input type="checkbox"/> Pass Over
<input type="checkbox"/> No <input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved
<input type="checkbox"/> Unanimous Disapproved

MOTION

I move that the Town raise and appropriate from taxation, the sum of **\$4,287,917.00** to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, expenses, and outlays of the Town Departments, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2023 (July 1, 2022 through June 30, 2023) 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.

PURPOSE	AMOUNT
General Government (100+500+600 Series)	\$818,604.00
Public Safety (200 Series)	\$1,574,727.00
Public Works (400 Series)	\$879,400.00
State and Other Assessments (800 Series)	\$82,073.00
Indirect Costs (900 Series)	\$689,250.00
Debt (700 Series)	\$243,863.00
Total General Fund and Operating Budget	\$4,287,917.00

Explanation

This article funds the operating expenses of the Town with the exception of the schools, which are presented in the next three articles.

The budget process relies heavily on final numbers from the Commonwealth of Massachusetts and the Quabbin Regional School districts. Neither entity completed their budget process in time for the printing of this warrant; therefore, the numbers shown might change prior to the Annual Town Meeting. Any changes will be clearly highlighted during the Town Meeting presentation and vote.

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$497,609.00** for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2023; or to take any other action relative thereto.

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes	<input type="checkbox"/> Pass Over
<input type="checkbox"/> No	<input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved	
<input type="checkbox"/> Unanimous Disapproved	

MOTION

I move that the Town raise and appropriate **\$497,609.00** for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2023.

Explanation

This article funds the Montachusett Regional Vocational Technical School District. Enrollment of Hubbardston students has declined, resulting in a lowered assessment.

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$5,241,649.00** to pay its share of the Quabbin Regional School District budget for FY 2023; or take any action relative thereto.

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___	Yes	___	Pass Over
___	No	___	Motion Amended
___	Unanimous Approved		
___	Unanimous Disapproved		

MOTION

I move that the Town raise and appropriate \$5,241,649.00 to pay the Town of Hubbardston’s share of the Quabbin Regional School District budget for FY 2023.

Explanation

The budget process relies heavily on final numbers from the Commonwealth of Massachusetts and the Quabbin Regional School districts. Neither entity completed their budget process in time for the printing of this warrant; therefore, the numbers shown might change prior to the Annual Town Meeting. Any changes will be clearly highlighted during the Town Meeting presentation and vote.

The number printed in this warrant is LOWER than the amount requested by the Quabbin Regional School District School Committee. This means a YES vote to this article is a rejection of the school budget. If two or more towns in the district reject the School Committee budget, the School Committee must reconsider their budget. A rejection would mean the schools operate on a temporary budget until a final budget is approved by the School Committee and four of the five QRSD towns. If the towns cannot compromise on a budget by December, the Commonwealth of Massachusetts will arbitrate a final solution.

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$28,512.00 to pay its share of the Quabbin Regional School Debt for FY 2023; or take any action relative thereto.

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___	Yes	___	Pass Over
___	No	___	Motion Amended
___	Unanimous Approved		
___	Unanimous Disapproved		

MOTION

I move that the Town raise and appropriate \$28,512.00 to pay its share of the Quabbin Regional School Debt for FY 2023.

Explanation

This article pays for Hubbardston’s portion of regional school debt for a project in Barre. This is the 10th payment. There are 4 more to go. Debt retires June 30, 2027.

Interest rate = 3.7%.

QUABBIN RSD DEBT SERVICE				
Estimated Hubbardston Share (based on projected student population of 25%)				
Fiscal Year	Principal	Interest	Total	Hubbardston Estimate 25%
2014	\$ 110,077	\$ 39,152	\$ 149,229	\$ 37,307
2015	\$ 110,000	\$ 36,950	\$ 146,950	\$ 36,738
2016	\$ 110,000	\$ 34,750	\$ 144,750	\$ 36,188
2017	\$ 105,000	\$ 32,550	\$ 137,550	\$ 34,388
2018	\$ 105,000	\$ 30,450	\$ 135,450	\$ 33,863
2019	\$ 105,000	\$ 26,250	\$ 131,250	\$ 32,813
2020	\$ 105,000	\$ 23,100	\$ 131,250	\$ 32,813
2021	\$ 105,000	\$ 19,950	\$ 124,950	\$ 31,238
2022	\$ 105,000	\$ 16,800	\$ 121,800	\$ 30,450
2023	\$ 105,000	\$ 14,700	\$ 119,700	\$ 28,512
2024	\$ 105,000	\$ 12,600	\$ 117,600	\$ 29,400
2025	\$ 105,000	\$ 9,450	\$ 114,450	\$ 28,613
2026	\$ 105,000	\$ 6,300	\$ 111,300	\$ 27,825
2027	\$ 105,000	\$ 3,150	\$ 108,150	\$ 27,038

ARTICLE 12. To see if the Town will vote to appropriate the sum of **\$20,000.00** for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2023, and to meet said appropriation, that the sum of \$20,000.00 be transferred from the PEG Access and Cable Related Fund; or take any other action relative thereto. *(Submitted and recommended by the Select Board)*
(Finance Committee recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes	<input type="checkbox"/> Pass Over
<input type="checkbox"/> No	<input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved	
<input type="checkbox"/> Unanimous Disapproved	

MOTION

I move that the Town transfer from the PEG Access and Cable Related Fund **\$20,000.00** for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2023.

Explanation

This article funds the Cable Advisory Committee through transfers from cable company revenues.

The Town holds a cable franchise agreement with Charter Communications, which is due to expire on November 15, 2026.

There is no impact on taxes for this article.

ARTICLE 13. To see if the Town will vote to transfer **\$444,500.00** from Free Cash to pay for the following Fiscal Year 2023 cash capital expenses, including all costs incidental and related thereto, or take any other action relative thereto.

FY2023 Capital Spending Article Table		
	New Obligations	Amount
1	To purchase and equip a mini-excavator for the DPW.	\$50,000
2	To repair roads for the town,	\$100,000
3	To replace a dump truck with plow for the DPW,	\$150,000
4	To purchase a backpack blower for the Cemetery Department	\$500.00
5	To replace basement floors of the library.	\$20,000
6	To repair the library foundation.	\$20,000
7	To purchase and equip a cruiser for the Police Department.	\$71,000
8	To repair the air conditioning for the Police Department.	\$25,000
9	To seal and maintain the existing basketball court at Curtis Field for the Park Commission.	\$8,000
	New Obligations Total	\$444,500

(Submitted and recommended by the Select Board)
(Capital Improvement Planning Committee recommends)
(Finance Committee recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes <input type="checkbox"/> Pass Over
<input type="checkbox"/> No <input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved
<input type="checkbox"/> Unanimous Disapproved

MOTION

I move that the Town transfer **\$444,500.00** from Free Cash to pay for the Fiscal Year 2023 capital expenses, including all costs incidental and related thereto as delineated in Article 14 of the Warrant of the Annual Town Meeting held on June 7, 2022 and incorporated by reference herein.

Explanation

This article conforms to the recommendations of the Capital Planning Committee 5-year plan and addresses the current needs of the town’s departments.

The original Hubbardston Capital Plan (FY23-27) may be seen at this link:

<https://www.hubbardstonma.us/home/news/capital-improvement-plan-0>

ARTICLE 14. To see if the Town will vote to transfer **\$5,000.00** from Free Cash to fund title research for properties where the ownership is unknown and taxes may be due, or take any action relative thereto,

(Submitted by Town Administrator and Town Treasurer)

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___ Yes	___ Pass Over
___ No	___ Motion Amended
___ Unanimous Approved	
___ Unanimous Disapproved	

MOTION

I move that the Town transfer **\$5,000.00** from Free Cash to fund title research for properties where ownership is unknown and taxes may be due.

Explanation.

This is a housekeeping matter. There are at least three properties where ownership is unknown and carry a total balance of \$20,500 in past due taxes. Title research will help the Town to get these properties back on the tax rolls.

ARTICLE 15. To see if the Town will vote to transfer **\$49,650.00** from Free Cash to pay for the environmental study and implement the remediation of Town-owned property, Assessors Map 03, Lot 57 off Pitcherville Road, or take any other action thereto.

(Submitted by Town Administrator)

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

___ Yes	___ Pass Over
___ No	___ Motion Amended
___ Unanimous Approved	
___ Unanimous Disapproved	

MOTION

I move that the Town transfer **\$49,650.00** from Free Cash to pay for the environmental study and implement the remediation of Town-owned property, Assessors Map 03, Lot 57 off Pitcherville Road.

ARTICLE 16. To see if the Town will vote to transfer **\$25,000.00** from Free Cash to the General Stabilization Account, and further vote to transfer **\$25,000.00** from Free Cash to the Capital Stabilization Account, or take any other action relative thereto.

(Submitted by Town Administrator)

(Select Board recommends)

(Finance Committee recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

<input type="checkbox"/>	Yes	<input type="checkbox"/>	Pass Over
<input type="checkbox"/>	No	<input type="checkbox"/>	Motion Amended
<input type="checkbox"/>	Unanimous Approved		
<input type="checkbox"/>	Unanimous Disapproved		

MOTION

I move that the Town transfer **\$25,000.00** from Free Cash to the General Stabilization Account, and further transfer **\$25,000.00** from Free Cash to the Capital Stabilization Account.

Explanation

There is no impact on taxes for this article.

Below is a breakdown of Free Cash Expenditures for FY22 and FY23 for informational purposes:

TOWN OF HUBBARDSTON FREE CASH SPENDING PLAN FY 2023 6/7/2023	
Description	Amounts
A. Certified FY22 Free Cash 9/14/2021	\$ 838,739
B. Free Cash Used at STM 10/19/2021	\$ (253,473)
C. Free Cash Available for ATM 6/7/2022	\$ 585,266
E. Free Cash for FY23 Capital (ATM)	\$ (444,500)
E. Free Cash for Tax Title Warrant Article (ATM)	\$ (5,000)
E. Free Cash for environmental study and remediation article (ATM)	\$ (49,650)
F. Free Cash to Transfer to Stabilization	\$ (50,000)
G. Free Cash Available for Other Uses	\$ 36,116

CPA ARTICLES

ARTICLE 17. To see if the Town will vote to appropriate or reserve from the Community Preservation annual revenue the amounts recommended by the Community Preservation Committee for committee administrative expenses, to set aside from the Community Preservation Fund annual revenue for later spending for historic resources, community housing and open space, for community preservation projects and other expenses in Fiscal Year 2023, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2023 estimated revenues for Committee Administrative Expenses (5%) **\$6,000.00**

Reserves:

From FY 2023 estimated revenues for Historic Resources (10%)	\$12,000.00
From FY 2023 estimated revenues for Community Housing (10%)	\$12,000.00
From FY 2023 estimated revenues Open Space Reserve (10%)	\$12,000.00
From FY 2023 estimated revenues for Undesignated Reserve (65%)	\$78,000.00

(Submitted and recommended by Community Preservation Committee)

(Select Board recommend)

(Finance Committee recommends neither for nor against this article)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes	<input type="checkbox"/> Pass Over
<input type="checkbox"/> No	<input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved	
<input type="checkbox"/> Unanimous Disapproved	

MOTION

I move that the Town appropriate or reserve from the Community Preservation annual revenue the amounts recommended by the Community Preservation Committee for committee administrative expenses, for historic resources, community housing and open space, for community preservation projects and other expenses in Fiscal Year 2023 with each item to be considered a separate appropriation as delineated in Article 18 of the Warrant of the Annual Town Meeting and incorporated herein.

Explanation

The CPA Committee should give a report on this project.

This article is required by law and is a housekeeping matter.

CPA articles do not affect taxes.

ARTICLE 18. To see if the Town will vote to appropriate and transfer **\$32,520.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2023 annual debt service obligation for the Rainbow’s End playground improvement project as previously approved under Article 18 of the June 23, 2020 Annual Town Meeting; or take any other action relative thereto.

(Submitted by Community Preservation Committee and recommended)

(Finance Committee recommends neither for nor against this article)

(Select Board recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes	<input type="checkbox"/> Pass Over
<input type="checkbox"/> No	<input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved	
<input type="checkbox"/> Unanimous Disapproved	

MOTION

I move that the Town vote to appropriate and transfer **\$32,520.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2023 annual debt service obligation for the Rainbow’s End playground improvement project as previously approved under Article 18 of the June 2020 Annual Town Meeting.

Explanation

The CPA Committee should give a report on this project.

The voters approved a loan for \$150,000 for the upgrade of Rainbow’s End playground. The loan is for 5 years, and this payment represents the 2nd installment in the scheduled debt service.

Interest rate is 2.1%.

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Principal	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000
Interest	\$3,142	\$2,520	\$1,890	\$1,260	\$630
TOTAL	\$33,142	\$32,250	\$31,890	\$31,260	\$30,630

CPA articles do not affect taxes.

ARTICLE 19. To see if the Town will vote to appropriate the sum of **\$20,972.00** from accrued Community Preservation Act Historic Reserve to fund the FY2023 annual debt service obligation for the roof replacement of the Hubbardston Public Library as previously approved under Article 14 of the June 2018 Annual Town Meeting; or take any other action relative thereto.

(Submitted and recommended by Community Preservation Committee)

(Finance Committee recommends neither for nor against this article)

(Select Board recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

<input type="checkbox"/>	Yes	<input type="checkbox"/>	Pass Over
<input type="checkbox"/>	No	<input type="checkbox"/>	Motion Amended
<input type="checkbox"/>	Unanimous Approved		
<input type="checkbox"/>	Unanimous Disapproved		

MOTION

I move that the Town transfer **\$20,972.00** from accrued Community Preservation Act Historic Reserve to fund the FY2023 annual debt service obligation for the roof replacement of the Hubbardston Public Library as previously approved under Article 14 of the June 2018 Annual Town Meeting.

Explanation

The CPA Committee should give a report on this project.

The voters approved a loan for \$100,000 for the roof replacement of the Hubbardston Public Library. The loan is for 5 years, and this payment represents the 4th installment in the scheduled debt service.

Interest rate is 2.43%.

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Principal	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Interest	\$2,350	\$1,895	\$1,458	\$972	\$486
TOTAL	\$22,350	\$21,895	\$21,458	\$20,972	\$20,486

CPA articles do not affect taxes.

ARTICLE 20. To see if the Town will vote to appropriate the sum of **\$25,000.00** from accrued Community Preservation Act Community Housing Reserve to fund the purchase of building materials for the Habitat for Humanity North Central Massachusetts home on Ragged Hill Road in Hubbardston or take any other action relative thereto.

(Submitted and recommended by Community Preservation Committee)

(Finance Committee recommends neither for nor against this article)

(Select Board recommends)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

<input type="checkbox"/>	Yes	<input type="checkbox"/>	Pass Over
<input type="checkbox"/>	No	<input type="checkbox"/>	Motion Amended
<input type="checkbox"/>	Unanimous Approved		
<input type="checkbox"/>	Unanimous Disapproved		

MOTION

I move that the Town appropriate the sum of **\$25,000.00** from accrued Community Preservation Act Community Housing Reserve to fund the purchase of building materials for the Habitat for Humanity North Central Massachusetts home on Ragged Hill Road in Hubbardston.

Explanation

The CPA Committee should give a report on this project.

GENERAL BYLAW

ARTICLE 21. To see if the Town will vote to amend General Bylaw ARTICLE XXIV REGULATION OF DOGS Section 8(b) by deleting the sentence “For the purpose of this provision the penalty to apply in the event of a violation shall be as follows: \$25.00 (twenty-five) dollars for the first offense; Fifty (\$50.00) Dollars for the second offense; One Hundred (\$100.00) for the third offense; and Two Hundred (\$200.00) Dollars for the fourth and any subsequent offense.” And substitute in its place the sentence: “For the purpose of this provision the penalty to apply in the event of a violation shall be as follows: Fifty (\$50.00) Dollars for the first offense; One Hundred (\$100.00) Dollars for the second offense; Three Hundred (\$300.00) for the third offense; and Five Hundred (\$500.00) Dollars for the fourth and any subsequent offense as per the provisions of MGL Chapter 140 Section 173A.”

(Submitted by Town Clerk)

(Select Board recommends)

<input type="checkbox"/> Motion
<input type="checkbox"/> Second

<input type="checkbox"/> Yes	<input type="checkbox"/> Pass Over
<input type="checkbox"/> No	<input type="checkbox"/> Motion Amended
<input type="checkbox"/> Unanimous Approved	
<input type="checkbox"/> Unanimous Disapproved	

MOTION

I move that the Town amend ARTICLE XXIV REGULATION OF DOGS Section 8 (b) as delineated in Article 21 of the Annual Town Meeting warrant held on June 7, 2022 and incorporated by reference herein.

Explanation: This is a housekeeping issue. The state law was amended to increase the penalties for violating dog licensing, and the Town’s bylaw needs to match.

A copy of MGL Chapter 140, Section 173A is presented here for comparison.

Section 173A. Whenever a complaint is sought in a district court for a violation of an ordinance or by-law, made under the provisions of section one hundred and seventy-three, the clerk shall send a written notice to the person complained against stating that such a complaint has been sought and will issue unless such person appears before such clerk and confesses the offense either personally or through an agent duly authorized in writing, or by mailing to such clerk, with the notice the fine provided herein. The fine for the first offense committed by a person shall be \$50. The fine for a second offense shall be \$100. The fine for a third offense shall be \$300. For a fourth or subsequent offense, the fine shall be \$500 and the municipality may order the animal spayed or neutered. Payment shall be made only by money order or check. Notwithstanding the foregoing procedure and schedule of fines, but subject to all other provisions of this section, a city or town may, by ordinance or by-law, provide for an alternative procedure and a different schedule of fines; provided, however, that the fines shall not be lower than those stated in this section. Notwithstanding this section, a municipality may seek a remedy under section 157 for a nuisance dog.

Proceedings under this section shall not be deemed criminal; and no person notified to appear before the clerk of a district court as provided herein shall be required to report to any probation officer, and no record of the case shall be entered in the probation records.

