

**ANNUAL REPORTS  
of the  
OFFICERS AND COMMITTEES**



**TOWN OF HUBBARDSTON  
2021**



# Vietnam Veteran Memorial Committee

The Hubbardston 2021 annual town report is dedicated to The Hubbardston Vietnam Veterans Memorial Committee. In early 2021, town administrator Ryan McLane asked for volunteers to form a committee to build a fitting tribute for Hubbardston’s Vietnam-era Veterans. A seven-person committee started this mission in March of 2021 with several goals. The first goal was to identify our veteran population. We have now certified just over 200 eligible Veterans. *Hubbardston has always answered the call.* Next, the committee needed to design the memorial and raise enough funds to build a monument in order to finally welcome home those that had served our country. This was accomplished by October, 2021. Due to the generosity of area residents and local companies, enough money was raised not only to build a fitting Vietnam memorial but also repair and restore all of our other war monuments in town.

A special dedication for our Vietnam Veteran-era monument will take place as part of the 2022 Memorial Day ceremony on May 30<sup>th</sup>, 2022.

The members of the Vietnam Veterans Memorial Committee are as follows:

- Tom Colyer
- Laura Foley
- Steve Meagher
- Dolores Ordway
- Bill Shea- chairman and secretary
- Bill Withycombe- treasurer
- Sara Wyman



# TABLE OF CONTENTS

## HUBBARDSTON PROFILE

About Hubbardston.....	6
State Officials.....	7
Elected Officials.....	8
Appointed Officials.....	10

## ADMINISTRATION

Select Board.....	16
Board of Assessors.....	18
Accountant.....	20
Treasurer / Collector.....	29

## TOWN SERVICES

Building Department.....	36
Cable Committee.....	37
Community Preservation Committee.....	38
Conservation Commission.....	39
Council on Aging.....	41
Cultural Council.....	43
Department of Public Works.....	44
Finance Committee.....	47
Hubbardston Public Library.....	48
Open Space Committee.....	50
Parks Commission.....	51
Special Events.....	52
Town Center Committee.....	54
Vietnam Veterans Memorial Committee.....	55

## PROTECTION OF PERSON & PROPERTY

Board of Health.....	58
Fire Department.....	60
Police Department.....	63



PLANNING

Planning Board.....70  
Zoning Board of Appeals.....72

EDUCATION

Quabbin Regional School District.....74  
Quabbin Regional High School.....79  
Quabbin Regional Middle School.....81  
Hubbardston Center School.....82  
QRSD Salaries.....86  
Montachusett Regional Vocational High School.....113

TOWN CLERK

Report.....136  
Annual Town Meeting June 1, 2021.....138  
Special Town Meeting October 19, 2021.....170

OTHER INFORMATION

Hubbardston Salaries.....182  
FY21 Approved Budget.....184  
Mailing Addresses.....194

## HUBBARDSTON PROFILE

YEAR INCORPORATED: 1767

**POPULATION: 4,248 REGISTERED VOTERS: 3,405**

**TAX RATE: \$14.81 OPERATING BUDGET: \$9,448,577.**

OPEN TOWN MEETING GOVERNMENT

5-MEMBER SELECT BOARD

AREA: 41.03 SQUARE MILES ROAD MILES: 88

**BIRTHS- 34**

**DEATHS- 37**

**MARRIAGES-11**

**BROUGHT TO TOWN FOR BURIAL-2**

### 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 Westminister; 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:** \$14.81

**Operating Budget:** \$9.448,577M  
Open Town Meeting Government  
Five Member Select Board

**Area:** 41.03 square miles

**Births:** 34

**Deaths:** 37


**Marriages:** 11


**Brought to Town for Burial:** 2


**Visit our website:**

<https://www.hubbardstonma.us>

**Follow us on social media:**

 @TownofHubbardston

 @HubbardstonMA

 TOWN OF HUBBARDSTON

Governor Charles Baker	Lt. Governor Karyn Polito
Attorney General Maura Healey	
Senators:	
Elizabeth Warren <a href="https://www.warren.senate.gov">https://www.warren.senate.gov</a>	Edward Markey <a href="https://www.markey.senate.gov">https://www.markey.senate.gov</a>
House Representative:	
James McGovern	
State Legislators:	
Senator Anne Gobi <a href="mailto:Anne.Gobi@masenate.gov">Anne.Gobi@masenate.gov</a>	Representative Donald Berthiaume <a href="mailto:Donald.Berthiaume@mahouse.gov">Donald.Berthiaume@mahouse.gov</a>

## **ELECTED OFFICIALS**

### **Board of Assessors- 3 members for terms of 3 years**

John Prentiss (Chair) - 2022  
Albert Afonso - 2023  
Jeffrey Young - 2024

### **Board of Health- 5 members for terms of 3 years**

Catherine Hansgate - 2022  
Colleen Higgins – 2023  
Laurie DeMalia – 2022  
Judie O'Donnell - 2023

### **Select Board- 5 members for terms of 3 years**

Daniel Galante (Chair) - 2022  
Jeffrey L. Williams – 2024  
Kris Pareago - 2022  
Katie Young - 2023  
Heather Munroe - 2024

### **Cemetery Commission- 3 members for terms of 3 years**

Paul F. Sweeney (Chair) - 2022  
Raven Kaldera - 2023

### **Finance Committee- 5 members for terms of 3 years**

Susan Rayne (Chair) - 2023  
Charles Reed - 2023  
Peter Walker - 2024  
Joshua Lerner – 2022  
Peter Russell - 2023

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

Albert Afonso - 2024

### **Moderator- 1 person for a term of 3 years**

Rene M. Lafayette – 2022

### **Park Commissioners- 5 members for terms of 3 years**

Sanda Barry (Chair) - 2023  
Brian Matheson - 2022  
Jason Guertin - 2022  
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. - 2022

Francois Steiger - 2024

Kristofer Munroe – 2026

Erica Dack – 2022 (Associate Member)

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

Debra Chamberlain - 2023

Joanne Cormier - 2022

Robert Bergeron - 2022

Mark Wigler – 2022

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

Morgan Brinker - 2022

Josephine Amato - 2023

Krista Goguen - 2020

Connie Strittmatter - 2024

Edward Cronin - 2022

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 – 2022

Kristen Salerno - 2022

Alana Meserve - 2022

### **Animal Inspector**

Kristen Salerno - 2022

Cheryl Slack - 2022

Alana Meserve - 2022

### **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**

Roland Jean – 2022

Rick Germano - 2022

### **Cable Advisory Committee – 4 Members 1-year Term**

Thomas Colyer (Chair) - 2022

Albert Afonso - 2022

Gary Kangas - 2022

### **Capital Improvement Planning Committee**

Michael Stauder – 2022

William Murray – 2024

Stephanie Allis – 2022

Alice Livdahl – 2022 ex-officio

**Community Preservation Committee- 3-year term**

Danielle Arakelian (Member at Large) - 2022  
Stephanie Frend (Open Space Committee) - 2023  
Sanda Barry (Parks Commission) - 2024  
Vacant (Historical Commission)  
Deloris Ordway (Member at Large) – 2023  
Alice Livdahl (Planning Board) - 2022  
Kayla Larson-Dubois (Conservation Commission) - 2022  
Susan Worth (Member at Large) - 2022

**Conservation Commission-3-year term**

Richard Green (Chair) - 2021  
Anthony Coppola - 2022  
Tomas Larson - 2024  
Kayla Larson-Dubois – 2021  
Richard Clapham - 2023

**Constables – 3-year term**

Bella Kaldera - 2022  
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  
Jane Gregoriou - 2022  
MaryEllen Shaughnessy - 2024  
William Lipka - 2024  
Nancy Afonso – 2023  
Jeanette Sullivan – 2023  
Kenneth Horvath (Treasurer) – 2023  
John Nason - 2022

**Council on Aging Director**

Claudia Provencal - 2022

**Cultural Council - 5 members for terms of 3 years**

William Shea - (Chair) - 2022  
Donna Shea - 2024  
Lori Engle - 2024  
Sara Lyon – 2024  
Sarah McMaster – 2022

**Department of Public Works Director/Trench Inspector Public Ways**

Travis Brown

**Economic Development Committee – 3-year term**

Whitney Friberg - 2024

Katie Young – 2022

Danielle Giardina – 2024

Taran Long – 2022

Peter Walker – 2022

Monet Proulx – 2024

Denise Kemmitt – 2023

Kristofer Munroe – 2022

Cheryl Chan - 2024

**Emergency Management Planning Committee**

Dennis O'Donnell (Director) - 2022

Judith O'Donnell (Asst Director) - 2022

Travis Brown - 2022

Robert Hayes Jr. - 2022

Dennis Perron - 2022

Scott Janssens - 2022

**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 - 2024

Martha Holgerson - 2023

Ernest Newcomb – 2022

**MART Advisory Board**

Ryan McLane - 2022



**Memorial Day Committee**

William Shea - 2022

John Nason - 2022

Claudia Provencal - 2022

**Montachusett Joint Transportation Committee**

Travis Brown - 2022

**Montachusett Regional Planning Commission Representative**

VACANT

**Montachusett Regional Vocational Technical School Committee**

Kathleen Airoidi - 2022

**Open Space Committee**

Robert Hatch - (Chair) - 2023

Stephanie Frend - 2023

Mark Kresge - 2022

Susan Worth - 2022

Rick Jones – 2022

Todd Livdahl – 2022

Tim Hawley – 2024

David Marsh - 2024

**Parking Clerk**

Sandra Nason

**Police Chief**

Dennis Perron

**Plumbing/Gas Inspector**

Jim Imprescia - 2022

Edward Tonet - 2022

**Sexual Harassment Officers**

Dennis Perron - 2022

Laurie Reed - 2022

**Special Events Advisor**

Katie Young

**Treasurer/Collector**

Sandra Nason

**Town Administrator / Acting Town Administrator**

Ryan McLane / David Nixon

**Town Clerk**

Laurie Reed

**Town Counsel**

K-P Law

**Town Center Committee - 9 members**

Daniel Galante (Chair) - 2024

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

**Wiring Inspector**

Darrell Sweeney - 2022

Shaun Dame - 2022

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

Scott Janssens (Chair) - 2025

Andrew Baum - 2022

William Homans - 2023

Albert Afonso - 2026

Gail Orciuch – 2024

David Leger – 2026

# ***ADMINISTRATION***



## **REPORT OF THE SELECT BOARD**

### **Board Organization (effective June 2021)**

Daniel Galante –Chair  
Jeffrey Williams – Vice Chair  
Kris Pareago – Member  
Katie Young – Clerk  
Heather Munroe – Member

### **ACTING TOWN ADMINSTRATOR**

I have the great honor to serve as Hubbardston’s Acting Town Administrator from March 2021 to the present. I have taken the position while your Town Administrator, Mr. Ryan McLane, completes his military deployment overseas. We anticipate that he will return and resume his position as Town Administrator in 2022.

I am pleased to report that the Town of Hubbardston is in good financial and operational shape. Major projects are getting done, finances are strong, its AA+ credit rating is stable, the town continues to deliver high-quality services at an affordable price, and the town continues its efforts to maintain public health during the pandemic. Hubbardston employees work diligently to combat the spread of COVID-19, including maintaining social distancing, wearing masks, distributing protective gear, coordinating vaccination centers, managing their own health, and observing quarantine rules when necessary. In addition, the town is supported by helpful regional, state, and federal partners, who work tirelessly on behalf of the community. They have been instrumental in getting much-needed resources deployed throughout Central Massachusetts.

A list of projects completed in 2021 include replacing the roof on the Hubbardston Center School, replacing the bridge on Evergreen Road, upgrading the elevator in the Center School, installing exhaust mitigation systems to enhance safety at the Fire stations, upgrading the playground at Rainbow’s End, replacing the Curtis Recreational Field fence, repairing the gazebo roof, and repairing miles of roadways. Projects currently in process include the Main Street improvement project, the Rutland-Hubbardston cell tower installation which will help both public safety communications and improve cell phone service, updating the Master Plan, and keeping up with needed capital projects and road improvements.

The Town has a once-in-a-lifetime opportunity to take advantage of generous federal and state financial aid, both directly and through competitive grants. The Town has already been able to use CARES Act and FEMA funds in 2020-2021 to underwrite the cost of personal protective gear, building improvements, air exchange units, and enhanced public safety coverage to lessen the impact of the virus on our community. The Town also received its first installment of American Rescue Plan Act funds of \$700,000; the second installment is due in June 2022, for a total of \$1.4 million. In addition, the State Legislature has authorized \$3.5 billion for economic recovery for Massachusetts cities and towns. The US Infrastructure Act will bring billions of grant dollars over the next five years to support local spending on bridges and roads. The details of some of these programs are still being sorted out, but in the end, the amount of funding will be transformative for the Town.

I am extremely grateful for all the work and support that Hubbardston receives from our Congressional Delegation, the Baker Administration, our Legislative Delegation, regional partners, and Town elected

officials, volunteers, departments, and staff. With their steady commitment to public service, the Town of Hubbardston has a bright future.

Respectfully submitted,

David G. Nixon  
Acting Town Administrator

Report of the Select Board  
Annual Report 2021

Pursuant to MGL, Chapter 138, Section 10A, the following pertains to all alcoholic licenses granted in the year 2021.

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

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

# REPORT OF THE BOARD OF ASSESSORS

Based on Assessments for calendar year  
January 1, 2021 through December 31, 2021

## TABLE OF AGGREGATES

## NUMBER OF PARCELS

Single Family Residences	1,425
Condominiums	128
Mobile Homes/ Multiple Houses on One Lot	11
Two Family Residences	31
Three Family Residences	4
Four or More Unit Family Residences	3
Multiple Use Property	31
Land-Vacant/Accessory	519
Chapter Lands	
Forestry (61)	39
Agricultural (61A)	70
Recreational (61B)	24
Commercial	29
Industrial	10
Industrial Solar	5
Personal Property – Taxable	37
Real Estate – Exempt	263
Personal Property – Exempt	<u>185</u>
Total	2,366 Taxable

## ASSESSMENT TOTALS

## VALUATIONS

## TAXES

Residential	\$ 472,110,673	\$ 6,991,959.07
Open Space	-----	-----
Commercial	\$ 13,695,642	\$ 202,832.46
Industrial	<u>\$ 5,010,000</u>	<u>\$ 74,198.10</u>
Real Estate Subtotal	\$ 490,816,315	\$7,268,989.63
Personal Property	\$ 13,756,837	\$ 203,738.76
Real Estate & PP Total	\$ 504,573,152	\$7,472,728.39
Real Estate - Exempt	\$ 51,828,684 (if taxable)	\$ 767,582.81
	(State reimbursement on state owned land)	
Omitted & revised	\$ -----	\$ 41,098.47
Rollback (Chapter 61/61A/61B)	\$ -----	\$ 3,702.51

## ABATEMENTS

Personal Exemptions (Elderly, Veteran, Hardship)	53	\$ 48,463.49
Real & Personal Property	8	\$ 13,167.72
CPA Abated	4	<u>\$ 325.90</u>
Total		\$ 61,957.11

**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

Respectfully Submitted,

George Bourgault, Regional Assessor

Genevieve Daniels, Administrative Assessor

**BOARD OF ASSESSORS**

Albert Afonso, Member

Jeffrey Young, Member

John K. Prentiss, Chairman

# REPORT OF THE TOWN ACCOUNTANT

Hubbardston								
Combined Balance Sheet								
as of June 30, 2021								
	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
<b><u>ASSETS</u></b>								
Cash and cash equivalents	1,436,333.09	1,055,501.26	618,767.37			1,997,020.53		5,107,622.25
Receivables:								
Personal property taxes	54,689.70							54,689.70
Real estate taxes	73,609.80	660.03						74,269.83
Allowance for abatements and exemptions	(70,857.86)							(70,857.86)
Tax liens	563,473.49	1,643.25						565,116.74
Motor vehicle excise	94,307.46							94,307.46
User fees	154,621.43							154,621.43
Special assessments		15,135.26						15,135.26
Due from other governments			90,502.60					90,502.60
Other receivables								0.00
Foreclosures/Possessions	14,618.51							14,618.51
Amounts to be provided - payment of bonds							570,000.00	570,000.00
Amounts to be provided - vacation/sick leave								0.00
Total Assets	<u>2,320,795.62</u>	<u>1,072,939.80</u>	<u>709,269.97</u>	<u>0.00</u>	<u>0.00</u>	<u>1,997,020.53</u>	<u>570,000.00</u>	<u>6,670,025.92</u>
<b><u>LIABILITIES AND FUND EQUITY</u></b>								
Liabilities:								
Warrants payable	125,802.49	11,885.16				1,041.82		138,729.47
Accrued payroll	68,030.08	3,238.69						71,268.77
Withholdings	(456.10)							(456.10)
Due to other governments			90,502.60					90,502.60
Other liabilities	14,996.86							14,996.86
Deferred revenue:								
Real and personal property taxes	57,441.64	660.03						58,101.67
Tax liens	563,473.49	1,643.25						565,116.74
Foreclosures/Possessions	14,618.51							14,618.51
Motor vehicle excise	94,307.46							94,307.46
User fees	154,621.43							154,621.43
Special assessments		15,135.26						15,135.26
Other receivables								0.00
Agency Funds						946,634.40		946,634.40
Notes payable			1,100,000.00					1,100,000.00
Bonds payable								0.00
Vacation and sick leave liability							570,000.00	570,000.00
Total Liabilities	<u>1,092,835.86</u>	<u>32,562.39</u>	<u>1,190,502.60</u>	<u>0.00</u>	<u>0.00</u>	<u>947,676.22</u>	<u>570,000.00</u>	<u>3,833,577.07</u>
Fund Equity:								
Reserved for encumbrances	13,953.41							13,953.41
Reserved for continuing appropriations	54,606.66							54,606.66
Reserved for expenditures	216,115.00	102,413.14						318,528.14
Reserved for petty cash	115.00							115.00
Reserved for COVID-19 deficit		(284,952.07)						(284,952.07)
Reserved for Perm Trust Funds						216,800.94		216,800.94
Undesignated fund balance	943,169.69	1,222,916.34	(481,232.63)			832,543.37		2,517,396.77
Total Fund Equity	<u>1,227,959.76</u>	<u>1,040,377.41</u>	<u>(481,232.63)</u>	<u>0.00</u>	<u>0.00</u>	<u>1,049,344.31</u>	<u>0.00</u>	<u>2,836,448.85</u>
Total Liabilities and Fund Equity	<u>2,320,795.62</u>	<u>1,072,939.80</u>	<u>709,269.97</u>	<u>0.00</u>	<u>0.00</u>	<u>1,997,020.53</u>	<u>570,000.00</u>	<u>6,670,025.92</u>



	<u>Final</u> <u>Budget</u>	<u>Expenses</u>	<u>Carried Forward</u> <u>Fiscal 2022</u>	<u>Closed</u> <u>Surplus</u>
<b>Moderator</b>				
Personnel	\$ 100.00	\$ 100.00		\$ -
<b>Select Board</b>				
Personnel	\$ 36,421.00	\$ 36,419.06		\$ 1.94
Employee Support	\$ 600.00	\$ 577.00		\$ 23.00
Services	\$ 42,700.00	\$ 27,216.23	\$ 44.00	\$ 15,439.77
Supplies	\$ 6,500.00	\$ 2,775.16		\$ 3,724.84
<b>Town Administrator</b>				
Personnel	\$ 93,826.00	\$ 93,823.96		\$ 2.04
Employee Support	\$ 3,525.00	\$ 3,229.19		\$ 295.81
<b>Finance Committee</b>				
Expenses	\$ 200.00	\$ 160.00		\$ 40.00
Reserve Fund	\$ 15,250.00	\$ -		\$ 15,250.00
<b>Town Accountant</b>				
Services	\$ 61,000.00	\$ 59,342.97		\$ 1,657.03
Supplies	\$ 200.00	\$ 200.00		\$ -
<b>Board of Assessors</b>				
Personnel	\$ 26,570.00	\$ 26,569.11		\$ 0.89
Employee Support	\$ 272.00	\$ 254.00		\$ 18.00
Services	\$ 66,800.00	\$ 66,800.00		\$ -
Supplies	\$ 450.00	\$ 390.63		\$ 59.37
<b>Treasurer/Collector</b>				
Personnel	\$ 65,989.00	\$ 65,987.30		\$ 1.70
Employee Support	\$ 130.00	\$ 130.00		\$ -
Services	\$ 7,935.00	\$ 7,867.09		\$ 67.91
Supplies	\$ 5,525.00	\$ 5,519.49		\$ 5.51
Other	\$ 5,475.00	\$ 4,871.09	\$ 442.75	\$ 161.16
<b>Information Technology</b>				
Services	\$ 70,000.00	\$ 63,182.35		\$ 6,817.65
<b>Town Clerk</b>				
Personnel	\$ 51,223.00	\$ 48,229.66	\$ 223.00	\$ 2,770.34
Employee Support	\$ 295.00	\$ 25.00		\$ 270.00
Services	\$ 645.00	\$ 645.00		\$ -
Supplies	\$ 12,525.00	\$ 11,686.24		\$ 838.76
<b>Conservation Commission</b>				
Supplies	\$ 500.00	\$ 385.29		\$ 114.71
<b>Planning Board</b>				
Services	\$ 2,078.99	\$ 1,571.33		\$ 507.66
<b>Zoning Board of Appeals</b>				
Personnel	\$ 500.00	\$ 500.00		\$ -
Supplies	\$ 500.00	\$ 500.00		\$ -
<b>Economic Development</b>				
Personnel	\$ 1,000.00	\$ -		\$ 1,000.00
Services	\$ 3,000.00	\$ 135.00		\$ 2,865.00
<b>Building and Maintenance</b>				
Personnel	\$ 9,367.00	\$ 8,033.98		\$ 1,333.02
Services	\$ 54,350.00	\$ 42,520.74	\$ 8,190.60	\$ 3,638.66
<b>Police Dept</b>				
Personnel	\$ 631,222.00	\$ 619,045.52	\$ 250.00	\$ 11,926.48
Employee Support	\$ 18,664.94	\$ 13,627.88		\$ 5,037.06
Services	\$ 9,421.06	\$ 8,967.50		\$ 453.56
Supplies	\$ 14,100.00	\$ 13,368.52	\$ 548.34	\$ 183.14

<b>Fire Dept</b>				
Personnel	\$ 417,233.00	\$ 393,037.21		\$ 24,195.79
Employee Support	\$ 2,500.00	\$ 1,709.25		\$ 790.75
Services	\$ 25,000.00	\$ 22,891.29		\$ 2,108.71
Supplies	\$ 23,200.00	\$ 15,430.70	\$ 2,948.80	\$ 4,820.50
Other	\$ 9,000.00	\$ 5,629.13		\$ 3,370.87
<b>Ambulance</b>				
Services	\$ 46,638.00	\$ 42,566.75		\$ 4,071.25
Supplies	\$ 16,000.00	\$ 14,964.32		\$ 1,035.68
Other	\$ 9,500.00	\$ 8,158.35		\$ 1,341.65
<b>Land Use</b>				
Personnel	\$ 32,832.00	\$ 32,780.20		\$ 51.80
Services	\$ 26,750.00	\$ 26,750.00		\$ -
Supplies	\$ 500.00	\$ 79.40		\$ 420.60
<b>Emergency Management</b>				
Personnel	\$ 1,100.00	\$ 1,100.00		\$ -
Services	\$ 125.93	\$ 23.20		\$ 102.73
Supplies	\$ 1,207.07	\$ 1,206.22		\$ 0.85
<b>Animal Control</b>				
Services	\$ 17,678.00	\$ 17,678.00		\$ -
<b>Tree Warden</b>				
Personnel	\$ 1,900.00	\$ 1,900.00		\$ -
Supplies	\$ 4,000.00	\$ -		\$ 4,000.00
<b>Dispatch Services</b>				
Services	\$ 116,900.00	\$ 116,897.30		\$ 2.70
<b>Education</b>				
Quabbin Assessment	\$ 4,879,933.00	\$ 4,879,932.68		\$ 0.32
Monty Tech Assessment	\$ 563,000.00	\$ 555,845.44		\$ 7,154.56
Quabbin Roof Repair	\$ 29,846.00	\$ 29,845.72		\$ 0.28
<b>DPW</b>				
Personnel	\$ 344,749.00	\$ 325,477.13		\$ 19,271.87
Employee Support	\$ 13,700.00	\$ 9,147.29		\$ 4,552.71
Services	\$ 74,027.00	\$ 67,827.67		\$ 6,199.33
Supplies	\$ 156,473.00	\$ 147,018.25	\$ 1,249.92	\$ 8,204.83
Intergovernmental	\$ 6,200.00	\$ 2,225.00		\$ 3,975.00
<b>DPW Snow &amp; Ice</b>				
Personnel	\$ 64,639.00	\$ 47,933.72		\$ 16,705.28
Services	\$ 6,800.00	\$ 6,732.00		\$ 68.00
Supplies	\$ 160,000.00	\$ 159,599.15		\$ 400.85
<b>Municipal Lights</b>				
Services	\$ 5,900.00	\$ 5,739.71		\$ 160.29
<b>Cemetery</b>				
Supplies	\$ 1,300.00	\$ 1,161.37		\$ 138.63
<b>Board of Health</b>				
Supplies	\$ 500.00	\$ 142.97		\$ 357.03
<b>Council on Aging</b>				
Personnel	\$ 15,400.00	\$ 15,400.00		\$ -
Services	\$ 2,500.00	\$ 2,500.00		\$ -
Supplies	\$ 2,685.00	\$ 2,685.00		\$ -
<b>Veterans Services</b>				
Employee Support	\$ 650.00	\$ -		\$ 650.00
Services	\$ 8,000.00	\$ 6,255.11		\$ 1,744.89
Supplies	\$ 1,200.00	\$ 398.94		\$ 801.06
Other	\$ 30,000.00	\$ 15,406.81		\$ 14,593.19

<b>Library</b>				
Personnel	\$ 43,627.00	\$ 36,888.08		\$ 6,738.92
Employee Support	\$ 310.00	\$ -		\$ 310.00
Services	\$ 19,317.00	\$ 17,920.87		\$ 1,396.13
Supplies	\$ 19,547.00	\$ 15,738.58		\$ 3,808.42
<b>Recreation</b>				
Supplies	\$ 2,500.00	\$ 2,500.00		\$ -
<b>Agriculture Commission</b>				
Supplies	\$ 300.00	\$ -		\$ 300.00
<b>Historical Com.</b>				
Expense	\$ 200.00	\$ -		\$ 200.00
<b>Debt</b>				
Short Term Interest	\$ 2,000.00	\$ -		\$ 2,000.00
Long Term Debt Principal	\$ 230,000.00	\$ 230,000.00		\$ -
Long Term Debt Interest	\$ 25,450.00	\$ 25,450.00		\$ -
<b>Employee Benefits</b>				
Health Insurance	\$ 160,000.00	\$ 135,182.66		\$ 24,817.34
Liability Insurance	\$ 121,000.00	\$ 120,944.00	\$ 56.00	\$ -
SS Medicare	\$ 29,500.00	\$ 29,498.40		\$ 1.60
Unemployment Comp	\$ 15,000.00	\$ 12,141.11		\$ 2,858.89
Worcester Regional Retirement	\$ 273,671.00	\$ 273,567.00		\$ 104.00
<b>Transfers to Other Funds</b>				
Special Revenue	\$ 30,000.00	\$ 30,000.00		\$ -
<b>Prior Year Encumbrances</b>				
Expense	\$ 22,302.54	\$ 7,392.59		\$ 14,909.95
<b>Special Articles</b>				
RT 68 Project	\$ 7,427.80	\$ 7,427.80	\$ -	\$ -
Fire Dept Exhaust Fan	\$ 54,200.00	\$ 42,650.00	\$ -	\$ 11,550.00
Town Center Design	\$ 49,692.56	\$ 49,692.56	\$ -	\$ -
Master Plan Consultant	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -
Town Center Design	\$ 75,000.00	\$ 63,412.64	\$ 11,587.36	\$ -
Library Foundation Repair	\$ 10,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
Town Computers	\$ 20,000.00	\$ 20,000.00		\$ -
DPW Hotbox	\$ 45,000.00	\$ 43,673.00		\$ 1,327.00
DPW Dump Plow Truck	\$ 100,000.00	\$ 97,980.70	\$ 2,019.30	\$ 0.00
DPW Leaf Backpack & Blower	\$ 1,800.00	\$ 1,688.76		\$ 111.24
Police Department Ceiling	\$ 10,000.00	\$ 9,030.80		\$ 969.20
Fire Mitigation System	\$ 30,000.00	\$ 30,000.00		\$ -
Police Vehicle Cameras & Equip	\$ 15,000.00	\$ -		\$ 15,000.00
Band Stand Roof	\$ 12,000.00	\$ -	\$ 12,000.00	\$ -
Slade Building Parking Lot	\$ 18,000.00	\$ -	\$ 18,000.00	\$ -
<b>General Fund Totals</b>	<b>\$ 9,887,270.89</b>	<b>\$ 9,526,511.12</b>	<b>\$ 68,560.07</b>	<b>\$ 292,199.70</b>
<b>Community Preservation</b>				
Administrative Costs	\$ 4,000.00	\$ 300.00	\$ -	\$ 3,700.00
ATM 6/16 Affordable Housing	\$ 50,000.00	\$ 17,777.87	\$ 30,629.63	\$ 1,592.50
ATM 6/16 Lib Long Range Plan	\$ 2,500.00	\$ -	\$ 2,500.00	\$ -
ATM 6/18 First Church Roof	\$ 35,000.00	\$ -	\$ -	\$ 35,000.00
ATM 6/18 Lib Roof Replace	\$ 38,027.50	\$ -	\$ -	\$ 38,027.50
ATM 6/19 Library Foundation	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -
ATM 6/19 Portable Ice Rink	\$ 2,618.00	\$ 2,261.00	\$ 357.00	\$ -
ATM 6/19 Curtis Recreation Field	\$ 21,200.00	\$ 9,173.50	\$ 12,026.50	\$ -
ATM 6/20 Rainbow Playground	\$ 50,000.00	\$ 1,100.00	\$ 48,900.00	\$ -
ATM 6/20 Library BAN Payment	\$ 21,895.40	\$ 21,895.40	\$ -	\$ -
<b>Community Preservation Totals</b>	<b>\$ 233,240.90</b>	<b>\$ 52,507.77</b>	<b>\$ 102,413.13</b>	<b>\$ 78,320.00</b>

**General Fund Revenue Received 2021**

PERSONAL PROPERTY - 2013	\$ 143.22
PERSONAL PROPERTY - 2014	\$ 152.46
PERSONAL PROPERTY - 2015	\$ 2,011.18
PERSONAL PROPERTY - 2016	\$ 166.95
PERSONAL PROPERTY - 2017	\$ 684.54
PERSONAL PROPERTY - 2018	\$ 33.33
PERSONAL PROPERTY - 2019	\$ 177.89
PERSONAL PROPERTY - 2020	\$ 730.96
PERSONAL PROPERTY - 2021	\$ 203,597.42
REAL ESTATE - 2019	\$ 21,422.98
REAL ESTATE - 2020	\$ 144,442.85
REAL ESTATE - 2021	\$ 7,083,304.76
MOTOR VEHICLE EXCISE PRIOR YEARS	\$ 174.48
MOTOR VEHICLE EXCISE - 2015	\$ 323.86
MOTOR VEHICLE EXCISE - 2016	\$ 491.47
MOTOR VEHICLE EXCISE - 2017	\$ 867.81
MOTOR VEHICLE EXCISE - 2018	\$ 1,090.75
MOTOR VEHICLE EXCISE - 2019	\$ 8,647.17
MOTOR VEHICLE EXCISE - 2020	\$ 102,064.32
MOTOR VEHICLE EXCISE - 2021	\$ 581,937.75
PENALTIES & INTEREST TAXES	\$ 33,787.71
PAYMENT IN LIEU OF TAXES	\$ 386,740.13
AMBULANCE REVENUE	\$ 116,016.85
TAX COLLECTOR FEES	\$ 58,860.15
POLICE FEES	\$ 51,317.41
FIRE FEES	\$ 12,692.86
DPW FEES	\$ 1,725.00
BOARD OF HEALTH	\$ 16,423.60
ASSESSOR FEES	\$ 65.00
TOWN CLERK FEES	\$ 16,993.50
ALCOHOL LICENSE	\$ 3,195.00
DOG LICENSE	\$ 593.25
OTHER LICENSE & PERMITS	\$ 250.00
BUILDING PERMITS	\$ 52,759.00
GAS PERMITS	\$ 7,058.00
WIRING PERMITS	\$ 13,027.00
PLUMBING PERMITS	\$ 4,205.00
UNRESTRICTED GOVERNMENT AID	\$ 478,330.00
VETERANS & ELDERLY EXEMPTION	\$ 40,196.00
STATE OWNED LAND	\$ 69,046.00
VETERANS BENEFITS	\$ 21,141.00
OTHER STATE AID	\$ 2,900.00
VARIOUS FINES AND FEES	\$ 3,454.56
SALE OF SURPLUS	\$ 4,539.00
INVESTMENT INCOME	\$ 2,714.27
TAX LIENS	\$ 36,471.98
PENALTIES & INTEREST TAX TITLE	\$ 25,127.52
SALE OF LAND	\$ 51,495.73
MISCELLANEOUS REVENUE	\$ 21,797.57
	<u>\$ 9,685,389.24</u>

## SPECIAL REVENUE FUNDS

Peg Access	\$89196.11
Transportation Network	\$33.70
Wetlands Protection	\$15723.26
Law Enforcement Trust	\$3872.66
Community Playground	\$5643.94
Holden Hospital	\$39380.5
Information Center/Memorial Park	\$545.94
Library Dog Fund	\$794.17
Agricultural Donations	\$20.00
Cultural Council Donations	\$336.03
Chester Mowrey Fund	\$148.53
COA Donations	\$21838.75
History Donations	\$2228.00
Library Donations	\$23328.60
Open Space Donations	\$248.34
Police Department Gift	\$1425.18
Ryder Property	\$4191.32
Veterans Memorial	\$11694.54
BOH Revolving	\$21036.15
Building Demolition Revolving	\$3900.00
Conservation Revolving	\$3508.50
Driveway Permit Revolving	\$52795.92
Late Dog Fees Revolving	\$5958.51
Mart Revolving	\$2043.11
Open Burning Permit Revolving	\$9968.29
Planning Board Revolving	\$12188.28
Recycling Revolving	\$5072.19
Septic Revolving	\$2508.00
Special Events Revolving	\$17620.24
Parks and Recreation Revolving	\$687.79
Title V Fund	\$117086.76
Emergency Management Grant	\$2700.00
Firefighter Grant	\$5402.46
Police Vest Grant	\$-402.01
COVID 19	\$-284952.07
CARES Fire Department	\$3095.40
ARPA Funds	\$252722.92
Economic Development Grant	\$1124.00
Community Compact Grant	\$46378.75
Brush Fire Clothing Grant	\$59.90
Fire Safe Grant	\$3922.28
Fire Training Grant	\$7304.83
Green Community Grant	\$29502.90
Citizens Core Grant	\$1483.25
Cert Grant	\$2460.00
Cultural Council Grant	\$7076.05