If a person notified to appear, as hereinbefore provided, fails to appear or pay the fine within twenty-one days of the sending of the notice, or having appeared, does not desire to avail himself of the procedure established by this section, the clerk shall issue the complaint and the procedure established for criminal cases shall be followed.

If any person fails to appear in accordance with the summons issued upon such complaint, the clerk of the court shall send such person, by registered mail, return receipt requested, a notice that the complaint is pending and that, if the person fails to appear within twenty-one days from the sending of such notice, a warrant for his arrest will be issued.

ZONING ARTICLES

ARTICLE 22. To see if the Town will vote to amend Article 2 Definitions (including adding new definition for “Accessory Dwelling Unit”) and Article 4 Use Regulations of the Zoning Bylaws by adding language (Underlined) and deleting language (~~Crossed Through~~) and including a new Zoning Bylaw, Article 24, Accessory Dwelling Units, as follows:

ARTICLE 2 DEFINITIONS

1.1 Accessory Building or Structure.

An accessory building structure is one which is subordinate or incidental to the main building structure on a lot. The term “accessory building or structure” when used in connection with a farm shall include all buildings or structures customarily used for farm purposes and without limitations in size. Additional restrictions apply to Accessory Dwelling Units as provided in Section 2.37¹

1.2 Accessory Use.

A use related, but clearly incidental and subordinate to the permitted principal use of the premises, which can take place within the principal structure or building on a single lot or parcel of land, or in an accessory structure or building, either attached or detached to the principal structure on the lot, including but not limited to a home occupation on a lot containing a single-family dwelling, or a subordinate use on a non-residential lot. The principal use shall not be subordinated by an accessory use, or accessory uses in the aggregate. Additional restrictions apply to Accessory Dwelling Units (see Sections 2.37 and Article 24 of the Zoning Bylaws.)²

~~2.13 Housekeeping Unit.~~

~~Any room or suite of rooms forming a habitable unit for one family with its own cooking and food storage equipment, its own bathing and toilet facilities and its own living, sleeping and eating areas wholly within such room or suite of rooms.~~

~~2.37 In-Law Apartment.~~

~~A group of rooms in an owner-occupied single-family residence, with its own kitchen and bathroom facilities, used as a separate apartment for a limited number of people (not to exceed four) related to the owner occupants, such as in-laws, elderly relatives, or grown children.~~

2.37 Accessory Dwelling Unit³

A group of rooms located within or attached to an owner-occupied single-family residence, or above a garage of a single-family residence, consisting of a kitchen, bathroom, and bedroom(s), which are used as a separate apartment for a limited number of occupants. Occupants may include relatives, dependents and guests of owners; caregivers, nannies and other service providers to owners or tenants. See Article ___ Accessory Dwelling Units, for terms and conditions applicable to Accessory Dwelling Units.

~~2.38 Accessory Apartment~~

~~A group of rooms in an owner-occupied residence, with its own bathroom and kitchen facilities, used as a separate apartment, created from existing space in the residential structure, which place has been part of the structure for the life of the structure or for at least five years, and built in such a way that exterior alterations do not alter the single-family appearance of the structure, with sufficient additional on-site parking space to serve the needs of the inhabitants of the apartment.~~

ARTICLE 4 USE REGULATION

4.1 Uses Permitted By Right in Residential Districts

~~o. In-Law Apartment~~ Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.

¹ Amended 6/7/2022

² Amended 6/7/2022

³ Amended 6/7/2022

4.2 Uses Permitted by Special Permit in Residential Districts.

l. ~~Accessory Apartment~~ Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.

4.3 Uses Permitted By Right in the Town Center District

p. Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.

4.4 Uses Permitted By Special Permit in Town Center District.

c. Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1 whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.

ARTICLE 24 ACCESSORY DWELLING UNITS⁴

The following terms and conditions apply to Accessory Dwelling Units, as defined in Section 2.37.

A. Location, types, and when Special Permit required.

1. Accessory Dwelling Units are allowed either by-right or by special permit in all zoning districts.
2. Accessory Dwelling Units are allowed only as part of an owner-occupied single-family residence, and title to an Accessory Dwelling Unit and the owner-occupied residence cannot be separated.
3. Only one Accessory Dwelling Unit is allowed per single-family residence.
4. An Accessory Dwelling Unit can be:
 - a. Located entirely within the walls of an existing single-family residence.
 - b. Added as an addition to a single-family residence.
 - c. Located partially within the single-family residence and partially in an addition to the single-family residence.
 - d. Built as part of a new single-family residence, or
 - e. Located above the garage of an owner-occupied single-family residence.
5. An Accessory Dwelling Unit can be added by right to a single-family residence, if the single-family residence and the lot on which the owner-occupied single-family house is located and the Accessory Dwelling Unit conform to the dimensional regulations contained in Article 5, Section 5.1 and other applicable zoning by-laws.

⁴ Article added 6/7/22

6. A Special Permit is required to build an Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house. The addition of an Accessory Dwelling Unit may not make the house lot more non-conforming than was prior to the addition.

B. Size and Occupancy Restrictions.

1. The living area of an Accessory Dwelling Unit can be no larger than 50% of the living area contained the single-family residence to which it is attached, or 1000 square feet, whichever is less.
2. An Accessory Dwelling Unit may have no more than two (2) bedrooms.
3. An Accessory Dwelling Unit cannot be occupied by more than four people.
4. The owner of the single-family residence must reside in either the single-family residence or in the Accessory Dwelling Unit for at least five (5) months per year.

C. Architectural and Aesthetic Requirements.

1. Accessory Dwelling Units must be constructed in such a way that the entire structure maintains the appearance of a Single-Family Residence.
2. Accessory Dwelling Unit additions must be attached to the owner-occupied single-family residence through a common wall. A “breeze-way” connection is insufficient.
3. Exterior stairways to second floor Accessory Dwelling Units must be located on the side or back of the structure.

D. Parking, Driveway, and Septic Requirements.

1. The owner-occupied single-family residence and Accessory Dwelling Unit must be served by the same driveway.
2. Two (2) additional designated off-street parking spaces must be provided for the Accessory Dwelling Unit and cannot be located in the front yard setback and must be located so as not to block emergency vehicle access along the driveway.
3. The septic system must be correctly sized to serve both the single-family house and the Accessory Dwelling Unit, and existing or revised septic plan must be approved by the Board of Health prior to the issuance of building permit.

Or take any action relative thereto.

(Submitted by Planning Board; recommended)

(2/3 Vote Required)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

<input type="checkbox"/>	Yes	<input type="checkbox"/>	Pass Over
<input type="checkbox"/>	No	<input type="checkbox"/>	Motion Amended
<input type="checkbox"/>	Unanimous Approved		
<input type="checkbox"/>	Unanimous Disapproved		

MOTION

The Planning Board is required to report on this Article as per MGL Chapter 40A, Section 5.

The Planning Board public hearing = 2/24/22.

I move that the Town amend the zoning bylaws as delineated in Article 23 of the Annual Town Meeting held on June 7, 2022 and incorporated by reference herein.

ARTICLE 23. To see if the Town will vote to amend the Zoning Bylaws relating to solar installations by adding Article 23 as follows:

**Article 23
Grid-Scale Battery Energy Storage Systems (GS-BESS)**

SECTION

- (1) Purpose**
- (2) Definitions**
- (3) Applicability**
- (4) General Requirements**
- (5) Zoning and Special Permit Provisions Applicable to GS-BESS**
- (6) Permitting Requirements**
- (7) Design Standards**
- (8) Decommissioning**
- (9) Safety Standards**
- (10) Emergency Operation Plan**
- (11) Ownership Changes**
- (12) Abandonment**
- (13) Enforcement**
- (14) Severability**
- (15) Financial Surety**
- (16) Certificate to Generate**
- (17) Annual Reporting Requirement**

1. Purpose

This Zoning Bylaw is adopted under MGL Chapter 40A and applies only to Tier 2 Grid-Scale Battery Energy Storage Systems (GS-BESS) connected to the public utility grid for use in supplementing the public energy supply. All other GS-BESS are not permitted in Hubbardston. Its purpose is to advance and protect the public health, safety, welfare, and quality of life of the Town of Hubbardston by creating zoning regulations for the installation and use of GS-BESS with the following objectives:

- a. To designate properties suitable for the location, construction and operation of GS-BESS;
- b. To ensure compatible land uses in the vicinity of the areas affected by GS-BESS;
- c. To mitigate the impacts of GS-BESS on environmental resources, other protected resources, and private property; and

- d. To create synergy between GS-BESS development and the August 2018 Commonwealth of Massachusetts Act to Advance Clean Energy that established the Clean Peak Standard Energy Storage System.

2. Definitions:

The definitions below are specific to the requirements of this section and are intended to supplement the standard definitions of the Zoning Bylaws, Article 2.

ABANDONMENT: A battery energy storage system shall be deemed to be abandoned if:

- a. It is not continuously used for a period of six (6) months or more.
- b. If ownership change notifications are not properly or timely filed pursuant to Section 8E.
- c. The Building Commissioner determines that insufficient or incomplete maintenance, upkeep monitoring or reporting has occurred which may create a public hazard or nuisance.

ANSI: American National Standards Institute.

BATTERY(IES): A single cell or a group of cells connected electrically in series, in parallel, or a combination of both, which can charge, discharge, and store energy electrochemically.

BATTERY ENERGY STORAGE MANAGEMENT SYSTEM: A system that protects energy storage systems from operating outside their safe operating parameters and disconnects electrical power to the energy storage system or places it in a safe condition if potentially hazardous temperatures or other conditions are detected.

BATTERY ENERGY STORAGE SYSTEM: One or more devices, assembled together, capable of storing energy in order to supply electrical energy at a future time. Battery Energy Storage Systems are classified as Tier 1 non-Grid-Scale, or Tier 2 Grid-Scale. This bylaw applies only to Tier 2 Grid-Scale Battery Energy Storage Systems (GS-BESS).

TIER 2 GRID-SCALE BATTERY ENERGY STORAGE SYSTEMS (GS-BESS): Battery energy storage systems that have an aggregate energy capacity greater than 600kWh, or are comprised of more than one storage battery technology, in room or enclosed area. GS-BESS are located on Participating Property and enable power system operators and utilities to store energy for later use.

BUILDING PERMIT: A construction permit issued by the Building Inspector; evidencing that the proposed project is consistent with state and federal building codes and the Town's Zoning Bylaws (including provisions governing GS-BESS) ¹.

CELL: The basic electrochemical unit, characterized by an anode and a cathode, used to receive, store, and deliver electrical energy.

COMMISSIONING: A systematic process that provides documented confirmation that a battery energy storage system functions according to the intended design criteria and complies with applicable code requirements.

DEDICATED-USE BUILDING: A building built to contain a GS-BESS and other related equipment, classified as Group F-1 occupancy as defined in the International Building Code, and that complies with the following:

- 1) The building's only use is battery energy storage, energy generation, and other electrical grid-related operations.

2) No other occupancy types are permitted in the building.

3) Occupants in the rooms and areas containing battery energy storage systems are limited to personnel that operate, maintain, service, test, and repair the battery energy storage system and other energy systems.

4) Administrative and support personnel are permitted in areas within the buildings that do not contain battery energy storage systems, provided the following: a. the areas do not occupy more than ten [10] percent of the building area of the story in which they are located. b. A means of egress is provided from the administrative and support use areas to the public way that does not require occupants to traverse through areas containing battery energy storage systems or other energy system equipment.

LARGE SCALE SOLAR PHOTOVOLTAIC INSTALLATION: As defined in Article 20 “Use of Large-Scale Solar Photovoltaic Installations of these Zoning Bylaws.”

MEC: Massachusetts Electrical Code: as contained in 527 CMR 12.

NATIONALLY RECOGNIZED TESTING LABORATORY (NRTL): A U.S. Department of Labor designation recognizing a private sector organization to perform certification for certain products to ensure that they meet the requirements of both the construction and general industry OSHA electrical standards.⁵

NEC: National Electric Code- NFPA 70 (2020) Article 480, “Storage Batteries” and Article 706 “Energy Storage Systems”.

NFPA: National Fire Protection Association, NFPA 1-2018, Chapter 52. ¹

OPERATOR: The Operator of the facility shall be the entity who is responsible for adherence to the Operations Plan, the Emergency Operations Plan, compliance with regulations, Permits, and utility company requirements, and be responsible for day to day functions at the facility. The Operator may simultaneously be the Owner of the property or a separate entity.

OWNER: When referenced in this bylaw, the Owner shall be the fee-interest owner of the real property upon which the facility is built and operated. The Owner may simultaneously be the Owner of the property and the Operator.

PARTICIPATING PROPERTY: The parcel of land on which a GS-BESS system is located, or proposed to be located, that is the subject of an agreement that provides for the payment of monetary compensation to the landowner from the GS-BESS owner (or Operator) regardless of whether any part of a battery energy storage system is constructed on the property. ¹

SITE PLAN REVIEW: review by the Site Plan Review Authority to determine conformance with Article 09 “Site Plan Approval” of these Zoning Bylaws.

SITE PLAN REVIEW AUTHORITY: For purposes of this bylaw, Site Plan Review Authority refers to the Hubbardston Planning Board.

⁵ References to non-zoning regulations, codes and similar requirements (Building Code, National Electric Code, NFPA, etc.) are intended to include the latest version of such requirement, as applicable to the proposal, as in effect on the date of submittal of the application for a permit.

SPECIAL PERMIT: The document issued after review by the Special Permit Granting Authority determining that the proposed use conforms with Article 7 -Special Permit and Article 8 Environmental and Community Impact of these Zoning Bylaws, and stating the terms and conditions by which the proposed use is allowed.

SPECIAL PERMIT REVIEW AUTHORITY: For purposes of this bylaw, Special Permit Review Authority refers to the Hubbardston Planning Board.

UL: Abbreviation for Underwriters Laboratory, a bureau of the National Board of Fire Underwriters. ¹

Uniform Code: the Massachusetts Comprehensive Fire Safety Code, Fire Prevention and Building Code (527 CMR 1.00) and the Massachusetts Electrical Code (527 CMR 12.00). ¹

ZONING ENFORCEMENT AUTHORITY: The person or board charged with enforcing the zoning bylaws of the Town of Hubbardston.

3. Applicability.

- a. This by-law applies to all GS-BESS as defined above, which are permitted, installed, or modified in the Town of Hubbardston after the effective date of this by-law, excluding general maintenance and repair.
- b. Modifications to, retrofits or replacements of an existing GS-BESS that increase the total battery energy storage system designed discharge duration or power rating shall be subject to this by-law.

4. General Requirements.

- a. A building permit and an electrical permit are required prior to the installation of a GS-BESS.
- b. All GS-BESS, all Dedicated Use Buildings, and all other buildings or structures that (1) contain or are otherwise associated with a GS-BESS and (2) are subject the Uniform Code and/or the Energy Code, shall be designed, erected, and installed in accordance with these Codes, and with regulations and industry standards referenced in these Codes, and with the Town of Hubbardston Zoning by-laws.

5. Zoning and Special Permit Provisions Applicable to GS-BESS.

- a. **Zoning District.** GS-BESS are an allowed use only in the Commercial Zoning District, or within Large-Scale Solar Photovoltaic Installations.
- b. **Lot Size and Frontage.** The minimum lot size and frontage requirement for the Commercial Zoning District apply to GS-BESS (80,000 square feet of land and 200 feet on public way, unless GS-BESS is located within a solar installation.
- c. **Special Permit and Site Plan Review.** A Special Permit and Site Plan Review is required to install a GS-BESS on a Participating Property; but if the GS-BESS is being installed as part of a new Large-Scale Solar Photovoltaic Installation, only one Special Permit is required for both installations. The Special Permit and Site Plan review processes may be conducted concurrently if the application is submitted in that manner.
- d. **Utility Access.** GS-BESS can only be located in areas with suitable utility-approved interconnections.
- e. **Participating Property.** GS-BESS can only be sited on a Participating Property.

- f. **Dedicated Use Building(s).** GS-BESS can only be located within Dedicated Use Building(s). Multiple Dedicated Use Buildings can be located on a Participating Property, if approved by Special Permit.
- g. **Other Building(s) on Participating Property.** In some circumstances, commercial use buildings, in addition to Dedicated Use Building(s), may be permitted on a Participating Property, if the commercial use is compatible with GS-BESS and approved by the Special Permit.
- h. **BESS Size Limit.** A GS-BESS facility in Hubbardston cannot exceed **10 MW** and land may not be subdivided into additional Participating Properties to exceed this limit.
- i. **Minimum Setbacks for Dedicated Use Building, Clearing and Fencing.** Minimum setbacks for a GS-BESS Dedicated Use Building are as follows:
 - 1. Front yard: 200 feet from road
 - 2. Side and rear yards: 75 feet from neighboring property lines.
 - 3. Cleared area and fencing as required in Sections 6D and 6E below may not be located in the standard Commercial Zoning District setbacks (front yard 100 feet, side and rear yards 30 feet).
- j. **Minimum Setbacks for Other Buildings on Participating Property.** Minimum setbacks for the Commercial Zoning District shall apply for other buildings on Participating Property, if the buildings are allowed under the Special Permit.
- k. **Height.** GS-BESS shall comply with the building height limitations for principal structures of the underlying zoning district.
- l. **Zoning Exemptions or Variances:** If exemptions or variances to the Zoning Bylaws are required to permit the proposed facility, the applicant must first obtain such permissions prior to making an application under the requirements of this bylaw.