Elder Formula Grant	\$0.48	
Library State Aid	\$28683.02	
Cruiser Equipment Grant	\$-11230.00	
Fire Fighter Gear Grant	\$-9600.00	<u>\$560755.47</u>

**COMMUNITY PRESERVATION**

Designated for Projects	\$102413.20	
Remaining Balance	\$377208.80	<u>\$479622.00</u>

**CAPITAL PROJECTS**

Chapter 90	\$16201.37	
School Roof Project	\$-197434.00	
Various Capital Projects	\$-300000.00	<u>\$-481232.63</u>

**EXPENDABLE TRUSTS & AGENCY FUNDS**

Police Detail	\$-1200.00	
Fire Arms License	\$3962.50	
Deputy Collector	\$478.00	
Borrego/Clearway Project	\$3294.01	
True Green Capital	\$1348.62	
Performance Bond Kataisto	\$10180.23	
Restoration Bond Pitch Gravel	\$6837.57	
Performance Bond Pitch Gravel	\$9410.27	
Performance Bond Friends Farm	\$21144.81	
Performance Bond Mare Meadow	\$643.31	
Performance Bond Lead the Way	\$4055.44	
Performance Bond Borrego Solar	\$110219.99	
Performance Bond Hubbardston		
Solar Escrow	\$156021.27	
Performance Bond KS Solar Escrow	\$105301.68	
Performance Bond Seaboard Solar		
Escrow	\$50892.55	
Performance Bond Borrego		
Williamsville Solar	\$452653.97	
Royalston Farm Legal Fees	\$1023.96	
Zoning Board of Appeals	\$176.50	
Curtis Construction	\$520.40	
Casella Organics	\$379.11	
Royal Sun Farm LLC	\$3952.25	
Papercranes LLC	\$5337.96	<u>\$946634.4</u>

\$7314.52

Evergreen Cemetery Trust		
Clark Cemetery Trust	\$1236.19	
Forest Hill Cemetery Trust	\$704.61	
Warren Cemetery Trust	\$4054.83	
Pine Grove Cemetery Trust	\$9359.93	
Rural Glenn Cemetery Trust	\$13443.87	
Brookside Cemetery Trust	\$65045.66	
Greenwood Cemetery Trust	\$11921.24	
Lovewell Cemetery Trust	\$716.74	
Brookside Sale of Lots	\$27127.51	
New Land Cemetery Trust	\$1047.41	
C Fairman Common	\$8047.91	
Freetown Library Trust	\$25263.85	
Buffum Library Trust	\$5734.17	
Church Library Trust	\$3911.26	
Clark Library Trust	\$2124.07	
Honor Roll Fund	\$3921.87	
Hubbardston Community Park	\$8348.42	
Scholarship Fund	\$66267.65	
Hubbardston Preservation	\$13247.66	
Town Clock Fund	\$53.24	
Hubbardston School Fund	\$11552.49	
Country Hen Scholarship	\$40119.06	\$330564.16

**STABILIZATION FUNDS**

Stabilization	\$443310.81	
Capital Stabilization	\$58668.4	\$501979.21

**TRUST FUNDS - PRINCIPAL**

Evergreen Cemetery Trust	\$21390.00	
Clark Cemetery Trust	\$1554.37	
Forest Hill Cemetery Trust	\$2126.66	
Warren Cemetery Trust	\$2655.49	
Pine Grove Cemetery Trust	\$9300.00	
Rural Glenn Cemetery Trust	\$37366.80	
Brookside Cemetery Trust	\$49523.07	
Greenwood Cemetery Trust	\$4210.74	
Lovewell Cemetery Trust	\$673.81	
C Fairman Common	\$5000.00	
Freetown Library Trust	\$15000.00	
Buffum Library Trust	\$3000.00	
Church Library Trust	\$1000.00	
Country Hen Scholarship	\$64000	\$216800.94

Total Agency & Trust

\$1995978.71

Respectfully Submitted,

*Kelli Pontbriand*

Town Accountant



## REPORT OF THE TREASURER/ COLLECTOR

### Summary of Collections For 7/01/2020 to 6/30/2021

<b>Year</b>	<b>Excise</b>	<b>Tax</b>
2015	Motor Vehicle Excise Tax	\$323.86
2016	Motor Vehicle Excise Tax	\$491.47
2017	Motor Vehicle Excise Tax	\$867.81
2018	Motor Vehicle Excise Tax	\$1090.75
2019	Motor Vehicle Excise Tax	\$8647.17
2020	Motor Vehicle Excise Tax	\$102064.32
2021	Motor Vehicle Excise Tax	\$581937.75
	<b>Total Excise</b>	<b>\$695423.13</b>

<b>Year</b>	<b>Real Estate</b>	<b>Tax</b>
2019	Real Estate Tax	\$21422.98
2020	Real Estate Tax	\$144442.85
2021	Real Estate Tax	\$7083304.76
	<b>Total Real Estate Tax</b>	<b>\$7249170.59</b>

2019	CPA	\$158.97
2020	CPA	\$73.91
2021	CPA	\$67756.6
	<b>Total CPA</b>	<b>\$67989.48</b>

#### **Principal & Interest**

2021	Septic Lien	\$3032.32
	<b>Total Septic Lien</b>	<b>\$3032.32</b>

<b>Year</b>	<b>Personal Property</b>	<b>Tax</b>
2013	Personal Property Tax	143.22
2014	Personal Property Tax	\$152.46
2015	Personal Property Tax	\$2011.18
2016	Personal Property Tax	\$166.95
2017	Personal Property Tax	\$684.54
2018	Personal Property Tax	\$33.33
2019	Personal Property Tax	\$177.89
2020	Personal Property Tax	\$2750.21
2021	Personal Property Tax	219501.87
	<b>Total Personal Property Tax</b>	<b>225621.65</b>

<b>Penalties &amp; Interest - All Taxes</b>	<b>33787.71</b>
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<b>Tax Title Accounts</b>	<b>36571.41</b>
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<b>Interest on Tax Title Accts</b>	<b>25127.52</b>
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Respectfully Submitted,

*Sandra Nason*

Treasurer/Collector

# TRUST FUNDS

## Town Treasurer Fiscal Year 2021

YEAR ENDING 6/30/2021

### CEMETERY FUNDS

Brookside	\$ 141,696.24
Clark	2,790.56
Evergreen	28,857.52
Forest Hill	2,831.27
Greenwood	16,131.88
Lovewell	1,390.55
Pine Grove	18,659.93
Rural Glen	50,810.68
Warren	6,710.32
New Land	1,047.41

### LIBRARY FUNDS

Freetown	\$ 40,263.85
Clark	2,128.01
A. Maria Buffum	8,734.17
Charlotte P. Fairman	13,047.91
Eliza Church	4,911.26

### STABILIZATION

Stabilization	\$ 443,310.84
Municipal Capital	58,668.40

HONOR ROLL FUND 3,921.87

TOWN CLOCK FUND 53.24

SCHOOL FUND 11,552.49

HUBBARDSTON COMMUNITY PARK 9,390.24

<u>C.A.S.H. FUND</u>	130,267.65
<u>HUBBARDSTON PRESERVATION</u>	13,247.66
<u>COUNTRY HEN SCHOLARSHIP</u>	<u>40,119.06</u>
<b>TOTAL TRUST FUNDS</b>	<b>\$ 1,050,543.01</b>

### **STATEMENT OF DEBT**

TREASURER/COLLECTOR					
	Statement of Debt				
	For the Year Ended June 30, 2021				
	Balance			Balance	
<u>Long Term Debt:</u>	July 1, 2020	Issued	Retired	June 30, 2021	Interest
Public Way - Road Project	\$ 495,000.00		\$ 165,000.00	\$ 330,000.00	\$14,850.00
Library	\$ 80,000.00		\$ 20,000.00	\$ 60,000.00	\$ 1,944.00
Dept Equip - Public Works	\$ 45,000.00		\$ 15,000.00	\$ 30,000.00	\$ 1,350.00
Rainbow's End Playground		150,000		150,000	
<b>TOTAL</b>	<b>\$ 620,000.00</b>	<b>\$150,000.00</b>	<b>\$ 200,000.00</b>	<b>\$ 570,000.00</b>	<b>\$18,144.00</b>
	Balance			Balance	
<u>Short Term Debt:</u>	July 1, 2020	Issued	Retired	June 30, 2021	Interest
Firetruck	\$ 500,000.00		\$ 50,000.00	\$ 450,000.00	\$ 9,250.00
Hubbardston Center School Roof		\$650,000.00		\$ 650,000.00	
<b>TOTAL</b>	<b>\$ 500,000.00</b>	<b>\$650,000.00</b>	<b>\$ 50,000.00</b>	<b>\$1,100,000.00</b>	<b>\$ 9,250.00</b>

## GENERAL FUND

Arts Lottery	\$ 336.02
Recreation	129.01
Accounts Payable	1,117.23
MMDT	18,888.50
Money Market	275,181.82
Depository Account	1,783.17
Uni MMA	1,240,915.55
Municipal MMDA	901,907.62
Online Collections	23,194.38
Friends Farm	21,132.87
Pitcherville S & G	9,405.37
Pitcherville #2	6,833.28
Kataisto	10,174.48
Lead the Way	4,053.15
Mare Meadow	642.93
KS Solar	105,242.23
Hubbardston Solar	155,933.20
Seaboard Solar	50,863.83
Borrego Solar	107,440.31
Borrego Wmsville Solar	429,701.34
Payroll	-21,091.42
CPA	479,912.50
Title V	116,382.15
Bartholomew Money Market	62,805.91
Petty Cash	115.00

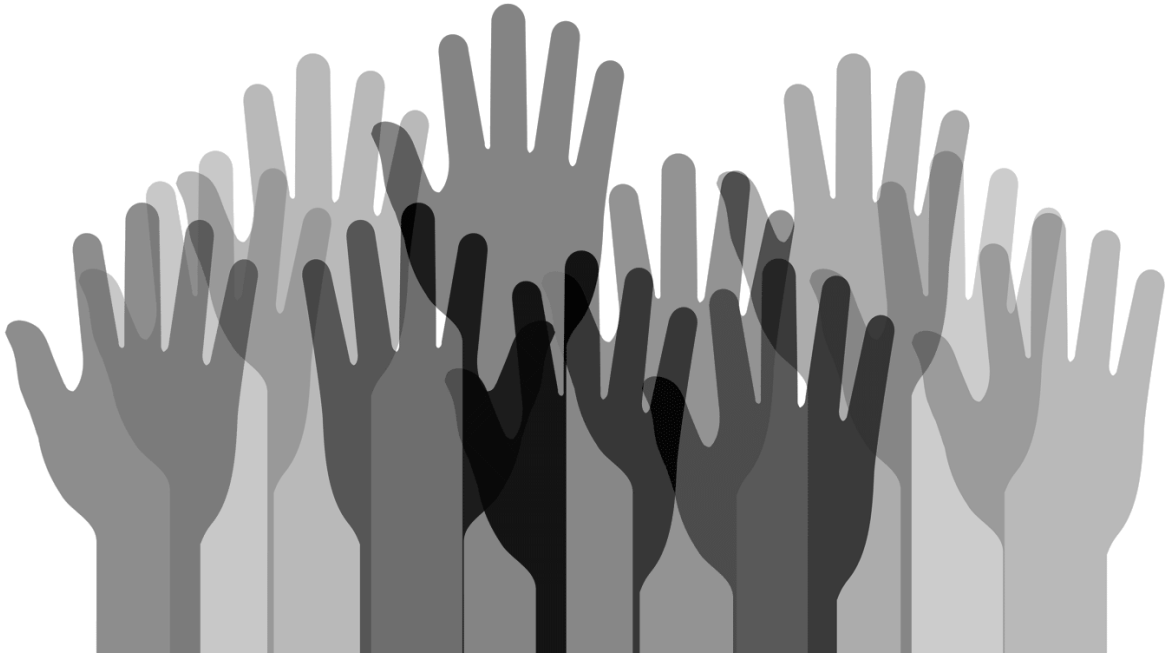
Respectfully Submitted,

*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 under the library.

Office hours are Monday-Thursday 8AM to 4PM, inspections for building take place Tuesdays and Thursdays between 1PM and 3PM.

### **The Building Department Staff as follows:**

Roland Jean – Building Commissioner/Zoning enforcement officer

Rick Germano – Building Inspector

Jim Imprescia – Plumbing and Gas Fitting Inspector

Darrell Sweeney – Inspector of Wires

Mallory Seamon-Coordinator

### **Building Permits Types and Number Issued**

Building Permits 253

Electrical Permits 118 Issued Permits

Plumbing Permits 48 Issued Permits

Gas Permit 66 Issued Permits

**Revenue Collected- \$ 92,962**

Respectfully Submitted,

*Mallory Seamon*

Land Use Coordinator



## **REPORT OF THE CABLE COMMITTEE**

The Cable Committee had few meetings in 2021 due to COVID-19 restrictions. Although restrictions were put into place the committee continued to fulfill our requirements relating to the recording of those meeting requiring such to satisfy the requirements of the “open meeting” law. The majority of meetings were held via zoom as in person meetings were limited with the safety measures put in place through State and Town. Zoom meetings were utilized by Town Boards & Committees, available to the public for viewing as well as for any questions or concerns via video or chat. All recorded zoom meetings are uploaded to the towns cable access channel on YouTube under “WHPA”.

The Cable Committee has been working with Resident and Cable Committee Member Gary Kangas who has been a huge asset to preserving the history of Hubbardston with his incredible knowledge of the Town. Gary’s videos are available on the cable access YouTube channel with new videos added as they become available.

As COVID restrictions were reduced, town functions/events resumed and the committee happily began recording making functions/events available for public viewing. The Cable Committee will work hard on its mission to make video production and training available to the public in 2022 with the intention of all Board and Committee meetings being recorded by July 2022.

Respectfully Submitted,

Thomas Colyer, Chair

## **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 passed 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 the 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.

Six CPA articles were approved at the **June 1, 2021 ATM**: two funding interior and exterior library repair, one funding library roof debt for FY2022 (3 of 5), one supporting the conservation of Fieldstone Farm, an article supplying building materials for the Habitat for Humanity Project North Central Massachusetts and the last for appropriating the estimated FY2022 annual local CPA revenue as required by law.

Two CPA articles were approved at the **October 19, 2021 STM**: one funding the cost of replacing the exterior siding of the historic Evangelical Church building and the other funding Rainbow Playground debt obligation FY2022, (1 of 5).

### **CPA revenue totals FY2021 (July 1, 2020 – June 30, 2021):**

\$68,721.23 Surcharge + \$18,906.00 State match + \$12,253.83 Interest = \$99,881.06

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 utilized in the restoration project of the slate roof of the Jonas Clark Library. This debt obligation is prioritized and there are two payments 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 construction of the Rainbow Playground at Curtis Field was completed over the summer and opened with a community celebration organized by Sanda Barry, Parks and Recreation Chair. This festivity included ice cream treats compliments of Fidelity Bank. The portable ice rink, previously purchased with CPA funds, was assembled again to provide for winter recreation at Curtis Field.

In October Alice Livdahl, Planning Board Chair, hosted a Groundbreaking Ceremony at the future site of the Habitat for Humanity home on Ragged Hill Road which is scheduled for completion the summer of 2022. CPA monies are facilitating this worthwhile project and contribute to the town's mandated target of 10% affordable housing.

An initiative to save Fieldstone Farm was supported by the citizens of Hubbardston. This collaboration with East Quabbin Land Trust, the Department of Conservation and Recreation and the Hubbardston Open Space Committee permanently conserved 245 acres of field and forest in the eastern corner of town.

We thank outgoing CPC member Stephanie Frend and appreciate her service to our community.

Respectfully submitted,

Sanda Barry, Chair - Parks Commission  
Alice Livdahl - Planning Board, Housing  
Kayla Larson - Conservation Commission

Susan Worth - Open Space Committee  
Dolores Ordway - Member at-large  
Danielle Arakelian - Member at-large

## REPORT OF THE CONSERVATION COMMISSION

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

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

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

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

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

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

The Conservation Commission consists of a chairman and four regular members, all of who are appointed volunteers, and a clerk with regular office hours. Current office hours Monday-Thursday 8-4 Meetings are held on the first Tuesday of each month at 7:00 p.m. in the Library Basement Conference Room, 7 Main Street.

<b>ACTIVITIES</b>	<b>2021</b>
Request for Determination	5
Notice of Intent	9
Request for Site Walk	17
Order of Conditions	9
Cease and desist	1

**Members:**

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

Respectfully Submitted for the Commission,

*Mallory Seamon*  
Land Use Coordinator

## **REPORT OF THE COUNCIL ON AGING**

What a year! The Corona Virus just won't go away but we're battling back. This is the time of year that I love to look back and see the tremendous accomplishments we have achieved here at the Senior Center.

In January, we had to close down because we had an active case of the Corona virus and we knew we had to battle back for you. Protocols were implemented and strictly followed. During this time, the wonderful volunteers of the Senior Center continued to deliver the MOC meals, continued to pass out eggs and help out wherever needed. No matter what the Covid numbers were, this group always showed up and delivered. The Country Hen was fabulous as they continued to support the Hubbardston community. The Friends of the Hubbardston Senior Center started Grab-N-Go' lunches. This was a big hit with the community and we are so grateful to them. Over 100 lunches were handed out to people as they did the Thursday drive thru for eggs.

We were closed during the months of February and March and in April we started to open slowly. By May, all activities were up and running. We also added Water color painting classes! Our Seniors were excited to get out once again and spend time together. People were extremely happy that Bingo was starting up again.

In June we had a very successful yard sale. We have so many groups in town that help this annual event be successful. Thank you to the Lions Club for helping set up and Golden Age Club manning booths. We also had our first bus trip to Foxwoods. This trip was a resounding success.

July Cribbage and Pitch came back on line. Our Seniors were thrilled that these activities were resumed. This was a busy month with a few additional activities. Our Seniors enjoyed an outing to see the Worcester Woo-Sox, a special bus trip to Encore in Boston, many attended Sheriff Evangelidis' picnic, and the Senior Singers held their first concert at Grandview Senior apartments in Barre.

In September a Tea Party was held and attended by 42 people. They had a wonderful time. A 4-day bus trip to Cape May, New Jersey was attended by 44 people. Good food, friends made, and enjoyed by all.

In October we had a program for our Veterans in town. This program was put on by the Gardner VA. They did an awesome job explaining how to find out if benefits were available to our Veterans.

In November we had several special events that occurred. Hubbardston's State Rep visited us. A few residents took advantage of this event. On the 13<sup>th</sup> and 14<sup>th</sup> Winter Boutique took over the Senior Center and was well attended by our neighbors in town. We were very happy with the outcome of this fund raiser. We may do this again. The Friends of the Hubbardston Senior Center hosted a Thanksgiving Dinner for the Seniors in town. This event was attended by 47 people this event and enjoyed a turkey delicious dinner with all the fixings. A new club was also started, the Yarn It All group started meeting on Tuesdays and is well attended.

December was a busy month. All our regular activities were in full swing but our Seniors were all excited about all the Christmas activities planned. The Annual Christmas Fair was held the first weekend in December. We had many other events during the month that included a 3-day bus trip "Christmas in the White Mountains" with more than 40 people participating; Christmas Parties with the Golden Age Club; A Christmas sing along with Denis Cormier; The Singin' Swingin' Seniors had concerts in Gardner, Sterling, Boylston, Barre; and a special Saturday traveling performance throughout town; and trip to Danvers for the Italian Tenors for a special Christmas concert. There was also a Christmas Open House that was well attended. The month was ended with a fabulous day trip to the Danvers Yacht Club to celebrate the New Year!

None of this would have happened without the loyal dedication to the success of our Senior Center from our volunteers, the Lions Club, The Country Hen, The Golden Age Club, the Friends of the Hubbardston Senior Center and the Hubbardston Evangelical Church of Hubbardston.

Respectfully Submitted,

*Claudia Provencal*

Director

## REPORT OF THE CULTURAL COUNCIL

The Hubbardston Cultural Council is a board of municipally appointed volunteers. The members of the council are: Bill Shea – Chairman, Lori Engle – Treasurer, Donna Shea - Secretary and members Sara Lyon and Sarah McMaster. The mission of the Hubbardston Cultural Council is to provide access to and to promote excellence and diversity in the arts, humanities and interpretive sciences in order to enhance the quality of life in our community.

The 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

In 2020, the Massachusetts Cultural Council awarded the Hubbardston Cultural Council \$5,559 in grant money. Due to the pandemic, most of the applicants were unable to perform their program or project. The Massachusetts Cultural Council allowed the grant recipients the opportunity to postpone their events to 2021. In addition to that, Hubbardston was awarded \$5,963 in grant money for FY 2021.

We received 17 applications and approved 12 of them. Due to the continuation of covid protocol most of the performances were held outdoors at either the Hubbardston Fair or the Field Day. There were also grantees who performed at the Hubbardston Library and the Senior Center. This included some events that were postponed from the previous year. We feel that the variety and quality of the activities were in line with our goals and priorities.

Respectfully

Bill Shea, Chairman

## **REPORT OF THE DEPARTMENT OF PUBLIC WORKS**

### **Message from the Director:**

The DPW consists of the Director, one mechanic and four truck driver/laborers. We also have two seasonal winter drivers to help with winter operations and two seasonal summer employees who help maintain the cemeteries. We have organized and evaluated all of our operations to streamline productivity and accomplish as many projects as possible. The DPW will also continue to perform its regular assigned responsibilities for all the care and the maintenance of all Town roads. We strive to keep them in the best possible condition at all times. We continue to prioritize our workload to get as much work done as possible. This year the DPW acquired a 2021 F550 outfitted with snow fighting equipment. The DPW greatly appreciates the residents support in our efforts in updating our equipment to better serve you.

### **Road Maintenance:**

The Chapter 90 projects for this year were procured at \$324,830.00 and subject to change based on the actual billing. The project involved pavement preservation, drainage repair, FDR and HMA paving of Williamsville Rd. totaling 1 mile of road. We also hot patched numerous roads around town in which we used the roller and hot box we got last year which helped out tremendously. We did a pavement preventative maintenance /rejuvenator seal to Ragged Hill Rd., Old Princeton Rd. and New Templeton Rd. (from Cross Rd. to the town line) totaling 4.21 miles of road for \$70,658.50. 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 \$15,820.02. We continue to build up our dirt roads using 900 cubic yards of Hard Pack gravel, RAS, and 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 \$20,200.00. The DPW has swept a portion of the roads in Town therefore going to straight salt has definitely aided in this as there is no sand on the roads other than previous years sand leaching from the sides onto the road. We have added electronic spinners to 5 of the 6 trucks to better regulate how much salt is applied during storms. We added a Brine tank system at the DPW, a 1983 International Brine truck this 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 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 of our equipment in excellent working condition. We have devised ways to reduce wear and tear also continue to seek further improvements. We continue to deal with the routine types of maintenance issues that occur during normal wear and tear of the equipment.

I will continually evaluate all of the roads in town and update needed repairs. I have categorized the type of repair each road needs including a basic cost estimate. We have also completed and continue to maintain a 5-year plan on future road repairs that is presented to the Select Board annually. The DPW has been working with Mass DOT to help us repair the Rt. 62 culverts on the State Bridge program, the Evergreen Bridge Project which both have been completed this year. 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's 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 Elgin SE Pelican sweeper  
2005 Trackless MT5T Combination Sidewalk plow machine  
2004 Mack with all-season body and power angle plow  
2001 Morbark wood chipper  
2001 John Deere M665 Mower  
1997 New Holland tractor with flail & rotary heads  
1995 Oshkosh P2528 with stainless spreader body, stainless power angle plow  
and stainless wing plow  
1984 Hough 540 Loader  
1983 International combination spray / water truck

Respectfully submitted,

Travis Brown  
DPW Director

## **REPORT OF THE FINANCE COMMITTEE**

Under the Town's Bylaws and Charter, the Finance Committee reviews the budgets for the Town and Regional School Committee for the ensuing fiscal year and provides to the voters a report that is included with the Annual Town Meeting Warrant. This report speaks to the budget matters that the Finance Committee has reviewed and contains the Committee's recommendations or suggestions regarding those matters. The Finance Committee also reviews budget-related Warrant articles and its recommendations and suggestions for those articles are included with those Warrants. Hubbardston's Finance Committee does not prepare these budgets; its role is advisory only. Members of the Finance Committee also act as liaisons to the various Town Boards and Committees, as well as the Hubbardston members of the Regional School Committee, to facilitate communication regarding the budget process. Of particular import in this fiscal year is our participation in the ARPA Advisory Committee, charged with advising the Selectboard on how to disburse the \$1.4 million in APRA funds awarded to the Town thus far.

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

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

Respectfully submitted,

*Susan Rayne*, Chair

## REPORT OF THE 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 continued their endeavors to promote and support the habit of reading as a source of personal growth, education, and delight for the residents of Hubbardston. The State of Emergency due to COVID-19 limited our open hours to 6 a week, while curbside pickup was available for 12 hours a week. On June 15, 2021, the state of Emergency was lifted and we resumed our normal business hours of 24 hours a week. We continue to offer curbside pickup for anyone who requests it. The library was once again certified by the Massachusetts Board of Library Commissioners as meeting the minimum standards for Massachusetts Public Libraries for 2021.

In June the library hosted a book sale of weeded books from the collection and earned \$168.00 dollars for the Town. The trustees offered two library scholarships of \$500 each again this year. The trustees are also working to fix the library foundation and upgrade the electrical system. Using donated funds, we have replaced the old electrical fuse box with a new circuit breaker box.

We had a booth for library card signups at the 2021 Field Day. We have also resumed class visits to the library by the elementary school children from the Hubbardston Center School.

Storytime was on hiatus for most of the year. We are hoping to have it up and running in 2022.

With the return to normal business hours, the students are resuming visits to the library. The pilot program initiated in 2019 began with the third-grade classes visiting the library one every other week. This was put on hiatus when COVID hit. In the fall of 2021, we reinstated this program and have expanded it to Kindergarten and Fifth grade students. We are very excited to offer library access to our elementary school students.

In 2020, 1,503 Hubbardston residents were library card holders. 2,544 people visited our library during open hours. An additional 501 people attended our 68 library programs. The library offers 1 computer, 1 adult use tablet, and 2 children's tablets for public use as well as 24/7 Wi-Fi access. 627 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>

With the support of the Hubbardston Cultural Council Grants and library funding, the library was able to offer the following program during Calendar Year 2021:

- ***Pastel Painting Workshop:*** Greg Maichack returned to teach students how to draw the painting "Dandylions" by Millet. This was funded in part by the Hubbardston Cultural Council.

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:

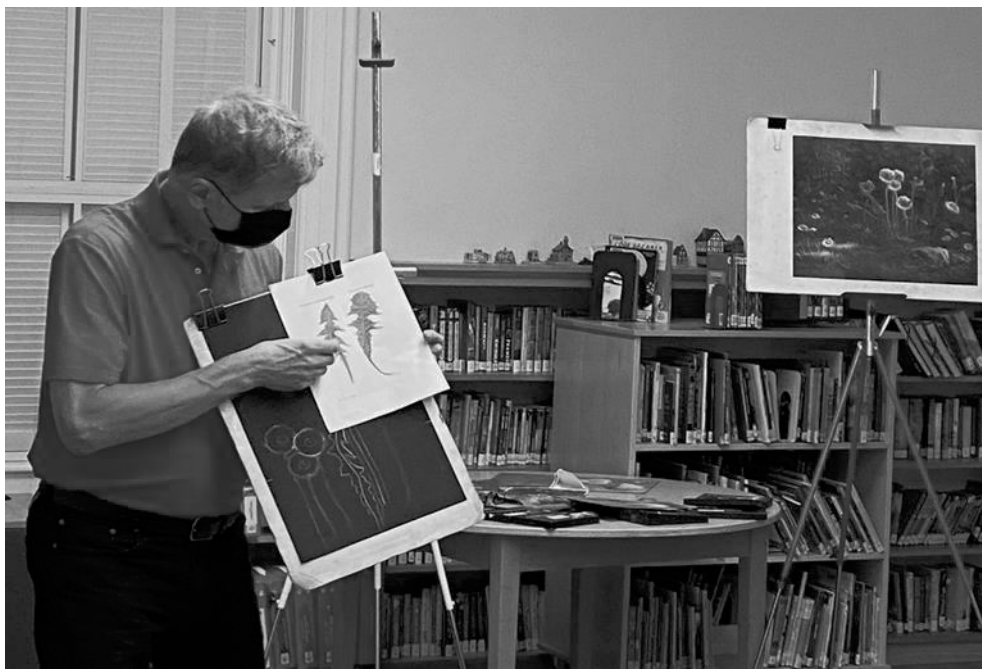
- In memoriam donations by some of our longtime residents who passed away this year.
- The 24<sup>th</sup> Annual Library Road Race, whose proceeds help to support our historic building and its needs. With the support of the sponsors, volunteers, organizers and participants this year's race was another success. We are grateful for your support and hope to see you next year for the 25th!
- Our library volunteers, who logged 68 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



## Open Space Committee 2021 Annual Report

The Open Space Committee's mandate is to acquire, manage, and care for the town's protected conservation areas. We completed another busy year with notable achievements and continue to see increased traffic from residents and regional visitors to the Mt. Jefferson and Malone Conservation areas to enjoy nature and recreation on our miles of trails. Travelers on New Templeton Road and hikers to Dottie's Rock were once again delighted to see the 'mystery Christmas Tree,' courtesy of our resident forest elf. And our committee is now at full strength as we welcomed new members Dave Marsh and Tim Hawley.

### Activities

Committee members sponsored trail walks at the 250-acre Fieldstone Farm property on Lombard Road in the spring to help with the effort to conserve this beautiful property. Working closely with the East Quabbin Land Trust and the Division of Conservation and Recreation, we raised residents' awareness of its major regional ecological and recreational importance resulting in Hubbardston's residents support for the use of Community Preservation Act funds to secure its protection. Moving forward, forest and habitat management plans will be created to guide development of the area, opening it up to additional recreational opportunities, including trails.

The Baystate Trail Riders and Cross State Trail equestrian organizations once again graced Mt. Jefferson and Malone Road Conservation Area trails with their annual trail rides. These two organizations have been especially supportive of improvements to these trails in the past and, again this year, provided the money for materials to repair the seriously deteriorated and unsafe Canesto Brook bridge and Canesto Trail culvert. These trail rides also contributed to local businesses who supplied catering and overnight camping for the participants.

### Administration

Thanks to committee member Mark Kresge's application, we were fortunate to be awarded a Massachusetts Trail Grant to improve the Mt. Jefferson and Malone Road Conservation areas by creating new, more informative trailhead kiosks and trail signage. This work will begin in the late Spring of 2022.

Our experienced forestry members Tim Hawley and Mark Kresge created updated maps to more accurately identify Hubbardston's open and conserved land that will support future planning and committee activity. Their work was also appreciated by the Planning Board as it will be included in the creation of the Hubbardston Master Plan.

### Maintenance

One of the primary functions of the committee is management of the town's conservation areas and open spaces. In addition to our repair of the Canesto Brook bridge and Canesto Trail culvert, members worked to clear blowdowns and encroaching brush on trails, eradicating invasive growth at Malone Conservation area, and additional clearing of the Dottie's Rock overlook vista.

Thanks goes to local Boy Scouts Logan Day and Hunter Young who assisted us in this work to fulfill their community service requirements for achieving Life rank. These maintenance days were also supported by other members of their troop, their families, and the Young sisters – Destiny, Jasmine, and Summer.

We look forward to seeing you all hiking our woods and fields, cross-country skiing on the groomed trails at Malone, riding your bikes and horses, and enjoying picnics at the Mt. Jefferson trailhead; and 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 Parks Commission has been very busy this past year with the construction of the new RAINBOW'S END PLAYGROUND. This was a major project that took many great ideas and volunteer hours to complete. We are very proud of the finished product that will bring joy and outdoor fun for years to come.

The new addition of the Ice Rink, located in the Curtis rec field, has also been a great success this year. With the weather cooperating, we are seeing lots of use of the rink and hope in the future we can coordinate to hold winter events at this location.

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 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 Parks also makes a yearly contribution to the Horribles Parade.

Respectfully submitted,

*Sanda Barry*

Park Commissioner

## REPORT OF SPECIAL EVENTS

Our 3<sup>rd</sup> 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 Road at The Country Hen property in the beginning of February. All guess forms must be submitted by February 1<sup>st</sup>. Forms can be found at local shops in town. This event is to get residents out and into the local stores and eateries in the hardest month of the year for shop owners. Frozen Assets also gives the residents something to do in the dead of winter when not much else is going on in town.

Official sink time for Frozen Assets was on March 19<sup>th</sup> 2021 at 2:08:26 pm. Closest guess was the Galante family with a date/time of March 19<sup>th</sup> at 3:47:52 pm. 2<sup>nd</sup> place was Adelaide Mirra with a guess of March 18<sup>th</sup> 12:00:00 pm. 3<sup>rd</sup> place was Colleen Higgins with a guess of March 17<sup>th</sup> at 8:15:19 pm. 4<sup>th</sup> place was Denise Kemmitt with a guess of March 17<sup>th</sup> at 4:00:00 pm.

In June we had our 5<sup>th</sup> Annual Hubbardston Fair at the Rec Field. The event this year was much better even with the COVID 19 pandemic. We did have a wide array of vendors in attendance including crafters, artisans, local businesses, food trucks and a great band playing all day with music to listen to. This year the weather was a bit questionable in the morning but after that it was good for everyone who came out to the rec field to enjoy the day. There was a great turnout and was good event for the Town of Hubbardston.

August brought us our 4<sup>th</sup> Annual Dinghy Dash. We had 15 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! This year's 1<sup>st</sup> place was Solstice Sunrise 1, Captain Mike Stoll 2:51:32. 2<sup>nd</sup> place was The Patriot, Captain Reed 4:24:54. 3<sup>rd</sup> place was DeLorean Time Machine, Captain Patrick & KelliAnne 4:59:31. Best Sink went to Lazor Bro's, Captain Max Keith & Adrian Hein. And Most Creative Vessel went to Mermaid Paradise, Captain Marie O'Connor. All in all, it was a fun event with lots of laughs.

In September Special Events helped The Lions Club with Field Day for this year. Residents enjoyed a "cow flop" contest, music, local artists, crafters, small businesses and food trucks selling their items. The weather was beautiful for this event and it was a great day to be outside.

In December we held the 5<sup>th</sup> Annual Hubbardston Light Fight with the event held over three weekends this year. Spectators followed an interactive map or a paper map which led them to houses and businesses that entered. Hubbardston saw lots of traffic on the back roads in the town not only on the weekends but also during the week. This event definitely helps put Hubbardston on the map.



We had 3 categories to enter this year, Traditional/Classic, Go Big or Stay Home and our business category – Brightest Bulb Business Award. This year’s winners were chosen by the public from an online voting link.

Winners for 2021 were:

Traditional/Classic category: 1<sup>st</sup> place was 28 Healdville Rd. 2<sup>nd</sup> place was 38 Chippewa St and 3<sup>rd</sup> place was 6 Howards Rd.

Go Big or Stay Home category: 1<sup>st</sup> place was 21 Simonds Hill Rd. 2<sup>nd</sup> place was 80 Twin Hill Rd. and 3<sup>rd</sup> place was 47 New Templeton Rd.