Permitting Requirements

A. Applicable provisions. GS-BESS siting, construction, regulation, development, generating and distribution are regulated by the Hubbardston Planning Board through the following Articles of the zoning bylaws:

- 1. Article 7-Special Permits
- 2. Article 8-Environmental and Community Impact Analysis
- 3. Article 9-Site Plan Approval

B. Additional Requirements for Site Plan Review. Any site plan application shall include the information required by the Articles listed above, and shall include the following information:

- 1. Property lines and physical features, including roads, easements, both existing and proposed, for the project site, as prepared by a Professional Land Surveyor.
- 2. Proposed changes to the landscape of the site, grading, vegetation clearing and planting,
- 3. Exterior lighting, with related photometric plan and screening vegetation or structures.
- 4. A one or three-line electrical diagram detailing the battery energy storage system layout, associated components, and electrical interconnection methods, with all Massachusetts Electrical Code compliant disconnects, overcurrent devices, short circuit current ratings and amperage interrupting capacity ratings.

5. Evidence from the Public Utility indicating suitable utility-approved interconnections are available.
6. A preliminary equipment specification sheet that documents the proposed battery energy storage system components, inverters and associated electrical equipment that are to be installed. A final equipment specification sheet shall be submitted prior to the issuance of building permit.
7. Name, address, and contact information of proposed or potential system installer and both the Owner and Operator of the battery energy storage system. Such information of the final system installer shall be submitted prior to the issuance of building permit.
8. Name, address, phone number, and signature of the project Applicant, as well as all the property owners, demonstrating their consent to the application and the use of the property for the battery energy storage system.
9. Fire Safety Compliance Plan. Such a plan shall document and verify that the system and its associated controls and safety systems are in compliance with the Town of Hubbardston by-laws and the requirements of 527 CMR 1.00.
10. Operation and Maintenance Manual. Such a plan shall describe continuing battery energy storage system maintenance and property upkeep, as well as design, construction, installation, testing and commissioning information. The manual shall indicate and identify testing, maintenance activities and the schedule for each activity based on a full year's schedule.
11. Erosion and sediment control and stormwater management plans prepared to Massachusetts Department of Environmental Protection standards, if applicable, and to such standards as may be established by the Planning Board.
12. A Noise Analysis that includes documentation by an acoustical engineer of the noise levels projected to be generated by both the installation and operations of the facilities as required in Section 7(E).
13. Prior to the issuance of the building permit or final approval by the Planning Board, but not required as part of the application, engineering documents (as defined by 250 CMR) must be signed and certified by a Massachusetts Licensed Professional Engineer.
14. The Planning Board's GS-BESS application fee is as per latest fee schedule issued by the Planning Board, which includes the fees for the Special Permit and Site Plan Review applications. All engineering fees, legal fees, publication fees, etc. incurred by the Planning Board during the application process and the Site Plan Review, are paid by the applicant, as estimated in advance, and are in addition to the application fee.

C. Siting Requirements: GS-BESS facilities shall not be in areas that are subject to flooding or inundation as described in Article 13 of these zoning bylaws, or within "Resources Areas" regulated by the Wetlands Protection Act (310 CMR 10.0) or within Massachusetts Department of Conservation and Recreation (DCR) "Primary Protection Zone", as described in the Watershed Protection Act (313 CMR 11.0)

7. Design Standards. The following design standards apply to GS-BESS installations.

A. Utility Lines and Electrical Circuitry. All on-site utility lines shall be placed underground to the extent feasible and as permitted by the serving utility, with the exception of the main service connection at the utility company right-of-way and any new interconnection equipment, including without limitation any poles, with new easements and right-of-way.

B. Signage.

1. Signage shall comply with ANSI Z535, and the Hubbardston Zoning Sign Bylaw, and shall include the type of technology associated with the battery energy storage systems, any special hazards associated, the type of suppression system installed in the area of battery energy storage systems, and 24-hour emergency contact information, including reach-back phone number. Emergency notification signs shall be clearly posted.
2. As required by the MEC, NFPA 70 (2020) Article 705.10 and Article 712.10, disconnect and other emergency shutoff information shall be clearly displayed on a light reflective surface. A clearly visible warning sign concerning voltage shall be placed at the base of all pad-mounted transformers and substations.

C. Lighting. Lighting of the battery energy storage systems shall be limited to that minimally required for safety and operational purposes and shall be reasonably shielded and downcast from abutting properties. Continuously “on” lights used for operational status or other indicators shall be shielded from view of the street or any abutter’s property. All lighting shall comply with International Dark Sky Standards FSA Certification Requirements.

D. Vegetation and Tree-cutting. Areas within 20 feet on each side of the GS-BESS shall be cleared of combustible vegetation and other combustible growth, unless a greater distance is required by the Fire Department, or applicable code or regulation. Single specimens of trees, shrubbery, or cultivated ground cover such as green grass, ivy, succulents, or similar plants used as ground covers shall be permitted to be exempt, provided they do not form a means of readily transmitting fire. Removal of trees should be minimized to the extent possible.

E. Fencing Requirements. GS-BESS, including all mechanical equipment shall be within an enclosed structure which shall be shielded by a 7-foot-high fence with gates installed that are to be self-locking and self-latching to prevent unauthorized access and not interfering with ventilation or exhaust ports. In addition, each gate shall have an Emergency Access System Knox padlock or box at each gate, in the location as directed by the Fire Department, and access is to be maintained for easy opening by Fire and Rescue personnel.

F. Screening and Visibility. Views of GS-BESS from adjacent properties shall be minimized to the extent reasonably practicable, using architectural features, earth berms, landscaping, fencing, or other screening methods that will harmonize with the character of the property and surrounding area and not interfere with ventilation or exhaust ports. The suitability of the screening method shall be determined by the Planning Board.

G. Noise.

1. Noise generated by battery storage energy systems and associated equipment such as air conditioners, cooling fans, inverters, and other machinery shall conform at a minimum to applicable state and local noise regulations, including the DEP’s Division of Air Quality noise regulations, (310 CMR 7.10).
2. Noise reduction shall be considered and incorporated as needed during the design phase of the installation including the location of the noise generator, shielding, noise cancellation, filtering, and noise suppression.
3. Applicants may submit equipment and component manufacturers’ noise ratings to demonstrate compliance. Any noise assessment for multiple components shall be assessed on

the cumulative impact of the multiple components. The applicant may be required to provide Operating Sound Pressure Level measurements from a reasonable number of sampled locations at the perimeter of the battery energy storage system to demonstrate compliance with this standard.

8. Decommissioning.

A. Decommissioning Plan. The applicant shall submit a decommissioning plan to be implemented upon discontinuance, abandonment and/or in conjunction with removal of the GS-BESS facility. The decommissioning plan shall include:

1. A narrative description of the activities to be accomplished, including who will perform that activity and at what point in time, for complete physical removal of all GS-BESS components, structures, equipment, security barriers, and transmission lines from the site;
2. Disposal of all solid and hazardous waste in accordance with local, state, and federal waste disposal regulations;
3. The anticipated life of the GS-BESS system;
4. The estimated decommissioning costs and how said estimate was determined;
5. The method of ensuring that funds will be available for decommissioning and restoration;
6. The method by which the decommissioning cost will be kept current;
7. The manner in which the site will be restored, including a description of how any changes to the surrounding areas and other systems adjacent to the GS-BESS, such as, but not limited to, structural elements, building penetrations, means of egress, and required fire detection suppression systems, will be protected during decommissioning and confirmed as being acceptable after the system is removed;
8. A listing of any contingencies for removing an intact operational energy storage system from service, and for removing an energy storage system from service that has been damaged by a fire or other event; and
9. The timelines needed to discontinue, de-energize, decommission and dis-assemble and remove all Battery Energy Storage System components and stabilize/replant surfaces if required shall be provided.

B. Decommissioning Fund. The Owner and/or Operator of the GS-BESS shall continuously maintain a fund or bond as described in Section 15. Financial Surety payable to The Town of Hubbardston, in a form approved by The Town of Hubbardston for the removal of the battery energy storage system, in an amount to be determined by The Town of Hubbardston, for the period of the life of the GS-BESS facility. All costs of the financial security shall be borne by the applicant.

C. Decommissioning Inspection. An inspection of the completed decommissioned area shall be reviewed by a Planning Board appointed engineer before the Board approves the decommissioning work in accordance with the Decommissioning Plan. The Owner and/or Operator shall pay for the cost of this review with such payment being provided by the Owner and/or Operator prior to the engineer undertaking said review.

D. Decommissioning as a Result of Abandonment. As a condition of the Special Permit, the Applicant shall provide the Town of Hubbardston Planning Board a document which will allow the Town to enter onto the property to decommission the system, if conditions of abandonment of the system occur as defined in Section 2, and/or if the conditions are not completely remedied by the Owner and/or Operator in the timeline approved above pursuant to section 8., A., 9. Such a document shall be filed at the Registry of Deeds, prior to the issuance of the Certificate to Generate for the system(s), as outlined in Section 16, Certificate to Generate. See also the requirements of this Bylaw, Section 15, Financial Security.

9. Safety Standards

A. System Certification Requirement. All GS-BESS and equipment shall be listed by a Nationally Recognized Testing Laboratory to UL 9540¹ (Standard for battery energy storage systems and equipment) with subcomponents meeting each of the following standards as applicable:

1. UL 1973 (Standard for Batteries for Use in Stationary, Vehicle Auxiliary Power and Light Electric Rail Applications);
2. UL 1642 (Standard for Lithium Batteries);
3. UL 1741 or UL 62109 (Inverters and Power Converters); and
4. Applicable electrical, building, and fire prevention codes as required.

A Field Evaluation by an approved testing laboratory for compliance with UL 9540 and applicable codes, regulations and safety standards may be used to meet system certification requirements.

B. Site Access. GS-BESS shall be maintained in good working order and in accordance with industry standards. Site access shall be maintained and secured in accordance with Section 7(E) including snow removal at a level acceptable to the local fire department.

C. Clearances and Enclosures. GS-BESS, components, and associated ancillary equipment shall have required working space clearances, and electrical circuitry shall be within weatherproof enclosures marked with the environmental rating suitable for the type of exposure in compliance with NFPA 70 and MEC.

10. Emergency Operations Plan (EOP).

A. Submission Requirement. The applicant shall provide a copy of the GS-BESS Emergency Operations Plan (EOP) to the Hubbardston Fire and Police Departments and Building Commissioner upon filing of the Special Permit Application.

B. Review Process. The Planning Board reserves the right to require additional consultation with other town, regional or state agencies after the date of submission of the application and EOP, if it believes such consultation is needed. The Applicant will be responsible for providing the required materials to the designated parties as a part of the overall permit process.

C. Approval Process. The Planning Board shall approve the EOP after consultation with Public Safety officials, as part of the issuance of the GS-BESS Special Permit. The approved copy shall

also be placed in an approved location to be accessible to facility personnel, fire code officials, and emergency responders.

D. EOP CONTENTS. The EOP shall include the following information:

1. Procedures for safe shutdown, de-energizing, or isolation of equipment and systems under emergency conditions to reduce the risk of fire, electric shock, and personal injuries, and for safe start-up following cessation of emergency conditions;
2. Procedures for inspection and testing of associated alarms, interlocks, and controls;
3. Procedures to be followed in response to notifications from the Battery Energy Storage Management System, when provided, that could signify potentially dangerous conditions, including shutting down equipment, summoning service and repair personnel, and providing agreed upon notification to fire department personnel for potentially hazardous conditions in the event of a system failure;
4. Emergency procedures to be followed in case of fire, explosion, release of liquids or vapors, damage to critical moving parts, or other potentially dangerous conditions. Procedures can include sounding the alarm, notifying the fire department, evacuating personnel, de-energizing equipment, and controlling and extinguishing the fire;
5. Response considerations similar to a safety data sheet (SDS) that will address response safety concerns and extinguishment when an SDS is not required;
6. Procedures for dealing with battery energy storage system equipment damaged in a fire or other emergency event, including maintaining contact information for personnel qualified to safely remove damaged battery energy storage system equipment from the facility;
7. Other procedures as determined necessary by The Town of Hubbardston to provide for the safety of occupants, neighboring properties, and emergency responders; and
8. Procedures and schedules for conducting drills of these procedures and for training local first responders on the contents of the plan and appropriate response procedures.

11. Ownership Changes.

A. Effect on Special Permit. If the Owner and/or Operator of the GS-BESS changes or the Owner of the Participating Property changes, the Special Permit shall remain in effect, provided that the successor Owner and/or Operator of the GS-BESS assumes in writing all of the obligations of the Special Permit, Site Plan, surety requirement and decommissioning plan.

B. Notification Requirement. A new Owner and/or Operator of the GS-BESS shall notify the Zoning Enforcement Officer in writing of such change in Owner and/or Operator within [30] days of the change.

C. Penalty for Failure to Provide Notice. The Special Permit and all other local approvals for the GS-BESS will become void if a new Owner and/or Operator fails to provide written notification to the Zoning Enforcement Officer in the required timeframe. Reinstatement of a voided Special Permit will be subject to the same review and approval processes for new applications under these zoning bylaws.

12. Abandonment.

A. Result of Abandonment. If the GS-BESS is abandoned (as defined Section 2), the Town of Hubbardston may, at its discretion, enter the property and utilize the available security (as required in Section 15) for the removal of the GS-BESS and restoration of the site in accordance with the decommissioning plan.

B. Extension for Good Cause. The Planning Board may allow an additional six-month period for the GS-BESS to not be considered abandoned, upon written request of the Owner and/or Operator, based upon a good cause determination by the Board to grant such an extension.

13. Enforcement.

Any violation of this GS-BESS zoning bylaw shall be subject to enforcement, including the imposition of civil and criminal penalties and fees, as provided in Section 4.14 of these zoning bylaws.

14. Severability.

Should any provision of this bylaw be determined to be void, invalid, unenforceable or illegal for whatever reason, such provision(s) shall be null and void; provided, however, that the remaining provisions of this bylaw shall be unaffected thereby and shall continue to be valid and enforceable

15. Financial Surety.

A. Surety Requirement. Owners and/or Operators of GS-BESS projects shall provide surety in the form of cash or certified bank check, held by and for the Town of Hubbardston in an interest bearing account to cover the cost of removal in the event the town must remove the installation and remediate the landscape, in an amount and form determined to be reasonable by the Planning Board, but in no event to exceed more than one hundred twenty-five (125%) percent of the cost of removal and compliance with the additional requirements set forth herein, as determined by the project proponent and reviewed and approved by the Planning Board. If surety is provided in the form of a certified bank check, the Owner and/or Operator shall periodically update said surety to remain current.

B. Payment of Surety. This surety will be due and payable prior to the issuance of the building permit. Proof of payment in the form of a receipt from the Town Treasurer will be shown to the Building Inspector before the permits are issued. Such surety will not be required for municipal or state-owned facilities.

C. Removal Cost Estimate and Access. The project proponent shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The amount shall include a mechanism for calculating increased removal costs due to inflation. As a condition of approval, an applicant shall bind itself to grant the necessary license or easement to the Town to allow entry to remove the structure. The Town shall have the right, but not the obligation to remove the facility.

16. Certificate to Generate

A. Issuance and Recording. No GS-BESS facility may operate until all conditions of the issued Special Permit and requirements of this bylaw are approved and certified at a meeting of the Planning Board, and the “Certificate to Generate” is issued, and a document which will allow the Town to enter onto the property to decommission the system is created. Both are to be recorded in the Worcester Registry of Deeds. The Certificate to Generate shall not be considered issued until proof of filing at the Registry of Deeds has been provided to the Planning Board.

B. Grounds for Revocation, Alteration or Suspension.

The Hubbardston Planning Board may, after a public hearing, revoke, alter, or suspend the “Certificate to Generate” on any of the following grounds:

1. For failure to pay license fees;
2. For failure to comply with the MA state laws regarding the operation of the GS-BESS facility;
3. Failure to comply with the requirements of the Special Permit and/or Site Plan permit issued under these regulations.
4. For failure to provide timely and complete annual reports as outlined under the Reporting Requirements section;
5. Failure to pay all filing, use and administrative fees, including all review fees for the use by the Board of outside consultants, legal services and related costs incurred by the Planning Board for design review, construction review, required inspection and related costs;
1. Failure by the property Owner or Operator to regularly pay all property, excise or other taxes and fees imposed by the Town of Hubbardston; or
2. Failure to comply with applicable requirements for the operation and maintenance as required by the applicable utility company.

17. Annual Reporting Requirement.

In addition to the requirements of 11, above, the following shall also apply:

A. Annual Report Contents. Once per year, the Owner or Operator of the GS-BESS installation must provide a report to the Planning Board with the following information:

1. total amount of electricity acquired, stored and distributed during the past calendar year;
2. major maintenance performed;
3. planned or actual major system modifications;
4. change of ownership; and
5. changes to bond amounts.

The annual report must also include a professional safety inspection that is signed and certified by a Massachusetts Licensed Professional Engineer.

B. Filing Requirement. Reports are due to the Hubbardston Planning Board by the last day of January of each calendar year.

C. Penalty for Failure to File. Failure to provide a timely annual report will prompt the Hubbardston Planning Board to invoke a public hearing on the GS-BESS operation that fails to provide a report. The purpose of the public hearing is to gather the required reporting information, and review if cause exists to revoke the Certificate to Generate. Costs incurred to publish and advertise the public hearing are borne by the Owner of the GS-BESS. Energy Storage System installation.

Or take any actions relative thereto.

(Planning Board recommends)

(2/3 Vote Required)

<input type="checkbox"/>	Motion
<input type="checkbox"/>	Second

<input type="checkbox"/>	Yes	<input type="checkbox"/>	Pass Over
<input type="checkbox"/>	No	<input type="checkbox"/>	Motion Amended
<input type="checkbox"/>	Unanimous Approved		
<input type="checkbox"/>	Unanimous Disapproved		

MOTION

The Planning Board is required to report on this Article as per MGL Chapter 40A, Section 5.


The Planning Board public hearing was held on 3/3/22.

I move that the Town amend the zoning bylaws as delineated in Article 24 of the warrant of the Annual Town Meeting held on June 7, 2022 and incorporated by reference herein.

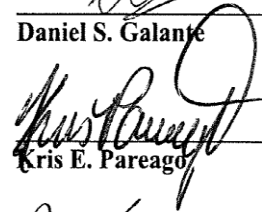
You are hereby directed to serve this warrant by posting attested copies thereof at the Place of Meeting, Hubbardston Center School, Hubbardston One Stop Shop convenience store, the Town Office and the Post Office fourteen days, at least, before the day of said meeting. Hereof, fail not, and make due 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 23rd day of May, 2022:

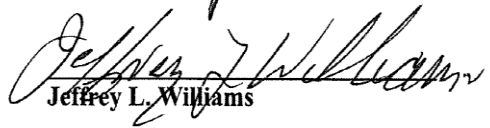
SELECT BOARD of HUBBARDSTON



 Daniel S. Galante

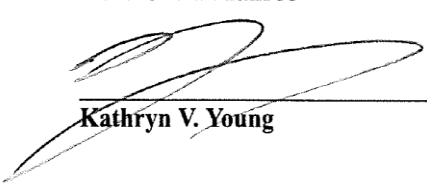


 Kris E. Pareago



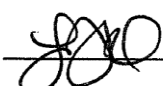
 Jeffrey L. Williams

 Heather M. Munroe



 Kathryn V. Young

A true copy, Attest:



 Laurie J. Reed, Town Clerk

Date of Posting: May 24, 2022

Method: _____

By: _____, Constable



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON**

MINUTES ANNUAL TOWN MEETING Tuesday, June 7, 2022 CENTER SCHOOL

STABILIZATION: \$541,390

MUNICIPAL CAPITAL STABILIZATION: \$159,732

FREE CASH: \$585,266

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 René Lafayette, Select Board members Daniel Galante (Chair), Jeffrey Williams, Kris Pareago, Kathryn (Katie) Young, and Heather Munroe; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Charles Reed, Peter Russell, Peter Walker and Joshua Lerner; Town Administrator, Ryan McLane, Previous Acting Town Administrator David Nixon; and representative for Town Counsel, Carolyn Murray.

A total of 85 registered voters were checked in by Shonna Larson and Lynn Wilkinson. A quorum of 50 voters was present throughout the meeting.

Moderator René Lafayette declared a quorum and called the meeting to order at 7:05pm. Official counters were designated if necessary. The Chair lead the Pledge of Allegiance. Moderator René Lafayette welcomed back Town Administrator Ryan McLane after 14 months of service. The Chair turned the podium to Ryan for announcements to include; town support while deployed, Memorial Day and meeting handouts. Ryan McLane recognized Acting Town Administrator, David Nixon for his service to the town and presented him with a sign. Ryan also recognized, Select Board Chair, Daniel Galante for his 9 years of service on the Select Board. Ryan spoke about the accomplishments he made during his service. A laser engraved plaque of the town center was given as a sign of appreciation. René acknowledged Chair of the Select Board, Daniel Galante to deliver the State of the Town report. During the report, Daniel thanked Police Chief, Dennis Perron for his 16 years of service with the Town as he is retiring in July. He also thanked Bill Shea, the Vietnam Veterans Committee and the Memorial Day Committee for the work on Memorial Day and the new and restored monuments. René welcomed new Superintendent of Monty Tech, Thomas Brown.

Motion, Daniel Galante, that the Town take up articles 1 through 5 under a consent agenda. This requires a unanimous vote of Town Meeting, and if passed, then we will vote on Articles 1 through 5 as a block under a single vote. If anyone objects to any single article being included in the Consent Agenda, we will remove that article from the Consent Agenda and vote the remaining articles under the Consent Agenda.

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

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 Select Board 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, 2022; or take any other action relative thereto.

ARTICLE 4. To see if the Town will vote to accept educational grants and aid for Fiscal Year 2023, 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.

ARTICLE 5. To see if the Town will vote to authorize the continuation of the Holden Hospital Account #2481-000-5780-0000 for Fiscal Year 2023, to be used for the purposes specified in the trust fund settlement; or take any other action relative thereto.

Motion, Jeffrey Williams, that the Town approve Articles 1 through 6 as printed in the Warrant, and further authorize the Department Heads to address Town Meeting for information purposes.

Second: Kathryn Young

Motion Passes: Unanimous Affirmative Vote

ARTICLE 6. Motion, Kris Pareago, to see if the Town will vote to authorize the Treasurer, with the approval of the Select Board, to borrow money in anticipation of the revenue for the fiscal year beginning on July 1, 2022 in accordance with the provisions of Massachusetts General Law Chapter 44, Section 4 and to issue a note or notes payable within a period of less than one year in accordance with Massachusetts General Law Chapter 44, Section 17, or take any action relative thereto.

Second: Heather Munroe

Motion Passes: Unanimous Affirmative Vote

ARTICLE 7. Motion, Kathryn Young, to see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2023 beginning on July 1, 2022, for the revolving funds established pursuant to Chapter IV of the Hubbardston General By-Laws for certain departments, boards, committees, agencies or officers as follows, in accordance with Massachusetts General Laws Chapter 44, Section 53E½; or take any actions relative thereto.

Revolving Fund	Department, Board, Committee or Officer	FY23 Spending Limit
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund	DPW Director	\$45,000
Hubbardston Special Events Fund	Town Administrator	\$50,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Burn Pit Fund	Fire Chief	\$11,000
Planning Board Fund	Planning Board	\$10,000
Recycling Fund	Board of Health	\$7,500
Septic Fund	Board of Health	\$20,000
Board of Health Administration Fund	Board of Health	\$25,000
Late Fee Dog License Fund	Town Clerk	\$5,000
Grave Fund	Cemetery Commission	\$10,000

And further to see if the Town will vote to amend Chapter IV Section 6(E) of the Hubbardston General By-Laws for certain departments, boards, committees, agencies or officers as follows, in accordance with Massachusetts General Laws Chapter 44, Section 53E½ by inserting:

Revolving Fund	Authorization by	Revenue Source	Use of Fund	FY 2023 Spending Limit
Plumbing/Gas	Plumbing/Gas Inspector	Plumbing and Gas Permit Fees	Pay inspector for inspection services	\$20,000
Building	Building Inspector	Building Permit Fees	Pay inspector for inspection services	\$40,000
Wiring	Wiring inspector	Electrical Permit Fees	Pay inspector for inspection services	\$20,000

And further, to see if the Town will vote to close the following revolving fund accounts and to transfer any and all funds in the Revolving Fund Accounts listed below to the General Fund:

Fund	Authorized by	Balance
Hazmat Fund	Fire Chief	\$0
Hazardous Building Demo Fund	Board of Health, Building Dept.	\$3,900
Public Records	Town Clerk	\$0
Tax Title Collection Fund	Treasurer/Collector	\$0

Recommended by: Select Board & Finance Committee

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

BUDGET ARTICLES

ARTICLE 8. Motion, Heather Munroe, 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, expenses, and outlays of the Town Departments, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year

2023 (July 1, 2022 through June 30, 2023) 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 (100+500+600 Series)	\$818,604.00
Public Safety (200 Series)	\$1,574,727.00
Public Works (400 Series)	\$879,400.00
Indirect Costs (900 Series)	\$689,250.00
Debt (700 Series)	\$243,863.00
Total General Fund and Operating Budget	\$4,287,917.00

Recommended by: Select Board & Finance Committee

Second: Kathryn Young

Motion Passes: Unanimous Affirmative Vote

ARTICLE 9. Motion, Daniel Galante, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$497,609.00** for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2023; or to take any other action relative thereto.

Recommended by: Select Board & Finance Committee

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

ARTICLE 10. Motion, Jeffrey Williams, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$5,241,649.00** to pay its share of the Quabbin Regional School District budget for FY 2023; or take any action relative thereto.

Recommended by: Select Board and Finance Committee

Second: Heather Munroe

Discussion: Mark Wigler made a motion to amend Article 10 and increase the amount from \$5,241,649.00 to \$5,457,284.03 to pay Hubbardston's share of the regional budget. Mark stated this was the amount voted by the School Committee at a meeting held on May 26, 2022 with a total increase of 2.4%. Motion was seconded by Debra Chamberlain.

Motion to approve Article 10 as amended by Mark Wigler: Motion Fails: 23/30

Motion to approve Article 10 as presented: Motion Passes: Majority Affirmative Vote

ARTICLE 11. Motion: Kris Pareago, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$28,512.00** to pay its share of the Quabbin Regional School Debt for FY 2023; or take any action relative thereto.

Recommended by: Select Board & Finance Committee

Second: Kathryn Young

Motion Passes: Unanimous Affirmative Vote

ARTICLE 12. Motion: Kathryn Young, to see if the Town will vote to appropriate the sum of **\$20,000.00** for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2023, and to meet said appropriation, that the sum of \$20,000.00 be transferred from the PEG Access and Cable Related Fund; or take any other action relative thereto.

Submitted by: Select Board

Recommended by: Select Board & Finance Committee

Second: Heather Munroe

Motion Passes: Unanimous Affirmative Vote

ARTICLE 13. Motion: Heather Munroe, to see if the Town will vote to transfer \$404,500.00 from Free Cash to pay for the following Fiscal Year 2023 cash capital expenses, including all costs incidental and related thereto, or take any other action relative thereto.

FY2023 Capital Spending Article Table

	New Obligations	Amount
1	To purchase and equip a mini-excavator for the DPW.	\$50,000
2	To repair roads for the town,	\$100,000
3	To replace a dump truck with plow for the DPW	\$150,000
4	To purchase a backpack blower for the Cemetery Department	\$500.00
6	To replace basement floors of the library.	\$20,000
7	To repair the library foundation.	\$20,000
8	To purchase and equip a cruiser for the Police Department.	\$71,000
9	To repair the air conditioning for the Police Department.	\$25,000
8	To purchase and install a basketball court at Curtis Field for the Park Commission.	\$8,000
	New Obligations Total	\$404,500

Submitted by: Select Board

Recommended by: Select Board, Capital Improvement Planning Committee & Finance Committee

Second: Jeffrey Williams

Discussion: Moderator René Lafayette advised the amount in the handout does not match the total being voted on as line items 6 and 7 have been removed voluntarily by the library.

Motion Passes: Unanimous Affirmative Vote

ARTICLE 14. Motion: Daniel Galante, to see if the Town will vote to transfer \$5,000.00 from Free Cash to fund title research for properties where ownership is unknown and taxes may be due, or take any action relative thereto,

Submitted by: Town Administrator and Town Treasurer

Recommended by: Select Board and Finance Committee

Second: Kathryn Young

Motion Passes: Majority Affirmative Vote

ARTICLE 15. Motion: Jeffrey Williams, to see if the Town will vote to transfer **\$49,650.00** from Free Cash to pay for the environmental study and implement the remediation of Town-owned property, Assessors Map 03, Lot 57 off Pitcherville Road, or take any other action relative thereto.

Submitted by: Town Administrator

Recommended by: Select Board & Finance Committee

Seconded by: Kathryn Young

Motion Passes: Unanimous Affirmative Vote

ARTICLE 16. Motion: Kris Pareago, to see if the Town will vote to transfer **\$25,000.00** from Free Cash to the General Stabilization Account, and further transfer **\$25,000.00** from Free Cash to the Capital Stabilization Account, or take any other action relative thereto.

Submitted by: Town Administrator

Recommended by: Select Board & Finance Committee

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

CPA ARTICLES

ARTICLE 17. Motion: Kathryn Young, to see if the Town will vote to appropriate or reserve from the Community Preservation annual revenue the amounts recommended by the Community Preservation Committee for committee administrative expenses, to set aside from the Community Preservation Fund annual revenue for later spending for historic resources, community housing and open space, for community preservation projects and other expenses in Fiscal Year 2023, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2023 estimated revenues for Committee Administrative Expenses (5%) **\$6,000.00**

Reserves: From FY 2023 estimated revenues for Historic Resources (10%) \$12,000.00

From FY 2023 estimated revenues for Community Housing (10%) \$12,000.00

From FY 2023 estimated revenues Open Space Reserve (10%) \$12,000.00

From FY 2023 estimated revenues for Undesignated Reserve (65%) \$78,000.00

Submitted by: Community Preservation Committee

Recommended by: Community Preservation Committee & Select Board

Finance Committee takes no action

Second: Heather Munroe

Motion Passes: Unanimous Affirmative Vote

ARTICLE 18. Motion: Heather Munroe, to see if the Town will vote to appropriate and transfer **\$32,520.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2023 annual debt service obligation for the Rainbow's End playground improvement project as previously approved under Article 18 of the June 23, 2020 Annual Town Meeting; or take any other action relative thereto.

Submitted by: Community Preservation Committee

Recommended by: Community Preservation Committee & Select Board

Finance Committee takes no action

Second: Kathryn Young

Motion Passes: Unanimous Affirmative Vote

ARTICLE 19. Motion: Daniel Galante, to see if the Town will vote to appropriate the sum of **\$20,972.00** from accrued Community Preservation Act Historic Reserve to fund the FY2023 annual debt service obligation for the roof replacement of the Hubbardston Public Library as previously approved under Article 14 of the June 2018 Annual Town Meeting; or take any other action relative thereto.

Submitted by: Community Preservation Committee

Recommended by: Community Preservation Committee & Select Board

Finance Committee takes no action

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

ARTICLE 20. Motion: Jeffrey Williams, to see if the Town will vote to appropriate the sum of **\$25,000.00** from accrued Community Preservation Act Community Housing Reserve to fund the purchase of building materials for the Habitat for Humanity North Central Massachusetts home on Ragged Hill Road in Hubbardston or take any other action relative thereto. Submitted by: Community Preservation Committee

Recommended by: Community Preservation Committee & Select Board
Finance Committee takes no action

Second: Kathryn Young

Discussion: Alice Livdahl, member of the Community Preservation Committee and Chair of the Planning Board gave report on the project to include project cost updates and status of project.

Motion Passes: Unanimous Affirmative Vote

GENERAL BYLAW

ARTICLE 21. Motion: Kris Pareago, to see if the Town will vote to amend General Bylaw ARTICLE XXIV REGULATION OF DOGS Section 8(b) by deleting the sentence “For the purpose of this provision the penalty to apply in the event of a violation shall be as follows: \$25.00 (twenty-five) dollars for the first offense; Fifty (\$50.00) Dollars for the second offense; One Hundred (\$100.00) for the third offense; and Two Hundred (\$200.00) Dollars for the fourth and any subsequence offense.” And substitute in its place the sentence: “For the purpose of this provision the penalty to apply in the event of a violation shall be as follows: Fifty (\$50.00) Dollars for the first offense; One Hundred (\$100.00) Dollars for the second offense; Three Hundred (\$300.00) for the third offense; and Five Hundred (\$500.00) Dollars for the fourth and any subsequence offense as per the provisions of MGL Chapter 140 Section 173A.”

Submitted by: Town Clerk

Recommended by: Select Board

Second: Kathryn Young

Motion Passes: Majority Affirmative Vote

ZONING ARTICLES

ARTICLE 22. Motion: Kathryn Young, to see if the Town will vote to amend Article 2 Definitions (including adding new definition for “Accessory Dwelling Unit”) and Article 4 Use Regulations of the Zoning Bylaws by adding language (Underlined) and deleting language (~~Crossed Through~~) and including a new Zoning Bylaw, Article 24, Accessory Dwelling Units, as follows:

ARTICLE 2 DEFINITIONS

1.1 Accessory Building or Structure.

An accessory building structure is one which is subordinate or incidental to the main building structure on a lot. The term “accessory building or structure” when used in connection with a farm shall include all buildings or structures customarily used for farm purposes and without limitations in size. Additional restrictions apply to Accessory Dwelling Units as provided in Section 2.37

1.2 Accessory Use.

A use related, but clearly incidental and subordinate to the permitted principal use of the premises, which can take place within the principal structure or building on a single lot or parcel of land, or in an accessory structure or building, either attached or detached to the principal structure on the lot, including but not limited to a home occupation on a lot containing a single-family dwelling, or a

subordinate use on a non-residential lot. The principal use shall not be subordinated by an accessory use, or accessory uses in the aggregate. Additional restrictions apply to Accessory Dwelling Units (see Sections 2.37 and Article 24 of the Zoning Bylaws.)

2.13 Housekeeping Unit.

Any room or suite of rooms forming a habitable unit for one family with its own cooking and food storage equipment, its own bathing and toilet facilities and its own living, sleeping and eating areas wholly within such room or suite of rooms.

2.37 In Law Apartment.

A group of rooms in an owner-occupied single-family residence, with its own kitchen and bathroom facilities, used as a separate apartment for a limited number of people (not to exceed four) related to the owner occupants, such as in-laws, elderly relatives, or grown children.

2.37 Accessory Dwelling Unit

A group of rooms located within or attached to an owner-occupied single-family residence, or above a garage of a single-family residence, consisting of a kitchen, bathroom, and bedroom(s), which are used as a separate apartment for a limited number of occupants. Occupants may include relatives, dependents and guests of owners; caregivers, nannies and other service providers to owners or tenants. See Article Accessory Dwelling Units, for terms and conditions applicable to Accessory Dwelling Units.

2.38 Accessory Apartment

A group of rooms in an owner-occupied residence, with its own bathroom and kitchen facilities, used as a separate apartment, created from existing space in the residential structure, which place has been part of the structure for the life of the structure or for at least five years, and built in such a way that exterior alterations do not alter the single-family appearance of the structure, with sufficient additional on-site parking space to serve the needs of the inhabitants of the apartment.

ARTICLE 4 USE REGULATION

4.1 Uses Permitted By Right in Residential Districts

~~O. In Law Apartment~~ Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.

4.2 Uses Permitted by Special Permit in Residential Districts.

1. ~~Accessory Apartment~~ Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.

4.3 Uses Permitted by Right in the Town Center District

p. Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.

4.4 Uses Permitted by Special Permit in Town Center District.

c. Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1 whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.

ARTICLE 24 ACCESSORY DWELLING UNITS

The following terms and conditions apply to Accessory Dwelling Units, as defined in Section 2.37.

- Location, types, and when Special Permit required.

- Accessory Dwelling Units are allowed either by-right or by special permit in all zoning districts.