Brightest Bulb Business Award: Plain View Alpaca Farm, 130 Gardner Road.

Thank you,

*Katie Young*

Special Events Advisor to the Town of Hubbardston



## **REPORT OF THE TOWN CENTER COMMITTEE**

### **Highway Reconstruction of Main St (Route 68) Hubbardston, Massachusetts**

The improvements consist of: Full depth reconstruction of Main Street (Route 68) and side street approaches from Williamsville Road to Elm Street, structural mill and overlay from the Curtis Recreational Field to Williamsville Road, and realignment of the High Street / Main Street (Route 68) and Williamsville Road / Main Street (Route 68) intersections. Additionally, new MUTCD-compliant traffic signage and pavement markings along Main Street (Route 68), including striping for on-street parking in front of the Hubbardston Center School, will be installed within the project limits.

The project will also include pedestrian and cyclist improvements, including installation of a cement concrete sidewalk on the easterly side and shared-use path with grass buffer on the westerly side of Main Street (Route 68), the striping of a 5-foot bicycle lane along the easterly side of Main Street (Route 68), construction of a pedestrian refuge island at the Main Street (Route 68) / High Street intersection, installation of Rectangular Rapid Flashing Beacons (RRFB) at the proposed crosswalk locations on Main Street (Route 68), and the construction of American with Disabilities Act (ADA) / Architectural Access Board (AAB) accessible pedestrian curb ramps along Main Street (Route 68).

April 30, 2021 – The Main Street & Gardner Road (Route 68) PS&E design was submitted to MassDOT for review and approval. This included the design plans, right of way plans, special provisions, and cost estimate.

September 2021 – Letters of Intent and Certificates of Donation were sent to all property owners impacted by the project as required for all federally funded projects.

November 8, 2021 – Public meeting at the Senior Center to discuss the right of way process with project abutters and answer questions about the MassDOT right of way process.

November 22, 2021 – The Main Street & Gardner Road (Route 68) Final PS&E design was submitted to MassDOT for review and approval. This included the design plans, special provisions, and cost estimate.

December 15, 2021 – Town advertises a Request for Proposals for appraisal services for the project.

## **REPORT OF THE VIETNAM VETERANS MEMORIAL COMMITTEE**

This committee was formed in March of 2021 with two goals in mind.

- 1) Design and raise funding for a fitting memorial for our Hubbardston Vietnam Era Veterans. It's long overdue.
- 2) Finish the memorial and dedicate it on the 30<sup>th</sup> of May 2022 at the Annual Memorial Day parade and ceremony.

We have seven members on our committee. They are Tom Colyer, Laura Foley, Steve Meagher, Dolores Ordway, Bill Shea chairman and secretary, Bill Withycombe treasurer, and Sara Wyman.

Significant progress has been made in a relatively short period of time. This report is being prepared in January of 2021. Currently, we have raised \$46,250 which was more than enough to have our monument designed, constructed, stored, and put in place.

In fact, because of the generosity of the public and many local companies, we had a surplus of funds and decided to restore and repair all the other war memorials on the common and in front of Center School. All were in need of freshening up but our Civil War Monument needed special attention. In addition to the Civil War monument itself, we shall also be restoring the cannons and the cannonballs which have been missing for decades. Careful attention is being paid to maintain historical accuracy.

We are closely coordinating our efforts with the Hubbardston Memorial Day Committee as we shall officially reveal the Vietnam Memorial on that date and plan to invite as many Hubbardston Vietnam Veterans to participate as possible. We shall have some special guests and a few surprises to make this a very memorable day.

Respectfully,

Bill Shea, Chairman



# ***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 N 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](mailto: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 2021. The department continued to deal with COVID-19 throughout the year. 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 683 incidents during the year while also continuing our efforts in fire prevention through public education and code enforcement.

COVID-19 remained on going challenge throughout the year. In fact, the Department was impacted more compared to the previous year. The ambulance service saw an increase in transports of COVID positive patients. Staffing also became a challenge with several members contracting the virus.

Fortunately, the use of CARES ACT Funds was extended to June of 2021. This allowed us from January to June to continue staffing one firefighter/EMT and a firefighter/paramedic in the station covering the overnight hours. This insured proper staffing levels as well as a quicker response to emergencies and gave staff the added time to decontaminate the ambulance and their selves after medical emergencies.

Beyond time put towards training and operational readiness the department was kept busy with emergency responses during the year. Of particular note was Saturday February 13th when the department responded to three structure fires in town with in a 12-hour time span. The day ended with a building fire at 23 Abenaki Street. On arrival companies had heavy fire showing from the rear of the 2-story single family dwelling which was coming from the basement and extending up to the second floor and attic. A 2nd alarm was struck bringing multiple towns in mutual aid, and subsequently a 3rd alarm struck with extra tankers special called over the 3rd alarm. Thankfully the occupants of the home were able to escape prior to the arrival of the fire department. Firefighters fought the fire with temperatures in the low 20's for over 5 hours. The beginning of the year continued to be very busy with fires, with another major house fire on April 15<sup>th</sup> at 44 Simonds Hill Road and several mutual aid responses to our surrounding communities.



The Department continued its efforts to pursue grants and alternative funding during the year. We received \$9,600 from the States Firefighter Safety Equipment Grant Program to purchase four sets of structural turnout gear.

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.

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	EMT-B
Kyle Goehle	Firefighter	EMT-B
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	Recruit	

### Hubbardston Fire Department – Apparatus Inventory

Engine 1	2019	KME	Engine
Engine 2	2001	KME	Engine-Tanker
Engine 3	2007	Spartan	Rescue-Engine
Ambulance 1	2016	Ford 550	Class I
Ambulance 2	2005	Ford 450	Class I
Truck 4	2003	5 Ton Military	Brush
Car 1	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 2021 annual report for the Town of Hubbardston Police Department.

2021 was another year in which we had to face some challenges due to the ongoing Covid 19 Pandemic. As we faced these challenges, we needed to continue to adapt our ways of policing and helping the residents. We experienced further increases in mental health calls as well as domestic issues. These increases were the result of the isolation many residents experienced.

As the situation with the pandemic continued to stabilize, we saw an increase in traffic traveling through town. We were able to go to town events such as the Movie at the rec field, the Lions Club Haunted Hayride at Rietta Ranch, we were able to have our Halloween Hoedown during trick or treat, and officers attended the holiday lighting on the town common. These events were missed from the previous year and it was a pleasure to be able to interact with members of the community again. We continued the pick-up and drop-off at the Center School. This process continues to be successful and safer for everyone dropping off as well as traveling through Main St. during those times.

During the holiday season the show of community generosity was tremendous once again through the Community Holiday Outreach Program (CHOP). Because of this generosity, we were able to supply toys to several families in town. This year was very difficult for many families and it was a pleasure to help make their holidays a little bit better.

This year we had two vacancies to fill and due to the newly enacted police reform it was very difficult to fill those open positions. Officer Jonathan Sturgis was a welcome addition to the department. We currently have one position open and as part time officers across the state begin to complete additional training they are required to complete the pool of applicants should grow and we should be able to fill this position. We will look internally first and then open the position to outside candidates if necessary. The officers of the Town of Hubbardston continue to work very hard despite being short staffed and being required to work well over their scheduled hours to ensure that we can continue to answer all calls for service with the honor and respect the residents deserve. I am grateful to these officers for working so many hours and putting the needs of the department and the Town of Hubbardston ahead of their own families in this difficult time.

We continue to do our best addressing quality of life issues and are responsive to these types of calls. These may include speeding, loud parties or neighbor issues. We strongly believe in community policing and live this every day.

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

In 2021 the cameras that were purchased with a grant obtained in 2020 were installed. As a part of that grant a new mobile cruiser radio was also purchased and has been installed in the new police cruiser that was purchased.

In closing I would like to thank the members of the Hubbardston Police department for their dedicated service. Without them we would not be able to provide the high level of service that the residents deserve. Through much of 2021 we were able to fill shifts previously manned by one officer with two. While there still remains shifts where only one officer is working, we have made significant progress toward having two officers on as much as possible. In 2021 the amount of calls our officers went to were down, however our arrest numbers more than doubled. Many of these calls related to people with mental illness and domestic violence. Having the supplemental shifts has insured the safety of officers responding to these calls. I believe we are well prepared for 2022 and any challenges that the year has in store for us. Our officers are dedicated to meet these challenges and serve the residents of Hubbardston. I am truly honored by the loyalty and dedication of the officers of The Hubbardston Police Department and the residents of this great town.

### **OUR MISSION STATEMENT**

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

Respectfully submitted,

Chief Dennis G. Perron

**POLICE DEPARTMENT**

**2021 Police Department  
Personnel**



**Chief of Police**  
Dennis G. Perron

**Police Clerk**  
Nancy Perron

**Full-Time Officers**  
Sergeant Robert Forte  
Sergeant Ryan Couture  
Officer Christopher Bergeron  
Officer Donald Blood  
Officer Jonathan Sturgis

**Part-Time Police  
Officers**  
Ofc. James Halkola  
Ofc. Kayla Fontaine  
Ofc. Michael Pierce

	2019	2020	2021
<b>Total Calls for Service</b>	<b>12842</b>	<b>9357</b>	<b>8444</b>
<b>Criminal Offenses</b>	<b>403</b>	<b>340</b>	<b>205</b>
<b>Motor Vehicle Accidents</b>	<b>79</b>	<b>55</b>	<b>64</b>
<b>Motor Vehicle Civil Citations</b>	<b>285</b>	<b>127</b>	<b>137</b>
<b>Motor Vehicle Written Warnings</b>	<b>310</b>	<b>36</b>	<b>251</b>
<b>Motor Vehicle Verbal Warnings</b>	<b>1513</b>	<b>808</b>	<b>916</b>
<b>Stolen Motor Vehicles</b>	<b>1</b>	<b>3</b>	<b>0</b>
<b>Larceny/Fraud</b>	<b>23</b>	<b>55</b>	<b>71</b>
<b>Break &amp; Entering</b>	<b>6</b>	<b>6</b>	<b>2</b>
<b>Disturbances</b>	<b>62</b>	<b>82</b>	<b>76</b>
<b>Domestic Disputes/Assaults</b>	<b>25</b>	<b>47</b>	<b>63</b>
<b>Restraining/209A Orders</b>	<b>17</b>	<b>8</b>	<b>19</b>
<b>Restraining Order Violations</b>	<b>3</b>	<b>5</b>	<b>7</b>
<b>Vandalism</b>	<b>5</b>	<b>4</b>	<b>2</b>
<b>Suspicious Activity</b>	<b>108</b>	<b>38</b>	<b>63</b>
<b>Fire Arms Permits</b>	<b>212</b>		
<b>Narcotic Violations</b>	<b>52</b>	<b>36</b>	<b>23</b>
<b>Animal Complaints</b>	<b>41</b>	<b>86</b>	<b>61</b>
<b>Burglar Alarms</b>	<b>83</b>	<b>33</b>	<b>54</b>
<b>Medical Emergencies</b>	<b>223</b>	<b>297</b>	<b>266</b>
<b>Juvenile Runaways</b>	<b>0</b>	<b>1</b>	<b>3</b>
<b>Juvenile Criminal Offenses</b>	<b>14</b>	<b>11</b>	<b>9</b>
<b>Building/House Checks</b>	<b>9213</b>	<b>5083</b>	<b>4170</b>
<b>Assist Other Police Departments</b>	<b>189</b>	<b>101</b>	<b>82</b>
<b>Mental Health Calls</b>	<b>14</b>	<b>36</b>	<b>57</b>
<b>Missing Persons</b>	<b>2</b>	<b>6</b>	<b>2</b>
<b>Investigations</b>	<b>521</b>	<b>395</b>	<b>205</b>
<b>Warrants Served</b>	<b>31</b>	<b>20</b>	<b>32</b>
<b>Summons Served</b>	<b>79</b>	<b>132</b>	<b>215</b>
<b>Total Criminal Arrests/Complaints</b>	<b>132</b>	<b>115</b>	<b>262</b>

## POLICE EQUIPMENT

3 Desks	6 Training Room Tables
Misc. Chairs	21 File Cabinets
Misc. Office Furniture	1 Copy Machine
1 Fax/copy/scanner Machine	3 Stop Sticks
2 Conference Tables	1 VCR
1 DVD/VCR	3 Mobile Data Terminals
3 Lap Tops	9 Computers
1 Server	Misc. Medical Supplies
1 Ammo Cabinet	Gun Safe
Paper Shredder	Leaps/NCIC Computer
Breathalyzer	3 Portable Breath Tester
2 Base Radios	4 Mobile Radios
13 Portable Radios	2 Radio Repeater System
Highway Base Radio	Fire Base Radio
CB Radio	4 X26 Tasers with cartridges
Telephone Recording System	Traffic Speed Monitor
3 Mobile Radar Units	2 Handheld Radar Unit
2017 Ford Explorer	2021 Ford Explorer
2017 Ford Explorer	2020 Ford Explorer
2003 Polaris ATV Shared with HFD	4 in car video systems
2016 Chevrolet Impala	2003 Utility Trailer
Misc. Cruiser Equipment/Supplies	4 GPS handheld units
3 Portable Defibrillator	4 Hand Held Weapon Detectors
Misc. Flashlights	3 Mossberg 12ga shotguns
17 Glock 45 Cal Handguns	4 Bushmaster AR-15 Rifles
Electronic Weapon Cleaning System	Misc. Police Equipment
35mm Camera	5-Digital Cameras
1-Video Recorder	Misc. Lockers
Misc. Crime Scene Equipment	Night Vision Goggles
Infrared Camera	Undercover Body Wire System
Power Point Projector	2 Speed minders
1 LCD training TV	1 Trail Camera
1 Air Cleaner	DVR recording system
8 Security cameras	Speed Sign with Mount





# ***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 also Hubbardston's the Affordable Housing Committee, by appointment of the Select Board in 2019. The committee is responsible for maintaining and implementing Hubbardston's Housing Production Plan (HPP), as required by 760 CMR 56.03(4), to meet the 10% affordable housing goal in Massachusetts State Regional Planning Law (Chapter 40B).

The Planning Board's areas of responsibility include:

- Review and revision of Hubbardston Zoning Bylaws
- Subdivision Plans
- Subdivision Approval Not Required Plans (ANR's)
- Scenic Road Applications
- General Special Permits
- Earth Removal Permits (including reclamation plans)
- Floodplain Special Permits
- Wireless Communication Special Permits
- Aquifer Protection Special Permits
- Senior Residential Development Special Permit
- Open Space Residential Development Special Permits
- Large-Scale Solar Photovoltaic Special Permits
- Commercial Marijuana Establishment Special Permits
- Site Plan Reviews
- Environmental and Community Impact Analysis Plan Approval
- Oversight of Master Plan Development
- Affordable Housing

The Planning Board, under the Rate of Development Zoning Bylaw, annually reports to the town the number of building permits issued annually for residential units. In 2021 eighteen building permits were issued for units includable under the maximum 28-unit cap.

The following is a summary of actions taken by the Planning Board in calendar year 2021.

### ANR Plans Approved

The Planning Board approved seven ANR plans.

### Scenic Road Hearing

The Planning Board approved three Scenic Road applications.

### Special Permits Approved

The planning Board approved four special permits applications.

- 56 Gardner Rd-Marijuana Outdoor Cultivation
- 69 Gardner Rd-Marijuana Outdoor Cultivation
- 36 Gardner Rd-Self Storage Facility
- 17N Comet Pond Rd-Single Family

### Affordable Housing

- Habitat for Humanity North Central Massachusetts is constructing a single-family home at 105 Ragged Hill Road. Ground-breaking was October 8, 2021, completion expected June 2022.
- 15-acre town parcel on Pitcherville Road (previously a town gravel pit) was approved by the Select Board as a potential site for senior housing. A Feasibility Study and environmental clean-up are in process.
- Two tax title properties identified as potential affordable housing sites, are subject of tax title foreclosure cases in Land Court.

### Zoning Bylaw Review and Revision

- Chapter 17 *Signs* was revised and approved at Annual Town Meeting.
- Chapter \_\_\_ *Rate of Development* was extended for one year and is being revised.
- Chapter \_\_\_ *Commercial Marijuana Establishment* was amended at Special Town Meeting.

### Master Plan

Compilation of the Town of Hubbardston's Master Plan is nearing completion with the Implementation Chapter scheduled to be completed in early 2022, for which a grant has been obtained through Montachusett Regional Planning Commission (MRPC).

### Gravel Pit Report

No permitted large-scale earth removal operations exist in town and no reclamation plans were submitted this year.

Board Members – Many members of the Planning Board also serve on other Boards and Commissions for the town of Hubbardston.

Alice Livdahl-CPC

Kristofer Munroe -EDIC, ARPA

Francois Steiger-CIPC

William Homans-ZBA

Erika Dack is the Planning Board's Alternate 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](http://www.hubbardstonma.us). When a complete application package has been received, a public hearing is then held according to state law.

**Year in Review:** Zoning Board of Appeals met four times this year hearing three different requests for variances.

11 Barre Rd: Variance Request from Hubbardston's Zoning By-Law Article 5 Section 5.1 Table of Dimensions, Side Setback. Granted

143 Gardner Rd: Variance Request from Hubbardston's Zoning By-Law Article 5 Section 5.1 Table of Dimensions, Front Setback Granted

56 Gardner Rd: Multiple requests for multiple variances: Granted via Constructive Grant.

### 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 2020-2021**

During the 2020-21 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.

Educating QRSD students during the COVID-19 pandemic presented unprecedented challenges for students, families and all QRSD staff members in the 2020-2021 school year. In order to ensure education continued and that we kept students and staff as safe from COVID-19 infection as possible we made sweeping changes to our traditional education model.

The roles and responsibilities of everyone in the school district changed significantly due to the pandemic. As a result, the first 10 days of the school year were devoted to planning, preparation and professional learning. During these 10 days educators and administrators worked together to ensure that everyone fully understood our health and safety protocols, instructional models, felt confident in their roles and had adequate time to plan for significantly different ways to deliver high quality instruction and student support. Students in Massachusetts had a 170 day school year rather than a 180 day school year in 2020-2021.

#### **District and Classroom Reorganization**

The initial 2020-2021 DESE/DPH guidelines for schools required that all students and staff remain six or more feet apart at all times in our buildings. It took a major district reconfiguration that included moving students, furniture and equipment to different learning spaces and providing multiple modes of learning to accomplish this mandate and meet student learning needs.

One of our initial steps was to move grade 6 students from their elementary schools to the middle high school to create additional space for Grades Pk-5. Classrooms across the district were stripped of all extraneous furniture and equipment so that we could maximize the number of student desks and chairs in each classroom.

In our elementary schools, classes of students who would have typically been together in one classroom were organized into two adjacent classrooms. Two educators worked together in these paired classroom spaces to educate the children who opted for in-person instruction in grades Pk-5. Students remained in their assigned seats for instruction at all times. They were not allowed to share learning materials or to work closely together with their peers in small groups.

Still, the student experience was positive, and, due to the creativity of our educators, engaging lessons took place in all classrooms.

After assessing classroom space limitations for students in grades 6-12 at the middle/high school it was determined that we could not fit all students in the building simultaneously and still maintain the required six feet of distance between them. This resulted in the creation of two cohorts of students, the blue cohort and the gold cohort. Each cohort alternated days of in-school, in-person instruction with days at home learning remotely. As with elementary level students the ability for students to collaborate with one another in the in-person learning environment was limited by the need to remain six feet away from others. Student collaboration often took place virtually with students working together in a technology-based “break-out room”.

### **Modes of Instruction**

We offered three modes of instruction, in-person, hybrid and remote. Each family made the decision as to which mode of instruction was best for their child. In grades Pk-5 most students attended school full time for in-person instruction all year. We are very proud of this accomplishment. The Quabbin Regional School District was one of only a handful of school districts in the Commonwealth of Massachusetts to offer full time in-person instruction to elementary school students for the full academic year. At the elementary level we also had one remote classroom per grade level. Each remote classroom was taught by a Quabbin teacher. Students from across the school district who had chosen to learn remotely joined their virtual classrooms from their homes each day.

We were thankful to have space to accommodate full time-in-person instruction for a small number of students with disabilities in grades 6-12; however, most middle and high school students had two options for learning: hybrid learning or remote learning. Students who learned in hybrid mode came to school two days per week and learned remotely the remainder of the week. Students learning in 100% remote learning mode engaged in learning activities from home every day. When students in grade 6 through 12 were learning from home they were able to join lessons that were being taught by connecting directly into the classroom for synchronous instruction at times and at other times they worked more independently, utilizing print and video resources that their teachers had provided for them in their Week-At-A Glance weekly planning tool.

### **Health and Safety Protocols**

School looked and felt very different for students and staff in 2020-2021. Two of the most significant changes were that everyone had to remain six feet apart at all times for the majority of the school year. Classroom windows remained open all year, no matter the weather conditions, to increase ventilation. Air purifiers and air cleaners were installed in spaces where it was not possible to open windows. Everyone was required to wear masks except when eating or taking a

mask break. Special masks were purchased to be used when students played musical instruments so that our music program could continue, and even at that, students were only allowed to play their instruments or sing while outside standing 10 feet apart for most of the school year. We all washed and/or sanitized our hands and our work spaces frequently each day.

### **School Visitors, Events and Traditions**

Sadly, visitors were not allowed in our school during the 2020-2021 school year. All educators and administrators made extraordinary efforts to communicate with the families of our students through frequent emails and virtual meetings, but we all felt the loss of opportunities to meet in-person with family members and welcome them into our school communities.

The pandemic also caused us to curtail many school events. We were unable to hold field trips, assemblies, celebrations, concerts and ceremonies as they had been held in the past. Educators displayed incredible creativity in re-inventing these experiences whenever possible so that our students would not miss out.

### **Athletics**

Students were able to participate in high school athletics on a very limited basis in the 2020-2021 school year. Team sports were rated on the basis of risk for COVID infection by the Massachusetts Interscholastic Athletic Association, and as a result of the ratings, strict health and safety protocols were imposed on practices and competitions. In some cases, the health and safety protocols went so far as to alter the rules of play for the season. When athletic competitions took place, our teams competed with a small cohort of local districts, significantly limiting the number of contests held and the variety of opponents faced. All athletes were required to wear masks while participating in athletic practices and competitions. Despite the many challenges presented, Quabbin athletes were grateful for the opportunity to engage in interscholastic athletics and for the support of the athletic department, their coaches and teammates.

### **School Nursing**

The role of the school nurse was critically important in helping to reduce the spread of COVID-19 in our district. School nurses monitored students and staff for symptoms of illness, advised staff and families as to the required quarantine and isolation periods if they were ill with COVID-19 or if they had been identified as a close contact for COVID-19. They also collaborated with local health officials and, as required, reported COVID-19 infections to local and state authorities. Throughout the school year many health and safety requirements changed as medical experts at the State and Federal level learned more about the transmission of COVID-19 infections. Our school nurses were instrumental in monitoring these changes and communicating them to school staff and families in a timely manner. Additionally, the QRSD nursing staff volunteered many hours in our local communities and in the school district administering COVID-19 vaccinations when they became available in early 2021.



## **Food and Nutrition Department**

Our school lunch program was free for all students in the school district for the entire 2020-2021 school year due to changes in the Federal School Lunch Program reimbursement regulations. Students in grades 6-12 had a shortened school day and did not eat lunch or breakfast at school. Lunch and breakfast for the next day were sent home with students at the end of the school day.

At the elementary schools, students no longer sat at traditional lunch tables to eat. Some sat at individual desks spaced six feet apart in the school cafeteria and others ate in at their desks in their classrooms. In the fall and spring when the weather allowed, students took their lunches outside and sat six feet apart on the pavement or grass to eat. Elementary students took breakfast for the next day home with them at the end of each school day.

The QRSD Food and Nutrition staff also prepared free meals for families throughout the school year. A week's worth of meals was available free from Quabbin to help feed families in our communities throughout the school year. These meals were available for pick up once per week in the early evening.

## **Plant and Facilities Department**

Plant and Facilities staff roles and responsibilities changed significantly in 2020-2021 as well. We added a number of new staff members in this department to keep up with the need to clean and sanitize high touch surfaces multiple times per day. A great deal of signage was added to school buildings to ensure that health and safety protocols were adhered to. Floors were marked with reminders to remain six feet apart, hand sanitizing stations with signs to remind students and staff to sanitize and wash hands frequently were placed strategically in all buildings. Reminders to wear masks properly were also added in classrooms, hallways, cafeteria and near school entrances.

## **Staffing**

The pandemic presented numerous staffing challenges for the QRSD. We struggled to remain fully staffed all year. This was in part due to absences when staff members or their families were ill, or because staff members were required to stay home (per the Department of Public Health) when they had been exposed to someone infected with COVID-19. It was often very difficult to fill open positions, as qualified candidates were in short supply. We are thankful for all QRSD employees who filled gaps when positions remained vacant or when colleagues were not able to come to work. Their dedication and generosity of time allowed us to remain open for the entire school year, unlike other school districts that had to close temporarily because of staffing shortages.

Amid the 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**

### **2020-2021**

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 2020-2021 school year:

The school year began with students in a hybrid or fully remote model of instruction. The students in the building were divided into two hybrid cohorts and a remote cohort. The students attended school every other day, with Monday being a fully remote day for all students. Our teachers were diligent and effective in providing educational opportunities to all of our students during the COVID pandemic.

As of October 1, 2020, Quabbin Regional High School had a smaller student body than the 2017-2018 school year with 115 Seniors (2021), 160 Juniors (2022), 135 Sophomores (2023) and 176 Freshmen (2024). There were 132 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 November 2020, 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 2020, 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.

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 2020-2021 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 2020-2021**

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 in a hybrid or fully remote model of instruction. The students in the building were divided into two hybrid cohorts and a remote cohort. The students attended school every other day, with Monday being a fully remote day for all students. Our teachers were diligent and effective in providing educational opportunities to all of our students during the COVID pandemic.

For the 2020-2021 school year, there were a total of 515 students as of October 1, 2020. This number includes the grade 6 students, who were welcomed into the middle school 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 8<sup>th</sup> 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 7<sup>th</sup> grade goes to Boston and the 8<sup>th</sup> grade has a four day trip to Washington, D.C. Due to circumstances around the COVID pandemic, these trips did not occur in the 2020-2021 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 2021**

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 2020-21 continued to be impacted by the COVID-19 pandemic. The decision was made that all students in QRSD elementary schools would be back to school in an in-person model, and as a result, Hubbardston Center School, (along with all schools in the QRSD) was required to put significant mitigation strategies in place to keep staff and students as healthy as possible. We retained a small population of students that chose to remain fully remote and received instruction through technology and a full-time teacher. Additionally, our 6<sup>th</sup> grade staff and students were housed at the Quabbin Middle/High School due to social distancing of 6 feet throughout the school, including classrooms, hallways, and cafeteria. Additional classroom space was needed to accommodate this mitigation strategy, forcing the decision to move the 6<sup>th</sup> grade population. The gymnasium was also used as a second cafeteria in order to support this decision.

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

**Enrollment history**

<b>2010-2011</b>	<b>434 students</b>
<b>2011-2012</b>	<b>400 students</b>
<b>2012-2013</b>	<b>336 students</b>
<b>2013-2014</b>	<b>325 students</b>
<b>2014-2015</b>	<b>320 students</b>
<b>2015-2016</b>	<b>313 students</b>
<b>2016-2017</b>	<b>320 students</b>
<b>2017-2018</b>	<b>315 students</b>
<b>2018-2019</b>	<b>309 students</b>
<b>2019-2020</b>	<b>302 students</b>
<b>2020-2021</b>	<b>247 in person students &amp; 39 remote learning students (286 total)</b>

### Average class size and grade configuration

Sections and Average Class Size		
Grade	# of sections	Average Number of Students per class
K	2	20
1	3	13, 18, 15
2	2	18
3	3	23, 13, 15
4	2	19
5	2	17

### Staffing

HCS teaching staff consists of 12 classroom teachers, 2 special education teachers, 4 Intervention Tutors, and 3 paraprofessionals. HCS also shares the Unified Arts teachers with all district elementary schools, which includes an Art teacher, a STEM teacher, a Physical Ed teacher, a Music teacher, and our band/chorus/orchestra teachers.

We had no retirements in this school year. Two of our Intervention Tutors, Ms Danielle Wood and Ms Katie Babineau resigned their positions (at the end of the school year) to take a full time classroom teaching positions, in other districts. They will be replaced.

### 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. Due to COVID-19 protocols, we did not have field trips or the Nature's Classroom trip this year. 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 2020-19

Co-chairs- Lindsay Harmon and Deb Lindsay

Secretary- Tara Flynn

Treasurer- Jen Labrousse

### 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 did not take place for the full year, however band and orchestra did meet and practice for a partial year with 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, a true artist, 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 attend Nature’s classroom this year due to the COVID-19 pandemic.

**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  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ADAMS, JAMIE C	1.0000	HS Sped	\$76,911.00
ADAMS, JAMIE C	0.0000	Stipend 240 S	\$1,600.00
ADAMS, JAMIE C	0.0000	Security Monitor	\$1,053.00
ADAMS, JAMIE C	0.0000	Advisor HS	\$755.05
ADAMS, JAMIE C	0.0000	Sub HS Period	\$675.00
ADAMS, JAMIE C	0.0000	Proctor	\$432.00
ADAMS, LEAH M	1.0000	Elem Teacher	\$68,698.00
ADAMS, MICHAEL D	0.0000	Coaching (Spring)	\$5,879.40
ADAMS, NICHOLAS R	1.0000	HS PE	\$63,693.45
ADAMS, NICHOLAS R	0.0000	Coaching (Spring)	\$2,917.07
ADAMS, NICHOLAS R	0.0000	Security Monitor	\$1,134.00
ADAMS, NICHOLAS R	0.0000	Proctor	\$459.00
ADAMS, NICHOLAS R	0.0000	Sub HS Period	\$405.00
ADAMS, NICHOLAS R	0.0000	Stipend Athletics	\$100.00
ADOMAITIS, KELLY L	1.0000	Aide Autism	\$36,925.00
AHEARN, STACEY C	1.0000	Aide Autism	\$5,333.19
ALLEN, ANN M	1.0000	Aide Sped	\$29,723.00
ALLEN, ANN M	0.0000	Longevity	\$550.00
ALLEN, ANN M	0.0000	Sub Aide Period	\$8.00
AMIDIO, MARY C	1.0000	Office Manager	\$52,932.00
AMIDIO, MARY C	0.0000	Longevity	\$1,500.00
ANDREWS, ELICIA A	1.0000	HS Science	\$72,882.00
ANDREWS, ELICIA A	0.0000	Advisor HS	\$1,510.09
ANDREWS, ELICIA A	0.0000	Stipend 114 - Summer Vaca Learning	\$300.00
ANDREWS, ELICIA A	0.0000	Sub HS Period	\$54.00
ARIOLI, GALE E	0.0000	Temp Central Office Staff	\$877.50
ARNOLD, MICHELLE L	1.0000	Elem Sped	\$88,629.00
ARSENAULT, GABRIELLE R	0.0000	Extended Day Program	\$7,379.47
ATKINSON, STACEY L	1.0000	Food Service	\$18,355.68
ATKINSON, STACEY L	0.0000	Cafe Extra Hours	\$1,206.42
ATKINSON, STACEY L	0.0000	Stipend PD	\$182.10
AYER, DOROTHY M	1.0000	Office Manager	\$6,592.76
BABINEAU, KATIE E	1.0000	Intervention Tutor	\$40,690.60
BACHANT, BRITTANY S	1.0000	HS Math	\$57,534.00
BACHANT, BRITTANY S	0.0000	Stipend Additional Classes	\$3,702.00
BACHANT, BRITTANY S	0.0000	Stipend Additional Classes	\$3,702.00
BACHANT, BRITTANY S	0.0000	Advisor HS	\$536.29
BACHANT, BRITTANY S	0.0000	Stipend 114 - Summer Vaca Learning	\$450.00
BACHANT, BRITTANY S	0.0000	Sub HS Period	\$270.00
BAILEY, CONNER P	1.0000	Technology	\$53,202.15
BAKER, KAYLEIGH E	1.0000	HS English	\$61,037.00
BAKER, KAYLEIGH E	0.0000	Stipend Additional Classes	\$3,545.00
BAKER, KAYLEIGH E	0.0000	Advisor HS	\$1,007.11
BAKER, KAYLEIGH E	0.0000	Sub HS Period	\$108.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
BALSER, MELANIE A	1.0000	Aide Sped	\$29,723.00
BALSER, MELANIE A	0.0000	Longevity	\$1,000.00
BALSER, MELANIE A	0.0000	Stipend 240 S	\$821.52
BALSER, MELANIE A	0.0000	Sub Aide Period	\$54.00
BARDSLEY, KARISSA H	1.0000	Elem Teacher	\$59,530.00
BARDSLEY, KARISSA H	0.0000	Sub Oakham	\$60.00
BARKER-BERLO, DONNA	1.0000	HS Science	\$87,025.00
BARKER-BERLO, DONNA	0.0000	Advisor HS	\$907.43
BARKER-BERLO, DONNA	0.0000	Longevity	\$750.00
BARKER-BERLO, DONNA	0.0000	Sub HS Period	\$459.00
BARKER-BERLO, DONNA	0.0000	Proctor	\$81.00
BARNES, CLARE H	1.0000	P & F Manager	\$94,231.40
BARNES, CLARE H	0.0000	Vacation Buyback	\$4,167.95
BARNES, CLARE H	0.0000	Travel	\$3,000.00
BARNES, CLARE H	0.0000	Longevity	\$1,000.00
BARNES, LEAH N	0.0000	CNA COVID	\$6,961.50
BARRINGER, EVAN M	1.0000	MS Social Studies	\$84,877.00
BARRINGER, EVAN M	0.0000	Coaching (Winter)	\$5,344.91
BARRINGER, EVAN M	0.0000	Longevity	\$750.00
BARRINGER, JANIS A	1.0000	MS Sped	\$87,025.00
BARRINGER, JANIS A	0.0000	Longevity	\$750.00
BARRINGER, JANIS A	0.0000	Stipend Athletics	\$200.00
BARRINGER, JANIS A	0.0000	Sub MS Period	\$189.00
BARRY, CONLAN J	1.0000	Custodian COVID	\$27,300.41
BARRY, CONLAN J	0.0000	Custodian OT	\$482.69
BARRY, CONLAN J	0.0000	Shoe Allowance	\$150.00
BARRY, CONLAN J	0.0000	Custodian Double-Time Retro	\$2.98
BARRY, SHAWN D	1.0000	Custodian	\$40,752.84
BARRY, SHAWN D	0.0000	Custodian OT	\$1,561.24
BARRY, SHAWN D	0.0000	Shoe Allowance	\$150.00
BATES, EVAN C	1.0000	Intervention Tutor Remote COVID	\$17,009.89
BATES, NITA	1.0000	Secretary	\$56,095.83
BATES, NITA	0.0000	Stipend Administrative Assistant	\$2,000.00
BATES, NITA	0.0000	Longevity	\$750.00
BATES, NITA	0.0000	Stipend Advance Degree	\$500.00
BATES, NITA	0.0000	Vacation Buyback	\$215.75
BATTISTA, MARK G	0.0000	Coaching (Spring)	\$2,566.00
BEARD-BLAKE, ELIZABETH	1.0000	HS World Language	\$82,739.00
BEARD-BLAKE, ELIZABETH	0.0000	Sub HS Period	\$1,647.00
BEARD-BLAKE, ELIZABETH	0.0000	Advisor HS	\$907.43
BEARD-BLAKE, ELIZABETH	0.0000	Proctor	\$216.00
BEARD-BLAKE, ELIZABETH	0.0000	Sub MS Period	\$162.00
BEAUDET, KRISTINE A	1.0000	Elem Sped	\$93,439.00
BEAUDET, KRISTINE A	0.0000	Longevity	\$1,500.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
BEAUDET, KRISTINE A	0.0000	Stipend Mentor Program	\$250.00
BEDARD, HANNAH E	0.0000	Perm Sub	\$2,375.00
BEDARD, HANNAH E	0.0000	LTS - Intervention Tutor	\$1,375.00
BELANGER, NINA C	1.0000	Perm Sub	\$9,734.00
BELANGER, NINA C	0.0000	Sub Teacher ALL	\$320.00
BENNETT, GRIFFIN M	0.0000	Sub Middle School	\$1,120.00
BENNETT, GRIFFIN M	0.0000	Sub High School	\$240.00
BENNETT, GRIFFIN M	0.0000	Proctor	\$80.00
BENNETT, JESSICA A	1.0000	Executive Asst. Superintendent	\$68,229.20
BENNETT, JESSICA A	0.0000	Executive Secretary School Committee	\$2,250.00
BENNETT, JESSICA A	0.0000	Longevity	\$750.00
BENNETT, JESSICA A	0.0000	Vacation Buyback	\$590.45
BENNETT, RYA M	1.0000	School Nurse	\$58,502.00
BENNETT, RYA M	0.0000	Stipend 240 S	\$180.00
BERNER, JESSICA N	1.0000	Elem Teacher	\$70,386.00
BERNER, JESSICA N	0.0000	Stipend Teacher Leader	\$1,000.00
BERNER, JESSICA N	0.0000	Stipend 507 - GLEAM	\$450.00
BERNER, JESSICA N	0.0000	Stipend 309 - GLEAM	\$180.00
BERTHIAUME, GAIL L	1.0000	Custodian	\$43,971.20
BERTHIAUME, GAIL L	0.0000	Custodian OT	\$2,759.59
BERTHIAUME, GAIL L	0.0000	Longevity	\$1,000.00
BERTHIAUME, GAIL L	0.0000	Shoe Allowance	\$150.00
BERTHIAUME, GAIL L	0.0000	SLB	\$65.62
BERTHIAUME, GAIL L	0.0000	Custodian Double-Time Retro	\$1.88
BERTHIAUME, KATIE M	0.0000	Sub Teacher ALL	\$3,920.00
BLACK, JEAN M	0.9000	Aide Sped	\$28,104.30
BLACK, JEAN M	0.0000	Stipend 240 S	\$862.92
BLACK, JEAN M	0.0000	Longevity	\$550.00
BLASZCZYK, VIRGINIA M	1.0000	MS Math	\$89,161.00
BLASZCZYK, VIRGINIA M	0.0000	Longevity	\$1,500.00
BLASZCZYK, VIRGINIA M	0.0000	Sub MS Period	\$27.00
BLISS, KRISTI L	1.0000	Elem Teacher Remote	\$66,345.00
BODILY, ALEXIS M	0.0000	Extended Day Program	\$557.81
BOLGER, BRENT A	1.0000	HS Technology	\$89,161.00
BOLGER, BRENT A	0.0000	Stipend PD	\$2,700.00
BOLGER, BRENT A	0.0000	Longevity	\$1,000.00
BOLGER, BRENT A	0.0000	Sub HS Period	\$189.00
BOUCHER, RENEE M	1.0000	Athletic Trainer	\$46,102.16
BOUCHER, RENEE M	0.0000	Xtra Hours	\$3,023.04
BOUCHER, RENEE M	0.0000	Longevity	\$750.00
BOUCHER, THERESA L	1.0000	Elem Teacher Remote	\$78,254.00
BOUCHER, THERESA L	0.0000	Stipend Teacher Leader	\$1,000.00
BOUCHER, THERESA L	0.0000	Longevity	\$750.00
BOYD, JOANNE	0.9000	Aide Kindergarten	\$25,965.90