- Accessory Dwelling Units are allowed only as part of an owner-occupied single-family residence, and title to an Accessory Dwelling Unit and the owner-occupied residence cannot be separated.

- Only one Accessory Dwelling Unit is allowed per single-family residence.

- An Accessory Dwelling Unit can be:
 - Located entirely within the walls of an existing single-family residence,
 - Added as an addition to a single-family residence,
 - Located partially within the single-family residence and partially in an addition to the single-family residence,
 - Built as part of a new single-family residence, or
 - Located above the garage of an owner-occupied single-family residence.

- An Accessory Dwelling Unit can be added by right to a single-family residence, if the single-family residence and the lot on which the owner-occupied single-family house is located and the Accessory Dwelling Unit conform to the dimensional regulations contained in Article 5, Section 5.1 and other applicable zoning by-laws.

- A Special Permit is required to build an Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house. The addition of an Accessory Dwelling Unit may not make the house lot more non-conforming than was prior to the addition.

B. Size and Occupancy Restrictions.

- The living area of an Accessory Dwelling Unit can be no larger than 50% of the living area contained the single-family residence to which it is attached, or 1000 square feet, whichever is less.
- An Accessory Dwelling Unit may have no more than two (2) bedrooms.
- An Accessory Dwelling Unit cannot be occupied by more than four people.
- The owner of the single-family residence must reside in either the single-family residence or in the Accessory Dwelling Unit for at least five (5) months per year.
- Architectural and Aesthetic Requirements.
- Accessory Dwelling Units must be constructed in such a way that the entire structure maintains the appearance of a Single-Family Residence.
- Accessory Dwelling Unit additions must be attached to the owner-occupied single-family residence through a common wall. A “breeze-way” connection is insufficient.
- Exterior stairways to second floor Accessory Dwelling Units must be located on the side or back of the structure.

D. Parking, Driveway, and Septic Requirements.

- The owner-occupied single-family residence and Accessory Dwelling Unit must be served by the same driveway.
- Two (2) additional designated off-street parking spaces must be provided for the Accessory Dwelling Unit and cannot be located in the front yard setback and must be located so as not to block emergency vehicle access along the driveway.
- The septic system must be correctly sized to serve both the single-family house and the Accessory Dwelling Unit, and existing or revised septic plan must be approved by the Board of Health prior to the issuance of building permit.

Or take any action relative thereto.

Submitted by: Planning Board

Recommended by: Planning Board

**Second: Heather Munroe
(2/3 Vote Required)**

Discussion: Alice Livdahl gave report on Article 22 as per MGL Chapter 40A, Section 5.

Kris Munroe made a motion to amend line 5 of section 2.37 Accessory Dwelling Unit, and add a semi-colon after the word owners and before or tenants. Motion to amend was seconded.

Motion to approve Article 22 as amended by Kris Munroe: Motion Passes: 2/3 Majority vote

ARTICLE 23. Motion: Heather Munroe, to see if the Town will vote to amend the Zoning Bylaws relating to solar installations by adding Article 23 as follows:

Article 23
Grid-Scale Battery Energy Storage Systems (GS-BESS)

SECTION

- (1) Purpose**
- (2) Definitions**
- (3) Applicability**
- (4) General Requirements**
- (5) Zoning and Special Permit Provisions Applicable to GS-BESS**
- (6) Permitting Requirements**
- (7) Design Standards**
- (8) Decommissioning**
- (9) Safety Standards**
- (10) Emergency Operation Plan**
- (11) Ownership Changes**
- (12) Abandonment**
- (13) Enforcement**
- (14) Severability**
- (15) Financial Surety**
- (16) Certificate to Generate**
- (17) Annual Reporting Requirement**

1. Purpose

This Zoning Bylaw is adopted under MGL Chapter 40A and applies only to Tier 2 Grid-Scale Battery Energy Storage Systems (GS-BESS) connected to the public utility grid for use in supplementing the public energy supply. All other GS-BESS are not permitted in Hubbardston. Its purpose is to advance and protect the public health, safety, welfare, and quality of life of the Town of Hubbardston by creating zoning regulations for the installation and use of GS-BESS with the following objectives:

- To designate properties suitable for the location, construction and operation of GS-BESS;
- To ensure compatible land uses in the vicinity of the areas affected by GS-BESS;
- To mitigate the impacts of GS-BESS on environmental resources, other protected resources, and private property; and
- To create synergy between GS-BESS development and the August 2018 Commonwealth of Massachusetts Act to Advance Clean Energy that established the Clean Peak Standard Energy Storage System.

2. Definitions:

The definitions below are specific to the requirements of this section and are intended to supplement the standard definitions of the Zoning Bylaws, Article 2.

ABANDONMENT: A battery energy storage system shall be deemed to be abandoned if:

- It is not continuously used for a period of six (6) months or more.
- If ownership change notifications are not properly or timely filed pursuant to Section 8E.

- The Building Commissioner determines that insufficient or incomplete maintenance, upkeep, monitoring or reporting has occurred which may create a public hazard or nuisance.

ANSI: American National Standards Institute.

BATTERY(IES): A single cell or a group of cells connected electrically in series, in parallel, or a combination of both, which can charge, discharge, and store energy electrochemically.

BATTERY ENERGY STORAGE MANAGEMENT SYSTEM: A system that protects energy storage systems from operating outside their safe operating parameters and disconnects electrical power to the energy storage system or places it in a safe condition if potentially hazardous temperatures or other conditions are detected.

BATTERY ENERGY STORAGE SYSTEM: One or more devices, assembled together, capable of storing energy in order to supply electrical energy at a future time. Battery Energy Storage Systems are classified as Tier 1 non-Grid-Scale, or Tier 2 Grid-Scale. This bylaw applies only to Tier 2 Grid-Scale Battery Energy Storage Systems (GS-BESS).

TIER 2 GRID-SCALE BATTERY ENERGY STORAGE SYSTEMS (GS-BESS): Battery energy storage systems that have an aggregate energy capacity greater than 600kWh, or are comprised of more than one storage battery technology, in room or enclosed area. GS-BESS are located on Participating Property and enable power system operators and utilities to store energy for later use.

BUILDING PERMIT: A construction permit issued by the Building Inspector; evidencing that the proposed project is consistent with state and federal building codes and the Town's Zoning Bylaws (including provisions governing GS-BESS) 1.

CELL: The basic electrochemical unit, characterized by an anode and a cathode, used to receive, store, and deliver electrical energy.

COMMISSIONING: A systematic process that provides documented confirmation that a battery energy storage system functions according to the intended design criteria and complies with applicable code requirements.

DEDICATED-USE BUILDING: A building built to contain a GS-BESS and other related equipment, classified as Group F-1 occupancy as defined in the International Building Code, and that complies with the following:

- 1) The building's only use is battery energy storage, energy generation, and other electrical grid-related operations.
- 2) No other occupancy types are permitted in the building.
- 3) Occupants in the rooms and areas containing battery energy storage systems are limited to personnel that operate, maintain, service, test, and repair the battery energy storage system and other energy systems.

4) Administrative and support personnel are permitted in areas within the buildings that do not contain battery energy storage systems, provided the following: a. the areas do not occupy more than ten [10] percent of the building area of the story in which they are located. b. A means of egress is provided from the administrative and support use areas to the public way that does not require occupants to traverse through areas containing battery energy storage systems or other energy system equipment.

LARGE SCALE SOLAR PHOTOVOLTAIC INSTALLATION: As defined in Article 20 “Use of Large-Scale Solar Photovoltaic Installations of these Zoning Bylaws.”

MEC: Massachusetts Electrical Code: as contained in 527 CMR 12.

NATIONALLY RECOGNIZED TESTING LABORATORY (NRTL): A U.S. Department of Labor designation recognizing a private sector organization to perform certification for certain products to ensure that they meet the requirements of both the construction and general industry OSHA electrical standards.

NEC: National Electric Code- NFPA 70 (2020) Article 480, “Storage Batteries” and Article 706 “Energy Storage Systems”.

NFPA: National Fire Protection Association, NFPA 1-2018, Chapter 52. 1

OPERATOR: The Operator of the facility shall be the entity who is responsible for adherence to the Operations Plan, the Emergency Operations Plan, compliance with regulations. Permits, and utility company requirements, and be responsible for day to day functions at the facility. The Operator may simultaneously be the Owner of the property or a separate entity.

OWNER: When referenced in this bylaw, the Owner shall be the fee-interest owner of the real property upon which the facility is built and operated. The Owner may simultaneously be the Owner of the property and the Operator.

PARTICIPATING PROPERTY: The parcel of land on which a GS-BESS system is located, or proposed to be located, that is the subject of an agreement that provides for the payment of monetary compensation to the landowner from the GS-BESS owner (or Operator) regardless of whether any part of a battery energy storage system is constructed on the property. 1

SITE PLAN REVIEW: review by the Site Plan Review Authority to determine conformance with Article 09 “Site Plan Approval” of these Zoning Bylaws.

SITE PLAN REVIEW AUTHORITY: For purposes of this bylaw, Site Plan Review Authority refers to the Hubbardston Planning Board.

SPECIAL PERMIT: The document issued after review by the Special Permit Granting Authority determining that the proposed use conforms with Article 7 -Special Permit and Article 8 Environmental and Community Impact of these Zoning Bylaws, and stating the terms and conditions by which the proposed use is allowed.

SPECIAL PERMIT REVIEW AUTHORITY: For purposes of this bylaw, Special Permit Review Authority refers to the Hubbardston Planning Board.

UL: Abbreviation for Underwriters Laboratory, a bureau of the National Board of Fire Underwriters. ¹

Uniform Code: the Massachusetts Comprehensive Fire Safety Code, Fire Prevention and Building Code (527 CMR 1.00) and the Massachusetts Electrical Code (527 CMR 12.00). ¹

ZONING ENFORCEMENT AUTHORITY: The person or board charged with enforcing the zoning bylaws of the Town of Hubbardston.

3. Applicability.

- This by-law applies to all GS-BESS as defined above, which are permitted, installed, or modified in the Town of Hubbardston after the effective date of this by-law, excluding general maintenance and repair.
- Modifications to, retrofits or replacements of an existing GS-BESS that increase the total battery energy storage system designed discharge duration or power rating shall be subject to this by-law.

4. General Requirements.

- a. A building permit and an electrical permit are required prior to the installation of a GS-BESS.
- b. All GS-BESS, all Dedicated Use Buildings, and all other buildings or structures that (1) contain or are otherwise associated with a GS-BESS and (2) are subject the Uniform Code and/or the Energy Code, shall be designed, erected, and installed in accordance with these Codes, and with regulations and industry standards referenced in these Codes, and with the Town of Hubbardston Zoning by-laws.

5. Zoning and Special Permit Provisions Applicable to GS-BESS.

- **Zoning District.** GS-BESS are an allowed use only in the Commercial Zoning District, or within Large-Scale Solar Photovoltaic Installations.
- **Lot Size and Frontage.** The minimum lot size and frontage requirement for the Commercial Zoning District apply to GS-BESS (80,000 square feet of land and 200 feet on public way, unless GS-BESS is located within a solar installation.
- **Special Permit and Site Plan Review.** A Special Permit and Site Plan Review is required to install a GS-BESS on a Participating Property; but if the GS-BESS is being installed as part of a new Large-Scale Solar Photovoltaic Installation, only one Special Permit is required for both installations. The Special Permit and Site Plan review processes may be conducted concurrently if the application is submitted in that manner.
- **Utility Access.** GS-BESS can only be located in areas with suitable utility-approved interconnections.
- **Participating Property.** GS-BESS can only be sited on a Participating Property.
- **Dedicated Use Building(s).** GS-BESS can only be located within Dedicated Use Building(s). Multiple Dedicated Use Buildings can be located on a Participating Property, if approved by Special Permit.

- **Other Building(s) on Participating Property.** In some circumstances, commercial use buildings, in addition to Dedicated Use Building(s), may be permitted on a Participating Property, if the commercial use is compatible with GS-BESS and approved by the Special Permit.

- **BESS Size Limit.** A GS-BESS facility in Hubbardston cannot exceed **10 MW** and land may not be subdivided into additional Participating Properties to exceed this limit.

- **Minimum Setbacks for Dedicated Use Building, Clearing and Fencing.** Minimum setbacks for a GS-BESS Dedicated Use Building are as follows:

- Front yard: 200 feet from road
- Side and rear yards: 75 feet from neighboring property lines.
- Cleared area and fencing as required in Sections 6D and 6E below may not be located in the standard Commercial Zoning District setbacks (front yard 100 feet, side and rear yards 30 feet).

- **Minimum Setbacks for Other Buildings on Participating Property.** Minimum setbacks for the Commercial Zoning District shall apply for other buildings on Participating Property, if the buildings are allowed under the Special Permit.

- **Height.** GS-BESS shall comply with the building height limitations for principal structures of the underlying zoning district.

- **Zoning Exemptions or Variances:** If exemptions or variances to the Zoning Bylaws are required to permit the proposed facility, the applicant must first obtain such permissions prior to making an application under the requirements of this bylaw.

6. Permitting Requirements

A. Applicable provisions. GS-BESS siting, construction, regulation, development, generating and distribution are regulated by the Hubbardston Planning Board through the following Articles of the zoning bylaws:

- Article 7-Special Permits
- Article 8-Environmental and Community Impact Analysis
- Article 9-Site Plan Approval

B. Additional Requirements for Site Plan Review. Any site plan application shall include the information required by the Articles listed above, and shall include the following information:

- Property lines and physical features, including roads, easements, both existing and proposed, for the project site, as prepared by a Professional Land Surveyor.
- Proposed changes to the landscape of the site, grading, vegetation clearing and planting,

- Exterior lighting, with related photometric plan and screening vegetation or structures.
- A one or three-line electrical diagram detailing the battery energy storage system layout, associated components, and electrical interconnection methods, with all Massachusetts Electrical Code compliant disconnects, overcurrent devices, short circuit current ratings and amperage interrupting capacity ratings.
- Evidence from the Public Utility indicating suitable utility-approved interconnections are available.
- A preliminary equipment specification sheet that documents the proposed battery energy storage system components, inverters and associated electrical equipment that are to be installed. A final equipment specification sheet shall be submitted prior to the issuance of building permit.
- Name, address, and contact information of proposed or potential system installer and both the Owner and Operator of the battery energy storage system. Such information of the final system installer shall be submitted prior to the issuance of building permit.
- Name, address, phone number, and signature of the project Applicant, as well as all the property owners, demonstrating their consent to the application and the use of the property for the battery energy storage system.
- Fire Safety Compliance Plan. Such a plan shall document and verify that the system and its associated controls and safety systems are in compliance with the Town of Hubbardston by-laws and the requirements of 527 CMR 1.00.
- Operation and Maintenance Manual. Such a plan shall describe continuing battery energy storage system maintenance and property upkeep, as well as design, construction, installation, testing and commissioning information. The manual shall indicate and identify testing, maintenance activities and the schedule for each activity based on a full year's schedule.
- Erosion and sediment control and stormwater management plans prepared to Massachusetts Department of Environmental Protection standards, if applicable, and to such standards as may be established by the Planning Board.
- A Noise Analysis that includes documentation by an acoustical engineer of the noise levels projected to be generated by both the installation and operations of the facilities as required in Section 7(E).
- Prior to the issuance of the building permit or final approval by the Planning Board, but not required as part of the application, engineering documents (as defined by 250 CMR) must be signed and certified by a Massachusetts Licensed Professional Engineer.
- The Planning Board's GS-BESS application fee is as per latest fee schedule issued by the Planning Board, which includes the fees for the Special Permit and Site Plan Review applications. All engineering fees, legal fees, publication fees, etc. incurred by the Planning Board during the application process and the Site Plan Review, are paid by the applicant, as estimated in advance, and are in addition to the application fee.

C. Siting Requirements: GS-BESS facilities shall not be in areas that are subject to flooding or inundation as described in Article 13 of these zoning bylaws, or within “Resources Areas” regulated by the Wetlands Protection Act (310 CMR 10.0) or within Massachusetts Department of Conservation and Recreation (DCR) “Primary Protection Zone”, as described in the Watershed Protection Act (313 CMR 11.0)

7. Design Standards. The following design standards apply to GS-BESS installations.

A. Utility Lines and Electrical Circuitry. All on-site utility lines shall be placed underground to the extent feasible and as permitted by the serving utility, with the exception of the main service connection at the utility company right-of-way and any new interconnection equipment, including without limitation any poles, with new easements and right-of-way.

B. Signage.

- Signage shall comply with ANSI Z535, and the Hubbardston Zoning Sign Bylaw, and shall include the type of technology associated with the battery energy storage systems, any special hazards associated, the type of suppression system installed in the area of battery energy storage systems, and 24-hour emergency contact information, including reach-back phone number. Emergency notification signs shall be clearly posted.

- As required by the MEC, NFPA 70 (2020) Article 705.10 and Article 712.10, disconnect and other emergency shutoff information shall be clearly displayed on a light reflective surface. A clearly visible warning sign concerning voltage shall be placed at the base of all pad-mounted transformers and substations.

C. Lighting. Lighting of the battery energy storage systems shall be limited to that minimally required for safety and operational purposes and shall be reasonably shielded and downcast from abutting properties. Continuously “on” lights used for operational status or other indicators shall be shielded from view of the street or any abutter’s property. All lighting shall comply with International Dark Sky Standards FSA Certification Requirements.

D. Vegetation and Tree-cutting. Areas within 20 feet on each side of the GS-BESS shall be cleared of combustible vegetation and other combustible growth, unless a greater distance is required by the Fire Department, or applicable code or regulation. Single specimens of trees, shrubbery, or cultivated ground cover such as green grass, ivy, succulents, or similar plants used as ground covers shall be permitted to be exempt, provided they do not form a means of readily transmitting fire. Removal of trees should be minimized to the extent possible.