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
BOYD, JOANNE	0.0000	Longevity	\$550.00
BRADY, ANDREA M	0.0000	Sub Café All	\$3,326.83
BRADY, ANDREA M	0.0000	Stipend PD	\$54.00
BRAY, ELECIA C	1.0000	Elem Teacher	\$91,288.00
BRAY, ELECIA C	0.0000	Longevity	\$1,000.00
BREAULT, ALIZA M	0.0000	Lunch Monitor	\$2,626.69
BRENNOCK, DANIEL J	1.0000	NIROTC	\$87,297.53
BRENNOCK, DANIEL J	0.0000	Longevity	\$750.00
BREWER, JULIE A	1.0000	Special Education Chair	\$87,025.00
BRIAND, ANNE MARIE	1.0000	Aide - Therapeutic Prog	\$12,889.46
BRIAND, ANNE MARIE	0.0000	Seperation Benefits	\$10,541.50
BRIAND, ANNE MARIE	0.0000	Longevity	\$423.08
BRIGGS, EMMA I	0.0000	Extended Day Program	\$60.75
BROOKS, MICHAEL A	1.0000	Technology	\$80,774.30
BROOKS, MICHAEL A	0.0000	Vacation Buyback	\$2,019.36
BROOKS, MOLLY J	1.0000	Food Service	\$19,757.14
BROOKS, MOLLY J	0.0000	Stipend PD	\$173.10
BROOKS, MOLLY J	0.0000	Cafe Extra Hours	\$111.48
BROOKS, MOLLY J	0.0000	Cafe Extra Hours	\$90.88
BROWN, JULIE M	1.0000	Elem STEM	\$59,260.00
BROWN, TONI	1.0000	Elem Music	\$84,877.00
BROWN, TONI	0.0000	Stipend Academic Coordinator	\$2,500.00
BROWN, TONI	0.0000	Advisor MS	\$1,710.61
BROWN, TONI	0.0000	Longevity	\$1,000.00
BROWN, TONI	0.0000	Stipend Mentor Program	\$750.00
BROWNE, KIM A	1.0000	Elem Sped	\$85,911.00
BROWNE, KIM A	0.0000	Longevity	\$2,000.00
BRUNELL, AUDREY L	0.0000	LTS - Aide Autism	\$3,959.00
BUCHANAN, DAVID P III	1.0000	HS Social Studies	\$56,341.00
BUCHANAN, DAVID P III	0.0000	Coaching (Fall)	\$6,841.03
BUCHANAN, DAVID P III	0.0000	Coaching (Spring)	\$2,917.07
BUCHANAN, DAVID P III	0.0000	Sub HS Period	\$162.00
BURKE, MARIANNE	0.0000	Private Music Instructor	\$130.00
BURKE, TINA M	0.6667	Cafeteria	\$10,112.00
BURKE, TINA M	0.0000	Cafe Extra Hours	\$488.01
BURKE, TINA M	0.0000	Stipend PD	\$96.00
BURKLE, CONNOR J	1.0000	Custodian COVID	\$6,470.38
BURKLE, CONNOR J	0.0000	Shoe Allowance	\$150.00
BURKLE, CONNOR J	0.0000	Custodian OT	\$12.14
BURKLE, SHERRY L	1.0000	HS Math	\$87,025.00
BURKLE, SHERRY L	0.0000	Stipend Flex Block Manager	\$1,790.00
BURKLE, SHERRY L	0.0000	Security Monitor	\$1,215.00
BURKLE, SHERRY L	0.0000	Advisor HS	\$906.86
BURKLE, SHERRY L	0.0000	Sub HS Period	\$864.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
BURKLE, SHERRY L	0.0000	Longevity	\$750.00
BURKLE, SHERRY L	0.0000	Proctor	\$418.50
BURKLE, SHERRY L	0.0000	Sub HS Period	\$270.00
BURNS, LISA A	1.0000	Aide Autism	\$33,905.14
BURNS, LISA A	0.0000	Seperation Benefits	\$4,318.07
BURNS, LISA A	0.0000	Longevity	\$550.00
BUTLER, SHEENA M	1.0000	Elem Sped	\$68,698.00
CALLAHAN, ERIKA K	0.8000	Aide Sped	\$14,001.88
CALLAHAN, ERIKA K	0.0000	Sub Middle School	\$1,200.00
CALLAHAN, ERIKA K	0.0000	Stipend 114 - Early Lit Vaca Camp	\$360.00
CALLAHAN, ERIKA K	0.0000	Sub Aide Period	\$172.00
CAMMUSO, NICHOLAS J	1.0000	Adjustment Counselor	\$55,019.04
CAMPIONE, KRISTIN M	1.0000	Director of Pupil Personnel	\$125,704.46
CAMPIONE, KRISTIN M	0.0000	Vacation Buyback	\$2,417.40
CAMPIONE, KRISTIN M	0.0000	Travel	\$2,000.00
CAMPIONE, KRISTIN M	0.0000	Stipend Advance Degree	\$1,500.00
CANFIELD, STACEY M	1.0000	Adjustment Counselor	\$64,755.00
CAPURSO, JANE M	1.0000	Elem Teacher	\$95,580.00
CAPURSO, JANE M	0.0000	Longevity	\$1,500.00
CARLSON, CHRISTOPHER B	1.0000	Co-Principal	\$104,295.00
CARLSON, CHRISTOPHER B	0.0000	Vacation Buyback	\$6,819.21
CARLSON, CHRISTOPHER B	0.0000	Longevity	\$750.00
CARLSON, KIMBERLY R	1.0000	Aide Autism	\$38,022.00
CARLSON, KIMBERLY R	0.0000	Longevity	\$1,000.00
CARON, ELAINE A	1.0000	P&F Admin. Support Assist.	\$46,023.75
CARON, ELAINE A	0.0000	Vacation Buyback	\$1,239.07
CASTRIOTTA, CAROLINE L	0.0000	Sub Hubbardston	\$630.00
CASTRIOTTA, CAROLINE L	0.0000	Lunch Monitor	\$351.00
CASTRIOTTA, MATTHEW	1.0000	MS Social Studies	\$95,449.42
CASTRIOTTA, MATTHEW	0.0000	Coaching (Spring)	\$4,315.14
CASTRIOTTA, MATTHEW	0.0000	Coaching (Fall)	\$3,882.74
CASTRIOTTA, MATTHEW	0.0000	Longevity	\$1,500.00
CASTRIOTTA, MATTHEW	0.0000	Sub MS Period	\$108.00
CASTRIOTTA, SHEA A	0.0000	Extended Day Program	\$661.50
CASTRIOTTA, WENDY B	1.0000	Kindergarten Teacher	\$85,911.00
CASTRIOTTA, WENDY B	0.0000	Stipend 240 S	\$1,520.00
CASTRIOTTA, WENDY B	0.0000	Longevity	\$1,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend Teacher Leader	\$1,000.00
CASTRIOTTA, WENDY B	0.0000	Stipend 114 - Early Lit Vaca Camp	\$600.00
CASTRIOTTA, WENDY B	0.0000	Stipend 507 - GLEAM	\$450.00
CASTRIOTTA, WENDY B	0.0000	Stipend 309 - GLEAM	\$180.00
CEREZO, MONICA I	1.0000	Perm Sub	\$16,167.97
CHASE, MAUREEN L	1.0000	HS Science	\$91,288.00
CHASE, MAUREEN L	0.0000	Stipend Additional Classes	\$3,702.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
CHASE, MAUREEN L	0.0000	Sub HS Period	\$891.00
CHASE, MAUREEN L	0.0000	Advisor HS	\$755.05
CHASE, MAUREEN L	0.0000	Longevity	\$750.00
CHASE, MAUREEN L	0.0000	Stipend Mentor Program	\$500.00
CHAVES, STACIE F	1.0000	CNA COVID	\$24,769.50
CHICK, KYLE R	0.0000	Extended Day Program	\$1,167.76
CHRISTENSEN, RONALD P	1.0000	Treasurer	\$15,627.49
CHURCHILL, JENNIFER E	1.0000	Elem Teacher	\$87,025.00
CHURCHILL, JENNIFER E	0.0000	Longevity	\$750.00
CIAVOLA, ELLEN M	1.0000	Aide Sped	\$30,466.00
CIAVOLA, ELLEN M	0.0000	Longevity	\$1,000.00
CIAVOLA, ELLEN M	0.0000	Stipend 240 S	\$771.87
CIAVOLA, ELLEN M	0.0000	Sub Aide Period	\$72.00
CLARK, BLYTHE L	1.0000	Elem Teacher	\$95,580.00
CLARK, BLYTHE L	0.0000	Longevity	\$750.00
CLARK, KEVIN R	1.0000	P & F Asst. Manager	\$10,788.46
CLEAVES, WENDY P	1.0000	Math Coach	\$90,815.62
CLEAVES, WENDY P	0.0000	Stipend Mentor Program	\$250.00
CLOUTIER, MEGHAN W	1.0000	Director of Guidance	\$81,762.87
COATES, MARIE A	1.0000	Kindergarten Teacher	\$69,012.00
COATES, MARIE A	0.0000	Longevity	\$750.00
COLARUSSO, SADIE M	0.0000	Lunch Monitor	\$3,165.38
COLARUSSO, SADIE M	0.0000	Sub Teacher ALL	\$140.00
CONSOLMAGNO, TERESA J	1.0000	Office Manager	\$52,932.00
CONSOLMAGNO, TERESA J	0.0000	Longevity	\$1,500.00
COOK, JAMIE M	0.0000	Coaching (Fall)	\$4,820.93
COOK, JOAN M	1.0000	Cafeteria	\$12,268.70
COOK, JOAN M	0.0000	Stipend PD	\$93.18
COOK, JOAN M	0.0000	Cafe Extra Hours	\$85.42
COOK, LESLIE E	0.7500	Receptionist	\$26,266.11
COOLEY, MARGARET A	1.0000	Secretary	\$44,968.51
COOLEY, MARGARET A	0.0000	Stipend Guidance Events	\$1,500.00
COOLEY, MARGARET A	0.0000	Longevity	\$750.00
COOLEY, MARGARET A	0.0000	Stipend Advance Degree	\$500.00
COOLEY, REBECCA M	1.0000	HS World Language	\$56,386.49
COOLEY, REBECCA M	0.0000	Sub HS Period	\$1,053.00
COOLEY, REBECCA M	0.0000	Proctor	\$27.00
COOLEY, REBECCA M	0.0000	Sub MS Period	\$27.00
COONS, KRISTEN D	1.0000	Elem Teacher	\$91,288.00
COONS, KRISTEN D	0.0000	Longevity	\$2,000.00
COPPOLINO SR, PETER J	1.0000	Project Engineer	\$70,798.25
COPPOLINO SR, PETER J	0.0000	Longevity	\$1,500.00
COPPOLINO SR, PETER J	0.0000	Shoe Allowance	\$150.00
COPPOLINO, PETER J JR	1.0000	Grounds Maintenance	\$16,708.63



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
COPPOLINO, PETER J JR	0.0000	Seperation Benefits	\$946.58
COPPOLINO, PETER J JR	0.0000	Maintenance OT	\$515.78
COSTELLO, SHAWN M	1.0000	Custodian	\$38,597.80
COSTELLO, SHAWN M	0.0000	Custodian OT	\$9,385.53
COSTELLO, SHAWN M	0.0000	Shoe Allowance	\$150.00
COSTELLO, SHAWN M	0.0000	Custodian Double-Time Retro	\$17.63
COTTRELL, ELIZABETH M	1.0000	Elem Teacher	\$62,868.00
COUTURIER, ADAM J	1.0000	Director of Sec TLS	\$107,423.85
COUTURIER, ADAM J	0.0000	Xtra Hours	\$7,673.13
CRAIG, SEAN W	1.0000	Aide - Therapeutic Prog	\$11,311.02
CRANSTON, ASHLEY B	1.0000	Elem Teacher	\$89,161.00
CRANSTON, ASHLEY B	0.0000	Stipend Teacher Leader	\$1,000.00
CRANSTON, ASHLEY B	0.0000	Longevity	\$750.00
CRANSTON, ASHLEY B	0.0000	Stipend Mentor Program	\$500.00
CRANSTON, FRANCIS J JR	0.0000	Coaching (Spring)	\$2,589.33
CRANSTON, KATHRYN A	1.0000	Instructional Assistant Sped	\$37,586.53
CRANSTON, KATHRYN A	0.0000	Longevity	\$1,000.00
CRANSTON, KATHRYN A	0.0000	Sub Aide Period	\$183.00
CROOK, DONNA L	0.0000	Sub High School	\$880.00
CROOK, DONNA L	0.0000	Proctor	\$160.00
CROSS, PETER A	1.0000	Custodian	\$45,219.20
CROSS, PETER A	0.0000	Custodian OT	\$623.12
CROSS, PETER A	0.0000	Longevity	\$550.00
CROSS, PETER A	0.0000	Shoe Allowance	\$150.00
CROSS, PETER A	0.0000	Custodian Double-Time Retro	\$1.92
CSORBA, ASHLEY E	1.0000	Guidance	\$66,345.00
CSORBA, ASHLEY E	0.0000	Advisor HS	\$610.68
DAWSON, KIMBERLY K	1.0000	Elem Ther Classroom Teacher	\$54,551.54
DAWSON, KIMBERLY K	0.0000	Stipend 240 S	\$2,320.00
DAWSON, KIMBERLY K	0.0000	Stipend 240 - CIT	\$157.50
DEMAREST, AMBER P	1.0000	LTS - Intervention Tutor	\$8,748.60
DENNIS, MELINDA L	1.0000	Elem Sped	\$6,337.17
DEPASQUALE, MARK S	1.0000	HS Social Studies	\$77,321.00
DEPASQUALE, MARK S	0.0000	Longevity	\$750.00
DEPASQUALE, MARK S	0.0000	Sub HS Period	\$135.00
DEPASQUALE, MARK S	0.0000	Proctor	\$81.00
DESAUTELS, MELISSA A	1.0000	BCBA	\$94,033.16
DEJARDINS, CHARLENE M	1.0000	Intervention Tutor	\$40,690.60
DESKINS, JILL A	1.0000	Intervention Tutor	\$40,690.60
DEVINE, GREGORY J	1.0000	Principal	\$135,481.25
DEVINE, GREGORY J	0.0000	Longevity	\$1,500.00
DEVINE, GREGORY J	0.0000	Fixed Benefit Life/Disability	\$1,200.00
DEVINE, GREGORY J	0.0000	Vacation Buyback	\$130.27
DEXTRADEUR, DENNIS M	0.0000	Coaching (Winter)	\$5,932.84





QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
DEXTRADEUR, DENNIS M	0.0000	Sub Teacher ALL	\$990.00
DEXTRADEUR, DENNIS M	0.0000	Proctor	\$450.00
DICKSON, PAMELA J	0.0000	Coaching (Fall)	\$3,237.95
DILLON, NOREEN E	1.0000	Psychologist	\$82,344.00
DINICOLA, JASON M	1.0000	MS Science	\$69,966.00
DINICOLA, JASON M	0.0000	Sub MS Period	\$162.00
DOWGIELEWICZ, JILL M	1.0000	Special Education Chair	\$93,439.00
DOWGIELEWICZ, JILL M	0.0000	Longevity	\$1,000.00
DOWGIELEWICZ, JILL M	0.0000	Stipend 240	\$560.00
DOWGIELEWICZ, JILL M	0.0000	Stipend Mentor Program	\$250.00
DOYLE, KIMBERLY J	1.0000	Elem Teacher	\$85,911.00
DOYLE, KIMBERLY J	0.0000	Longevity	\$1,500.00
DOYLE, KIMBERLY J	0.0000	Stipend Teacher Leader	\$1,000.00
DOYLE, THOMAS C	0.0000	Private Music Instructor	\$60.00
DRISCOLL, AMY L	0.0000	Extended Day Program	\$232.00
DUBOIS, PAUL A	1.0000	Math Coach	\$81,962.91
DUBOIS, PAUL A	0.0000	Stipend Academic Coordinator	\$3,750.00
DUBOIS, PAUL A	0.0000	Longevity	\$750.00
DUBOIS, PAUL A	0.0000	Stipend Mentor Program	\$500.00
DUBOIS-GOULD, KERI A	1.0000	Food & Nutritional Svces Manager	\$89,684.30
DUBOIS-GOULD, KERI A	0.0000	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	0.0000	Stipend Advanced Training	\$1,000.00
DUBOIS-GOULD, KERI A	0.0000	Fixed Benefit Life/Disability	\$359.60
DUCOS, PATRICIA	1.0000	Aide Autism	\$5,134.30
DUNIGAN, PAMELA J	1.0000	Intervention Tutor	\$40,690.60
DUNIGAN, PAMELA J	0.0000	Stipend 240 S	\$1,600.00
DUNPHY, SUZANNE M	0.0000	Sub Teacher ALL	\$160.00
DUVAL, ANN C	1.0000	MS Science	\$85,512.00
DUVAL, ANN C	0.0000	Longevity	\$750.00
DUVAL, ANN C	0.0000	Advisor MS	\$504.70
DUVAL, ANN C	0.0000	Sub MS Period	\$54.00
DUVAL, CHERYL A	1.0000	Director of Administrative Services	\$147,108.80
DUVAL, CHERYL A	0.0000	Fixed Benefit Life/Disability	\$1,312.82
DUVAL, CHERYL A	0.0000	Vacation Buyback	\$1,131.60
DUVAL, CHERYL A	0.0000	Travel	\$1,000.00
DUVAL, CHERYL A	0.0000	Longevity	\$750.00
EDMONDS, GRACEMARIE S	1.0000	Intervention Tutor	\$32,241.19
EDMONDS, GRACEMARIE S	0.0000	Stipend 240 S	\$1,600.00
EDMONDS, GRACEMARIE S	0.0000	Tutor	\$1,500.00
EDMONDS, GRACEMARIE S	0.0000	Stipend 114 - Early Lit Vaca Camp	\$600.00
ERICKSON, TRISIA L	1.0000	Kindergarten Teacher Remote	\$91,780.44
ERICKSON, TRISIA L	0.0000	Longevity	\$1,000.00
ERICKSON, TRISIA L	0.0000	Stipend PD	\$500.00
ERICKSON, TRISIA L	0.0000	Stipend 507 - GLEAM	\$450.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ERICKSON, TRISIA L	0.0000	Stipend 309 - GLEAM	\$180.00
EVERITT, LAURA J	1.0000	Aide Autism	\$34,687.64
EVERITT, LAURA J	0.0000	Longevity	\$550.00
EVERITT, LAURA J	0.0000	Sub Aide Period	\$72.00
EWART, JOCELYN R	1.0000	Elem Sped	\$54,701.00
EWART, JOCELYN R	0.0000	Tutor	\$90.00
EWING, DENIEL E	0.0000	Sub Teacher ALL	\$3,570.00
EWING, DENIEL E	0.0000	Perm Sub	\$2,654.82
EWING, DENIEL E	0.0000	Lunch Monitor	\$1,654.61
EWING, DENIEL E	0.0000	Sub Teacher ALL	\$66.94
EYLER-PELLETIER, AMY L	1.0000	MS Social Studies	\$87,025.00
EYLER-PELLETIER, AMY L	0.0000	Longevity	\$750.00
EYLER-PELLETIER, AMY L	0.0000	Sub MS Period	\$162.00
FABRIZIO, JENNIFER E	1.0000	Guidance	\$88,629.00
FABRIZIO, JENNIFER E	0.0000	Longevity	\$750.00
FALVEY, SARAH E	1.0000	Elem Teacher Remote	\$69,248.96
FALVEY, SARAH E	0.0000	Stipend PD	\$500.00
FALVEY, SARAH E	0.0000	Stipend 507 - GLEAM	\$450.00
FALVEY, SARAH E	0.0000	Stipend 309 - GLEAM	\$180.00
FARRAJ, LORI J	1.0000	Aide Autism	\$37,095.00
FARRAJ, LORI J	0.0000	Longevity	\$550.00
FARRELL, MATTHEW J	1.0000	MS PE	\$84,877.00
FARRELL, MATTHEW J	0.0000	Longevity	\$1,500.00
FAUTEUX, CHRISTINE E	1.0000	Elem Teacher	\$95,580.00
FAUTEUX, CHRISTINE E	0.0000	Longevity	\$750.00
FERRAGAMO, SARAH L	1.0000	Secretary	\$38,790.89
FERRAGAMO, SARAH L	0.0000	Stipend Advance Degree	\$500.00
FINNE, ZACHARY S	1.0000	Elem Teacher Remote	\$47,616.66
FLEMING, MARY E	1.0000	Elem Teacher	\$80,046.00
FLEMING, MARY E	0.0000	Stipend Teacher Leader	\$1,000.00
FLEMING, MARY E	0.0000	Longevity	\$750.00
FLEMING, MARY E	0.0000	Stipend Mentor Program	\$250.00
FLEMING, SETH E	1.0000	Custodian	\$45,219.20
FLEMING, SETH E	0.0000	Custodian OT	\$2,074.58
FLEMING, SETH E	0.0000	Shoe Allowance	\$150.00
FLEMING, SETH E	0.0000	Custodian Double-Time Retro	\$4.32
FLYNN, TERESA R	0.0000	Sub Hubbardston	\$3,990.00
FLYNN, TERESA R	0.0000	Lunch Monitor	\$2,830.50
FOLEY, CAROLYN G	1.0000	Elem Teacher	\$95,580.00
FOLEY, CAROLYN G	0.0000	Longevity	\$750.00
FOLEY, CAROLYN G	0.0000	Stipend Mentor Program	\$500.00
FORD, LINDA J	1.0000	Elem Teacher	\$91,288.00
FORD, LINDA J	0.0000	Longevity	\$750.00
FORS, COLLEEN Y	1.0000	Clinician	\$57,534.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
FORSYTH, JESSICA L	0.0000	Extended Day Program	\$60.75
FOSTER, CAITLIN E	1.0000	Guidance	\$64,755.00
FOSTER, CAITLIN E	0.0000	Stipend Mentor Program	\$1,000.00
FOSTER, CAITLIN E	0.0000	Stipend 240 - CIT	\$157.50
FROST, ALICIA L	1.0000	HS World Language	\$83,410.00
FROST, ALICIA L	0.0000	Security Monitor	\$1,242.00
FROST, ALICIA L	0.0000	Advisor HS	\$755.05
FROST, ALICIA L	0.0000	Sub HS Period	\$459.00
FROST, ALICIA L	0.0000	Sub MS Period	\$135.00
FROST, ALICIA L	0.0000	Interpretive Services	\$37.50
FRYDEL, KATHLEEN A	1.0000	NJROTC	\$93,914.85
FRYDEL, KATHLEEN A	0.0000	Security Monitor	\$864.00
FRYDEL, KATHLEEN A	0.0000	Proctor	\$162.00
FULLER, LISA N	1.0000	Elem Sped	\$80,688.88
FULLER, LISA N	0.0000	Stipend 507 - GLEAM	\$450.00
FULLER, LISA N	0.0000	Stipend 309 - GLEAM	\$180.00
GARDNER, KATHLEEN	1.0000	HS Business	\$79,220.00
GARDNER, KATHLEEN	0.0000	Stipend Additional Classes	\$3,702.00
GARDNER, KATHLEEN	0.0000	Longevity	\$750.00
GARDNER, KATHLEEN	0.0000	Advisor HS	\$570.59
GARDNER, KATHLEEN	0.0000	Sub HS Period	\$486.00
GARDNER, KATHLEEN	0.0000	Stipend PD	\$300.00
GARDNER, PAUL A	0.6250	Custodian	\$21,060.00
GARDNER, PAUL A	0.0000	Custodian OT	\$2,191.05
GARDNER, PAUL A	0.0000	Shoe Allowance	\$150.00
GARREPY, HEATHER L	1.0000	CNA COVID	\$21,021.00
GASPAR, MARY-CATHERINE	1.0000	Guidance	\$70,759.00
GENDRON, CASSANDRA L	1.0000	Payroll Coordinator	\$56,272.24
GENDRON, CASSANDRA L	0.0000	Vacation Buyback	\$432.86
GENTILE, MELISSA	0.8000	Aide Sped	\$19,402.40
GENTILE, MELISSA	0.0000	Sub Aide Period	\$81.00
GILLON, JORDYN M	0.0000	Extended Day Program	\$10,828.76
GILMARTIN, JASON M	1.0000	Assistant Principal	\$118,698.21
GILMARTIN, JASON M	0.0000	Xtra Hours	\$9,043.67
GILMARTIN, JASON M	0.0000	Fixed Benefit Life/Disability	\$1,200.00
GILMARTIN, JASON M	0.0000	Longevity	\$750.00
GINGRAS, KATHLEEN M	0.5700	Cafeteria	\$727.37
GLIDDEN, ERIN L	0.9000	Aide Sped	\$26,881.20
GLIDDEN, ERIN L	0.0000	Sub Ruggles Lane	\$3,010.00
GLIDDEN, ERIN L	0.0000	Longevity	\$550.00
GLIDDEN, ERIN L	0.0000	Sub Aide Period	\$316.00
GLYNN, KELLIE S	1.0000	Satellite Food Service Coordinator	\$19,837.89
GLYNN, KELLIE S	0.0000	Cafe Extra Hours	\$6,113.66
GLYNN, KELLIE S	1.0000	Food Service	\$2,400.60



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
GLYNN, KELLIE S	0.0000	Stipend PD	\$190.50
GOEWY, PAUL N	1.0000	HS Math	\$89,161.00
GOEWY, PAUL N	0.0000	Coaching (Fall)	\$4,276.27
GOEWY, PAUL N	0.0000	Longevity	\$750.00
GOEWY, PAUL N	0.0000	Sub HS Period	\$135.00
GOOCH-ZEBAL, SHARON I	1.0000	Educational Accountability Coordinator	\$9,096.15
GOTHING, STEVEN P	1.0000	Custodian	\$34,652.80
GOTHING, STEVEN P	0.0000	Custodian OT	\$1,448.56
GOTHING, STEVEN P	0.0000	Shoe Allowance	\$150.00
GOTHING, STEVEN P	0.0000	Custodian OT	\$18.74
GOTHING, STEVEN P	0.0000	Custodian Double-Time Retro	\$2.96
GRAHAM, CATHERINE T	0.0000	Temp Office Staff	\$165.00
GRAVES, BROOKE E	1.0000	Elem Sped	\$70,759.00
GRAVES, JENNIFER	0.9000	Aide Sped	\$26,226.00
GRAVES, JENNIFER	0.0000	Stipend 240 S	\$917.18
GRAVES, JENNIFER	0.0000	Longevity	\$550.00
GRIFFIN, PATRICIA L	1.0000	Aide Sped	\$29,723.00
GRIFFIN, PATRICIA L	0.0000	Longevity	\$550.00
GRIFFIN, PATRICIA L	0.0000	Sub Aide Period	\$126.00
GRONER, MICHAEL H	1.0000	MS Social Studies	\$85,911.00
GRONER, MICHAEL H	0.0000	Coaching (Spring)	\$2,472.69
GRONER, MICHAEL H	0.0000	Longevity	\$1,000.00
GRONER, MICHAEL H	0.0000	Sub MS Period	\$189.00
GRYSZOWKA, MATTHEW J	1.0000	Custodian COVID	\$26,608.47
GRYSZOWKA, MATTHEW J	0.0000	Custodian OT	\$424.72
GRYSZOWKA, MATTHEW J	0.0000	Shoe Allowance	\$150.00
HALEY, CHRISTOPHER P	1.0000	HS Math	\$85,911.00
HALEY, CHRISTOPHER P	0.0000	Longevity	\$1,500.00
HALEY, CHRISTOPHER P	0.0000	Sub HS Period	\$162.00
HALEY, CHRISTOPHER P	0.0000	Proctor	\$54.00
HALFREY, JACOB R	0.0000	Extended Day Program	\$60.75
HALL, MICHELLE L	1.0000	MS World Language	\$85,911.00
HALL, MICHELLE L	0.0000	Longevity	\$1,000.00
HALL, MICHELLE L	0.0000	Sub MS Period	\$405.00
HAMEL, JULIA A	0.0000	Extended Day Program	\$3,013.89
HANSON, DONNA T	1.0000	Purchasing & Payables Coordinator	\$59,543.43
HANSON, DONNA T	0.0000	Longevity	\$1,500.00
HANSON, DONNA T	0.0000	Vacation Buyback	\$973.29
HARDING, BRANDYN J	1.0000	Custodian COVID	\$27,438.49
HARDING, BRANDYN J	0.0000	Custodian OT	\$1,516.00
HARDING, BRANDYN J	0.0000	Shoe Allowance	\$150.00
HARDING, BRANDYN J	0.0000	Custodian Double-Time Retro	\$3.15
HARDING, CHRISTOPHER C	1.0000	Maintenance	\$46,155.20
HARDING, CHRISTOPHER C	0.0000	Maintenance OT	\$620.92



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
HARDING, CHRISTOPHER C	0.0000	Longevity	\$550.00
HARDING, CHRISTOPHER C	0.0000	Shoe Allowance	\$150.00
HARDING, CHRISTOPHER C	0.0000	Custodian Double-Time Retro	\$3.19
HARDING, TAWNYA L	1.0000	Aide Sped	\$29,723.00
HARDING, TAWNYA L	0.0000	Longevity	\$550.00
HARDING, TAWNYA L	0.0000	Sub Oakham	\$210.00
HARMON, LINDSAY E	0.0000	Lunch Monitor	\$4,157.44
HARPER, TAMI L	1.0000	Elem Teacher	\$47,770.52
HARRIS, SHANNON L	1.0000	Lead Clinician	\$61,037.00
HARRIS, SHANNON L	0.0000	Stipend 114 - Summer Vaca Learning	\$750.00
HARRIS, SHANNON L	0.0000	Stipend 240 - CIT	\$270.00
HAUPT, KRISTI K	1.0000	Elem Sped	\$89,161.00
HAUPT, KRISTI K	0.0000	Longevity	\$750.00
HAUPT, KRISTI K	0.0000	Stipend Mentor Program	\$500.00
HAYES, KEARA A	1.0000	Elem Teacher	\$64,755.00
HAYES, KEARA A	0.0000	Stipend 507 - GLEAM	\$450.00
HAYES, KEARA A	0.0000	Stipend 309 - GLEAM	\$180.00
HEBERT, RENEE M	1.0000	RN	\$14,229.51
HEBERT, SARAH K	1.0000	Aide Autism	\$2,197.61
HELSTOSKY CREMINS, JANE E	1.0000	Clinical Coordinator	\$87,025.00
HELSTOSKY CREMINS, JANE E	0.0000	Longevity	\$750.00
HELSTOSKY CREMINS, JANE E	0.0000	Stipend Mentor Program	\$500.00
HEPPENSTALL, NANCY H	1.0000	Elem Teacher	\$91,288.00
HEPPENSTALL, NANCY H	0.0000	Longevity	\$1,500.00
HICKS, JANET E	1.0000	Assistant Principal	\$107,362.50
HICKS, JANET E	0.0000	Vacation Buyback	\$9,187.69
HICKS, JANET E	0.0000	Stipend Advance Degree	\$1,000.00
HOBSON, MELISSA S	1.0000	Kindergarten Teacher	\$66,698.00
HOBSON, MELISSA S	0.0000	Stipend Teacher Leader	\$1,000.00
HOBSON, MELISSA S	0.0000	Stipend Mentor Program	\$250.00
HOEKSTRA, ROBERT J	0.0000	Coaching (Winter)	\$3,463.50
HOFFEY, ALEXIS M	1.0000	Office Manager	\$28,960.55
HOFFEY, ALEXIS M	0.0000	Stipend Advance Degree	\$827.59
HOLBROOK, LAURA L	1.0000	Special Services Coordinator	\$47,318.22
HOLGERSON, KATIE L	0.0000	Extended Day Program	\$5,189.10
HOLLAND, ALYSSA K	0.0000	Extended Day Program	\$10,190.86
HOLWELL, KATHLEEN M	1.0000	MS Science	\$17,758.03
HOLWELL, KATHLEEN M	0.0000	Seperation Benefits	\$14,170.50
HOLWELL, KATHLEEN M	0.0000	Longevity	\$371.58
HOPKINS, DONNA L	1.0000	Intervention Tutor	\$40,690.60
HORGAN, JESSICA A	0.0000	Extended Day Program	\$15,611.85
HUARD, JENNIFER A	1.0000	Elem Teacher	\$91,288.00
HUARD, JENNIFER A	0.0000	Longevity	\$2,000.00
HUARD, JENNIFER A	0.0000	Stipend Teacher Leader	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
HUBBARD, DONNA I	1.0000	Guidance	\$89,161.00
HUBBARD, DONNA I	0.0000	Longevity	\$2,000.00
HUGHES, ANDREA L	1.0000	Elem Teacher	\$84,065.33
HUGHES, ANDREA L	0.0000	Longevity	\$1,000.00
HUYNH, JENNIFER	0.0000	Lunch Monitor	\$4,108.57
HUYNH, JENNIFER	0.0000	Sub Teacher ALL	\$25.20
JABLONSKI, MICHAEL J	1.0000	HS Social Studies	\$95,580.00
JABLONSKI, MICHAEL J	0.0000	Longevity	\$1,000.00
JABLONSKI, MICHAEL J	0.0000	Sub HS Period	\$270.00
JACKSON, GREGORY B	1.0000	HS Math	\$56,341.00
JACKSON, GREGORY B	0.0000	Stipend Additional Classes	\$3,545.00
JACKSON, GREGORY B	0.0000	Sub HS Period	\$216.00
JACKSON, JANTA	0.0000	Sub Café All	\$2,236.88
JASKOVIK, EVA R	1.0000	Elem Teacher	\$62,537.00
JASKOVIK, EVA R	0.0000	Stipend Teacher Leader	\$1,000.00
JASKOVIK, EVA R	0.0000	Stipend Mentor Program	\$500.00
JENNETTE, NATALIE A	1.0000	Speech	\$57,534.00
JODREY, DANIELLE M	1.0000	Speech	\$58,148.43
JOHNSON, DANIEL F	1.0000	Grounds Maintenance	\$34,232.33
JOHNSON, DANIEL F	0.0000	Maintenance OT	\$4,767.41
JOHNSON, DANIEL F	0.0000	Shoe Allowance	\$150.00
JOHNSON, DANIEL F	0.0000	Custodian Double-Time Retro	\$5.04
JOHNSON, VERONICA V	0.0000	Extended Day Program	\$8,228.00
JOHNSON, VERONICA V	0.0000	Extended Day Program	\$3,705.30
JONES, SHAINA N	0.7100	Cafeteria	\$1,137.68
JOSEPHSON, KELLIE A	1.0000	Elem Teacher Remote	\$96,276.18
JOSEPHSON, KELLIE A	0.0000	Longevity	\$1,500.00
JOYCE, ERIN P	1.0000	MS English	\$66,698.00
JOYCE, ERIN P	0.0000	Advisor MS	\$1,947.77
JOYCE, ERIN P	0.0000	Sub MS Period	\$270.00
KELLEY, PAIGE A	1.0000	Elem Teacher	\$64,755.00
KELLEY, PAIGE A	0.0000	Stipend Teacher Leader	\$1,000.00
KESLAKE, KAREN M	1.0000	Admin Support	\$27,426.21
KEVILLE, SHALIN R	1.0000	Intervention Tutor	\$40,690.60
KIERMAN, KRISTEN M	1.0000	LPN	\$41,657.25
KILMONIS, CHRISTINE M	1.0000	HS Sped	\$79,220.00
KILMONIS, CHRISTINE M	0.0000	Sub HS Period	\$567.00
KILMONIS, CHRISTINE M	0.0000	Proctor	\$54.00
KIMBALL, BARBARA	1.0000	Intervention Tutor	\$145.81
KNEELAND, JULIANNE M	1.0000	Speech	\$55,050.27
KNEELAND, JULIANNE M	0.0000	Stipend 240 S	\$2,895.36
KOVACH, CYNTHIA M	1.0000	Security	\$26,121.37
KOVACH, CYNTHIA M	0.0000	Seperation Benefits	\$5,165.42
KOVACH, CYNTHIA M	0.0000	Longevity	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
KOWAL, SHAWNA L	1.0000	Aide Sped - Create	\$29,723.00
KOWAL, SHAWNA L	0.0000	Longevity	\$550.00
KUNTZ, LAURA L	1.0000	Aide Autism	\$21,587.81
KUNTZ, LAURA L	0.0000	Stipend 114 - Early Lit Vaca Camp	\$375.00
KUNTZ, LAURA L	0.0000	Sub Aide Period	\$198.00
KWIATKOWSKI, MARIA	0.5000	Cafeteria	\$7,811.52
KWIATKOWSKI, MARIA	0.0000	Cafe Extra Hours	\$4,853.36
KWIATKOWSKI, MARIA	0.0000	Longevity	\$450.00
KWIATKOWSKI, MARIA	0.0000	Stipend PD	\$98.88
LAMBERT, AMANDA L	1.0000	Speech	\$89,161.00
LAMBERT, AMANDA L	0.0000	Stipend Mentor Program	\$250.00
LAMBERT, AMANDA L	0.0000	Stipend Mentor Program	\$250.00
LANDRY, NANCY A	1.0000	HR Manager	\$95,270.99
LANDRY, NANCY A	0.0000	Vacation Buyback	\$3,114.66
LANDRY, NANCY A	0.0000	Fixed Benefit Life/Disability	\$272.50
LANGLEY, AIDAN D	0.0000	Extended Day Program	\$148.50
LANGLOIS, JILL E	1.0000	Special Education Chair	\$74,672.00
LANGLOIS, JILL E	0.0000	Stipend Academic Coordinator	\$2,500.00
LANGLOIS, JILL E	0.0000	Stipend 240	\$600.00
LAPATI, JESSLYN L	1.0000	Secretary	\$44,968.51
LAPATI, ROBERT M	1.0000	Custodian	\$39,000.00
LAPATI, ROBERT M	0.0000	Custodian OT	\$1,571.79
LAPATI, ROBERT M	0.0000	Shoe Allowance	\$150.00
LAPATI, ROBERT M	0.0000	Custodian Double-Time Retro	\$10.25
LAPORTE, CORINNA K	1.0000	Custodian	\$35,692.80
LAPORTE, CORINNA K	0.0000	Custodian OT	\$703.29
LAPORTE, CORINNA K	0.0000	Shoe Allowance	\$150.00
LAPORTE, CORINNA K	0.0000	Custodian Double-Time Retro	\$4.56
LAPORTE, FRANCIS G	1.0000	Custodian	\$45,001.94
LAPORTE, FRANCIS G	0.0000	Custodian OT	\$909.79
LAPORTE, FRANCIS G	0.0000	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	0.0000	Custodian Double-Time Retro	\$6.00
LAROSE, JASON R	0.8000	Aide Sped	\$14,774.88
LAROSE, JASON R	1.0000	Perm Sub	\$5,203.20
LAROSE, JASON R	0.0000	Sub HS Period	\$27.00
LAUGHLIN, KAYLEIGH E	1.0000	Kindergarten Teacher	\$59,772.00
LAUNDIS, CLAUDIA C	0.5000	Cafeteria	\$1,636.57
LAUNDIS, JEFFREY J	0.2250	Custodian	\$9,150.01
LAUNDIS, JEFFREY J	0.0000	Custodian OT	\$571.20
LAUNDIS, JEFFREY J	0.0000	Shoe Allowance	\$150.00
LAVIOLETTE, JAMES G	1.0000	Custodian Team Leader	\$46,321.60
LAVIOLETTE, JAMES G	0.0000	Custodian OT	\$1,968.08
LAVIOLETTE, JAMES G	0.0000	Shoe Allowance	\$150.00
LAVIOLETTE, JAMES G	0.0000	Custodian Double-Time Retro	\$8.58



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
LAWSON, AMANDA M	0.8300	Cafeteria	\$9,922.91
LAWSON, AMANDA M	0.0000	Cafe Extra Hours	\$199.39
LAWSON, AMANDA M	0.0000	Stipend PD	\$82.50
LEAHY, DAVID M	0.0000	Advisor HS	\$700.00
LEBLANC, JOANNE M	1.0000	Aide Media	\$33,968.00
LEBLANC, JOANNE M	0.0000	Advisor HS	\$4,577.25
LEBLANC, JOANNE M	0.0000	Advisor HS	\$755.05
LEBLANC, JOANNE M	0.0000	Longevity	\$550.00
LEROUX, ANDREA P	1.0000	MS Math	\$91,288.00
LEROUX, ANDREA P	0.0000	Longevity	\$1,000.00
LEROUX, ANDREA P	0.0000	Stipend 114 - Summer Vaca Learning	\$750.00
LEROUX, ANDREA P	0.0000	Sub MS Period	\$189.00
LESLIE, MELISSA A	0.0000	Coaching (Spring)	\$4,315.14
LESLIE, MELISSA A	0.0000	Sub Nurse	\$125.00
LETOURNEAU, KRISTIN M	0.6667	Cafeteria	\$1,940.76
LEWIS, PETER B	1.0000	MHS Music	\$87,025.00
LEWIS, PETER B	0.0000	Advisor HS	\$2,919.35
LEWIS, PETER B	0.0000	Advisor HS	\$1,710.61
LEWIS, PETER B	0.0000	Advisor MS	\$1,710.61
LEWIS, PETER B	0.0000	Longevity	\$750.00
LEWIS, PETER B	0.0000	Sub HS Period	\$135.00
LEWIS, PETER B	0.0000	Sub MS Period	\$135.00
LIER, KIMBERLY A	0.0000	Extended Day Program	\$8,906.68
LINDSAY, JAIME	0.0000	Lunch Monitor	\$1,620.00
LINDSEY, ERICA L	1.0000	Aide Autism	\$32,120.00
LINDSEY, ERICA L	0.0000	Sub Aide Period	\$102.00
LINDSTEN, RICHARD	0.0000	Coaching (Fall)	\$4,910.21
LINDSTEN, RICHARD	0.0000	Coaching (Spring)	\$4,276.27
LJUNGBERG, DAVID E	1.0000	Aide Sped - Involve	\$14,625.25
LJUNGBERG, DAVID E	0.0000	Sub Middle School	\$4,600.00
LJUNGBERG, DAVID E	0.0000	Stipend 114 - Summer Vaca Learning	\$625.00
LJUNGBERG, DAVID E	0.0000	Stipend 114 - Early Lit Vaca Camp	\$225.00
LOBAO, EMILY B	1.0000	Intervention Tutor	\$40,690.60
LOEHR, TERICYN J	1.0000	Educational Accountability Coordinator	\$20,318.19
LOEHR, TERICYN J	0.0000	Seperation Benefits	\$779.26
LUDWIG, CAROLINE S	1.0000	Elem Teacher	\$62,065.00
LUDWIG, CAROLINE S	0.0000	Sub Oakham	\$60.00
MACKAY, BRIAN D	1.0000	Custodian	\$38,850.00
MACKAY, BRIAN D	0.0000	Custodian OT	\$450.01
MACKAY, BRIAN D	0.0000	Shoe Allowance	\$150.00
MADDEN, JILLIAN K	1.0000	Elem Teacher	\$66,345.00
MADDEN, JILLIAN K	0.0000	Stipend 240 S	\$1,280.00
MADDEN, JILLIAN K	0.0000	Stipend Teacher Leader	\$1,000.00
MADDEN, JILLIAN K	0.0000	Stipend 507 - GLEAM	\$450.00





QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
MADDEN, JILLIAN K	0.0000	Stipend 309 - GLEAM	\$180.00
MAIO, CHRISTINE M	1.0000	Aide Kindergarten	\$29,723.00
MAIO, CHRISTINE M	0.0000	Longevity	\$1,000.00
MAJKA, NYCOLE S	1.0000	Aide Autism	\$32,260.66
MAJKA, NYCOLE S	0.0000	Sub Aide Period	\$72.00
MALLETT, ELIZABETH C	1.0000	MH Sped	\$81,596.00
MALLETT, ELIZABETH C	0.0000	Sub HS Period	\$1,701.00
MALLOZZI, NICHOLAS C JR.	0.0000	Sub Cust	\$4,151.25
MARGOLA, ANN M	1.0000	Aide Autism	\$38,543.06
MARGOLA, ANN M	0.0000	Longevity	\$550.00
MARGOLA, ANN M	0.0000	Sub Ruggles Lane	\$280.00
MARGOLA, ANN M	0.0000	Sub Aide Period	\$90.00
MARINELLI, ELENI	1.0000	HS English	\$68,336.00
MARINELLI, ELENI	0.0000	Stipend Additional Classes	\$3,702.00
MARINELLI, ELENI	0.0000	Advisor HS	\$1,813.72
MARINELLI, ELENI	0.0000	Stipend CAS/Extended Essay Coordinator	\$1,790.00
MARINELLI, ELENI	0.0000	Sub HS Period	\$27.00
MARLEY, ASHLEY M	0.8000	Aide Sped	\$21,648.00
MARLEY, ASHLEY M	0.0000	Sub Oakham	\$1,280.00
MARLEY, ASHLEY M	0.0000	Sub Aide Period	\$531.96
MARSDEN, DAWN M	1.0000	Cafeteria	\$15,623.04
MARSDEN, DAWN M	0.0000	Cafe Extra Hours	\$4,841.00
MARSDEN, DAWN M	0.0000	Longevity	\$650.00
MARSDEN, DAWN M	0.0000	Stipend PD	\$98.88
MARSH, CEDRIC D	1.0000	Elem Art	\$56,341.21
MARSHALL, GLEN P	1.0000	Custodian	\$34,652.80
MARSHALL, GLEN P	0.0000	Custodian OT	\$620.08
MARSHALL, GLEN P	0.0000	Shoe Allowance	\$150.00
MARSHALL, GLEN P	0.0000	Custodian Double-Time Retro	\$2.59
MARSHALL, WHITNEY E	1.0000	HS English	\$80,046.00
MARSHALL, WHITNEY E	0.0000	Stipend Additional Classes	\$3,702.00
MARSHALL, WHITNEY E	0.0000	Advisor HS	\$1,007.11
MARSHALL, WHITNEY E	0.0000	Sub HS Period	\$135.00
MCCARTHY, KATHLEEN	1.0000	Aide Sped	\$29,723.00
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	1.0000	Maintenance	\$48,963.20
MCCARTHY, MATTHEW D	0.0000	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	0.0000	Maintenance OT	\$910.75
MCCARTHY, MATTHEW D	0.0000	SLB	\$221.25
MCCARTHY, MATTHEW D	0.0000	Shoe Allowance	\$150.00
MCCARTHY, MATTHEW D	0.0000	Custodian Double-Time Retro	\$4.42
MCCORMICK, RACHEL C	1.0000	Aide Autism	\$22,866.04
MCGINN, CHRISTOPHER G	1.0000	Technology	\$63,842.57
MCGINN, CHRISTOPHER G	0.0000	Vacation Buyback	\$429.71



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
MCKINSTRY, DANIELLE M	0.8000	Aide Sped Remote	\$19,270.17
MCKINSTRY, DANIELLE M	0.0000	Sub Teacher ALL	\$2,170.00
MCKINSTRY, DANIELLE M	0.0000	Sub Aide Period	\$36.00
MCMORROW, DIANE K	1.0000	HS Science	\$91,288.00
MCMORROW, DIANE K	0.0000	Stipend Additional Classes	\$3,702.00
MCMORROW, DIANE K	0.0000	Stipend Service Learning	\$1,790.00
MCMORROW, DIANE K	0.0000	Advisor HS	\$906.86
MCMORROW, DIANE K	0.0000	Longevity	\$750.00
MCMORROW, DIANE K	0.0000	Sub HS Period	\$513.00
MCMORROW, DIANE K	0.0000	Proctor	\$27.00
MEDEIROS, CARLA M	1.0000	Elem Teacher	\$82,403.00
MEDEIROS, CARLA M	0.0000	Longevity	\$1,000.00
MELLANSON, JOAN C	0.7500	Cafeteria	\$9,804.68
MELLANSON, JOAN C	0.0000	Cafe Extra Hours	\$1,789.26
MELLANSON, JOAN C	0.0000	Stipend PD	\$82.74
MELLOR, AMANDA E	1.0000	Intervention Tutor	\$8,449.41
MELLOR, AMANDA E	1.0000	Intervention Tutor	\$8,311.17
MELLOR, AMANDA E	0.0000	Sub Teacher ALL	\$1,040.00
MERTZIC, JACQUELINE M	1.0000	Aide Autism	\$30,966.67
MERTZIC, JACQUELINE M	0.0000	Stipend 114 - Early Lit Vaca Camp	\$375.00
MERTZIC, JACQUELINE M	0.0000	Sub Aide Period	\$18.00
METZGER, NATALIE W	1.0000	Psychologist	\$98,324.00
METZGER, NATALIE W	0.0000	Stipend PD	\$1,381.68
METZGER, NATALIE W	0.0000	Longevity	\$750.00
MIKNAITIS, STANLEY J	0.0000	Sub Cust	\$6,285.00
MILLER, KAREN A	1.0000	Elem Teacher	\$89,161.00
MILLER, KAREN A	0.0000	Longevity	\$1,500.00
MILLER, KAREN A	0.0000	Sub Oakham	\$120.00
MILLER, MOLLY A	1.0000	Aide Autism	\$5,635.02
MISTLER, ERIC	1.0000	Grounds Maintenance	\$41,808.00
MISTLER, ERIC	0.0000	Maintenance OT	\$1,178.48
MISTLER, ERIC	0.0000	Shoe Allowance	\$150.00
MISTLER, ERIC	0.0000	Custodian Double-Time Retro	\$2.42
MIVILLE, MARK A	1.0000	Athletics Director	\$87,609.60
MIVILLE, MARK A	0.0000	Xtra Hours	\$5,840.66
MIVILLE, MARK A	0.0000	Fixed Benefit Life/Disability	\$1,200.00
MONTAGNA, LAURA L	1.0000	Aide Sped - Create	\$28,283.00
MONTAGNA, LAURA L	0.0000	Sub High School	\$1,190.00
MONTAGNA, LAURA L	0.0000	Sub Aide Period	\$579.00
MONTAGNA, LAURA L	0.0000	Longevity	\$550.00
MORIN, MELISSA A	0.8000	Aide Sped	\$7,013.77
MORRIS, VERONICA E	1.0000	Custodian	\$36,838.55
MORRIS, VERONICA E	0.0000	Custodian OT	\$2,003.58
MORRIS, VERONICA E	0.0000	Shoe Allowance	\$150.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
MORRIS, VERONICA E	0.0000	Custodian Double-Time Retro	\$14.43
MOTYKA, ELIZABETH M	1.0000	LTS - Teacher	\$17,992.87
MOTYKA, ELIZABETH M	1.0000	Intervention Tutor	\$4,536.30
MOTYKA, ELIZABETH M	1.0000	Intervention Tutor Remote COVID	\$3,902.35
MOTYKA, ELIZABETH M	0.0000	Stipend 240 S	\$1,600.00
MOTYKA, ELIZABETH M	0.0000	Stipend 114 - Early Lit Vaca Camp	\$600.00
MUCHA, COLLEEN M	1.0000	Director of Elem TLS	\$110,583.38
MUCHA, COLLEEN M	0.0000	Xtra Hours	\$9,478.58
MUIR, SHEILA A	1.0000	Superintendent	\$183,436.50
MUIR, SHEILA A	0.0000	Vacation Buyback	\$2,116.59
MUIR, SHEILA A	0.0000	Travel	\$2,000.00
MUIR, SHEILA A	0.0000	Fixed Benefit Life/Disability	\$1,200.00
MUIR, SHEILA A	0.0000	Fixed Benefit Life/Disability	\$600.00
MULLINS, RYAN J	1.0000	Grounds Maintenance	\$35,251.16
MULLINS, RYAN J	0.0000	Maintenance OT	\$4,697.38
MULLINS, RYAN J	0.0000	Shoe Allowance	\$150.00
MULLINS, RYAN J	0.0000	Custodian Double-Time Retro	\$5.04
MUNDELL, JESSICA M	0.8333	Cafeteria	\$10,554.48
MUNDELL, JESSICA M	0.0000	Cafe Extra Hours	\$4,197.02
MUNDELL, JESSICA M	0.0000	Stipend PD	\$83.94
MURPHY, KELLEE J	1.0000	Elem Teacher	\$85,911.00
MURPHY, KELLEE J	0.0000	Longevity	\$1,500.00
MURRAY, GEORGE V JR	1.0000	Project Engineer	\$70,798.25
MURRAY, GEORGE V JR	0.0000	Vacation Buyback	\$1,633.80
MURRAY, GEORGE V JR	0.0000	Longevity	\$750.00
MURRAY, GEORGE V JR	0.0000	Shoe Allowance	\$150.00
MUSNICKI, SUSANNE R	1.0000	Co-Principal	\$131,143.42
MUSNICKI, SUSANNE R	0.0000	Seperation Benefits	\$38,889.80
MUSNICKI, SUSANNE R	0.0000	Longevity	\$1,500.00
NAMEIKA, ALISON M	1.0000	MS Sped	\$67,928.00
NAMEIKA, ALISON M	0.0000	Sub MS Period	\$54.00
NEWTON, EDWARD R	1.0000	Elem Teacher	\$89,161.00
NEWTON, EDWARD R	0.0000	Longevity	\$1,000.00
NICORA, STEVEN P JR	1.0000	Dean of Security & Discipline	\$72,771.80
NICORA, STEVEN P JR	0.0000	Xtra Hours	\$2,916.83
NOEL, ROBERT E	1.0000	Custodian	\$45,219.20
NOEL, ROBERT E	0.0000	Longevity	\$1,000.00
NOEL, ROBERT E	0.0000	Custodian OT	\$154.89
NOEL, ROBERT E	0.0000	Shoe Allowance	\$150.00
NOSEK, CHRISTOPHER W	1.0000	MS Math	\$67,275.00
NOSEK, CHRISTOPHER W	0.0000	Coaching (Spring)	\$4,463.82
NOSEK, CHRISTOPHER W	0.0000	Stipend Additional Classes	\$3,545.00
NOSEK, CHRISTOPHER W	0.0000	Coaching (Winter)	\$3,206.95
NOSEK, CHRISTOPHER W	0.0000	Stipend 240 S	\$2,800.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
NOSEK, CHRISTOPHER W	0.0000	Longevity	\$750.00
NOSEK, CHRISTOPHER W	0.0000	Sub MS Period	\$162.00
NUGENT, BOBBIE-JO	0.0000	Sub Teacher ALL	\$1,200.00
NUGENT, BOBBIE-JO	0.0000	Proctor	\$80.00
O'DONNELL, JUSTINA M	0.0000	Lunch Monitor	\$210.53
O'HARA, CHLOE B	1.0000	CNA COVID	\$10,731.00
OLIVO, MICHAEL THOMAS	1.0000	Custodian	\$39,000.14
OLIVO, MICHAEL THOMAS	0.0000	Custodian OT	\$3,131.08
OLIVO, MICHAEL THOMAS	0.0000	Shoe Allowance	\$150.00
OLIVO, MICHAEL THOMAS	0.0000	Custodian Double-Time Retro	\$4.92
OLSON, BETHANY G	1.0000	Elem Teacher	\$95,580.00
OLSON, BETHANY G	0.0000	Longevity	\$1,500.00
ORNE, KERI A	1.0000	Aide Media	\$32,761.14
ORNE, KRISTA M	0.5000	Cafeteria	\$6,517.50
ORNE, KRISTA M	0.0000	Cafe Extra Hours	\$4,253.93
ORNE, KRISTA M	0.0000	Stipend PD	\$82.50
ORSZULAK, JAMIE K	1.0000	Aide Sped	\$32,033.00
ORSZULAK, JAMIE K	0.0000	Longevity	\$550.00
ORTOLINO, SHANNON M	1.0000	Elem Teacher	\$84,877.00
ORTOLINO, SHANNON M	0.0000	Longevity	\$1,500.00
PAKKONEN, LISA B	1.0000	HS Math	\$82,030.00
PAKKONEN, LISA B	0.0000	Coaching (Fall)	\$3,887.52
PAKKONEN, LISA B	0.0000	Stipend Additional Classes	\$3,702.00
PAKKONEN, LISA B	0.0000	Coaching (Spring)	\$2,917.07
PAKKONEN, LISA B	0.0000	Stipend 114 - Summer Vaca Learning	\$750.00
PAKKONEN, LISA B	0.0000	Sub HS Period	\$108.00
PARADISE, NADINE A	0.9000	Aide Kindergarten	\$25,965.90
PARADISE, NADINE A	0.0000	Longevity	\$550.00
PARKER, MADISON J	0.0000	Sub Oakham	\$875.00
PATERSON, RYAN M	0.0000	Extended Day Program	\$4,379.63
PATTI, AMANDA K	1.0000	HS Sped	\$64,666.54
PATTI, AMANDA K	0.0000	Proctor	\$54.00
PAYNE, LISA A	1.0000	MS Art	\$83,541.00
PAYNE, LISA A	0.0000	Advisor HS	\$2,864.37
PAYNE, LISA A	0.0000	Longevity	\$750.00
PAYNE, LISA A	0.0000	Sub MS Period	\$324.00
PAYNE, LISA A	0.0000	Sub HS Period	\$216.00
PAYNE, LISA A	0.0000	Stipend PD	\$210.00
PETERSON, JILL A	1.0000	Principal	\$111,720.80
PETERSON, JILL A	0.0000	Xtra Hours	\$7,448.05
PETERSON, KAITLYN R	1.0000	Intervention Tutor	\$40,690.60
PETERSON, KAITLYN R	0.0000	Stipend 507 - GLEAM	\$450.00
PETERSON, KAITLYN R	0.0000	Stipend 309 - GLEAM	\$180.00
PIERCE, BARRY A	1.0000	Custodian	\$45,219.20



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
PIERCE, BARRY A	0.0000	Custodial OT	\$606.65
PIERCE, BARRY A	0.0000	Shoe Allowance	\$150.00
PIERCE, BARRY A	0.0000	Custodian Double-Time Retro	\$4.80
PIERCE, JEREMY E	1.0000	Guidance	\$55,858.00
PIERCE, JEREMY E	0.0000	Stipend 240 - CIT	\$157.50
PIERCE, NICHOLAS M	1.0000	Technology	\$53,202.15
PIERCE, NICHOLAS M	0.0000	Vacation Buyback	\$920.79
PIERMARINI, SUE M	1.0000	Elem PE	\$84,877.00
PIERMARINI, SUE M	0.0000	Longevity	\$1,500.00
PIMENTAL, JOHN J JR	1.0000	Project Engineer	\$75,291.87
PIMENTAL, JOHN J JR	0.0000	Vacation Buyback	\$4,922.86
PIMENTAL, JOHN J JR	0.0000	Longevity	\$750.00
PIMENTAL, JOHN J JR	0.0000	Shoe Allowance	\$150.00
POTTER, JENNA L	1.0000	Kindergarten Teacher	\$50,672.30
PURDY-VASHUGIN, SUZANNE F	0.0000	Intervention Tutor	\$34,643.05
PURDY-VASHUGIN, SUZANNE F	0.0000	Tutor	\$1,065.00
QUIGLEY, MEGAN M	1.0000	Intervention Tutor	\$11,664.80
QUIGLEY, MEGAN M	1.0000	Intervention Tutor	\$5,558.83
RAMOS, ERIC F	0.0000	Coaching (Fall)	\$3,401.73
RAMSEY, SARAH E	1.0000	Elem Sped	\$59,260.00
RAMSEY, SARAH E	0.0000	Stipend Teacher Leader	\$1,000.00
REED, VIRGINIA S	1.0000	Elem Sped	\$87,025.00
REED, VIRGINIA S	0.0000	Stipend 240 S	\$1,600.00
REED, VIRGINIA S	0.0000	Longevity	\$1,500.00
RICCHIAZZI, NICOLE K	1.0000	Elem Teacher	\$76,911.00
RICCHIAZZI, NICOLE K	0.0000	Stipend 240 S	\$1,600.00
RICCHIAZZI, NICOLE K	0.0000	Longevity	\$750.00
RICCHIAZZI, NICOLE K	0.0000	Stipend 240 - CIT	\$52.50
RICE, JESSICA M	1.0000	Aide Sped	\$30,466.00
RICE, JESSICA M	0.0000	Longevity	\$550.00
RICE, JESSICA M	0.0000	Sub Oakham	\$455.00
RICE, JESSICA M	0.0000	Stipend 114 - Early Lit Vaca Camp	\$375.00
RICE, NIKKI J	1.0000	Kindergarten Teacher	\$58,033.00
RICE, NIKKI J	0.0000	Stipend 240 S	\$1,600.00
RICHARDS, REBECCA L	1.0000	Elem Sped	\$62,868.00
RICHARDS, REBECCA L	0.0000	Longevity	\$750.00
ROACH, JAMES R	0.0000	Sub Oakham	\$4,720.00
ROACH, JAMES R	0.0000	Sub Ruggles Lane	\$720.00
ROBIDOUX, CHRISTOPHER M	0.0000	Coaching (Spring)	\$4,910.21
ROBIDOUX, REBECCA J	1.0000	MS Sped	\$87,025.00
ROBIDOUX, REBECCA J	0.0000	Coaching (Spring)	\$293.26
ROBIDOUX, REBECCA J	0.0000	Stipend Athletics	\$250.00
ROBIDOUX, REBECCA J	0.0000	Sub MS Period	\$108.00
ROBIDOUX, REBECCA J	0.0000	Sub HS Period	\$27.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ROBILLARD, CHRISSEY M	1.0000	Elem Teacher	\$75,070.00
ROBILLARD, CHRISSEY M	0.0000	Longevity	\$750.00
ROBINSON, LAURA L	0.0000	Tutor	\$750.00
ROCKEL-FLAHERTY, KAREN A	1.0000	School Nurse	\$18,080.00
ROGOWSKI, LINDA M	1.0000	Aide Sped	\$29,723.00
ROGOWSKI, LINDA M	0.0000	Longevity	\$1,000.00
ROGOWSKI, NANCY R	0.9000	Aide Sped	\$27,829.80
ROGOWSKI, NANCY R	0.0000	Longevity	\$550.00
ROLLINS, LISA M	0.7500	Custodian	\$9,131.16
ROLLINS, LISA M	0.0000	Longevity	\$550.00
RONDEAU, TASHA L	0.8000	Aide Sped	\$14,259.09
ROSEBERRY, ALICIA L	0.0000	Lunch Monitor	\$3,264.62
ROSEBERRY, ALICIA L	0.0000	Sub Teacher ALL	\$95.20
ROTTI, JANICE E	1.0000	Office Manager	\$52,932.00
ROTTI, JANICE E	0.0000	Longevity	\$1,500.00
ROTTI, JANICE E	0.0000	Stipend Advance Degree	\$500.00
ROUSSEAU, SUSAN M	1.0000	Elem Teacher	\$87,470.00
ROUSSEAU, SUSAN M	0.0000	Longevity	\$750.00
ROUTHIER, LU-ANN	1.0000	Aide Sped	\$29,723.00
ROUTHIER, LU-ANN	0.0000	Longevity	\$1,000.00
ROUTHIER, LU-ANN	0.0000	Sub Aide Period	\$69.00
ROWELL, KEVIN F	1.0000	HS Science	\$57,534.00
ROY, ASHLEY C	1.0000	Employment & Community Specialist	\$57,534.00
ROY, NANCEE J	1.0000	MS English	\$95,580.00
ROY, NANCEE J	0.0000	Stipend Additional Classes	\$3,702.00
ROY, NANCEE J	0.0000	Longevity	\$750.00
ROY, NANCEE J	0.0000	Stipend 507 - GLEAM	\$450.00
ROY, NANCEE J	0.0000	Sub MS Period	\$243.00
ROY, NANCEE J	0.0000	Stipend 309 - GLEAM	\$180.00
SACRAMONE, BENJAMIN A	0.0000	Extended Day Program	\$6,471.01
SACRAMONE, JASON D	1.0000	MS English	\$91,288.00
SACRAMONE, JASON D	0.0000	Longevity	\$1,000.00
SACRAMONE, JASON D	0.0000	Sub MS Period	\$27.00
SACRAMONE, KARI M	1.0000	Extended Day Coordinator	\$66,641.94
SACRAMONE, KARI M	0.0000	Vacation Buyback	\$5,126.40
SAINT DENIS, LINDA R	1.0000	Aide Sped - Involve	\$29,723.00
SAINT DENIS, LINDA R	0.0000	Longevity	\$1,000.00
SAINT DENIS, LINDA R	0.0000	Sub High School	\$70.00
SALVADORE, THERESE L	1.0000	HS Art	\$74,108.00
SALVADORE, THERESE L	0.0000	Stipend Additional Classes	\$3,545.00
SALVADORE, THERESE L	0.0000	Stipend Additional Classes	\$3,545.00
SALVADORE, THERESE L	0.0000	Stipend Additional Classes	\$3,545.00
SALVADORE, THERESE L	0.0000	Stipend Academic Coordinator	\$2,500.00
SALVADORE, THERESE L	0.0000	Longevity	\$750.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
SALVADORE, THERESE L	0.0000	Stipend PD	\$300.00
SALVADORE, THERESE L	0.0000	Sub HS Period	\$189.00
SANDMAN, SHANE A	1.0000	Custodian	\$39,225.14
SANDMAN, SHANE A	0.0000	Custodian OT	\$4,814.09
SANDMAN, SHANE A	0.0000	Shoe Allowance	\$150.00
SANDMAN, SHANE A	0.0000	Custodian Double-Time Retro	\$25.83
SANSOUCY, ELIZABETH A	0.0000	Copy Center Assistant	\$10,128.75
SAYRE, PATRICIA A	1.0000	Elem Teacher	\$89,161.00
SAYRE, PATRICIA A	0.0000	Longevity	\$2,000.00
SCHROEDER, JOSHUA J	1.0000	HS Science	\$68,698.00
SCHROEDER, JOSHUA J	0.0000	Sub HS Period	\$1,458.00
SCHROEDER, JOSHUA J	0.0000	Proctor	\$270.00
SCHWARTZ, ASHLEY M	0.0000	Extended Day Program	\$2,212.50
SCOTLAND, CHERYL L	1.0000	Aide Sped - Involve	\$9,793.40
SCOTLAND, CHERYL L	0.0000	Seperation Benefits	\$7,430.75
SCOTLAND, CHERYL L	0.0000	Longevity	\$335.16
SCZUCKA, MOLLY R	1.0000	HS Social Studies	\$59,772.00
SCZUCKA, MOLLY R	0.0000	Sub HS Period	\$378.00
SEITZ, MICHAEL J	0.0000	Sub Teacher ALL	\$6,240.00
SEITZ, MICHAEL J	0.0000	Sub Teacher ALL	\$1,750.00
SEITZ, MICHAEL J	0.0000	Proctor	\$560.00
SHELDON, ARTHUR G	1.0000	MS PE	\$87,025.00
SHELDON, ARTHUR G	0.0000	Coaching (Fall)	\$3,882.74
SHELDON, ARTHUR G	0.0000	Longevity	\$1,500.00
SHELDON, ARTHUR G	0.0000	Stipend Athletics	\$200.00
SHELDON, ARTHUR G	0.0000	Sub MS Period	\$162.00
SHELDON, ARTHUR G	0.0000	Sub HS Period	\$54.00
SHELDON, LAURIE A	1.0000	Elem Teacher	\$89,161.00
SHELDON, LAURIE A	0.0000	Longevity	\$1,000.00
SHERIDAN, KAREN V	0.0000	Sub Café All	\$202.50
SIMEONE, THERESE E	1.0000	Aide Autism	\$31,227.00
SIMONS, WILLIAM J	1.0000	HS Art	\$82,030.00
SIMONS, WILLIAM J	0.0000	Longevity	\$750.00
SIMONS, WILLIAM J	0.0000	Stipend PD	\$300.00
SKERRY, STACEY L	1.0000	Finance/Acctg/Transp Manager	\$83,328.88
SKERRY, STACEY L	0.0000	Xtra Hours	\$3,968.04
SKERRY, STACEY L	0.0000	Fixed Benefit Life/Disability	\$1,200.00
SKERRY, STACEY L	0.0000	Travel	\$1,000.00
SKERRY, STACEY L	0.0000	Longevity	\$750.00
SKERRY, STACEY L	0.0000	Xtra Hours	\$595.20
SMALL, LAURA A	1.0000	Aide Autism	\$25,568.71
SMITH-ZAJCHOWSKI, ELIZABETH A	1.0000	Aide Autism	\$20,104.68
SNAY, AUDREY E	0.7500	Special Services Coordinator	\$3,242.50
SPOONER, JOHN M	1.0000	Elem Teacher	\$95,580.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
SPOONER, JOHN M	0.0000	Longevity	\$1,500.00
SPRINGER, MARY L	1.0000	HS World Language	\$95,580.00
SPRINGER, MARY L	0.0000	Stipend Additional Classes	\$7,404.00
SPRINGER, MARY L	0.0000	Stipend Additional Classes	\$3,702.00
SPRINGER, MARY L	0.0000	Stipend Academic Coordinator	\$2,500.00
SPRINGER, MARY L	0.0000	Sub HS Period	\$108.00
SPRINGER, MARY L	0.0000	Proctor	\$27.00
SPRINGER, MARY L	0.0000	Sub MS Period	\$27.00
ST. GEORGE, CHRISTIAN M	1.0000	Custodian COVID	\$22,896.91
ST. GEORGE, CHRISTIAN M	0.0000	Custodian OT	\$2,793.31
ST. GEORGE, CHRISTIAN M	0.0000	Shoe Allowance	\$150.00
ST. GEORGE, CHRISTIAN M	0.0000	Custodian Double-Time Retro	\$6.65
ST. GEORGE, SHELLY A	1.0000	Principal	\$111,699.54
ST. GEORGE, SHELLY A	0.0000	Xtra Hours	\$9,042.34
ST. GEORGE, SHELLY A	0.0000	Stipend Early Childhood Coordinator	\$2,500.00
STAGIAS, CASANDRA S	1.0000	Elem Teacher	\$59,260.00
STAGIAS, CASANDRA S	0.0000	Stipend Teacher Leader	\$1,000.00
STAGIAS, CASANDRA S	0.0000	Sub Oakham	\$60.00
STAITI, KIM S	1.0000	School Nurse	\$75,411.00
STAITI, KIM S	0.0000	Xtra Hours	\$5,357.04
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	\$90,717.00
STANKAITIS, DANIELLE M	0.0000	Longevity	\$750.00
STANKAITIS, DANIELLE M	0.0000	Sub MS Period	\$135.00
STEKL, NANCY A	1.0000	HS Science	\$89,161.00
STEKL, NANCY A	0.0000	Longevity	\$1,500.00
STEKL, NANCY A	0.0000	Sub HS Period	\$378.00
STEKL, NANCY A	0.0000	Proctor	\$27.00
STEVENS, RANDY S	0.0000	Sub Teacher ALL	\$5,200.00
STEWART, MICHAEL J	1.0000	Food Service	\$30,317.28
STEWART, MICHAEL J	0.0000	Cafe Extra Hours	\$8,130.41
STEWART, MICHAEL J	0.0000	Stipend PD	\$257.80
STOLGITIS, ASHLEY W	0.8571	Intervention Tutor Remote COVID	\$27,996.61
STOLZ, PATRICIA A	1.0000	Data Coordinator	\$56,095.83
STOLZ, PATRICIA A	0.0000	Stipend SIS Integration	\$2,000.00
STOLZ, PATRICIA A	0.0000	Longevity	\$1,500.00
STOLZ, PATRICIA A	0.0000	Vacation Buyback	\$1,186.63
STOLZ, PATRICIA A	0.0000	Stipend Advance Degree	\$500.00
SULLIVAN, JAIME C	1.0000	Aide Autism	\$31,227.00
SULLIVAN, JEANETTE M	0.0000	LTS - Aide Autism	\$13,400.00
SULLIVAN, JEANETTE M	0.0000	Sub Teacher ALL	\$490.00
SYRIA, ALYSSA M	0.0000	Extended Day Program	\$14,321.72
TARQUINIO, AMY C	0.0000	Lunch Monitor	\$4,755.02





QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
TESCHNER, RACHEL N	1.0000	Aide Sped	\$28,567.00
TESCHNER, RACHEL N	0.0000	Longevity	\$550.00
THOMAS, DENELEE F	0.0000	Stipend 240 S	\$632.50
THOMASIAN, NATASHA L	1.0000	Elem Sped	\$59,260.00
THOMASIAN, NATASHA L	0.0000	Stipend 114 - Early Lit Vaca Camp	\$600.00
THOMASIAN, ROBIN J	1.0000	Aide Autism	\$34,261.00
TOOMEY, CHRISTINE M	1.0000	Aide Sped	\$29,723.00
TOOMEY, CHRISTINE M	0.0000	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	0.0000	Sub Ruggles Lane	\$70.00
TOPPER, LISA A	1.0000	Elem Art	\$70,759.00
TOPPER, LISA A	0.0000	Longevity	\$750.00
TOPPER, LISA A	0.0000	Stipend Mentor Program	\$250.00
TREMBLAY, MARTIN	0.0000	Coaching (Fall)	\$3,544.94
TREMBLAY, NOREEN B	1.0000	School Nurse	\$80,330.00
TREMBLAY, NOREEN B	0.0000	Stipend 240 S	\$4,538.42
TREMBLAY, NOREEN B	0.0000	Longevity	\$750.00
TRUMBULL, REGINA Q	1.0000	HS Math	\$72,496.00
TRUMBULL, REGINA Q	0.0000	Stipend Additional Classes	\$3,702.00
TRUMBULL, REGINA Q	0.0000	Coaching (Spring)	\$2,332.74
TRUMBULL, REGINA Q	0.0000	Advisor HS	\$570.59
TRUMBULL, REGINA Q	0.0000	Sub HS Period	\$459.00
TUCKER, JULIE M	1.0000	Secretary	\$49,841.11
TUCKER, JULIE M	0.0000	Stipend MS Events	\$750.00
TUCKER, JULIE M	0.0000	Advisor MS	\$504.70
TUCKER, JULIE M	0.0000	Stipend Advance Degree	\$500.00
TUCKER, JULIE M	0.0000	Vacation Buyback	\$383.40
TUTTLE, DIANA L	1.0000	School Nurse	\$67,275.00
TUTTLE, DIANA L	0.0000	Stipend 240 S	\$642.00
TUTTLE, JULIA H	1.0000	Elem Music	\$53,108.00
TUTTLE, JULIA H	0.0000	Advisor HS	\$2,521.79
TUTTLE, JULIA H	0.0000	Advisor MS	\$1,710.61
TUTTLE, JULIA H	0.0000	Private Music Instructor	\$230.00
TUTTLE, THOMAS H	0.0000	Lunch Monitor	\$2,600.54
TUTTLE, THOMAS H	0.0000	Sub Ruggles Lane	\$1,820.00
URE, ANDREA L	0.8000	Aide Sped	\$18,003.20
URE, ANDREA L	0.0000	Stipend 240 S	\$241.92
VAILLANCOURT, SASHA L	1.0000	Elem Sped	\$85,911.00
VAILLANCOURT, SASHA L	0.0000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	1.0000	Custodian	\$43,971.20
VALARDI JR, EDWARD J	0.0000	Custodian OT	\$1,250.67
VALARDI JR, EDWARD J	0.0000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	0.0000	SLB	\$202.50
VALARDI JR, EDWARD J	0.0000	Shoe Allowance	\$150.00
VALARDI JR, EDWARD J	0.0000	Custodian Double-Time Retro	\$1.88



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
VALARDI, BRENDA J	1.0000	Cafeteria	\$13,019.20
VALARDI, BRENDA J	0.0000	Longevity	\$525.00
VALARDI, BRENDA J	0.0000	Cafe Extra Hours	\$127.72
VALARDI, BRENDA J	0.0000	Stipend PD	\$98.88
VANOUDENHOVE, DIANA C	0.0000	Sub Oakham	\$280.00
VARIN, KERRY E	1.0000	HS Social Studies	\$87,025.00
VARIN, KERRY E	0.0000	Longevity	\$1,500.00
VARIN, KERRY E	0.0000	Sub HS Period	\$81.00
VARTERESIAN, MARY M	0.0000	Sub Teacher ALL	\$1,600.00
VASSEUR, CARRIE A	1.0000	HS English	\$81,109.00
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	Sub HS Period	\$1,053.00
VASSEUR, CARRIE A	0.0000	Longevity	\$750.00
VASSEUR, CARRIE A	0.0000	Stipend 507 - GLEAM	\$450.00
VASSEUR, CARRIE A	0.0000	Stipend 309 - GLEAM	\$180.00
VAZQUEZ, ASHLEY	1.0000	Aide Autism	\$32,921.00
VERHAM, MICHELLE L	0.5000	Cafeteria	\$6,476.25
VERHAM, MICHELLE L	0.0000	Cafe Extra Hours	\$976.28
VERHAM, MICHELLE L	0.0000	Stipend PD	\$55.00
VERROCHI, EDWARD R III	1.0000	MS English	\$86,565.00
VERROCHI, EDWARD R III	0.0000	Longevity	\$750.00
VERROCHI, EDWARD R III	0.0000	Sub MS Period	\$486.00
VILLANOVA, CAROL-ANNE	1.0000	HS English	\$84,491.00
VILLANOVA, CAROL-ANNE	0.0000	Longevity	\$750.00
VILLANOVA, CAROL-ANNE	0.0000	Advisor HS	\$733.28
VILLANOVA, CAROL-ANNE	0.0000	Sub HS Period	\$432.00
VILLANOVA, CAROL-ANNE	0.0000	Proctor	\$81.00
VINCENT, REBECCA T	1.0000	Elem STEM	\$61,037.00
VOILAND, KATHLEEN A	0.0000	Sub Teacher ALL	\$160.00
VYCE, JANICE A	1.0000	MS Science	\$87,025.00
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 Remote	\$53,868.97
WAGNER, ANDREW W	1.0000	Guidance	\$74,225.00
WAGNER, ANDREW W	0.0000	Longevity	\$750.00
WAGNER, ANDREW W	0.0000	Stipend 240 - CIT	\$157.50
WAITE, CLARISSA L	1.0000	MS Sped	\$93,439.00
WAITE, CLARISSA L	0.0000	Stipend 240 S	\$1,960.00
WAITE, CLARISSA L	0.0000	Longevity	\$1,500.00
WALL, CASSIDY J	1.0000	Elem Music	\$61,566.00
WALSH, ANDREW A	1.0000	Director of Technology	\$109,979.18
WALSH, ANDREW A	0.0000	Vacation Buyback	\$8,777.25
WALSH, ANDREW A	0.0000	Travel	\$2,000.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
WALSH, KAITLYN K	1.0000	CNA COVID	\$2,168.25
WARD, NICOLE M	1.0000	Aide Autism	\$10,024.11
WEEKS, SARAH N	1.0000	Clinician	\$62,868.00
WEEKS, SARAH N	0.0000	Stipend 240 S	\$1,848.00
WEIDERMAN, GARTH R	1.0000	HS Sped	\$81,596.00
WEIDERMAN, GARTH R	0.0000	Coaching (Fall)	\$3,033.76
WEIDERMAN, GARTH R	0.0000	Sub HS Period	\$54.00
WEIDERMAN, KELLY A	1.0000	HS English	\$87,025.00
WEIDERMAN, KELLY A	0.0000	Proctor	\$81.00
WELCH, JOANNE L	0.8500	Aide Sped	\$24,641.50
WELCH, JOANNE L	0.0000	Longevity	\$550.00
WELCH, JOANNE L	0.0000	Stipend 114 - Early Lit Vaca Camp	\$375.00
WHITCOMB, MARISOL T	1.0000	Intervention Tutor	\$40,690.60
WHITCOMB, MARISOL T	0.0000	Longevity	\$750.00
WHITNEY, CAROL W	0.8333	Cafeteria	\$13,019.20
WHITNEY, CAROL W	0.0000	Cafe Extra Hours	\$4,486.68
WHITNEY, CAROL W	0.0000	Longevity	\$525.00
WHITNEY, CAROL W	0.0000	Stipend PD	\$98.88
WILLIAMS, SUZANNE M	0.8000	Aide Sped	\$5,887.50
WILLIAMSON, ALEXANDER R	1.0000	Perm Sub	\$22,016.78
WINE, RYAN R	0.0000	Coaching (Fall)	\$2,975.41
WISEMAN, ASHLEY M	0.0000	Lunch Monitor	\$4,623.77
WISEMAN, ASHLEY M	0.0000	Sub Oakham	\$35.00
WISEMAN, JOHN J	1.0000	Custodian COVID	\$26,426.40
WISEMAN, JOHN J	0.0000	Sub Cust	\$4,125.00
WISEMAN, JOHN J	0.0000	Custodian OT	\$1,120.80
WISEMAN, JOHN J	1.0000	Custodian COVID	\$1,035.52
WISEMAN, JOHN J	0.0000	Shoe Allowance	\$150.00
WOOD, DANIELLE M	1.0000	Intervention Tutor	\$40,579.42
WORTHINGTON, PATRICIA A	1.0000	Principal	\$121,241.11
WORTHINGTON, PATRICIA A	0.0000	Xtra Hours	\$8,371.41
WORTHINGTON, PATRICIA A	0.0000	Stipend IEP Duties	\$4,000.00
WORTHINGTON, PATRICIA A	0.0000	Longevity	\$1,500.00
WORTHINGTON, PATRICIA A	0.0000	Stipend Advance Degree	\$1,000.00
WYNNE, AILEY P	1.0000	HS English	\$77,321.00
WYNNE, AILEY P	0.0000	Longevity	\$750.00
WYNNE, AILEY P	0.0000	Sub HS Period	\$297.00
WYNNE, AILEY P	0.0000	Proctor	\$54.00
YOUNG, BRIAN T	0.0000	Coaching (Fall)	\$4,315.14
YOUNG, BRIAN T	0.0000	Coaching (Spring)	\$4,315.14
YOUNG, JANE R	1.0000	School Nurse	\$82,739.00
YOUNG, SADIE J	1.0000	Aide Autism	\$31,227.00
ZACEK, MARIE M	1.0000	Kindergarten Teacher	\$75,070.00
ZACEK, MARIE M	0.0000	Longevity	\$750.00



QUABBIN REGIONAL SCHOOL DISTRICT  
2020/2021 Employee Salaries for Town Report

Name	FTE	Description	Amount FTD
ZALNERAITIS, MICHELLE M	1.0000	Elem Teacher	\$91,288.00
ZALNERAITIS, MICHELLE M	0.0000	Coaching (Fall)	\$4,954.85
ZALNERAITIS, MICHELLE M	0.0000	Longevity	\$750.00
ZALNERAITIS, MICHELLE M	0.0000	Stipend Mentor Program	\$250.00
ZALNERAITIS, RICHARD P	1.0000	MS Technology	\$82,739.00
ZALNERAITIS, RICHARD P	0.0000	Stipend Additional Classes	\$3,545.00
ZALNERAITIS, RICHARD P	0.0000	Stipend Additional Classes	\$3,545.00
ZALNERAITIS, RICHARD P	0.0000	Stipend PD	\$1,140.00
ZALNERAITIS, RICHARD P	0.0000	Longevity	\$1,000.00
ZALNERAITIS, RICHARD P	0.0000	Stipend Athletics	\$900.00
ZIENIUK, CELESTE	1.0000	Elem Teacher	\$67,001.00
ZIENIUK, CELESTE	0.0000	Legal Settlement	\$10,000.00
ZIENIUK, CELESTE	0.0000	Longevity	\$750.00

# ANNUAL REPORT 2021

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Montachusett Regional  
Vocational Technical  
School District

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1050 Westminster Street  
Fitchburg, MA 01420

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(978) 345-9200

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[www.montytech.net](http://www.montytech.net)



**MONTY TECH**

When schools across the country shuttered in March of 2020, no one could imagine the long-term effects the pandemic would have on our school systems. The summer of 2020 was spent purchasing and installing air filtration systems and plexiglass barriers, sourcing mass quantities of PPE and working with local departments of public health to determine how to safely bring students and staff into the building. When guidance from the state's Department of Elementary and Secondary Education was released, school leaders were faced with rolling out a learning and instruction model that had never been attempted before. We would offer a Hybrid Learning Model, and a rotating daily schedule that would allow half of the student body to come into the building, while the other half would learn from home.

Still, the beginning of the 2020-2021 school year was fraught with concern for student, faculty and staff safety and a deep-rooted knowledge of how students learn best – in-person. School leaders worked tirelessly to develop a schedule that would bring as many students back into the building as possible, safely, while attempting to balance academic and vocational in-person learning time. Instructors were provided with additional technology supports and added professional development days, to write and create curriculum that could be delivered remotely. This, in itself, would be a challenge. How do you teach a student how to prepare and present a meal, or demonstrate fine-motor skills required to give a haircut, in a virtual learning environment? How do you assess a student's understanding of residential electrical wiring, without having the ability to observe and manipulate his/her work? How can you teach students to safely restrain an animal, with no pet interaction? I am proud to say that the Monty Tech instructors rose to this incredible challenge, and for much of the 2020-2021 school year, delivered an effective educational program, using the resources that were available to them.

While face-to-face instruction was provided, that, too, looked and felt different to students and staff. On those days when students were scheduled to attend in-person lessons, they found things had changed. Traffic patterns were rerouted, and signage on floors, hallways and doors reminded them to wear a mask and maintain distance. Seating on busses and in the cafeteria was assigned and closely monitored. A place that had always encouraged connection with fellow classmates was now insisting on distance. Though it may have been uncomfortable for both students and staff, the school wide adherence to these new rules seemed to be a quiet demonstration of their understanding. And on May 3, 2021, their compliance was rewarded - Monty Tech was allowed to return to full, in-person learning. With just over a month remaining in the 2020-2021 school year, students and staff welcomed the change, anxious for the halls and classrooms to return to a more normal capacity. While masks, social distancing and numerous hand sanitizing stations were still present, the return of students into the building was a welcome sight for all.

In 2020-2021, it was disappointing that so many traditional annual events had to be cancelled, including VIP, Tour Day, College Fair, and Career Awareness Night; however, where possible, the district continued to operate at a high level. Examples include:

- To help our faculty and staff return to work, daycare issues had to be addressed, and, as a result, an important relationship with the Boys and Girls Club of Fitchburg and Leominster developed. The club provided daycare and homework help, Monday through Friday, to school age children of Monty Tech faculty and staff.
- Thanks to more than \$670,000 in competitive grant awards, Monty Tech was able to renovate and expand the welding/metal fabrication shop and retrofit one science lab. The school launched an all new evening training program that provided no-cost training and job placement to qualified participants. With grant funds, we also established a Safe and Supportive Schools Team to review school policies and procedures and target those in need of improvement, with an overarching goal of providing all students with safe and appropriate learning environments.
- In an effort to build connections with our school supporters and to “show off” the talents of our students, we held our first Holiday Sale, which quickly sold out! More than 400 charcuterie trays, designed and handcrafted by our Cabinetmaking students were sold, and all proceeds went to the Class of 2021 Scholarship Fund.

The 2020-2021 school year was unexpected, challenging, and at times, disappointing, yet there were so many moments to be proud of. I remain humbled and honored to lead such an outstanding organization, and thank you for your continued support.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sheila M. Harrity". The signature is written in black ink and is positioned above a horizontal line.

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

### **Our Mission**

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

### **Our District**

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

Ashburnham  
Ashby  
Athol  
Barre  
Fitchburg  
Gardner

Harvard  
Holden  
Hubbardston  
Lunenburg  
Petersham  
Phillipston

Princeton  
Royalston  
Sterling  
Templeton  
Westminster  
Winchendon

### **Leadership**

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

*Sheila M. Harrity, Superintendent-Director*

*Tom Browne, Principal*

*Dayana Carlson, Assistant Principal*

*Tammy Crockett, Business Manager*

*Christina Favreau, Director of Academic Programs*

*Jim Hachey, Director of Vocational Programs*

*Michael Gormley, Director of Facilities*

*Donald Kitzmiller, Director of Technology*

*Katy Whitaker, Development Coordinator*

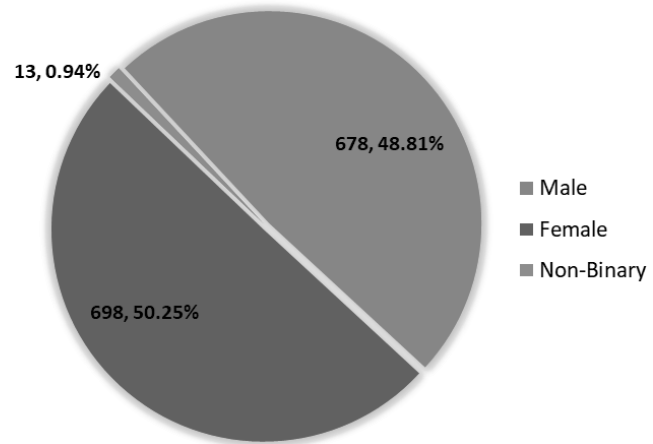
*Victoria Zarozinski, Director of Student Support Services*



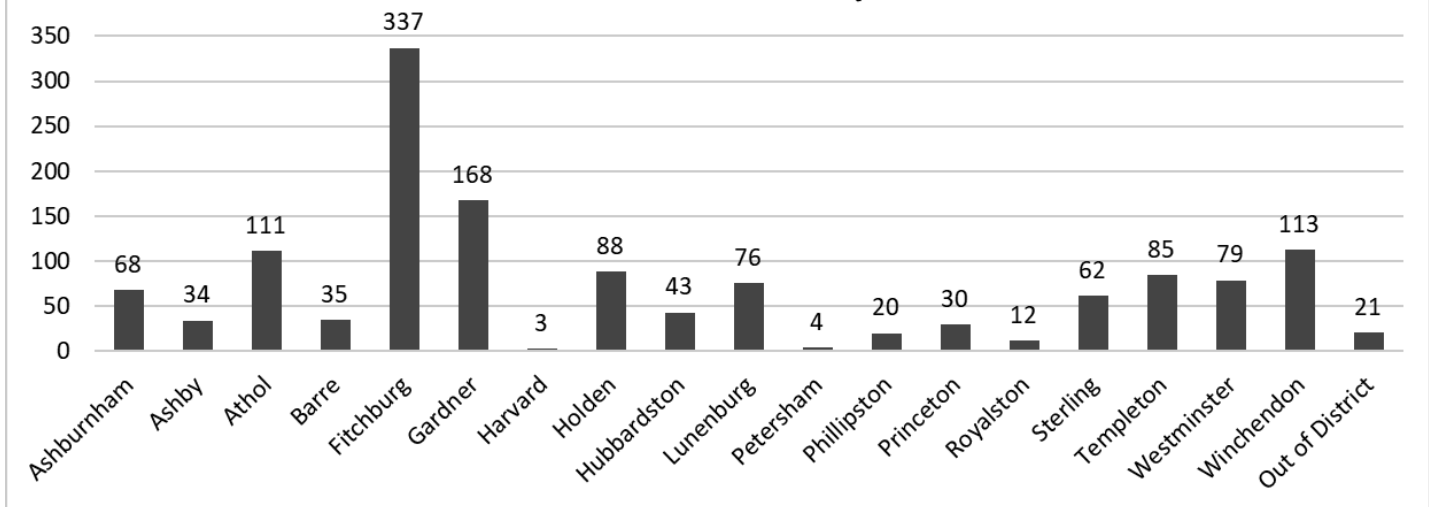
**Enrollment**

On June 1, 2021, student enrollment at Monty Tech included 1,389 students in grades nine through twelve, representing each of the district’s eighteen sending communities. Each class of students is comprised of a relatively equal balance of male vs. female students, and each student attending Monty Tech has elected to do so, prepared to explore an interest in one of the school’s twenty-one rigorous vocational-technical programs. While the school currently offers only five programs non-traditional for male students, and twelve programs non-traditional for female students, we are proud to have a student population that is well- balanced by gender and a variety of academic interests and achievements.

**2020-2021 STUDENT ENROLLMENT**



**2020-2021 Enrollment by Town**



**Class of 2021 Awards**

Members of the Class of 2021 were awarded approximately \$200,000 in scholarships, tools, and equipment. The Monty Tech Foundation generously provided \$35,500 in scholarships to graduating seniors, ranging in amounts of \$250 to \$2,000. The Foundation also awarded \$3,250 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 36% of the graduating class of 2021 reported plans to enroll at a 4-year college/university upon graduation. By earning college credits while still in high school, these students will save both time and money as they pursue advanced educational programs.

### **Financial Report**

In an effort to develop a cost-effective budget for the fiscal year 2020-2021, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2020-2021 Educational Plan totaled \$28,814,865 which represents a 0.19% increase over the 2019-2020 Educational Plan. The District's FY21 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$899,640 or 3.5%.

The District was audited in December 2021 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and expects to receive a good report.

### **Grants and Contracts**

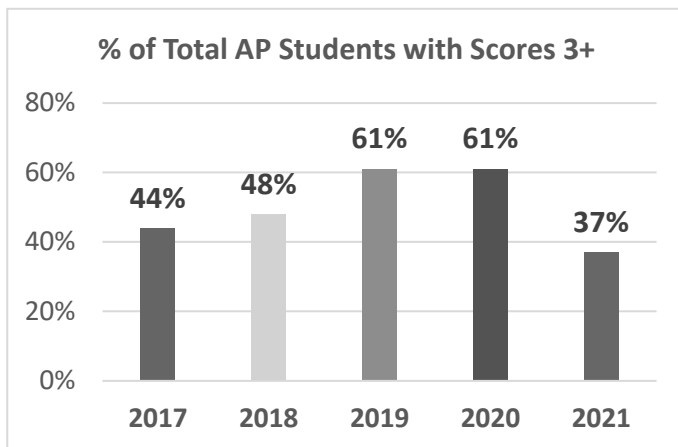
Monty Tech continues to pursue grant funding on an annual basis. These funds help provide many educational and social services to the student population. For fiscal year 2021, state and federal grant sources provided the school with \$2,037,076. Programs funded by these grants include: Coronavirus Prevention and Relief, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Vocational Capital Equipment initiatives, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

### **Academic Achievement**

During the spring of 2021, administration of MCAS examinations was disrupted due to the pandemic and changes to educational delivery across the Commonwealth. Here at Monty Tech, 284 Freshman students qualified to take the Biology MCAS exam, having successfully completed the Grade 9 Biology course - 3 of whom were classified as Remote Learning Only. 349 students in Grade 10 took only the ELA and Math MCAS exam - 39 of those students were classified as Remote Learning Only. Finally, 32 Juniors opted to complete both the English and Math MCAS exams, in order to qualify them for scholarship opportunities such as the John and Abigail Adams Award.

Monty Tech remains committed to providing students with rigorous STEM learning opportunities, and so when an opportunity to apply for a Massachusetts Life Science Center grant presented itself, instructors were eager to apply. Working closely with the school’s Development Coordinator, science instructors proposed the addition of an all-new science course that would introduce students to Microbiology and career pathways that are emerging in this recent health crisis. After developing a comprehensive proposal, and soliciting (and acquiring) support from business partner Bristol Meyers Squibb, the school’s MLSC application was approved for funding, infusing the Monty Tech science department with approximately \$110,000. These funds will be used to renovate a science lab (replicating a biomedical facility), purchase all new course materials, equipment and technology, and provide opportunities for instructors to attend the National Science Teachers Association's national conference in 2022.

During the spring of 2021, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable scores on AP exams, though we did see our first decline in students who scored a 3 or better on the exam. It is important to remember that these exams took place during a difficult year of Hybrid Learning and Instruction. We anticipate a return to improved performance in the coming years, as students return to full-time, in-person learning.



The school is in its 9th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance.

- In the spring of 2021, 70 out of 188 (37%) exams earned qualifying credit - the highest number of test takers the school has ever seen.
- This year, more than half of the students who tested in the following subjects received qualifying scores: Computer Science Principles, AP Language and Composition, and AP US History. Qualifying scores by these students exceeded the “state” averages in Massachusetts. In addition, students who completed the AP US History exam exceeded “global” averages.
- The AP subject with the highest number of students with qualifying scores was AP Language & Composition with 26 out of 44 students (59%).

	Spring 2017 (SY16-17)	Spring 2018 (SY17-18)	Spring 2019 (SY18-19)	Spring 2020 (SY19-20)	Spring 2021 (SY20-21)
<b>MT AP Courses</b>	6	7	7	7	7
<b>MT AP Student Enrollment</b>	151	135	157	179	187
<b>Students with Qualifying Scores</b>	53 (44%)	46 (48%)	68 (61%)	89 (61%)	70 (37%)
<b>AP Test Takers</b>	120	95	111	146	188
<b>Total # of Qualifying Exams</b>	65 (44%)	58 (43%)	79 (54%)	75 (71%)	60 (43%)
<b>Total # of AP Exams</b>	148	134	146	106	140

### *Vocational Projects in the District Communities*

2020-2021 challenged vocational instructors to rewrite curriculum, so that any lesson may be delivered effectively remotely. For so many years, the value of a Monty Tech vocational education has been our commitment to hands-on learning, which, due to the pandemic and an inability to safely have all students in the building, was limited. However, instructors across the school worked with local municipalities, community service agencies, and within the building to find meaningful opportunities for students to demonstrate their technical skills and proficiency. While projects may have been smaller and even taken a bit longer to complete in 2020-2021, their educational value was immense, and we are forever grateful to our vocational instructors for their diligence in reimaging vocational education under these challenging and unforeseen circumstances.