E. Fencing Requirements. GS-BESS, including all mechanical equipment shall be within an enclosed structure which shall be shielded by a 7-foot-high fence with gates installed that are to be self-locking and self-latching to prevent unauthorized access and not interfering with ventilation or exhaust ports. In addition, each gate shall have an Emergency Access System Knox padlock or box at each gate, in the location as directed by the Fire Department, and access is to be maintained for easy opening by Fire and Rescue personnel.

F. Screening and Visibility. Views of GS-BESS from adjacent properties shall be minimized to the extent reasonably practicable, using architectural features, earth berms, landscaping, fencing, or other screening methods that will harmonize with the character of the property and surrounding area and not interfere with ventilation or exhaust ports. The suitability of the screening method shall be determined by the Planning Board.

G. Noise.

- Noise generated by battery storage energy systems and associated equipment such as air conditioners, cooling fans, inverters, and other machinery shall conform at a minimum to applicable state and local noise regulations, including the DEP's Division of Air Quality noise regulations, (310 CMR 7.10).

- Noise reduction shall be considered and incorporated as needed during the design phase of the installation including the location of the noise generator, shielding, noise cancellation, filtering, and noise suppression.

- Applicants may submit equipment and component manufacturers' noise ratings to demonstrate compliance. Any noise assessment for multiple components shall be assessed on the cumulative impact of the multiple components. The applicant may be required to provide Operating Sound Pressure Level measurements from a reasonable number of sampled locations at the perimeter of the battery energy storage system to demonstrate compliance with this standard.

8. Decommissioning.

A. Decommissioning Plan. The applicant shall submit a decommissioning plan to be implemented upon discontinuance, abandonment and/or in conjunction with removal of the GS-BESS facility. The decommissioning plan shall include:

1. A narrative description of the activities to be accomplished, including who will perform that activity and at what point in time, for complete physical removal of all GS-BESS components, structures, equipment, security barriers, and transmission lines from the site;
2. Disposal of all solid and hazardous waste in accordance with local, state, and federal waste disposal regulations;
3. The anticipated life of the GS-BESS system;
4. The estimated decommissioning costs and how said estimate was determined;
5. The method of ensuring that funds will be available for decommissioning and restoration;
6. The method by which the decommissioning cost will be kept current;
7. The manner in which the site will be restored, including a description of how any changes to the surrounding areas and other systems adjacent to the GS-BESS, such as, but not limited

to, structural elements, building penetrations, means of egress, and required fire detection suppression systems, will be protected during decommissioning and confirmed as being acceptable after the system is removed;

8. A listing of any contingencies for removing an intact operational energy storage system from service, and for removing an energy storage system from service that has been damaged by a fire or other event; and

9. The timelines needed to discontinue, de-energize, decommission and dis-assemble and remove all Battery Energy Storage System components and stabilize/replant surfaces if required shall be provided.

B. Decommissioning Fund. The Owner and/or Operator of the GS-BESS shall continuously maintain a fund or bond as described in Section 15. Financial Surety payable to The Town of Hubbardston, in a form approved by The Town of Hubbardston for the removal of the battery energy storage system, in an amount to be determined by The Town of Hubbardston, for the period of the life of the GS-BESS facility. All costs of the financial security shall be borne by the applicant.

C. Decommissioning Inspection. An inspection of the completed decommissioned area shall be reviewed by a Planning Board appointed engineer before the Board approves the decommissioning work in accordance with the Decommissioning Plan. The Owner and/or Operator shall pay for the cost of this review with such payment being provided by the Owner and/or Operator prior to the engineer undertaking said review.

D. Decommissioning as a Result of Abandonment. As a condition of the Special Permit, the Applicant shall provide the Town of Hubbardston Planning Board a document which will allow the Town to enter onto the property to decommission the system, if conditions of abandonment of the system occur as defined in Section 2, and/or if the conditions are not completely remedied by the Owner and/or Operator in the timeline approved above pursuant to section 8., A., 9. Such a document shall be filed at the Registry of Deeds, prior to the issuance of the Certificate to Generate for the system(s), as outlined in Section 16, Certificate to Generate. See also the requirements of this Bylaw, Section 15, Financial Security.

9. Safety Standards

A. System Certification Requirement. All GS-BESS and equipment shall be listed by a Nationally Recognized Testing Laboratory to UL 9540₁ (Standard for battery energy storage systems and equipment) with subcomponents meeting each of the following standards as applicable:

1. UL 1973 (Standard for Batteries for Use in Stationary, Vehicle Auxiliary Power and Light Electric Rail Applications);
2. UL 1642 (Standard for Lithium Batteries);
3. UL 1741 or UL 62109 (Inverters and Power Converters); and

4. Applicable electrical, building, and fire prevention codes as required.

A Field Evaluation by an approved testing laboratory for compliance with UL 9540 and applicable codes, regulations and safety standards may be used to meet system certification requirements.

B. Site Access. GS-BESS shall be maintained in good working order and in accordance with industry standards. Site access shall be maintained and secured in accordance with Section 7(E) including snow removal at a level acceptable to the local fire department.

C. Clearances and Enclosures. GS-BESS, components, and associated ancillary equipment shall have required working space clearances, and electrical circuitry shall be within weatherproof enclosures marked with the environmental rating suitable for the type of exposure in compliance with NFPA 70 and MEC.

10. Emergency Operations Plan (EOP).

A. Submission Requirement. The applicant shall provide a copy of the GS-BESS Emergency Operations Plan (EOP) to the Hubbardston Fire and Police Departments and Building Commissioner upon filing of the Special Permit Application.

B. Review Process. The Planning Board reserves the right to require additional consultation with other town, regional or state agencies after the date of submission of the application and EOP, if it believes such consultation is needed. The Applicant will be responsible for providing the required materials to the designated parties as a part of the overall permit process.

C. Approval Process. The Planning Board shall approve the EOP after consultation with Public Safety officials, as part of the issuance of the GS-BESS Special Permit. The approved copy shall also be placed in an approved location to be accessible to facility personnel, fire code officials, and emergency responders.

D. EOP CONTENTS. The EOP shall include the following information:

1. Procedures for safe shutdown, de-energizing, or isolation of equipment and systems under emergency conditions to reduce the risk of fire, electric shock, and personal injuries, and for safe start-up following cessation of emergency conditions;
2. Procedures for inspection and testing of associated alarms, interlocks, and controls;
3. Procedures to be followed in response to notifications from the Battery Energy Storage Management System, when provided, that could signify potentially dangerous conditions, including shutting down equipment, summoning service and repair personnel, and providing agreed upon notification to fire department personnel for potentially hazardous conditions in the event of a system failure;

4. Emergency procedures to be followed in case of fire, explosion, release of liquids or vapors, damage to critical moving parts, or other potentially dangerous conditions.

Procedures can include sounding the alarm, notifying the fire department, evacuating personnel, de-energizing equipment, and controlling and extinguishing the fire;

5. Response considerations similar to a safety data sheet (SDS) that will address response safety concerns and extinguishment when an SDS is not required;

6. Procedures for dealing with battery energy storage system equipment damaged in a fire or other emergency event, including maintaining contact information for personnel qualified to safely remove damaged battery energy storage system equipment from the facility;

7. Other procedures as determined necessary by The Town of Hubbardston to provide for the safety of occupants, neighboring properties, and emergency responders; and

8. Procedures and schedules for conducting drills of these procedures and for training local first responders on the contents of the plan and appropriate response procedures.

11. Ownership Changes.

A. Effect on Special Permit. If the Owner and/or Operator of the GS-BESS changes or the Owner of the Participating Property changes, the Special Permit shall remain in effect, provided that the successor Owner and/or Operator of the GS-BESS assumes in writing all of the obligations of the Special Permit, Site Plan, surety requirement and decommissioning plan.

B. Notification Requirement. A new Owner and/or Operator of the GS-BESS shall notify the Zoning Enforcement Officer in writing of such change in Owner and/or Operator within [30] days of the change.

C. Penalty for Failure to Provide Notice. The Special Permit and all other local approvals for the GS-BESS will become void if a new Owner and/or Operator fails to provide written notification to the Zoning Enforcement Officer in the required timeframe. Reinstatement of a voided Special Permit will be subject to the same review and approval processes for new applications under these zoning bylaws.

12. Abandonment.

A. Result of Abandonment. If the GS-BESS is abandoned (as defined Section 2), the Town of Hubbardston may, at its discretion, enter the property and utilize the available security (as required in Section 15) for the removal of the GS-BESS and restoration of the site in accordance with the decommissioning plan.

B. Extension for Good Cause. The Planning Board may allow an additional six-month period for the GS-BESS to not be considered abandoned, upon written request of the Owner and/or Operator, based upon a good cause determination by the Board to grant such an extension.

13. Enforcement.

Any violation of this GS-BESS zoning bylaw shall be subject to enforcement, including the imposition of civil and criminal penalties and fees, as provided in Section 4.14 of these zoning bylaws.

14. Severability.

Should any provision of this bylaw be determined to be void, invalid, unenforceable or illegal for whatever reason, such provision(s) shall be null and void; provided, however, that the remaining provisions of this bylaw shall be unaffected thereby and shall continue to be valid and enforceable

15. Financial Surety.

A. Surety Requirement. Owners and/or Operators of GS-BESS projects shall provide surety in the form of cash or certified bank check, held by and for the Town of Hubbardston in an interest bearing account to cover the cost of removal in the event the town must remove the installation and remediate the landscape, in an amount and form determined to be reasonable by the Planning Board, but in no event to exceed more than one hundred twenty-five (125%) percent of the cost of removal and compliance with the additional requirements set forth herein, as determined by the project proponent and reviewed and approved by the Planning Board. If surety is provided in the form of a certified bank check, the Owner and/or Operator shall periodically update said surety to remain current.

B. Payment of Surety. This surety will be due and payable prior to the issuance of the building permit. Proof of payment in the form of a receipt from the Town Treasurer will be shown to the Building Inspector before the permits are issued. Such surety will not be required for municipal or state-owned facilities.

C. Removal Cost Estimate and Access. The project proponent shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The amount shall include a mechanism for calculating increased removal costs due to inflation. As a condition of approval, an applicant shall bind itself to grant the necessary license or easement to the Town to allow entry to remove the structure. The Town shall have the right, but not the obligation to remove the facility.

16. Certificate to Generate

A. Issuance and Recording. No GS-BESS facility may operate until all conditions of the issued Special Permit and requirements of this bylaw are approved and certified at a meeting of the Planning Board, and the “Certificate to Generate” is issued, and a document which will allow the Town to enter onto the property to decommission the system is created. Both are to be recorded in the Worcester Registry of Deeds. The Certificate to Generate shall not be considered issued until proof of filing at the Registry of Deeds has been provided to the Planning Board.

B. Grounds for Revocation, Alteration or Suspension.

The Hubbardston Planning Board may, after a public hearing, revoke, alter, or suspend the “Certificate to Generate” on any of the following grounds:

- For failure to pay license fees;
- For failure to comply with the MA state laws regarding the operation of the GS-BESS facility;
- Failure to comply with the requirements of the Special Permit and/or Site Plan permit issued under these regulations.
- For failure to provide timely and complete annual reports as outlined under the Reporting Requirements section;

- Failure to pay all filing, use and administrative fees, including all review fees for the use by the Board of outside consultants, legal services and related costs incurred by the Planning Board for design review, construction review, required inspection and related costs;
- Failure by the property Owner or Operator to regularly pay all property, excise or other taxes and fees imposed by the Town of Hubbardston; or
- Failure to comply with applicable requirements for the operation and maintenance as required by the applicable utility company.

17. Annual Reporting Requirement.

In addition to the requirements of 11, above, the following shall also apply:

A. Annual Report Contents. Once per year, the Owner or Operator of the GS-BESS installation must provide a report to the Planning Board with the following information:

- total amount of electricity acquired, stored and distributed during the past calendar year;
- major maintenance performed;
- planned or actual major system modifications;
- change of ownership; and
- changes to bond amounts.

The annual report must also include a professional safety inspection that is signed and certified by a Massachusetts Licensed Professional Engineer.

B. Filing Requirement. Reports are due to the Hubbardston Planning Board by the last day of January of each calendar year.

C. Penalty for Failure to File. Failure to provide a timely annual report will prompt the Hubbardston Planning Board to invoke a public hearing on the GS-BESS operation that fails to provide a report. The purpose of the public hearing is to gather the required reporting information, and review if cause exists to revoke the Certificate to Generate. Costs incurred to publish and advertise the public hearing are borne by the Owner of the GS-BESS. Energy Storage System installation.

Or take any actions relative thereto.

Recommended by: Planning Board

**Second: Kathryn Young
(2/3 Vote Required)**

Discussion: Francois Steiger gave report on Article 23 as per MGL Chapter 40A, Section 5.

Motion Passes: 2/3 Majority vote

The Chair declared the meeting adjourned at 8:01pm

Respectfully Submitted,

Laurie J. Reed
Town Clerk

(Town Seal)



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON**

SPECIAL TOWN MEETING Monday, August 22, 2022 • 7:00 p.m. CENTER SCHOOL

STABILIZATION: \$541,391
MUNICIPAL CAPITAL STABILIZATION: \$159,732

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, August 22, 2022 at the time of 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 raise and appropriate or transfer from available funds the sum of \$5,424,928.65, or such other sum, to pay its share of the Quabbin Regional School District budget for FY 2023; or take any action relative thereto.

(Select Board recommends)

(Finance Committee will make a recommendation at Town Meeting)

Proposed Motion: I move that the Town raise and appropriate **\$5,241,649.00** to pay the Town of Hubbardston's share of the Quabbin Regional School District budget for FY 2023.

Explanation

This is the second time the Select Board has brought the QRSD School Committee's FY23 budget to Town Meeting voters. Residents approved \$5,241,649 at the Annual Town Meeting in June. Town officials, at the June 2022 Annual Town Meeting, recommended a number lower than the request made by the School Committee. Since three of the QRSD towns rejected the QRSD's budget request in June (including Hubbardston), state and local law required the QRSD School Committee to reconsider their initial budget request. The initial QRSD School Committee budget request was \$5,457,284.03. The School Committee reconsidered their request and lowered their budget request to \$5,424,928.65. This represents a difference of more than \$183,000 from the budget approved by Hubbardston voters at the June 2022 Annual Town Meeting and the amount currently requested by the QRSD School Committee.

Town officials are again recommending a total budget QRSD budget of \$5,241,649. This would be a second rejection of the QRSD School Committee's FY23 budget request.

For clarity and understanding, residents voting yes on the proposed motion are rejecting the QRSD School Committee's reconsidered budget request. If the remaining QRSD towns vote to approve the QRSD School Committee's reconsidered budget request, Hubbardston will need to

hold another Special Town Meeting to fund the request and cut municipal services or use one-time revenues to offset the increased school assessment. If two QRSD towns again reject the school budget, the School Committee will again need to reconsider their budget or the matter will be brought before the state’s Department of Elementary and Secondary Education for a final FY23 resolution on December 1.

ARTICLE 2. To see if the Town will vote to authorize payment of a prior fiscal year invoice as follows:

Vendor	Description	Invoice Number	Amount
Brittany Blaney-Anderson	Technology Consultant	Invoice #H-99	\$5,180.00

And to meet that appropriation, that the sum of **\$5,180** be transferred from the PEG Access Reserve Fund, or take any action relative thereof.

(Select Board recommends)

(Finance Committee will make a recommendation at Town Meeting)

Proposed Motion - I move that the Town vote to authorize payment of a prior fiscal year invoice as follows:

Vendor	Description	Invoice Number	Amount
Brittany Blaney-Anderson	Technology Consultant	Invoice #H-99	\$5,180.00

And to meet that appropriation, that the sum of **\$5,180 be transferred** from the PEG Access Reserve Fund, or take any action relative thereof.

(9/10th vote required)

Explanation

The town incurred a cable committee services bill exceeding the total appropriation for the PEG Access Fund appropriation. In order to pay this bill, town officials are asking voters to approve this expense and pay for it using the PEG Access Reserve Fund. This does not have an operating budget impact as the PEG Access Reserve Fund accumulates annually through payments from the local cable companies. These funds are used to maintain the town’s local cable channel and associated serves related to the channel.

Given under our hands this ____ day of August, 2022:

SELECT BOARD of HUBBARDSTON

Jeffrey L. Williams

Heather M. Munroe

Kathryn V. Young

Kris E. Pareago

Peter J. Walker

A true copy, Attest:

Laurie J. Reed, Town Clerk

Date of Posting: _____

Method: _____

By: _____, **Constable**



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON**

MINUTES SPECIAL TOWN MEETING **Monday, August 22, 2022** **CENTER SCHOOL**
STABILIZATION: \$541,391 **FREE CASH: \$0**
MUNICIPAL CAPITAL STABILIZATION: \$159,732

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School to act on the articles in said warrant. Present were Moderator René Lafayette, Select Board members Jeffrey Williams (Chair), Kris Pareago, Kathryn (Katie) Young, Heather Munroe and Peter Walker; Town Clerk Laurie Reed; Finance Committee members Joshua Lerner and Peter Russell; Acting Town Administrator Sandra Nason; prior Town Administrator Ryan McLane. Finance Committee members Susan Rayne and Charles Reed were absent. A total of 118 registered voters were checked in by Shonna Larson and Lynn Wilkinson. A quorum of 50 voters was present throughout the meeting.

Moderator René Lafayette declared a quorum present and called the Special Town Meeting to order at 7:09pm followed by the pledge of allegiance.

ARTICLE 1. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$5,424,928.65, or such other sum, to pay its share of the Quabbin Regional School District budget for FY 2023; or take any action relative thereto.

Motion, Jeffrey Williams, to see if the Town will raise and appropriate **\$5,241,649.00** to pay the Town of Hubbardston’s share of the Quabbin Regional School District budget for FY 2023.

Recommended by: Select Board

Finance Committee unable to make recommendation as quorum was not present

Second: Kathryn Young

Discussion: Ryan McLane spoke in regards to the amended motion made by Jeffrey Williams. Ryan explained the approval process, the budget process and advised of the budget constraints the town would be facing if the budget was approved as requested by Quabbin Regional School District.