Advanced Manufacturing: Beginning 2020-2021, what was formerly known as Machine Technology would now be called Advanced Manufacturing, a name that better aligns with local workforce needs, job titles and qualifications, and may aide in job placement for qualified students and program graduates. In FY21, program instructors also adopted the newly revised frameworks, and reviewed and developed curriculum to address any changes noted. 124 NC3 Certifications were earned by students, now skilled in Advanced & Precision Measuring Instrument (PMI). Advanced fusion CAD/CAM software training was completed, and Makerbot Method Carbon was also added to the training program. All Freshman students successfully completed safety training, earning an OSHA 10-hour general industry certification. Eight Seniors earned co-op placements, working and learning in area machine shops. (Total student enrollment: 46)

Auto Body Collision Repair Technology: Monty Tech Auto Body students and instructors prioritized earning valuable credentials in 2020-2021. Students earned the OSHA 10 hour general industry card, EPA 6H Rule spray certification, I-Car Pro Level One in Refinishing and I-Car Pro Level One in Non-Structural Repair. Five Seniors also earned co-op placements, and were reported to be valuable contributors in local repairs shops in the area. Due to the pandemic, the program restricted shop work to that of Monty Tech staff, but remained surprisingly busy throughout the year. Students performed quite well at the SkillsUSA District competition, earning a gold medal and a bronze in Collision Repair; which several students for the State competition. (Total student enrollment: 62)

Automotive Technology: Automotive Technology students benefited from the addition of two new certification opportunities (digital multimeters and scan tool applications) that were made available to students, using the newly purchased Snap-On NC3 certified training equipment. These industry-recognized credentials and the new equipment will enhance the students' level of competency within the automotive industry for years to come. Due to the pandemic, hands-on learning opportunities and in-house repairs were limited to faculty, staff, school, and student vehicles only; yet, surprisingly, the shop remained very busy. Students performed 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. Three Seniors and two Juniors earned co-op placements, while instructors continued to utilize e-learning program options to keep the remaining students on track and engaged during the hybrid schedule. (Total student enrollment: 66)

Business Technology: Monty Tech's Business Technology program continues to benefit from a unique partnership with Workers Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from students, who completed nine modules and earned a financial literacy certificate. Instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. The agreement with Mount Wachusett Community College will provide qualified students with college credits at no cost to the student. Students are eligible to receive 24 credits from Mount Wachusett Community College. Unfortunately, due to the pandemic, the Gear House School Store and the Monty Tech Greenhouse were not operational. Program instructors hope to reopen these important training facilities in the coming year, allowing all freshmen, sophomores, and juniors to be successfully trained in the day-to-day operations of retail sales. Four Seniors and three Juniors were out on co-op placements during the 2020-2021 school year. (Total student enrollment: 64)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects small and large, across the campus and beyond. During the 2020-2021 school year, students completed projects that included: designing and constructing Barre Cemetery arches, manufacturing button chairs for the town of Royalston's Phineas S. Newton Library, and designing and installing cabinetry for the Fitchburg Fire Department kitchen. Student work was featured during the school's first-ever Holiday Sale, where 400 charcuterie trays that were designed and handcrafted by our students were sold to community members. The items were so well received that they sold out quickly, and community members have requested similar sales in the future, so that they may benefit from the creative and beautiful work done by these students. Eight Seniors and seven Juniors earned co-op placements, representing the program so well. A sophomore student also won gold in the SkillsUSA District Competition. (Total student enrollment: 62)

CAD/Drafting & Design: In 2020-2021, Monty Tech CAD/Drafting & Design students adjusted quite well to the Hybrid Learning Model, and were able to complete the curriculum easily through the online platform. Students were also able to achieve a number of valuable industry-recognized certifications, including AutoCAD, Inventor, Revit, and Solidworks. While the school's COVID protocol curtailed the number of community service jobs that these students could complete, the senior class was able to work on an important community design project for the Town of Lunenburg. One student competed in the SkillsUSA States competition, representing the program well, while two Senior students were proud to earn coveted co-op placements. (Total student enrollment: 62)

Cosmetology: The Monty Tech Cosmetology program is one of the only programs that students may leave and directly enter the industry, fully-licensed and ready for a career. The state-approved program is rigorous and provides students with countless opportunities to refine their cosmetology skills on clientele who understand and appreciate the learning environment. During the 2020-2021, instructors collaborated with college partners to develop and sign articulation agreements with Mount Wachusett Community College & Quinsigamond Community College that will grant qualified students with college credits, should they choose to pursue advanced training and education. 17 out of 22 Seniors earned their cosmetology licenses, as the Juniors look forward to scheduling their own exams. Seniors also earned certifications in COVID Barbicide, and Pravana. Two Seniors were out on co-op, which was beneficial to their training, as COVID prohibited the opening of our own on-site Salon until May 2021. (Total student enrollment: 82)

Culinary Arts: In a typical year, Monty Tech Culinary Arts students and instructors operate a full-service restaurant and bakery, serving 90-120 patrons daily. They might also showcase their talents at regional events and fundraisers, working side-by-side with some of the area's finest chefs. But 2020-2021 was a different year. Due to COVID, and the hybrid

schedule, the school's Mountain Room Restaurant opened to offer take-out meals only to faculty and staff, three days per week. This also included bakery items and desserts. In April, the restaurant was approved to open to the public, though on a very limited basis. Students and instructors found creative ways to keep busy, applying their talents. In February 2021, Culinary Arts students baked more than thousand cookies and chocolates for the Monty Tech Foundation Valentine fundraiser. These "cookie boxes" were extremely popular, providing community members with an opportunity to support the school and students, while also enjoying a sweet treat. All proceeds benefitted student scholarships. The program also continued to donate leftover baked goods to Our Father's House in Fitchburg. Curriculum was reimagined, from a traditional in-person format to the required virtual platform, which proved to be challenging for the culinary trade. Instructors were dedicated to their craft and their students and performed well with the resources that were available to them, seeking meaningful opportunities for students to continue to develop in their chosen trade. Junior Students had an opportunity to earn ServSafe Certifications, Sophomores earned the Massachusetts Allergen Training, and Freshmen earned their OSHA 10-hour culinary certification. (Total student enrollment: 93)

Dental Assisting: Monty Tech Dental Assisting instructors have emphasized 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 2020-2021, 93% of Sophomores passed the DANB Infection Control exam, and 100% of the class passed the DANB Radiology exam. This excellent pass rate is 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 14 students (nine Seniors and five Juniors) earned co-op placements, while the remaining Juniors and Seniors remained in-house, due to COVID restrictions; affiliation/internship experiences in area dental clinics and offices were postponed due to the pandemic. All Seniors & Sophomores received the American Red Cross CPR/AED certification. One Senior won the gold medal at SkillsUSA districts and went on to compete at the state competition. (Total student enrollment: 61)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, but due to the pandemic, were only able to work on in-house on student-centered projects. Three students earned co-op placements, gaining valuable experience working with young children in area daycare and educational centers. Six Seniors earned the National Child Development Associate credential, while all 13 seniors qualified and applied for the Massachusetts Department of Early Education and Care Teacher certification. One student was awarded a Gold medal in the SkillsUSA district competition. In 2020-2021, the Monty Tech Child Care Center continued to operate on a much smaller scale (due to enrollment protocols), providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 55)

Electrical: Throughout 2020-2021, students and instructors in the Monty Tech Electrical program wired numerous machines, equipment, computers, and lights throughout the school. Students and instructors successfully transitioned lighting in the Auto Body welding stations and the Welding/Metal Fabrication shop to all LED lights. Students also successfully wired a new sand blaster and car lift in Automotive Technology, helping complete a much-needed update in that shop. Students worked in Lunenburg, installing, servicing and adding lighting and electrical plugs to the garage associated with the town's cemetery. With guidance from program instructors, students also began wiring the Habitat for Humanity house being built in Athol. Sixteen Seniors and seven Juniors earned co-op placements, which allowed them to gain important on-the-job skills and additional training in the industry. The Freshman class was 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. Engineering Technology students continue to benefit from the new technology available in the A.R.M. Lab, including three Amatrol tabletop mechatronics learning systems with Pegasus robots, one Fanuc LR Mate 200ID/4S robot, one Festo MPS 203 mechatronics system, and one Stratasys F270 3D printer. New lessons and training available because of the added technology will only open additional career pathways for students interested in pursuing engineering as an occupation. All Freshmen student completed the OSHA 10-hour General Industry training and certification program, while five Seniors participated in meaningful co-op placements. (Total student enrollment: 54)

Graphic Communications: Throughout the 2020-2021 school year, students in the Graphic Communications program produced numerous projects for our district cities and towns, and a variety of non-profit organizations within the district. As the COVID-19 pandemic continued, hands-on learning opportunities and time spent in the school were limited by the change to a Hybrid Learning Program, so students were unable to complete all community service projects that were requested of them. One Senior and one Junior pursued and earned co-op placements, which allowed them to continue their on-the-job training in a real world work setting. Of the twenty-one talented Seniors who graduated from the Graphic Communication program in 2021, 17 were accepted to college, and four entered the workforce in related careers. Graphics students consistently perform well at SkillsUSA competitions, and 2020-2021 was no exception, with students taking gold, silver & bronze medals at the state competition in in screen printing; a gold medal was also earned in photography, a bronze was awarded in Advertising Design, and silver and bronze medals were achieved in Graphic Imaging Sublimation, making program instructors quite proud. (Total student enrollment: 85)

Health Occupations: The Health Occupations program continues to be one of the more competitive programs here 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. As our shop continues to utilize the Skills Capital Grant of \$180,246 that was awarded in the summer of 2019, we continued to improve the instructional spaces, technology and equipment for student training purposes. 14 Seniors were partnered with area clinics, through the co-op program, where they continued to learn and flourish in their chosen field, while back on campus, students focused on achieving important industry-recognized credentials. All Juniors and Sophomores obtained their CPR and First Aid certifications. 29 Sophomores and 26 Juniors received Centers for Medicare & Medicaid Services, CMS targeted Covid-19 training for Frontline Nursing Home Staff certifications. Eight Seniors obtained their Home Health Aide Certification, and 19 seniors took the NHA Clinical Medical Assistant Certification (CCMA) exam and passed. (Total student enrollment: 108)

House Carpentry: Though the school has shifted to a Hybrid Learning Model, opportunities to support communities in the district were ever-present. The Monty Tech House Carpentry program completed a number of projects, large and small during this challenging time, that included: constructing and installing the little free library for Ruggles Lane School, and building an 8'x12' cooling shed for the Harvest Community Project – both projects were completed by Sophomores. These Sophomore students also handcrafted a number of beautiful Adirondack chairs, which will be used for charitable donations in the months to come. Juniors and Seniors, meanwhile, completed the Habitat for Humanity building project in Ashburnham, and also framed, installed a roof, and sided the equipment garage for the Town of

Lunenburg Cemetery Department. Students and instructors assisted with framing of the Habitat for Humanity house in Athol, installed a complete truss roof system, all exterior trim details, and roofing and siding materials. 13 Juniors received their HotWorks certifications, while four Senior students earned co-op placements, and enjoyed working with area businesses representing the carpentry and construction trades. (Total student enrollment: 56)

HVAC & Property Maintenance: To complement the programs theory and technical skill lessons, Monty Tech HVAC and Property Maintenance students and instructors participate in the home building project each year, installing the HVAC system and a number of other tasks associated with residential construction efforts. In 2020-2021, Monty Tech HVAC students and instructors works with other trades at the school to complete the Ashburnham Habitat for Humanity community service project. In addition, the venting was completed in the Habitat for Humanity house in Athol. On campus, students removed and installed the mini split system in the school's Bakery. Four Seniors and three Juniors were placed in area businesses through the school's popular co-op program. All Juniors earned EPA 608 Certification, and two Sophomores and one Junior performed well, earning honors at the SkillsUSA State competition. (Total student enrollment: 55)

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 2020-2021, 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. Seven seniors completed the AP-CSP curriculum, and five took the finishing exam. Juniors in the program participated and did quite well in the Cyberpatriot and CyberStart America cybersecurity competitions. Two Seniors were on co-op placements 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: 31)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as projects that were completed during the 2020-2021 school year include: constructing scaffolding at the Habitat for Humanity house in Athol, replacing a concrete walk at Hubbardston Council on Aging, and repairing a granite wall at the Fay Club in Fitchburg. A creative solution to restrictive in-person guidelines, Monty Tech Masonry students and instructors designed, placed and finished a 24 'x 24' concrete slab outside, creating an outdoor classroom so that students could continue to work on important projects, yet remain socially distant and safe. Students continued to maintain the OSHA silica standard, in a program that operates in compliance with all trade regulations. Three Seniors earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. One Senior won a silver medal at the SkillsUSA State competition, and all juniors completed the industry-standard HotWorks Certification. (Total student enrollment: 45)

Plumbing: Like programs across the school, the Monty Tech Plumbing program struggled with delivering hands-on lessons that would rival their in-person instruction. However, talented instructors in the school's popular shop worked diligently to rewrite curriculum and design lessons that could be adapted. With a focus on theory and technical knowledge, instructors aimed to embed certification opportunities where possible. To that end, students in grades 10,



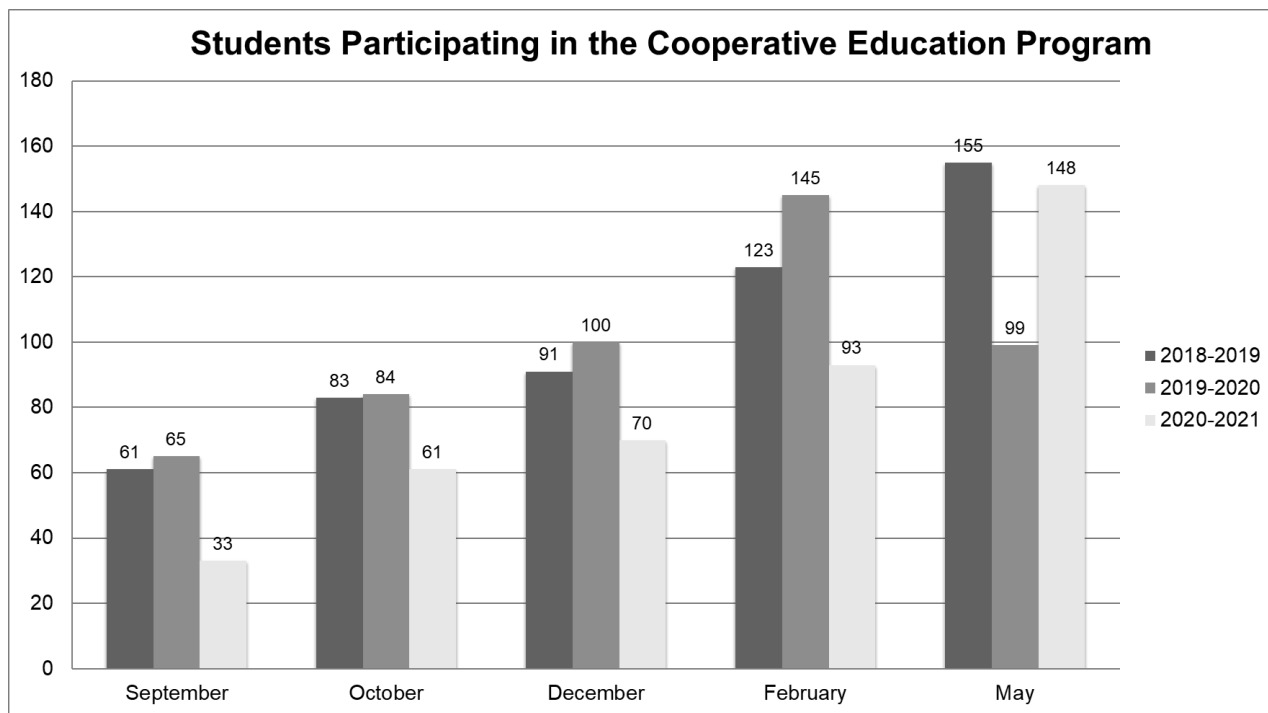
11 and 12 successfully completed their HotWorks safety training and earned that important credential. Freshmen also completed the 10-hour OSHA general industry safety training, while Sophomore students completed the 10-hour OSHA Construction safety training and certification. Students and instructors collaborated with other trades to complete two single family house building projects, both located in Ashburnham. Students and instructors also began rough plumbing for the Habitat for Humanity single family home in Athol. Back on campus, students replaced three water coolers with combination filtered bubbler/bottle filler units. Seven students (four 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. All graduates received either a Tier 1 or Tier 2 completion toward MA plumbing licensure. (Total student enrollment: 67)

Veterinary Science: 2020-2021 was the 4<sup>th</sup> year for the school's newest vocational training program - Veterinary Science. Unfortunately, due to COVID restrictions, traffic in the community clinic was somewhat limited. The clinic did, though, provide low-cost veterinary care to 421 families with 635 pets within our district. 14 Seniors earned the CVA (Certified Veterinary Assistant) certification; 20 Seniors achieved their Recover CPR Certification; 21 Juniors achieved their Fear Free Certification; and 22 Freshman successfully completed OSHA 10-hour Healthcare training and certification. Freshmen and Sophomores learned about the use of animals, anatomy, disease, laboratory skills and client service. Junior and Senior lessons in pharmacology, surgical and nursing care, and anesthesiology proved to be invaluable to the students working in the clinic, applying their knowledge with purpose alongside veterinarians and veterinary technicians. (Total student enrollment: 85)

Welding/Metal Fabrication: The 2020-2021 school year brought some exciting news to the Welding/metal Fabrication program. Thanks to a partnership developed while working on a Skills Capital Grant, the Monty Tech Welding/Metal Fabrication program became the first pre-apprenticeship program in the school's history. This 5-year agreement with the Plumbers & Pipefitters Union #4 will help create a meaningful pathway for students to enter into a registered apprenticeship program leading them into high-wage, high-skill career opportunities. Numerous projects were completed by talented students, including more than fifty requests for individual projects from community members residing in the school's sending district. Students also fabricated and installed copper inlay on two archways for the Barre cemetery, fabricated an aluminum cupola for the Town of Royalston gazebo, fabricated two art display racks for Fitchburg Riverfront Park, and fabricated and welded three clothing racks for the Town of Hubbardston Senior Center. Five Seniors and four Juniors participated in the popular co-op program, and eight Seniors earned the AWS D1.1 Structural Welding Code Qualification Test. All grade 9 students completed 10 Hour OSHA training.

(Total student enrollment: 57)

**Co-operative Education and Student Placement**



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

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

Employer benefits include addressing workforce needs in an efficient manner. Co-op students provide a pool of temporary and potential full-time employees who are already trained, thus reducing employer training costs. Co-op work hours may be tailored to suit the needs of partnering employers. While overall co-op placements experienced a slight decline, due primarily to business closures in response to the recent pandemic, qualified students (Juniors and Seniors) continue to work, learn and apply their technical skills in businesses across North Central Massachusetts.

**Student Support Services**

The 2020-2021 school year forced the world to respond to a pandemic with ripple effects to be felt for years to come. It goes without saying that we needed to pull together, respond, and unite as partners in order to ensure our special populations, and all students regardless of identified disability, remained at the center of decisions. Individuals needed

to be met where they were at and all services provided needed to allow for individual needs to be met in new and innovative ways. The health and safety of our school community and their families dictated our decisions and actions. As the district responded to the unforeseen COVID-19 related closure, the hybrid model, and reopening events that occurred throughout the 2020-2021 school year, it did not go unnoticed that our Student Support Service staff, students, and families displayed great resilience as they worked together to address individual needs and tackle these challenging times. While we hope to never experience these events again, we did share a number of experiences that have proven to increase communication and collaboration. Some of our greatest lessons learned came from this experience and we want to extend our sincere gratitude for the efforts put forth during such unprecedented times.

During the 2020-2021 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that responded to, and continues to respond to, COVID-19 data, administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker that participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. During the 2020-2021 school year, the department in conjunction with our School Social Worker, doubled down on our efforts to address food insecurity and ensure community agency supports were extended to families in need. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions, mental health emergency treatment, medical/mental health re-entry and transition support services, as well as crisis intervention.

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

During the 2020-2021 Montachusett Regional Technical School District's Department of Student Support Services made a concerted effort to increase social, emotional, and community-based supports. In addition to our current re-entry and school-based counseling services, Monty Tech and LUK, Inc. joined forces with the help of the Department of Public Health to provide services to at-risk students and their families. Further, the district partnered with LUK to create a direct pipeline for Telehealth referrals and access to counseling supports. Couple this with the further expansion of our partnership with the SHINE Initiative, it has allowed the district to build upon our mission to provide opportunities for all students to be engaged, lead, and access the supports necessary to improve their social and emotional wellbeing. 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 experiencing various educational models throughout the pandemic. As we establish a full-time school routine, we recognize the experiences all students have had over the past few years has varied. 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. More about tiered interventions can be found on our website. However, it is worth noting that we continue to build and refine our services for all students as we recognize the importance of developing the whole student and ensuring they are equipped with the necessary to become productive citizens that can compete and adapt in a rapidly changing economy.

### **Technology**

The 2020-2021 school year proved to be a test in many ways for the Monty Tech educational community, requiring flexibility as students and instructors balanced both in-person and remote learning expectations. The shift in instructional delivery, however, was no match for the school's Technology Department. Because of forward thinking on the part of the department's Director and the school's leadership team, 2020-2021 was the school's 5<sup>th</sup> year for the 1:1 Chromebook initiative, so students and instructors had previous experience with the tools and technology needed to learn in a remote or hybrid setting. To support the additional and now required use of this technology, the Technology Department spent countless hours during the school year upgrading the network and increasing the bandwidth coming into the school to sustain video and audio conferencing.

Department personnel upgraded the learning experience for students, by purchasing laptops for students and teachers, building new iMacs for the Graphic Communications program, and rebuilding surplus computers for full remote students in CAD Drafting & Design, Graphic Communications, Business Technology, and Engineering, so that they may work from home on their vocational assignments. A ZOOM license was purchased, and the Instructional Technologist worked diligently to purchase and deploy software for all teachers. Camcorders, wireless headsets, interactive displays and a variety of apps were purchased, installed, and put into the hands of our educators to engage learners at all levels.

Finally, to ensure "business as usual," we invested in Splashtop, VPN client and configured the firewall, so that faculty and staff laptops could be fixed remotely if a software issue presented itself, and so that the Business Office would have remote access into the school to maintain a secure working environment, even when the building was closed.

### **Marine Corps JROTC**

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) remains one of the school's most worthwhile and engaging programs available to our 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.

Due to outstanding performance throughout the year, Monty Tech's Marine Corps Junior Reserve Officers' Training Corps program was, once again, designated as a Marine Corps Honor School. Selection for the Marine Corps Honor School means that the school's Marine Corps JROTC program was in the top 15% of the 68 other programs in Region 1, which includes schools from the mid-Atlantic and Northeast U.S. The selection is based on several criteria including:

- *Inspector General's inspection results*
- *Number of cadets in the program*
- *Number of community service hours conducted*
- *Number of public affairs events attended by cadets*
- *Number of academic awards presented to cadets*
- *Participation in drill team competitions, marksmanship competitions, physical fitness competitions, and field trips that support the growth and development of the cadet*

During the 2020 - 2021 school year, MCJROTC Cadets participated in more than 5,000 hours of community service and volunteerism. Cadets assisted the Salvation Army by collecting more than \$25,000 in donations, which were used to countless families in need during the holiday season. These donations will go on to support community members that are in need of assistance, especially during the holiday season.

The Monty Tech MCJROTC has assisted with color guards and participation in community parades, which provides the cadets and community members the opportunity to be involved with civic and veteran ceremonies.

Finally, the Monty Tech Cadet Corps provided 11 Color Guards for local civic and veteran ceremonies, a highlight for students and instructors alike.

### **Monty Tech School of Continuing Education**

The Monty Tech School of Continuing Education had an exciting FY21, receiving the program's first-ever training grants. School leaders applied for and received Career Technical Initiative Grants (Rounds 1 & 3), totaling \$290,000, as well as a \$30,000 Rapid Reemployment Grant. These grants allowed the School of Continuing Education to rollout new training programs, offered to qualified participants (must be unemployed or underemployed) at no charge. In addition, each participant who successfully completed the training would be offered job placement with a business partner. Comprehensive 200-300 hour programs that culminated in industry-recognized credentials in Welding, HVAC and Allied Health were developed and advertised. While the Allied Health (CNA) program did not see enough interested participants to field a cohort, HVAC and Welding were successful in their initial endeavor. Program leaders continue to track student progress and placements, and expect to pursue additional funding for future offerings.

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.

The pivot to a hybrid learning model seemed to be beneficial to both our career/licensure students as well as our personal enrichment students. During the Fall 2020 and Spring 2021 sessions, we realized the resiliency of our students and their willingness to persevere with their training despite the challenges. Our instructors worked tirelessly to maintain training programs timelines.

Our medical students' skill set was and continues to be in high demand due to the pandemic. We were able to support our local medical facilities with newly licensed healthcare workers, to include Pharmacy Technicians, Medical Billing and Coding Specialists, EKG Technicians, Phlebotomists, and Patient Care Technicians. We hope to offer another CNA training program in the future, as the need for trained Assistants remains great.

### **Practical Nursing Program**

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

On June 24, 2021 a graduating class of 28 students completed the Practical Nursing Program and entered the nursing profession. The class has thus far achieved a pass rate of 75% graduates passing 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, physician's offices and correctional medicine.

The Monty Tech Practical Nursing Program continues to strengthen the "LPN to BSN (Bachelor of Science in Nursing) Bridge" relationship with Fitchburg State University (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 (BSN). 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 Lahey, 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 2020-2021, Monty Tech Practical Nursing students were asked to complete patient scenarios in the Sim Lab on a weekly basis in Terms 2 and 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios 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 INASCAL Standards (International Association for Clinical Simulation and Learning), 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 NACE (Nursing Acceleration Challenge Exam) success at FSU.

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. 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 Monty Tech practical Nursing Program recently completed an accreditation visit from the Massachusetts Board of Registration in Nursing, highlighting goals that include stabilization of faculty positions and pursuance of ACEN (Accreditation Commission for Education in Nursing) accreditation to more accurately reflect the changing environment in nursing education.

### Looking Ahead

Undoubtedly, the 2020-2021 school year was challenging and difficult for students and staff, yet the school community demonstrated a remarkable resilience and commitment to education and service that proves, yet again, that Monty Tech is truly a special place to work and learn. While adapting curriculum to the needs of all students both at home and in-person, adhering to state and federal safety and health guidelines, and finding opportunities for students to demonstrate their creativity and technical skills, certainly kept staff busy, there was always an element of improvement, vision, and forward-thinking that kept moving the school forward. Successful grant applications, new coursework, and increased school-to-business partnerships that came about during this difficult year are a few of the more notable initiatives that we expect to have a positive impact on our school and students in the coming years:

Grant funding to improve and expand training programs: Monty Tech has applied for and received six Skills Capital Grants, totaling \$2,029,686. School officials anticipate a FY22 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 Dental Assisting program, which effectively prepares students to enter the dental field may be the next vocational program to benefit from grant funding, should an application be approved. Instructors have advocated for a renovated instructional space, as well as new chairs, tools, and equipment, so that students are trained using the exact instruments and technology found in area clinics. This improved facility would certainly benefit our high school students, and would also allow Monty Tech's School of Continuing Education to develop an all-new evening training program, which would help address the critical shortage for trained Dental Assistants in North Central Massachusetts. We look forward to an opportunity to apply for grant funding that would allow us to extend this training opportunity to young adults in our area, who may not have had the benefit of a vocational high school experience.

New coursework that aligns to STEM career pathways: With the successful application of the FY21 Massachusetts Life Science Center Grant, school officials have been working to renovate an outdated science lab to create a more state-of-the-art instructional space that replicates a microbiology laboratory. As the school looks to update classrooms and vocational areas, it is critical that we do so in a manner that will allow our instructors to deliver information and train students in careers that present high-skill, high-wage job opportunities. The proposed Microbiology course, which was developed by Monty Tech science instructors as a means to engage students in the sciences, may be more critical now than ever before. Seeking partnerships with biomedical companies in our area, so that our instructors may work and learn from skilled scientists will not only benefit our students and strengthen the Monty Tech academic educational program, it may also help feed a struggling STEM workforce pipeline. Whether learning from our industry-immersed colleagues, or gaining new instructional resources and techniques from colleagues attending the National Science Teachers Association's national conference, Monty Tech science instructors are prepared to deliver new course materials that engage students in important and timely science concepts.

Building partnerships for improved job placement: 2020-2021 brought the school's first-ever approval for a Pre-Apprenticeship program – a designation that we expect may improve our graduates' chances of retaining employment with a framework for upward mobility. While Welding/Metal Fabrication students already enjoy this new appellation, school officials may consider seeking approval for other programs in the coming years. To do so, we must first seek and acquire an approved Apprentice Sponsor. This sponsorship and collaboration will serve as a testimony to the strength of Monty Tech's vocational programming, and will increase student opportunities for employment and continued education and training. Business partners that serve on Program Advisory Boards, as Co-Op employers, or who even graduates who now own and operate their own businesses may be interested in such a unique collaboration. In an effort to prepare students for careers, it is incumbent on us to ensure that training does not stop when a student leave Monty Tech, and an approved apprenticeship would ensure students will have continued support and training as they enter a competitive and demanding workforce.

**The Monty Tech School Committee**

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2020-2021 School Committee for their outstanding service

Eric Olson, Phillipston, *Chair*

Melanie Weeks, Fitchburg, *Vice Chair*

Julie Marynok, *Secretary*

Norman J. LeBlanc, *District Treasurer*



Diane Swenson, Ashburnham  
Peter Capone, Ashby  
Toni L. Phillips, Athol  
Whitney Marshall, Barre  
Robert Campbell, Fitchburg  
Dr. Ronald Tourigny, Fitchburg  
Brian J. Walker, Fitchburg  
Matthew Vance, Gardner  
James S. Boone, Gardner  
Amy Morton, Harvard

James Cournoyer, Holden  
Kathleen Airoidi, Hubbardston  
Barbara Reynolds, Lunenburg  
Edward Simms, Petersham  
John P. Mollica, Princeton  
Mary C. Barclay, Royalston  
William Brassard, Sterling  
John Columbus, Templeton  
Ross Barber, Westminster  
Dr. Maureen Ward, Winchendon

Respectfully Submitted By:

Sheila M. Harrity, Ed.D., Superintendent-Director     January 21, 2022

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**Montachusett Regional Vocational Technical School 1050 Westminster Street  
Fitchburg, MA 01420  
(978) 345-9200  
[www.montytech.net](http://www.montytech.net)**



# ***TOWN CLERK***



## 2021 REPORT OF THE TOWN CLERK

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

A variety of services are provided for the public including voter registration, Notary Public, Justice of the Peace, 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](http://www.hubbardstonma.us).

Office hours are Monday 12pm-6pm and Tuesday, Wednesday, Thursday 8am-4pm.

### TOWN MEETINGS HELD IN 2021

DATE	TYPE	VOTER TURNOUT
June 1	Annual	109
October 19	Special	83

### ELECTIONS HELD IN 2021

DATE	TYPE	VOTER TURNOUT
June 8	Annual Town	254 (7.36%)

### YEAR IN REVIEW

**Clerk's Office:** 2021 came with much relief in the Town Clerks office. With 2020 being my first full year as a Town Clerk, a global pandemic and 4 Elections, it was definitely a busy year. 2021 was spent organizing the office and streamlining office procedures all while performing day to day tasks. A BIG 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. No complaints were filed against any of the boards in 2021.

**Public Records:** A total of 12 public records requests were received and responded to during 2021.

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

### LICENSES

#### **Business Certificates (DBA's)**

Any person conducting business under a name other than their own is required by State Law to register with the Town. A total of 44 certificates were issued in 2021 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:

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

### **Hunting/Fishing Licenses**

The Town of Hubbardston no longer issues hunting or fishing licenses. All hunting and fishing licenses are available online at Department of Fisheries and Wildlife [www.mass.gov](http://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
37	Deaths
11	Marriages
2	Brought to Town for Burial

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

Respectfully Submitted,  
*Laurie J. Reed*  
Hubbardston Town Clerk



COMMONWEALTH OF MASSACHUSETTS  
TOWN OF HUBBARDSTON

ANNUAL TOWN MEETING Tuesday, June 1, 2021 • 7p.m. CENTER SCHOOL

STABILIZATION: \$426,623

MUNICIPAL CAPITAL STABILIZATION: \$58,076

FREE CASH: \$312,052

**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 1, 2021 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.  
*(Submitted and recommended by the Select Board)*  
*(Finance Committee recommends)*

**ARTICLE 2.** To hear the reports of the Town Officers and Committees and act thereon.  
*(Submitted and recommended by the Select Board)*  
*(Finance Committee recommends)*

**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, 2021; or take any other action relative thereto.  
*(Submitted and recommended by the Select Board)*  
*(Finance Committee recommends)*

**ARTICLE 4.** To see if the Town will vote to accept educational grants and aid for Fiscal Year 2022, 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 recommended by the Select Board)*  
*(Finance Committee recommends)*

**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 2022, 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)*

**ARTICLE 6.** To see if the Town will vote to amend the Town's General Bylaw, Chapter IV, Section 6, entitled "Departmental Revolving Funds," by deleting the language as set forth below, and to transfer any and all funds in the "Wiring Fund Account" revolving fund to the General Fund; or take any other action relative thereto.

Fund	Authorization By	Revenue Source	Use of Fund
Wiring Fund	Wiring Inspector	Electrical Permit Fees and Applications	Pay inspector for inspection services and clerical services

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

**ARTICLE 7.** To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2022 beginning on July 1, 2021, for the revolving funds established pursuant to Chapter IV of the Hubbardston General By-Laws-laws for certain departments, boards, committees, agencies or officers as follows, in accordance with Massachusetts General Laws Chapter 44, Section 53E½; or take any other action relative thereto.

<u>Revolving Fund</u>	<u>Department, Board, Committee or Officer</u>	<u>FY22 Spending Limit</u>
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund	DPW Director	\$2,500
Grave Fund	Cemetery Commission	\$10,000
Hazmat Fund	Fire Chief	\$3,000
Hazardous Building Demo Fund	Board of Health, Building Dept.	\$20,000
Hubbardston Special Events Fund	Town Administrator	\$50,000
Late Fee Dog License Fund	Town Clerk	\$10,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Bum Pit Fund	Fire Chief	\$11,000
Planning Board Fund	Planning Board	\$20,000
Public Records	Town Clerk	\$5,000
Recycling Fund	Board of Health	\$5,000
Septic Fund	Board of Health	\$20,000
Tax Title Collection Fund	Treasurer/Collector	\$10,000
Vaccination Administration Fund	Board of Health	\$10,000

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

### **BUDGET ARTICLES**

**ARTICLE 8.** To see if the Town will vote to raise and appropriate from taxation, transfer from available funds, or otherwise provide the following sums of money to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, 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 2022 (July 1, 2021 through June 30, 2022) 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)	\$804,624.00
Public Safety (200 Series)	\$1,492,237.00
Public Works (400 Series)	\$855,000.00
Indirect Costs (900 Series)	\$659,880.00
Debt (700 Series)	\$245,365.00
<b>Total General Fund and Operating Budget</b>	<b>\$4,057,106.00</b>

*Note: The detailed FY22 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)*

**ARTICLE 9.** To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$486,410.00** for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2022; or to take any other action relative thereto.

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

**ARTICLE 10.** To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$5,049,651.00** to pay its share of the Quabbin Regional School District budget for FY 2022; or take any action relative thereto.

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

**ARTICLE 11.** To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$29,093.00** to pay its share of the Quabbin Regional School Debt for FY 2022; or take any action relative thereto.

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

**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 2022, 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)*

**ARTICLE 13.** To see if the Town will vote to appropriate and transfer the sum of **\$182,000.00** from Free Cash to pay for the following Fiscal Year 2022 cash capital expenses, including all costs incidental and related thereto, and further to appropriate and transfer **\$11,000.00** from the Holden Hospital Account to pay for expenses listed in Item 5 in the following table, or take any other action relative thereto.



<b>FY2022 Capital Spending Article Table</b>		
	<b>New Obligations</b>	<b>Amount</b>
1	To fund the replacement of the septic system for the DPW.	\$1,500.00
2	To fund the Exhaust Mitigation System for the DPW,	\$26,000.00
3	To fund the purchase of a Stihl trimmer for the Cemetery Department.	\$500.00
4	To fund the purchase of turnout gear for the Fire Department	\$17,000.00
5	To purchase and equip a utility pickup truck for the Fire Department.	\$46,000.00
6	To fund the repair of elevators for the Center School.	\$50,000.00
7	To fund the purchase and installation of cafeteria equipment cabinets for the Center School.	\$5,000.00
8	To purchase and equip a cruiser for the Police Department.	\$47,000.00
	<b>New Obligations Total</b>	<b>\$193,000.00</b>

*(Submitted and recommended by the Select Board)*

*(Capital Improvement Planning Committee recommends)*

*(Finance Committee recommends)*

**ARTICLE 14.** To see if the Town will vote to raise and appropriate, transfer from Free Cash, or otherwise provide **\$8,115.00** to pay for a portion of capital costs associated with two trucks for animal control as per the provisions of an intermunicipal agreement with the City of Gardner, or take any action relative thereto.

*(Submitted and recommended by the Select Board)*

*(Finance Committee recommends)*

### **CPA ARTICLES**

**ARTICLE 15.** To see if the Town will vote to appropriate the sum of **\$20,000.00** from accrued Community Preservation Act Housing Reserve to fund the cost of building materials to help facilitate construction of a single-family house on Ragged Hill Road (Assessors Map 2, Lot 217) by Habitat for Humanity North Central Massachusetts, or take any other action relative thereto.

*(Submitted by Habitat for Humanity North Central MA)*

*(Select Board recommends)*

*(Community Preservation Committee recommends)*  
*(Planning Board as the Affordable Housing Committee recommends)*  
*(Finance Committee recommends)*

**ARTICLE 16.** To see if the Town will vote to appropriate and transfer **\$21,458.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2022 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)*  
*(Select Board recommends)*

**ARTICLE 17.** To see if the Town will vote to appropriate and transfer **\$25,000.00** from the CPA Open Space Reserve Account and **\$50,000.00** from the CPA Undesignated Reserve Account; for the purpose of preserving open space consisting of the 245-acre Fieldstone Farm on Lombard Road, in partnership with the East Quabbin Land Trust and the Department of Conservation and Recreation (DCR) and further to effectuate this preservation by means of a conservation restriction in perpetuity meeting the requirements of G.L. c. 44B §12 and G.L. c. 184 §§31-33 to be held by the DCR for open space and passive recreation purposes; and to authorize the Select Board to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to effect the acquisition of this conservation restriction, or take any other action relative thereto.