Joshua Lerner spoke on behalf of the Finance Committee and explained the ongoing financial concerns of the town. Joshua stated the town would soon need to consider an over-ride to help fund the schools and what the additional annual cost would be to the average home in Hubbardston.

Superintendent Sheila Muir spoke on behalf of Quabbin Regional School District in regards to the increase in budget. Sheila explained the budget process and the expectations of the school to plan their budget a year in advance. Sheila advised the budget changes are made once additional

information becomes available as far as enrollment, staffing and State funding. Impacts to the budget were addressed to include; aging buildings, supplies, utilities and services.

Motion, Timothy Hawley, to amend the motion and appropriate the amended amount of \$5,424,928.65 to pay the Town of Hubbardston's share of the Quabbin Regional School District budget for FY 2023.

Second: Mark Wigler

Discussion: Timothy Hawley advised he has reviewed the school district budget and has even called the district to get clarification on some of the requests. Timothy advised he believes their requests are valid and necessary stating they are asking for a 2% increase which is lower than surrounding communities. Timothy noted the school was able to reduce the budget in 2020 and 2021 due to covid and incorporated those savings into the budget for the following years. He advised the increase since 2020 has been 4% overall even with inflation around 12% stating education is one of the most important investments we can make.

Moderator René Lafayette advised Town Meeting the motion made by Timothy Hawley is considered a subsidiary motion according to Section 15 of the town's general bylaws. In a subsidiary motion, debates are limited to 10 minutes with no person speaking for more than 3 minutes, nor more than twice.

Kristofer Munroe spoke about the efficiency of the town and advised employees are paid in the bottom ¼ percentile compared to other towns. Kristofer expressed concern about the salary amount for a new Town Administrator with the salary range being well below average and advised good people are needed in town just as they are needed in the schools. It was advised that 43% of the land in Hubbardston is owned by the State with minimal tax revenue paid.

Mark Wigler stated he is proud of Quabbin Regional School District and advised the increase is 2.05% over last year's budget. Mark advised this is a state wide problem due to funding in state aid, transportation and per pupil cost. Mark discussed the increases in supplies as well as supply chain problems. Mark spoke about the higher budget increases in local surrounding towns as well as the high number of school choice students to Quabbin due to the school reputation. From recent school committee meetings and parental feedback, the school committee acknowledges the role of public schools has expanded to also address the social/emotional needs of children in the district. Due to the added needs, additional staff is needed to include; counselors, psychologists and aids especially with concern of the loss of learning with covid.

Heather Munroe advised town meeting is to provide input and ultimately vote on how the town budget will be spent. Heather acknowledged the importance of education and the needs of students however advised the increase in funds would result in cuts to the town budget. With an increase in the school funding, the town would need to reduce the budget which would reduce services and staff to the town. Heather said this is an ongoing issue and it will continue on a yearly basis with a new process needed moving forward. The budget will need to be voted on again regardless of which way the vote is approved. The school will either need to review their budget or the town will need to review theirs to make a balanced budget.

Joshua Lerner asked if due to the increased number of zoom meetings from covid if there could be a reduction in the \$51,215 conference/travel budget line item by QRSD.

With no other discussion on the amendment, Moderator René Lafayette moved the question, motion seconded.

Vote on the motion made by Timothy Hawley to amend the motion and appropriate the amended amount of \$5,424,928.65 to pay the Town of Hubbardston’s share of the Quabbin Regional School District budget for FY 2023. Chair in doubt on visual vote. A recorded vote counted by Bella Kaldera and Laurie Reed was taken.

Vote: Motion Passes;

Yes-66, No-51

Further Discussion on motion as amended: Peter Walker asked where the town would get the money to pay the school budget difference.

Michael Stauder advised that he was a Select Board member for a decade plus and advised the town was doing the best they could and confirmed there is no money in town. He stated the budget was lean and the school is doing a good job however the problem lies due to a structural deficit between the revenue and expected expenses. He advised that a study was done years ago, and this was foreseen. Michael stated the only way to move forward would be to approve a 2.5 percent over-ride or massive growth.

Vote: Article 1 as amended: With confusion on town meeting floor as to what was being voted on the following discussion took place.

Discussion: Mark Wigler asked for clarification on the motion/vote.

Moderator René Lafayette explained the motions made up to the current point at special town meeting and advised this would be to approve the original amount requested by QRSD in Article 1.

Timothy Hawley clarified the amount voted on was the revised amount given by Quabbin Regional School District after the budget was voted down at the annual town meeting.

Vote: Majority Affirmative Vote

ARTICLE 2. Motion, Kathryn Young, to see if the Town will vote to authorize payment of a prior fiscal year invoice as follows:

Vendor	Description	Invoice Number	Amount
Brittany Blaney-Anderson	Technology Consultant	Invoice #H-99	\$5,180.00

And to meet that appropriation, that the sum of **\$5,180** be transferred from the PEG Access Reserve Fund, or take any action relative thereof.

Recommended by: Select Board

Finance Committee unable to make recommendation as quorum was not present

Second: Heather Munroe
Affirmative Vote

Motion Passes: Unanimous

Jeffrey Williams addressed town meeting and thanked Ryan McLane for his years of service to the Town. Jeffrey spoke about his accomplishments and dedication to the town and residents over his 4 years of employment.

Ryan McLane thanked the town for giving him the opportunity to serve as Town Administrator and feels honored to be able to share his time and family with the town and residents. Ryan advised the town employees in Hubbardston are second to none and asked the town continue to support the staff moving forward.

Having completed the business of the evening, the Chair declared Town Meeting adjourned at 8:15pm.

Respectfully Submitted,

Laurie J. Reed
Town Clerk

(Town Seal)



COMMONWEALTH OF MASSACHUSETTS

TOWN OF HUBBARDSTON

WARRANT

ANNUAL TOWN ELECTION

JUNE 14, 2022

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 14th of JUNE 2022,

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the **ANNUAL TOWN ELECTION** to choose the following officers:

Two Positions	SELECT BOARD	3-Year Terms
One Position	BOARD OF ASSESSORS	3-Year Term
One Position	PLANNING BOARD	5-Year Term
One Position	BOARD OF HEALTH	3-Year Term
Two Positions	BOARD OF HEALTH	2-Year Term
One Position	QUABBIN REG SCHOOL DISTRICT COMM	3-Year Term
Two Positions	QUABBIN REG SCHOOL DISTRICT COMM	2-Year Terms
One Position	MODERATOR	3-Year Term
One Position	FINANCE COMMITTEE	3-Year Term
One Position	CEMETERY COMMISSION	3-Year Term
One Position	CEMETERY COMMISSION	2-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	1-Year Term
Two Positions	PARKS COMMISSIONER	3-Year Term

You are hereby directed to serve this warrant by posting attested copies thereof at Hubbardston Center School, Town Office, U.S. Post Office, and Mr. Mike’s Convenience Store at least fourteen (14) days prior to said election.

Given under our hands this _____ day of May, 2022.

SELECT BOARD of HUBBARDSTON

A true copy, Attest: (seal)

Daniel S. Galante

Laurie J. Reed, Town Clerk

Jeffrey L. Williams

Date of Posting: _____

Kris E. Pareago

Method: BY HAND

Kathryn V. Young

By: _____

Constable

Heather M. Munroe



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON
Annual Town Election, June 14, 2022
OFFICIAL Election Results**

Total # of Registered Voters: 3351

Total Votes Cast Today: 118

Voter Turnout: 3.52%

ELECTED = *

Select Board (2) – 3 Year Term

Kris E. Pareago *	91
Peter J. Walker *	79
Write-Ins	3
Blanks	63

Board of Assessors – 3 Year Term

John Prentiss *	99
Write-Ins	1
Blanks	18

Planning Board – 5 Year Term

John DeMalia Jr. *	99
Write-Ins	0
Blanks	19

Board of Health – 3 Year Term

Catherine A. Hansgate *	87
Write-Ins	1
Blanks	30

Board of Health (2) – 2 Year Term

Laurie DeMalia *	97
Write-Ins *FAILURE TO ELECT	0
Blanks	139

**Quabbin Regional School District Committee
3 Year Term**

Mark Wigler *	96
Write-Ins	2
Blanks	20

**Quabbin Regional School District Committee (2)
2 Year Term**

Joanne M. Cormier *	88
Write-Ins *FAILURE TO ELECT	5
Blanks	143

Moderator – 3 Year Term

Reine Lafayette *	94
Write-Ins	0
Blanks	24

Finance Committee – 3 Year Term

Write-Ins *FAILURE TO ELECT	12
Blanks	106

Cemetery Commission – 3 Year Term

Paul Sweeney (Write-In) *	11
Write-Ins	2
Blanks	105

Cemetery Commission – 2 Year Term

David Melville *	94
Write-Ins	1
Blanks	23

Trustees of the Public Library (2) – 3 Year Term

Morgan Brinker *	92
Edward Cronin *	91
Write-Ins	0
Blanks	53

Housing Authority – 4 Year Term

Write-Ins *FAILURE TO ELECT	4
Blanks	114

Housing Authority – 3 Year Term

Write-Ins *FAILURE TO ELECT	7
Blanks	111

Housing Authority – 1 Year Term

Maria Tourigny (Write-In) *	5
Write-Ins	3
Blanks	110

Parks Commissioner (2) – 3 Year Term

Write-Ins * FAILURE TO ELECT	6
Blanks	230

Respectfully Submitted,

Laurie J. Reed
Hubbardston Town Clerk

OTHER INFORMATION



CALENDAR 2022 TOWN OF HUBBARDSTON GROSS SALARIES

Afonso	Albert	MART Van Driver	\$10,223.35
Afonso	Nancy	Senior Center Volunteer	\$500.00
Anderson	Richard	Senior Center Volunteer	\$200.00
Ares	Erik R	Fire	\$809.80
Ares	James P	Fire	\$74,926.58
Barbera	Christine M	Library Director	\$29,517.14
Begin	Betty	Election Worker	\$185.26
Bentley	Daniel	DPW	\$22,656.80
Bergeron	Christopher J	Police	\$134,688.13
Blood	Donald J	Police	\$153,105.30
Boudreau	Nathan	Town Administrator	\$6,034.48
Bourque	Jeffrey	Tree Warden	\$2,850.00
Breagy	Richard	Bldg. Inspector	\$2,268.67
Breagy	Susan	Senior Center Volunteer	\$300.00
Bresciani	Andrew	Police	\$38,091.74
Brown	Travis M	DPW Director	\$89,070.00
Casey	Troy A	Fire	\$95,246.98
Champagne	Robert	Police	\$4,170.50
Clapham Jr.	Richard	DPW	\$58,904.96
Colwell	Bryan R	Fire	\$23,116.44
Como	Jeanine	Senior Center Volunteer	\$200.00
Cormier	Elizabeth	Sr. Tax Workoff	\$1,496.25
Couture	Ryan P	Police	\$117,274.95
Cunningham	Bonnie	Sr Tax Workoff	\$1,496.25
DeMalia	John A., Jr.	Fire	\$4,451.58
Dixson	James F	Fire	\$4,587.54
Dixson	Tina C	Fire	\$4,797.70
Fontaine	Kayla A	Police	\$8,972.56
Forte	Robert K	Police	\$141,116.81
Foster	Kristin	Town Clerk/Registrar	\$8,435.72
Gallant	Edward R	MART Van Driver	\$6,095.32
Goguen	Neil B	DPW	\$65,806.50
Goscila	Jeremy D	Fire	\$78,432.27
Gosse	Rebecca J	Sr Tax Workoff	\$427.50
Green	Joyce E	Election Worker/Asst. Town Clerk	\$5,745.01
Hackett	Richard	Sr, Tax Workoff	\$1,496.25
Hakala	Jacob	DPW	\$65,258.44
Halkola	James F	Police	\$14,185.27
Hardaker	Sharon A	MART Dispatcher	\$5,584.33
Hayes Jr.	Robert	Fire Chief	\$94,962.08
Homans	William J	Police	\$12,475.00
Howlett	Marcia G	Cemetery Commission Secretary	\$373.55
Jeneski	Linda	Senior Center Volunteer	\$200.00
Johnson	Stanley H	MART Van Driver	\$495.70
Kaldera	Bella	Constable	\$265.95
Kohlstrom	Beverly	Senior Center Volunteer	\$300.00

Kresge	Mark	Land Use Clerk	\$4,363.80
LaFayette	Rene M	Moderator	\$100.00
Lamoureux	Patricia	Sr Tax Workoff/Volunteer	\$1,696.25
Lanciani	Robert	Building Commissioner	\$8,529.40
Larson	Shonna L	Election Worker	\$247.88
Listovitch	Cynthia	Sr Tax Workoff/Volunteer	\$1,696.25
Longeill	Zachary M	DPW	\$53,918.14
Mabardy	Mitchell F	Fire	\$1,296.95
Mastrototero	Andrea L	Recording Asst.	\$790.81
McLane	Ryan M	Town Administrator	\$47,522.30
Merkel	Brad	Police	\$1,823.95
Nason	Sandra E	Treas-Coll/Interim Town Admin	\$80,861.29
Newton	Timothy	Health Inspector	\$13,855.00
Nixon	David G	Interim Town Administrator	\$26,550.22
O'Donnell	Dennis	DPW Clerk/Emergency Mgmt. Dir	\$16,498.13
Parker	Gerald	Custodian	\$4,566.50
Parker	Michael C	Fire	\$14,412.34
Payson	James	DPW - Seasonal	\$4,478.20
Pelletier	Sheila	Veterans Agent	\$438.59
Perron	Dennis G	Police Chief	\$112,960.48
Perron	Nancy A	Police Admin Asst	\$17,027.86
Pervier	Florence	Sr Tax Workoff/Volunteer	\$1,696.25
Pontbriand	Kelli J	Accountant	\$31,962.86
Provencal	Claudia G	Council on Aging Director	\$17,252.21
Reed	Laurie J	Town Clerk/Registrar	\$44,611.30
Rogan	Nancy	Election Worker	\$307.51
Seamon	Mallory A	Land Use Clerk	\$26,780.70
Sefton	Ted	Sr Tax Workoff	\$1,496.25
Shaughnessy	Mary Ellen	Senior Center Volunteer	\$200.00
Sherber	Joshua	DPW	\$9,639.57
Siequist	Shaun	Pol	\$265.10
Sturgis	Jonathan C	Police	\$22,325.10
Sweeney	Darrell	Electrical Inspector	\$21,120.25
Sweeney	Jack	DPW - Seasonal	\$1,278.82
Sweeney	Paul F	DPW - Seasonal	\$10,026.69
Therault	Phillip J., Jr.	Fire	\$1,502.81
Thibault	Roberta A	Financial Assistant	\$40,675.70
Tonet	Edward R	Plumbing Inspector	\$1,930.00
Travis	Michael	Fire	\$360.56
Vincent	James	Custodian	\$1,369.67
Vincent	Kathleen M	Election Worker	\$294.01
Walker	Antonette P	Library Staff/Administrative Asst.	\$33,746.15
Walker	Gabrielle	Library Staff/Bldg-BOH Clerk	\$15,678.86
Whitney	Brianna	Clock Winder	\$394.80
Whitney	Carol W	Election Worker	\$348.76
Wilkinson	Lynn R	Election Worker	\$561.38
Wilkinson	Taylor	Fire	\$61,787.51
Williams	Lorraine	Senior Center Volunteer	\$200.00

Wolfe	Karen M	Sr Tax Workoff	\$1,496.50
Woodward	Patricia A	Sr Tax Workoff/Election Worker	\$1,696.25
Wright	Lauren	Veterans Agent	\$377.58
		TOTAL	\$2,156,816.15

FY22 Approved Budget

TOWN OF HUBBARDSTON FY 2022 BUDGET SUMMARY			
Revenue Source	FY 2021	FY 2022 Town Meeting Budget	Comments
Property Taxes	\$ 7,273,006	\$ 7,473,369	FY21 Tax Levy
Prop 2 1/2 Increase	\$ 181,825	\$ 186,834	Allowed by MGL
New Growth	\$ 18,538	\$ 128,263	Estimated
Excluded Debt	\$ -	\$ 6,000	Interest Payment
Overlay Reserve	\$ (65,211)	\$ (65,000)	
Net Property Tax Revenue	\$ 7,408,158	\$ 7,729,466	
Capital Offset (Free Cash)	\$ 150,000	\$	
Projected Local Aid	\$ 620,077	\$ 631,795	
Projected Local Receipts	\$ 1,359,518	\$ 1,295,450	
Total Operating Revenues	\$ 9,452,964	\$ 9,721,711	
Total Operating Budget	\$ 9,397,329	\$ 9,716,063	
Operating Surplus/(shortfall)	\$ 55,635	\$ 5,648	
Capital Budget Sources			
Unappropriated Free Cash		\$ 312,052	
Free Cash Uses			
FY 22 Capital Budget		\$ 182,000	
Regional Capital Assessment		\$ 8,115	
Route 68 Center Easements		\$ 15,000	
Free Cash Transfer to Stabilization		\$ 15,000	
Free Cash for FY 21 Budget		\$	
Sub Total Capital		\$ 220,115	
Net Available Free Cash		\$ 91,937	

FISCAL YEAR 2022 APPROVED BUDGET

Moderator - 114	5100 Personnel	Stipend	\$ 100	\$ 100	\$ 100	0.00%
		Total	\$ 100	\$ 100	\$ 100	0.00%
Select Board - 122	5100 Personnel	Executive Assistant	\$ 36,171	\$ 19,263	\$ 19,263	-46.74%
	5110 Employee Support	Expenses	\$ 800	\$ 800	\$ 800	0.00%
	5200 Services	Binding of Records	\$ 250	\$ 250	\$ 250	0.00%
		Advertising	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
		Legal	\$ 40,000	\$ 40,000	\$ 40,000	0.00%
		Town Clock Maint.	\$ -	\$ 1,000	\$ 1,000	
	5400 Supplies	Warrant Mailings	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
		Office Supplies	\$ 3,500	\$ 3,500	\$ 3,500	0.00%
		Town Report	\$ 500	\$ 500	\$ 500	0.00%
		Memorial Day	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
		Total	\$ 85,221	\$ 69,313	\$ 69,313	-18.67%
Town Admin - 129	5100 Personnel	Salary	\$ 93,251	\$ 100,370	\$ 100,370	7.63%
		Merit	\$ -	\$ 1,506	\$ 1,506	
	5110 Employee Support	Cell Phone Stipend	\$ 600	\$ 600	\$ 600	0.00%
		Disability Insurance	\$ -	\$ 2,500	\$ 2,500	
		Expenses	\$ 3,500	\$ 3,500	\$ 3,500	0.00%
		Total	\$ 97,351	\$ 108,476	\$ 108,476	11.43%
Finance Committee - 131	5110 Employee Support	FC Expenses	\$ 200	\$ 200	\$ 200	0.00%
	5700 Other	FC Reserve Fund	\$ 30,000	\$ 30,000	\$ 30,000	0.00%
		Total	\$ 30,200	\$ 30,200	\$ 30,200	0.00%
Accountant - 135	5200 Services	Accountant Services	\$ 42,000	\$ 36,488	\$ 36,488	-13.12%
		Annual Audit	\$ 19,000	\$ 19,500	\$ 19,500	2.63%
	5400 Supplies	Accountant Expense	\$ 200	\$ 200	\$ 200	0.00%
		Total	\$ 61,200	\$ 56,188	\$ 56,188	-8.19%

Assessor - 141	5100 Personnel	Assessing Assistant	\$ 26,520	\$ -	\$ -	-100.00%
	5110 Employee Support	Expenses (association dues)	\$ 272	\$ 272	\$ 272	0.00%
	5200 Services	Assessing Services	\$ 66,800	\$ 68,500	\$ 68,500	2.54%
	5400 Supplies	Expenses (CAI)	\$ -	\$ 15,100	\$ 15,100	
		Expenses (postage and supplies)				
		Total	\$ 93,592	\$ 83,872	\$ 83,872	-10.39%
Treasurer Collector - 149	5100 Personnel	Salary	\$ 64,494	\$ 66,430	\$ 66,430	3.00%
		Certification	\$ 1,000	\$ 1,000	\$ 1,000	
		Finance Assistant	\$ -	\$ 36,525	\$ 36,525	
	5110 Employee Support	Expenses (Dues and Workshops)	\$ 610	\$ 370	\$ 370	-39.34%
	5200 Services	Payroll Services	\$ 3,000	\$ 3,000	\$ 3,000	0.00%
		Expenses (Veri and Bank Fees)	\$ 3,950	\$ 4,150	\$ 4,150	
	5400 Supplies	Expenses (Postage and Supplies)	\$ 7,000	\$ 7,000	\$ 7,000	0.00%
	5700 Other	Tax Title	\$ 5,000	\$ 5,000	\$ 5,000	0.00%
		Total	\$ 85,054	\$ 123,475	\$ 123,475	45.17%
Information Technology - 155	5200 Services	IT Maintenance	\$ 64,000	\$ 70,000	\$ 70,000	9.38%
		Copier	\$ 3,000	\$ 3,000	\$ 3,000	
		Website	\$ 3,000	\$ 3,000	\$ 3,000	
		Total	\$ 70,000	\$ 76,000	\$ 76,000	8.57%
Town Clerk - 161	5100 Personnel	Town Clerk Salary	\$ 45,460	\$ 46,803	\$ 46,803	2.95%
		Assistant TC	\$ 5,763	\$ -	\$ -	-100.00%
		Election Wages	\$ 5,763	\$ 1,900	\$ 1,900	-67.03%
		Board of Registrar Wages	\$ 5,763	\$ -	\$ -	-100.00%
	5110 Employee Support	Expenses (Conf, Dues, Mileage)	\$ 1,295	\$ 965	\$ 965	-25.48%
	5200 Services	Expenses (Binding, Safe Deposit)	\$ 645	\$ 645	\$ 645	0.00%
	5400 Supplies	Election Expenses	\$ 11,525	\$ 7,200	\$ 7,200	-37.53%
		Total	\$ 64,689	\$ 50,313	\$ 57,513	-11.09%
Conserv Commission -171	5400 Supplies	Expenses	\$ 500	\$ -	\$ - merged	-100.00%
		Total	\$ 500	\$ -	\$ - merged	-100.00%
Planning - 175	5100 Personnel	Assistant	\$ -	\$ -	\$ - merged	
		EDC	\$ -	\$ -	\$ - merged	
	5200 Services	Montachusett Assessment	\$ 2,079	\$ -	\$ -	-100.00%
		Expenses	\$ -	\$ -	\$ -	
		Total	\$ 2,079	\$ -	\$ -	-100.00%
Economic Development - 182	5100 Personnel	Coordinator Stipend	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
	5200 Services	QC Website	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
		Local Advertising	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
		Expenses	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
		Total	\$ 4,000	\$ 4,000	\$ 4,000	0.00%
Zoning Board of Appeals - 176	5100 Personnel	Assistant Stipend	\$ 500	\$ -	\$ -	-100.00%
	5400 Supplies	Expenses	\$ 500	\$ -	\$ - merged	-100.00%
		Total	\$ 1,000	\$ -	\$ - merged	-100.00%
Building & Maintenance - 192						

	5100 Personnel	Custodian	\$ 9,367	\$ 9,653	\$ 9,653	3.05%
	5200 Services	Utilities and Maintenance	\$ 31,000	\$ 31,000	\$ 31,000	0.00%
		Phone	\$ 6,000	\$ 6,500	\$ 6,500	
Police - 210		Total	\$ 46,367	\$ 47,153	\$ 47,153	1.70%
	5100 Personnel	Police Chief Salary	\$ 105,737	\$ 108,909	\$ 108,909	3.00%
		Police Wages	\$ 483,271	\$ 503,271	\$ 503,271	4.14%
		Police Training Wages	\$ -	\$ -	\$ -	
		Police Assistant	\$ 15,745	\$ 16,212	\$ 16,212	2.97%
	5110 Employee Support	Police Training Expense	\$ 42,950	\$ 1,500	\$ 5,500	
		Police Education	\$ 42,950	\$ 16,150	\$ 16,150	
		Police Equipment	\$ -	\$ 3,300	\$ 3,300	
		Stipends & Allowances	\$ 42,950	\$ 24,700	\$ 24,700	
		Mileage	\$ 305	\$ 305	\$ 305	0.00%
	5200 Services	Police Maintenance	\$ -	\$ 2,850	\$ 2,850	
		Police Vehicle	\$ -	\$ 4,000	\$ 4,000	
		Police Equipment	\$ -	\$ 1,800	\$ 1,800	
		Services	\$ -	\$ 150	\$ 150	
	5400 Supplies	Supplies	\$ 11,050	\$ 11,050	\$ 11,050	0.00%
Fire - 220		Total	\$ 744,958	\$ 694,197	\$ 698,197	-6.28%
	5100 Personnel	Fire Chief Salary	\$ 84,774	\$ 87,278	\$ 87,278	2.95%
		Fire Wages	\$ 267,067	\$ 279,895	\$ 279,895	4.80%
		Fire Call Wages	\$ 69,392	\$ 74,392	\$ 74,392	7.21%
	5110 Employee Support	Equipment (Protective Clothing)	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
	5200 Services	Vehicle Maintenance	\$ 20,000	\$ 20,000	\$ 20,000	0.00%
		Building Maint. (Electric)	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
	5400 Supplies	Building Maint. (Building & Heat)	\$ 15,200	\$ 15,200	\$ 15,200	
		Equipment (Hose, Turn Out Gear)	\$ 8,000	\$ 8,000	\$ 8,000	0.00%
	5700 Other	Equipment (Old Outlay)	\$ 9,000	\$ 8,000	\$ 8,000	-11.11%
Ambulance - 231		Total	\$ 476,933	\$ 496,265	\$ 496,265	4.05%
	5200 Services	Ambulance Lease	\$ 19,738	\$ 20,133	\$ 20,133	2.00%
		Ambulance Pro Service	\$ 26,900	\$ 26,900	\$ 26,900	0.00%
	5400 Supplies	Ambulance Pro Service	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
		Medical Supplies	\$ 13,500	\$ 13,500	\$ 13,500	0.00%
	5700 Other	Medical Supplies (new)	\$ 9,500	\$ 9,500	\$ 9,500	0.00%
Land Use - 241		Total	\$ 72,138	\$ 72,533	\$ 72,533	0.55%
	5100 Personnel	Land Use Coordinator	\$ 32,832	\$ 40,176	\$ 40,176	22.37%
	5110 Employee Support	Continuing Ed for Inspectors	\$ -	\$ 500	\$ 500	
	5200 Services	Regional Building Services	\$ 26,750	\$ 27,400	\$ 27,400	2.43%
		Montachusett Assessment	\$ -	\$ 1,626	\$ 1,626	
	5400 Supplies	Land Use Supplies	\$ 500	\$ 1,500	\$ 1,500	200.00%
Emergency Management - 291		Total	\$ 60,082	\$ 71,202	\$ 71,202	18.51%
	5100 Personnel	Emergency Planning Director	\$ 1,100	\$ 1,100	\$ 1,100	0.00%
	5110 Employee Support	CERT Support	\$ 500	\$ 500	\$ 500	0.00%
	5400 Supplies	Emergency Planning Expenses	\$ 833	\$ 833	\$ 833	0.00%
Animal Control - 292		Total	\$ 2,433	\$ 2,433	\$ 2,433	0.00%
	5200 Services	Regional Animal Control	\$ 17,678	\$ 18,120	\$ 18,120	2.50%
Tree Warden - 294		Total	\$ 17,678	\$ 18,120	\$ 18,120	2.50%

	5100 Personnel								
	5200 Services	Tree Warden Wages	\$ 1,900	\$ 1,900	\$ 1,900				0.00%
		Outside Tree Services	\$ 4,000	\$ 4,000	\$ 4,000				0.00%
Dispatch - 299		Total	\$ 5,900	\$ 5,900	\$ 5,900				0.00%
	5200 Services								
		Rutland Regional	\$ 121,500	\$ 127,587	\$ 127,587				0.01%
School- 300		Total	\$ 121,500	\$ 127,587	\$ 127,587				5.01%
	5700 Other								
		Quabbin Regional	\$ 4,879,933	\$ 5,049,651	\$ 5,049,651				3.48%
		QRSD Roof Repair Debt	\$ 29,846	\$ 29,093	\$ 29,093				-2.52%
		Montachusett Technical	\$ 563,000	\$ 486,410	\$ 486,410				-13.60%
DPW-420		Total	\$ 5,472,779	\$ 5,565,154	\$ 5,565,154				1.69%
	5100 Personnel								
		DPW Director	\$ 77,779	\$ 80,075	\$ 80,075				2.95%
		DPW Wages	\$ 252,975	\$ 261,638	\$ 261,638				3.42%
		DPW Assistant	\$ 13,995	\$ 14,410	\$ 14,410				2.97%
	5110 Employee Support								
		General Highway Support	\$ 15,300	\$ 15,300	\$ 15,300				0.00%
		Longevity	\$ -	\$ 2,000	\$ 2,000				
	5200 Services								
		Services	\$ 74,027	\$ 76,027	\$ 76,027				
	5400 Supplies								
		Road Maint & Equipment	\$ 156,473	\$ 158,711	\$ 158,711				
	5600 Intergovernment								
		Police Details	\$ 6,000	\$ 8,000	\$ 8,000				33.33%
	5700 Other								
		Advertising	\$ 600	\$ 600	\$ 600				0.00%
Snow and Ice - 423		Total	\$ 597,149	\$ 616,761	\$ 616,761				3.28%
	5100 Personnel								
		Winter Wages	\$ 65,239	\$ 65,239	\$ 65,239				0.00%
	5200 Services								
		Plowing Private Ways	\$ 1,200	\$ 1,200	\$ 1,200				0.00%
		Winter Outside Services	\$ 5,000	\$ 5,000	\$ 5,000				0.00%
	5400 Supplies								
		Equip., Supplies & Materials	\$ 160,000	\$ 160,000	\$ 160,000				0.00%
Street Lights - 424		Total	\$ 231,439	\$ 231,439	\$ 231,439				0.00%
	5200 Services								
		Municipal Lights	\$ 5,500	\$ 5,500	\$ 5,500				0.00%
Cemetery - 491		Total	\$ 5,500	\$ 5,500	\$ 5,500				0.00%

	5200 Services	Cemetery Maintenance	\$ 1,300	\$ -	\$		-100.00%
	5400 Supplies	Cemetery Equipment	\$ 1,300	\$ 1,300	\$ 1,300	0.00%	
Board of Health - 510		Total	\$ 2,600	\$ 1,300	\$ 1,300	-50.00%	
	5100 Personnel	BOH and Con Comm Assistant	\$ -	\$ -	\$		
	5200 Services	Landfill Monitoring	\$	\$ -	\$		merged
	5400 Supplies	MPHN Public Nurse	\$	\$	\$		
		BOH Expenses	\$ 500	\$ -	\$		-100.00%
Senior Center - 541		Total	\$ 500	\$	\$	-100.00%	
	5100 Personnel	COA Director	\$ 15,585	\$ 16,052	\$ 16,052	3.00%	
	5200 Services	Coal Expenses	\$ 2,500	\$ 2,500	\$ 2,500	0.00%	
	5400 Supplies	COA Expenses	\$ 2,500	\$ 2,500	\$ 2,500	0.00%	
Veterans - 543		Total	\$ 20,585	\$ 21,052	\$ 21,052	2.27%	
	5110 Employee Support	Veteran Training Expenses	\$ 650	\$ 650	\$ 650	0.00%	
	5200 Services	Regional Services	\$ 8,000	\$ 8,000	\$ 8,000	0.00%	
	5400 Supplies	Veterans Expenses	\$ 200	\$ 200	\$ 200	0.00%	
		Veteran Flags	\$ 500	\$ 500	\$ 500	0.00%	
		Veteran Graves	\$ 500	\$ 500	\$ 500	0.00%	
	5700 Other	Veteran Benefits	\$ 30,000	\$ 30,000	\$ 30,000	0.00%	
Library - 610		Total	\$ 39,850	\$ 39,850	\$ 39,850	0.00%	
	5100 Personnel	Director	\$ 27,552	\$ 28,365	\$ 28,365	2.95%	
		Assistant Wages	\$ 16,075	\$ 16,893	\$ 16,893		
	5110 Employee Support	Association Dues	\$ 310	\$ 310	\$ 310	0.00%	
	5200 Services	Utilities and Maintenance	\$ 19,317	\$ 19,317	\$ 19,317	0.00%	
	5400 Supplies	Books and Materials	\$ 19,547	\$ 19,547	\$ 19,547	0.00%	
Recreation - 630		Total	\$ 82,801	\$ 84,432	\$ 84,432	1.97%	

	5400 Supplies	Park Services and Expenses	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
Agricultural Commission - 690		Total	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
	5400 Supplies	Ag Commission Expenses	\$ 300	\$ 300	\$ 300	0.00%
Historical Commission - 691		Total	\$ 300	\$ 300	\$ 300	0.00%
	5400 Supplies	Expenses	\$ 200	\$ 200	\$ 200	0.00%
Debt - Short-Term Interest - 750		Total	\$ 200	\$ 200	\$ 200	0.00%
		Interest on Short-term Debt	\$ 2,000	\$ 2,000	\$ 2,000	
Debt - Long-Term Principal - 751		Total	\$ 2,000	\$ 2,000	\$ 2,000	
		Debt - Long-Term Principal	\$ -	\$ 230,000	\$ 230,000	
Debt - Long-Term Interest - 752		Total	\$ -	\$ 230,000	\$ 230,000	
		Long-Term Interest (within Levy)	\$ 20,450	\$ 13,365	\$ 13,365	-34.65%
Cherry Sheet Assessment - 820		Long-Term Interest (outside Levy)	\$ -	\$ 6,000	\$ 6,000	
		Total	\$ 20,450	\$ 19,365	\$ 19,365	-5.31%
		Air Pollution	\$ 1,289	\$ 1,326	\$ 1,326	2.87%
		Regional Transit	\$ 6,551	\$ 8,570	\$ 8,570	30.82%
		RMV	\$ 3,340	\$ 3,340	\$ 3,340	0.00%
Worcester Regional Retirement - 911		Total	\$ 11,180	\$ 13,236	\$ 13,236	18.39%
		Assessment	\$ 278,671	\$ 329,495	\$ 329,495	18.24%
Unemployment - 913		Total	\$ 278,671	\$ 329,495	\$ 329,495	18.24%
		Reserve	\$ 15,000	\$ 15,000	\$ 15,000	0.00%
Health insurance - 914		Total	\$ 15,000	\$ 15,000	\$ 15,000	0.00%
		Annual Cost	\$ 160,000	\$ 160,000	\$ 160,000	0.00%
Medicare - 916		Total	\$ 160,000	\$ 160,000	\$ 160,000	0.00%
		Annual Cost	\$ 29,500	\$ 30,385	\$ 30,385	3.00%
Liability Insurance - 945		Total	\$ 29,500	\$ 30,385	\$ 30,385	3.00%
		Annual Cost	\$ 121,000	\$ 125,000	\$ 125,000	3.31%
Offsets and Overlay - 999		Total	\$ 121,000	\$ 125,000	\$ 125,000	3.31%
		Library Off-Set	\$ 7,942	\$ 9,567	\$ 9,567	20.46%
		Overlay	\$ 65,211	\$ 65,000	\$ 65,000	-0.32%
		Total	\$ 73,153	\$ 74,567	\$ 74,567	1.93%
		Total Budget	\$ 9,310,132	\$ 9,704,863	\$ 9,716,063	4.36%

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

Select Board
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