*(Submitted by East Quabbin Land Trust)*  
*(Community Preservation Committee recommends)*  
*(Open Space Committee recommends)*  
*(Select Board recommends)*  
*(Finance Committee recommends)*

**ARTICLE 18.** 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, community preservation projects and other expenses in Fiscal Year 2022, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2022 estimated revenues for Committee Administrative Expenses (5%) **\$4,250.00**

Reserves:

From FY 2022 estimated revenues for Historic Resources (10%) From	\$8,500.00
FY 2022 estimated revenues for Community Housing (10%) From FY	\$8,500.00
2022 estimated revenues Open Space Reserve (10%) From FY 2022	\$8,500.00
estimated revenues for Undesignated Reserve (65%)	\$55,250.00

*(Submitted and recommended by Community Preservation Committee)*  
*(Select Board recommendation pending)*  
*(Finance Committee recommends)*

**ARTICLE 19.** To see if the Town will vote to appropriate the sum of **\$28,000.00** from the accrued Community Preservation Act Undesignated Reserve for the purpose of rehabilitating the interior of the main floor of the Hubbardston Public Library; including lighting, interior storm windows, and safety signage, or take any other action relative thereto.

*(Submitted by Library Trustees)*  
*(Community Preservation Committee recommends)*  
*(Select Board recommends)*  
*(Finance Committee recommends)*

**ARTICLE 20.** To see if the Town will vote to appropriate the sum of **\$20,000.00** from the accrued Community Preservation Act Undesignated Reserve for the purpose of restoring and rehabilitating the Hubbardston Public Library, specifically by brick repainting, repairing, and grading the northeast corner perimeter of the foundation thereof, or take any other action relative thereto.

*(Submitted by Library Trustees)*  
*(Community Preservation Committee recommends)*  
*(Select Board recommends)*  
*(Finance Committee recommends)*

### **GENERAL ARTICLES**

**ARTICLE 21.** To see if the Town will vote to (a) authorize the Select Board to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including without limitation, for the construction, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, driveways, retaining ways, guardrails, slopes, grading, rounding, construction, landscaping, and other appurtenances and/or facilities, to enable the Town to undertake the Route 68 (Main Street/Gardner Road) Rehabilitation Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Main Street and Gardner Road and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Main Street & Gardner Road (Route 68) in the Town of Hubbardston Worcester County," prepared by TEC Engineering Corp. on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels;

(b) transfer the care, custody, and control of a portion or portions of the Town-owned property or properties shown on the aforesaid plans from the board or officer having custody of the same for the purposes for which such properties are currently held to the Select Board for public way and utility purposes and further to dedicate said portions of the Town-owned properties to the foregoing purposes, and, if applicable, authorize the Select Board to submit petitions to the General Court to allow the foregoing under Article 97 of the Massachusetts Constitution or otherwise; (c) raise and appropriate, transfer from available funds, or transfer from Free Cash **\$15,000.00** to fund the foregoing project and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; and, further (d) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any action relative thereto.

*(Submitted and recommended by the Select Board)*  
*(Finance Committee recommends)*

**ARTICLE 22.** To see if the Town will vote to transfer **\$15,000.00** from Free Cash to the General Stabilization Account, or take any other action relative thereto.

*(Submitted by Town Administrator)*  
*(Select Board recommends)*  
*(Finance Committee recommends)*

**Article 23.** To see if the Town will vote to amend the Zoning Bylaws by amending the last sentence of Article 6 "Rate of Development", Section 6.8 "Periodic Review and Expiration" to extend the expiration date of the bylaw for one year, to read: "This bylaw shall expire July 1, 2022", or take any action relative thereto.

*(Submitted by Planning Board)*

**Article 24.** To see if the Town will vote to amend the Zoning Bylaws to delete Article 17 (Signs) in its entirety and substituting the following:

Table of Contents

17.01 PURPOSES

17.02 DEFINITIONS

17.03 APPLICABILITY

17.04 EXEMPTIONS AND EXCLUSIONS

17.05 GENERAL STANDARDS

17.06 SIGNS PROHIBITED IN ALL DISTRICTS

17.07 SIGNS REQUIRING A PERMIT

17.08 PERMIT APPLICATION AND ISSUING AUTHORITY

17.09 VARIANCES IN SPECIFIC CASES

17.10 QUANTITY AND DIMENSIONS OF NON-ILLUMINATED SIGNS PERMITTED Quantity of

Signs Per District Table (Section 7.10)

Dimensions of Signs Per District Table (Section 7.10)

17.11 ILLUMINATED SIGN RESTRICTIONS PER DISTRICT

Illuminated Sign Restrictions Table (Section 7.11)

17.12 LED SIGN RESTRICTIONS PER DISTRICT

LED Sign Restrictions Table (Section 7.12)

17.13 TEMPORARY SIGNS - ADDITIONAL RESTRICTIONS

#### 17.01 PURPOSES

The following constitute the purposes of this Sign Bylaw:

- to regulate the use of signs as a safe and effective means of information and communication in the Town of Hubbardston,
- to provide an orderly permitting process of permanent signs and an effective framework for the maintenance of temporary signs in the Town,
- to allow property owners the ability to identify their locations and promote their goods, services and/or products through on-premises signage,
- and to execute the above-mentioned purposes while maintaining the rural New England character of the Town.

#### 17.02 DEFINITIONS

The following definitions will serve as a supplement to the definition of " Sign" as presented in Section 2.27 of these bylaws:

Abandoned Sign-A sign that no longer identifies a bona fide business, lessor, service, owner, product or activity OR for which the time of event is fourteen (14) days passed.

Awning/ Canopy/ Marquee -Any permanent, roof-like structure projecting beyond a building or extending along and projecting beyond the wall of the building, generally designed and constructed to provide protection from the weather.

Development/ Construction Sign - A temporary sign of an architect, engineer, owner, or contractor, erected during the period such a person/entity is performing work on the premises at which such sign is erected. This type of sign qualifies as a "temporary" sign and must adhere to the limitations assigned in Section 17.13 of this bylaw.

Electronic Message Center (EMC) - An exterior computer programmable sign capable of displaying words, numbers, symbols, figures or images that can be altered or rearranged by remote means without altering the face or surface of the sign.

Externally Illuminated Sign - A sign with light upon it either upwardly or downwards from an outside source, as more specifically discussed in Section 7.11 of this Sign Bylaw.

Gateway Sign - A permanent sign used to direct attention to a site which includes a lot(s) considered as a unit for development purposes. This includes, without limitation: permanent subdivision, apartment or condominium complex signs, as well as signs for a campus of an academic institution, or industrial /office park or shopping plaza.

Identification Sign - A sign used solely to identify the name, address, and title of an individual family or firm occupying the premises on which the sign is located.

Incidental Sign - An informational or directive, the purpose of which is secondary to the use of the premises, site, or lot on which it is located, such as "No Parking" or other similar directives.

Internally Illuminated Sign - A sign illuminated from inside including balloon and neon signs but excluding Light Emitting Diode (LED) and Electronic Messaging (EMC) signs. For further information on Internally Illuminated Signs see Section 7.11.

LED Sign - A Light Emitting Diode Sign as more specifically discussed in Section 7.12.

Multi-Tenant Ladder Sign - A single free-standing sign that encompasses the signs of multiple business occupants of that building, premises, lot, or site.

Nonconforming Sign - Any sign that does not conform to the requirements of this bylaw.

Off-Premise Sign - Any sign that advertises or indicates a usage, an activity, or an event to be conducted by a person or entity other than the person or entity occupying the premises, lot or site on which the sign is erected or maintained, or a business or businesses other than that of the person or entity occupying the premises, lot or site or transacted thereon.

On-Premise Sign - Any sign that advertises or indicates the one or more usages, activities, or events conducted on the premises, lot or site on which the sign is erected or maintained.

Permanent Sign - A sign that is permanently mounted, including its support structure, and the purpose of which is use for a permanent, continuous display.

Political Sign - A noncommercial sign erected to show support for a candidate for public office or to express a political opinion. This sign is considered a temporary sign for the purposes of this bylaw.

Primary Sign - The principal permanent sign of a business, institution, service, or occupant, including without limitation a home business or commercial business, whether conducted by a person or an entity. The primary sign will include the name of the person or entity or, if a business, institution or service, the trade name under which the person or entity conducts such activity.

Real Estate Sign - A sign that advertises or indicates that the premises or the lots or sites on which the sign is erected, and/or the building located thereon, is for sale or lease, and includes signs advertising the conduct of an open house activity thereon. NOTE: A sign of this type that is not located on said premises shall be deemed an off-premises temporary sign for the purposes of this bylaw.

Roof Sign - A sign which is located above, or projected two (2) feet above, the lowest point of the eaves of the top story or the top of a parapet wall of any building, or which is painted on or fastened to a roof.

Service Station LED Sign - For the purposes of this bylaw, a Service Station LED sign shall be one that only displays the price/cost of a fuel product.

Street Spanning/ Banner Sign - A Sign suspended above or immediately adjacent to a street or roadway, including without limitation Signs that traverse the air space above an entire street or roadway.

Temporary Sign - Any sign that is not permanent sign, as more specifically discussed in Section 7.13.

Wall Sign - Any sign attached parallel to, but within six (6) inches of a wall, painted on the wall surface, or erected and confined within the limits of an outside wall of any building or structure, which is supported by such wall or building, and which displays only one sign surface. Window or door lettering, murals, decorative artwork are not to be considered or regulated as Wall Signs.

Window Sign - A sign physically adhered to the inside or outside of a window surface.

### 17.03 APPLICABILITY

The provisions of this sign bylaw apply to the construction, erection, alteration, use, location, and maintenance of all new signs. It is the intent of this bylaw to bring all signs into conformance as they are updated.

### 17.04 EXEMPTIONS AND EXCLUSIONS:

Exemptions: The provisions of this sign bylaw do not apply to:

- Street address and apartment numbers,
- State and municipal signs,
- Signs placed by a public officer or employee acting in his or her official capacity,
- Traffic or directional signs that are necessary for the safety and direction of the

residents, employees, customers, and visitors, whether in a vehicle or on foot, of any business, institution, industry or residence

Exclusions: The provisions of this sign bylaw are not intended to regulate:

- The posting of legal notices
- Boundary markers
- No Trespassing Signs
- Warning Signs
- Incidental Signs
- Seasonal Decorations

#### 17.05 GENERAL STANDARDS

- a. All signs in the Town shall comply with this bylaw and the Massachusetts State Building Code.
- b. The Zoning Enforcement Officer has jurisdiction over compliance and enforcement of this bylaw and may order the repair or removal of any sign he or she determines to be abandoned, deteriorated, unsafe, or in violation of this Sign Bylaw.
- c. A sign shall not, by reason of its location, shape, illumination, wording, or color interfere with foot or vehicular traffic or be confused with or obstruct the view or effectiveness of any federal, state, county, or municipal traffic sign, traffic signal or traffic marking.
- d. No sign shall be placed within a curb cut or ramp installed to provide improved access to a sidewalk for the disabled.
- e. No sign shall be placed on private property without express permission of the property owner.
- f. No sign, together with any supporting framework, shall extend to a height above the maximum building height in the associated zoning district.
- g. All provisions stated within this bylaw are effective as they pertain to each street on which the lot or site is located. If a premises, lot, or site is at the crossroad or intersection of two streets, these provisions and limitations apply to each byway separately.

#### 17.06 SIGNS PROHIBITED IN ALL DISTRICTS The

following signs are prohibited in all districts:

- a. Signs containing moving parts,
- b. Neon signs, gas tubingsigns,
- c. Signs containing reflective elements (except those erected by the Town or the Commonwealth or Federal government),
- d. Tethered balloons over 24 inches in diameter and other inflated signs,
- e. Internally illuminated signs (except those erected by the Town or non-profit entity under a permit issued pursuant to Section 17.07 below),
- f. Electronic Messaging Signs (EMC's) except those owned and operated by the Town,
- g. Abandoned, deteriorated, or unsafe signs,
- h. Signs on wheels or upon unregistered motor vehicles. (except those on registered motor vehicles or EMC signs maintained by the Town),
1. Street Spanning/Banner Signs (except those erected by the Town, or by a non-profit entity authorized by the Town),
- J. Signs requiring a permit pursuant to Section 17.07 below for which no permit has been applied for or granted.

**17.07 SIGNS REQUIRING A PERMIT** The following signs require a permit:

- a. All Permanent Signs

**17.08 PERMIT APPLICATION AND ISSUING AUTHORITY**

- a. The Hubbardston Building Department is the permit-issuing authority for all signs requiring a permit. Permits are available online or in person at the Building Department Office / Land Use Office.
- b. A sign permit is required prior to the installation of any permanent sign (except as exempted in Section 17.04).
- c. A sign permit application must be made to the Hubbardston Building Department and must include:
  - a. the building and sign dimensions, content, colors, and attachment methods,
  - b. an explanation of where the proposed sign is to be located (on lot and/or building),
  - c. and photographs or drawings or other renderings of the sign as constructed.
- d. An application for a sign permit may be made at the same time as the application for a building permit. When a building permit is not required, an application for a sign permit may be requested in conjunction with an application for a Certificate of Occupancy.

**17.09 VARJANCES IN SPECIFIC CASES**

- a. The Zoning Board of Appeals (ZBA) may vary the provisions of this bylaw in specific cases where the ZBA finds that:
  - a. Granting such relief is necessary to comply with other applicable laws,
  - b. The circumstances involved with a particular sign were not contemplated or foreseen by the bylaw,
  - c. Unnecessary hardship will result to the owner of the sign, provided that the requested relief may be granted without substantially deviating from the intent and purpose of this bylaw.
- b. The Planning Board may issue a Special Permit for a permanent sign ONLY on the basis of dimension (and only within 10% of the dimensions listed within this Sign Bylaw). The Special Permit application must include the dimensions of the sign, the district in which the sign is located, and a visual concept of how the sign will not disrupt the surrounding local New England rural character of the town.

**17.10 QUANTITY AND DIMENSIONS OF NON-ILLUMINATED SIGNS PERMITTED**

The following details the regulations regarding the quantity and dimension of non-illuminated signs permitted per district in the Town of Hubbardston.

**NOTE:** The following do not include Illuminated or LED Signs, for information regarding those types of signs please see Sections 7.11 and 7.12.

**NOTE:** Street-spanning banner signs are only permitted by non-profit and municipal / state organizations and thus are not covered in the dimensional charts below.

**Quantity of Signs Per District Table (Section 7.10)**

Per the General Standards of this bylaw these quantities apply to the frontage of each byway adjacent to a property.



SIGN TYPE	RESIDENTIAL DISTRJCT	TOWN CENTER DISTRJCT	COMMERCIAL DISTRJCT
PRIMARY SIGN	1	1	1
CANOPY/MARQUE E	Not permitted	1	1

WINDOW SIGNS	Not to obstruct more than 50% of the window frontage	Not to obstruct more than 50% of the window frontage	Not to obstruct more than 50% of the window frontage
GATEWAY SIGNS	1	1	1
MULTI-TENANT LADDER SIGNS	Not Permitted	1	1
WALL SIGNS	1	1	1
TEMPORARY SIGNS	1	1 per 100 feet of lot frontage	1 per 100 feet of lot frontage

Dimensions of Signs Per District Table (Section 7.10) All dimensions are in square feet. These dimensions are to be taken from the edge of any lettering, color, logo or alternate material which designates the edge of the sign. In the case of a circular sign, the dimensions of the sign will be determined by an outermost rectangular perimeter (as stated in Section 2.0 of these Bylaws). Signs may be three dimensional, provided that no part protrudes more than twelve inches from the face of the sign.

SIGN TYPE	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
PRIMARY SIGN	10 square feet	50 square feet	50 square feet
CANOPY/MARQUE E	Not permitted	1	1
WINDOW SIGNS	Not to obstruct more than 50% of the window frontage	Not to exceed the width of the store frontage nor to exceed the maximum building height of the district	Not to exceed the width of the store frontage nor to exceed the maximum building height of the district
GATEWAY SIGNS	15 square feet	20 square feet	20 square feet
MULTI-TENANT LADDER SIGNS	Not Permitted	Not Permitted	80 square feet with a maximum height of 15 feet
WALL SIGNS	20 square feet	20 square feet	20 square feet
TEMPORARY SIGNS	20 square feet	20 square feet	20 square feet

17.11 ILLUMINATED SIGN RESTRICTIONS PER DISTRICT NOTE: This section does not include nor cover LED signs. For those provisions, please see Section 7.12 Furthermore, the following shall apply to internally and externally illuminated signs:

- a. **All Illuminated Signs:** Internal Illumination (as recommended by the US Department

of Transportation) must not exceed a maximum illumination of .8 fc (foot candles). Also, no illuminated sign is permitted to flash.

- b. **Internally Illuminated Signs:** Internally Illuminated signs are permitted for use by municipal or nonprofit agency use only.
- c. **Externally Illuminated Signs:** All externally illuminated signs shall be illuminated in such a way so as not to direct unnecessary glare towards neighboring or contiguous parcels. Also, externally illuminated signs (whether mounted above or below the sign) shall illuminate only the surface of the sign with minimal glare.
- d. **Illuminated Sign Quantity:** Please see the following table for the number of signs permitted per street frontage of each parcel, per district.
- e. **Illumination Timing:** To ensure decreased light nuisance, the Town of Hubbardston has elected to impose time limits on signs in certain districts. Please see the following

table for the times when signs are permitted to be illuminated. (NOTE: This timing requirement does not apply to Community Gateway Signs or Service Station LED Gas Signs).

Illuminated Sign Restrictions Table (Section 7.11)

SIGN RESTRICTIONS	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
QUANTITY	1 per Property	1 wall or roof sign and 1 free-standing sign per street frontage	1 wall or roof sign and 1 free-standing sign per street frontage*
ILLUMINATION SCHEDULE	Lighting must be turned off between 9 om and 7 am	Lighting must be turned off between 10 pmand5 am	Lighting must be turned off between 12 am and 5 am
DIMENSIONS	15 square feet	20 square feet	30 square feet

NOTE(\*): Persons or entities listed in a Multi-Tenant Ladder Sign that is also an illuminated sign shall not be permitted a free-standing sign that is also illuminated.

#### 17.12 LED SIGN RESTRICTIONS PER DISTRICT

The following details the further regulations regarding the quantity and dimensions of LED Signs that may be permitted per district in the Town. Please note that the following restrictions apply to all LED signs in the Town:

- f. LED signs may not scroll to convey a longer message.
- g. The LED background may only be black.
- h. Brightness levels, shall not exceed a maximum illumination of .8 fc (foot candles).
- 1. Service Station Signs that are LED Signs must be mounted on the ground and all lettering must be of one color.

LED Sign Restrictions Table (Section 7.12)

<b>SIGN RESTRICTIONS</b>	<b>RESIDENTIAL DISTRICT</b>	<b>TOWN CENTER DISTRICT</b>	<b>COMMERCIAL DISTRICT</b>
QUANTITY	Not Permitted	1	2
ILLUMINATION SCHEDULE	Not Permitted	Lighting must be turned off between 10 om and 5 am	Lighting must be turned off between 12 amand5 am
DIMENSIONS	Not Permitted	Window LED: 2	Window LED: 2
		square foot maximum Service Station LED:	square foot maximum Service Station LED:
		each letter may not exceed 16 inches	each letter may not exceed 16 inches

17.13 TEMPORARY SIGNS - ADDITIONAL RESTRICTIONS

In addition to the requirements listed in Section 7.10, the following restrictions apply to all temporary signs within the Town.

- a. General Provisions:
  - a. In addition to the General Standards set forth in 17.05, a temporary freestanding sign cannot exceed six (6) feet in height above ground. The height restriction does not apply to flags or hand-held signs.
  - b. Any temporary sign advertising a seasonal or temporary event may only be displayed for thirty (30) days prior to the event and must be removed ten (10) days following the close of the event. This includes political election signs, construction signs, event signs, and real estate signs. b. On Private Property:
  - c. All temporary signs placed on private property must be placed with the permission of the property owner, which may be granted or withheld in the sole discretion of the property owner. c. On Public Property:
  - d. Temporary Signs that are held by an individual are permitted on public property provided that they do not violate any other provisions within this bylaw or other law, rule, or order of a court of government.
  - e. Temporary Signs must be located at least five (5) ft. from the paved portion of any street or public way.
  - f. No temporary sign shall be placed within the median of any public street.
  - g. No temporary sign shall be placed upon any public property other than a public sidewalk, except that temporary signs may be placed in an unimproved right-of-way with consent of the owner of the adjoining property.
  - h. No temporary sign shall be attached to or leaned against any utility facility (including poles and boxes) or any state or municipal sign.
  - i. All temporary signs placed on public property must have on them the date on which they were placed and the contact number of the advertiser.
  - j. All temporary signs placed on public property must be removed within fourteen (14) days.

- k. In the event a Temporary Sign does not conform to these requirements, then the Town may in its sole discretion authorize an inspector or agent to remove the Temporary Sign and deliver it to the Building / Land Use Department for destruction. A fee of \$10 may be charged for this removal / destruction.

Or take any action relative thereto.  
(Submitted by Planning Board)

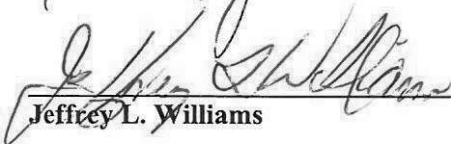
Office and the Post Office fourteen days, at least, before the day of said meeting. Hereof, fail not, and make due return of this warrant with your doings thereon to the Town Clerk at the time and place of meeting as aforementioned.

Given under our hands this 10th day of May 2021:

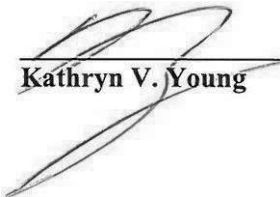
SELECT BOARD of HUBBARDSTON

\_\_\_\_\_  
Daniel S. Galante

  
\_\_\_\_\_  
Kris E. Pareago

  
\_\_\_\_\_  
Jeffrey L. Williams

\_\_\_\_\_  
Patrick R. Girouard

  
\_\_\_\_\_  
Kathryn V. Young

A true copy, Attest:

  
\_\_\_\_\_  
Laurie J. Reed, Town Clerk

Laurie J. Reed, Town Clerk

Date of Posting: 5/1

Method: Hand  
By: Paul F. Sweeney, Constable



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF HUBBARDSTON**

**MINUTES ANNUAL TOWN MEETING    Tuesday, June 1, 2021                    CENTER SCHOOL**

STABILIZATION: \$426,623  
MUNICIPAL CAPITAL STABILIZATION: \$58,076  
FREE CASH: \$312,052

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 and Kathryn (Katie) Young; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Charles Reed, Maria Tourigny and Peter Russell; Acting Town Administrator David Nixon; and representative for Town Counsel, Jeffrey Blake. Select Board Member Patrick Girouard and Finance Committee member Joshua Lerner were absent.

A total of 109 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Moderator René Lafayette thanked Public Safety Officials for their service. Meeting was called to order at 7:10pm. The Chair recognized Chief Robert Hays to lead the Pledge of Allegiance. Moderator René Lafayette declared a quorum present and appointed Maria Tourigny and Thomas Robinson official counters for the meeting. The Chair recognized the Chair of the Select Board, Daniel Galante to deliver the State of the Town report.

**Motion, Daniel Galante**, that the Town take up articles 1 through 6 under a consent agenda. This requires a unanimous vote of Town Meeting, and if passed, then we will vote on Articles 1 through 6 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**

**Motion, Daniel Galante**, 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: Jeffrey Williams**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 1.** To choose all necessary officers.

Recommended by: Select Board and Finance Committee



Grave Fund	Cemetery Commission	\$10,000
Hazmat Fund	Fire Chief	\$3,000
Hazardous Building Demo Fund	Board of Health, Building Dept.	\$20,000
Hubbardston Special Events Fund	Town Administrator	\$50,000
Late Fee Dog License Fund	Town Clerk	\$10,000
MART Trans. Manage. Fund	Executive Assistant	\$35,000
Open Burn Pit Fund	Fire Chief	\$11,000
Planning Board Fund	Planning Board	\$20,000
Public Records	Town Clerk	\$5,000
Recycling Fund	Board of Health	\$5,000
Septic Fund	Board of Health	\$20,000
Tax Title Collection Fund	Treasurer/Collector	\$10,000
Vaccination Administration Fund	Board of Health	\$10,000
Recommended by: Select Board & Finance Committee		

**BUDGET ARTICLES**

**ARTICLE 8. Motion, Daniel Galante,** 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 2022 (July 1, 2021 through June 30, 2022) 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.

<b>PURPOSE</b>	<b>AMOUNT</b>
General Government (100+500+600 Series)	\$804,624.00
Public Safety (200 Series)	\$1,492,237.00
Public Works (400 Series)	\$855,000.00
Indirect Costs (900 Series)	\$659,880.00
Debt (700 Series)	\$245,365.00
<b>Total General Fund and Operating Budget</b>	<b>\$4,057,106.00</b>

Recommended by: Select Board & Finance Committee

**Second: Jeffrey Williams**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 9. Motion, Jeffrey Williams,** to see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$486,410.00** for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2022; or to take any other action relative thereto.

Recommended by: Select Board & Finance Committee

**Second: Daniel Galante**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 10. Daniel Galante**, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$5,049,651.00** to pay its share of the Quabbin Regional School District budget for FY 2022; or take any action relative thereto.

Recommended by: Select Board & Finance Committee

**Second: Jeffrey Williams**

**Discussion:** Ronald Ruston questioned why both Article 10 and Article 11 are both paying to the Quabbin Regional School District and not combined. David Nixon advised Article 10 is an Operational Budget and Article 11 is a Debt Service Budget. Ronald Ruston questioned the total of last years budget for Quabbin Regional School District. David Nixon advised last years Operational Budget to be \$4,879,833.00 with the Debt Service Budget to be \$29,846.00. Ronald Ruston questioned percentage increase estimating a 2% increase over last year. David Nixon advised the increase to be 3.4%. **Motion Passes: Unanimous 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 **\$29,093.00** to pay its share of the Quabbin Regional School Debt for FY 2022; or take any action relative thereto.

Recommended by: Select Board & Finance Committee

**Second: Jeffrey Williams**

**Motion Passes: Majority 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 2022, 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.

Recommended by: Select Board & Finance Committee

**Second: Jeffrey Williams**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 13. Motion, Daniel Galante**, to see if the Town will vote to appropriate and transfer the sum of **\$182,000.00** from Free Cash to pay for the following Fiscal Year 2022 cash capital expenses, including all costs incidental and related thereto, and further to appropriate and transfer **\$11,000.00** from the Holden Hospital Account to pay for expenses listed in Item 5 in the following table, or take any other action relative thereto.

<b>FY2022 Capital Spending Article Table</b>		
	<b>New Obligations</b>	<b>Amount</b>
1	To fund the replacement of the septic system for the DPW.	\$1,500.00
2	To fund the Exhaust Mitigation System for the DPW,	\$26,000.00
3	To fund the purchase of a Stihl trimmer for the Cemetery Department.	\$500.00
4	To fund the purchase of turnout gear for the Fire Department	17,000.00



5	To purchase and equip a utility pickup truck for the Fire Department.	46,000.00
6	To fund the repair of elevators for the Center School.	\$50,000.00
7	To fund the purchase and installation of cafeteria equipment cabinets for the Center School.	\$5,000.00
8	To purchase and equip a cruiser for the Police Department.	\$47,000.00
	<b>New Obligations Total</b>	<b>\$193,000.00</b>

Recommended by: Select Board, Finance Committee and Capital Improvement Committee  
**Second: Jeffrey Williams**

**Discussion:** Kristofer Munroe questioned line one in the table “To fund the replacement of the septic system for the DPW” and the numbers as printed in the table and the warrant. David Nixon advised the \$1,500 as listed is for the design and not replacement as written.

**Motion Passes: Majority Affirmative Vote**

**ARTICLE 14. Motion, Daniel Galante,** to see if the Town will vote to raise and appropriate, transfer from Free Cash, or otherwise provide **\$8,115.00** to pay for a portion of capital costs associated with two trucks for animal control as per the provisions of an intermunicipal agreement with the City of Gardner, or take any action relative thereto.

Recommended by: Select Board & Finance Committee

**Second: Jeffrey Williams**

**Motion Passes: Unanimous Affirmative Vote**

**CPA ARTICLES**

**ARTICLE 15. Motion, Kris Pareago,** to see if the Town will vote to appropriate the sum of **\$20,000.00** from accrued Community Preservation Act Housing Reserve to fund the cost of building materials to help facilitate construction of a single-family house on Ragged Hill Road (Assessors Map 2, Lot 217) by Habitat for Humanity North Central Massachusetts, or take any other action relative thereto.

Submitted by: Habitat for Humanity North Central MA

Recommended by: Select Board, Finance Committee, Planning Board as the Affordable Housing Committee and the Community Preservation Committee

**Second: Jeffrey Williams**

**Discussion:** Carolyn Read from the Habitat for Humanity spoke in favor of the article and discussed the mission of Habitat for Humanity. Alice Livdahl, Planning Board Chair discussed the current status of low-income housing in Hubbardston. Rosemary Southwick questioned the donation of the land as well as the value of the land.

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 16. Motion, Jeffrey Williams,** to see if the Town will vote to appropriate and transfer **\$21,458.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2022 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: The Community Preservation Committee

Recommended by: Select Board, Finance Committee and Community Preservation Committee

**Second: Daniel Galante**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 17. Motion, Kathryn Young,** to see if the Town will vote to appropriate and transfer **\$25,000.00** from the CPA Open Space Reserve Account and **\$50,000.00** from the CPA Undesignated Reserve Account; for the purpose of preserving open space consisting of the 245-acre Fieldstone Farm on Lombard Road, in partnership with the East Quabbin Land Trust and the Department of Conservation and Recreation (DCR) and further to effectuate this preservation by means of a conservation restriction in perpetuity meeting the requirements of G.L. c. 44B §12 and G.L. c. 184 §§31-33 to be held by the DCR for open space and passive recreation purposes; and to authorize the Select Board to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to effect the acquisition of this conservation restriction, or take any other action relative thereto.

Submitted by East Quabbin Land Trust

Recommended by: Community Preservation Committee, Select Board, Finance Committee and Open Space Committee

**Second: Jeffrey Williams**

**Discussion:** Robert Hatch, Open Space Committee Chair spoke in favor of the article. Ronald Ruston spoke against the article discussing DCR tax revenue, state aid, DCR history and wildlife concerns. Rick Jones, member of the Open Space Committee spoke in favor of the article discussing “PILOT” (payment in lieu of taxes) fund and property history. Kathryn Young, Select Board member spoke in favor of the article discussing conservation rights, eco-tourism, the Mid-State Trail and benefits for local businesses. Sara McMaster spoke in favor of the article in regards to open space in town. Susan Worth, Open Space Committee member discussed survey results in Hubbardston with top results to include; rural character and open space. Linda Parmenter spoke in favor of the article discussing connectivity. Roger Plourde spoke in favor of the article and discussed sustainable forestry. Steven Sawyer spoke in favor of the article discussing the connectivity of abutting land and how critical it is for land preservation.

**Motion Passes: Majority Affirmative Vote**

**ARTICLE 18. Motion, Daniel Galante,** 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, community preservation projects and other expenses in Fiscal Year 2022, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations:

From FY 2022 estimated revenues for Committee Administrative Expenses (5%) **\$4,250.00**

Reserves:

From FY 2022 estimated revenues for Historic Resources (10%)	\$8,500.00
From FY 2022 estimated revenues for Community Housing (10%)	\$8,500.00
From FY 2022 estimated revenues Open Space Reserve (10%)	\$8,500.00
From FY 2022 estimated revenues for Undesignated Reserve (65%)	\$55,250.00

Submitted by: Community Preservation Committee

Recommended by: Select Board and Finance Committee

**Second: Jeffrey Williams**

**Motion: Unanimous Affirmative Vote**

**ARTICLE 19. Motion, Daniel Galante,** to see if the Town will vote to appropriate the sum of **\$28,000.00** from the accrued Community Preservation Act Undesignated Reserve for the purpose of rehabilitating the interior of the main floor of the Hubbardston Public Library; including lighting, interior storm windows, and safety signage, or take any other action relative thereto.

Submitted by: Library Trustees

Recommended by: Community Preservation Committee, Select Board and Finance Committee

**Second: Jeffrey Williams**

**Motion: Unanimous Affirmative Vote**

**ARTICLE 20. Motion, Kris Pareago,** to see if the Town will vote to appropriate the sum of **\$20,000.00** from the accrued Community Preservation Act Undesignated Reserve for the purpose of restoring and rehabilitating the Hubbardston Public Library, specifically by brick repointing, repairing, and grading the northeast corner perimeter of the foundation thereof, or take any other action relative thereto.

Submitted by: Library Trustees

Recommended by: Community Preservation Committee, Select Board and Finance Committee

**Second: Jeffrey Williams**

**Motion Passes: Majority Affirmative Vote**

## **GENERAL ARTICLES**

**ARTICLE 21. Motion, Daniel Galante,** to see if the Town will vote to (a) authorize the Select Board to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including without limitation, for the construction, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, driveways, retaining ways, guardrails, slopes, grading, rounding, construction, landscaping, and other appurtenances and/or facilities, to enable the Town to undertake the Route 68 (Main Street/Gardner Road) Rehabilitation Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Main Street and Gardner Road and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Main Street & Gardner Road (Route 68) in the Town of Hubbardston Worcester County," prepared by TEC Engineering Corp. on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels; (b) transfer the care, custody, and control of a portion or portions of the Town-owned property or properties shown on the aforesaid plans from the board or officer having custody of the same for the purposes for which such properties are currently held to the Select Board for public way and utility purposes and further to dedicate said portions of the Town-owned properties to the foregoing purposes, and, if applicable, authorize the Select Board to submit petitions to the General Court to allow the foregoing under Article 97 of the Massachusetts Constitution or otherwise; (c) raise and appropriate, transfer from available funds, or transfer from **Free Cash \$15,000.00** to fund the foregoing project and any and all costs incidental or related

thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; and, further (d) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any action relative thereto.

Recommended by: Select Board and Finance Committee

**Second: Jeffrey Williams**

**2/3 Vote Required**

**Discussion:** Daniel Galante spoke in favor of the article discussing; easements, project liaison and project funding.

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 22. Motion, Jeffrey Williams,** to see if the Town will vote to transfer \$15,000.00 from Free Cash to the General Stabilization Account, or take any other action relative thereto.

Recommended by: Select Board and Finance Committee

**Second: Daniel Galante**

**Motion Passes: Unanimous Affirmative Vote**

**Article 23. Motion, Daniel Galante,** to see if the Town will vote to amend the Zoning Bylaws by amending the last sentence of Article 6 “Rate of Development”, Section 6.8 “Periodic Review and Expiration to extend the expiration date of the bylaw for one year, to read: “This bylaw shall expire July 1, 2022”, or take any action relative thereto.

**Second: Kathryn Young**

**2/3 Vote Required**

**Discussion:** Kristofer Munroe spoke in favor of the article discussing the recent number of new projects in town, the Master Plan, future growth management. Tom Robinson stated in the past the article has been renewed for five years and not one, questioning if an amendment can be made on the floor to change the expiration date of the bylaw until 2026. Town Counsel advised this request was beyond the scope of understanding in the printed warrant. Francois Steiger spoke in favor of the article stating its importance and advising that a final version would be completed by the July 1, 2022 deadline.

**Vote: Motion Passes; Yes-108, No-1**

**Article 24. Motion, Kathryn Young,** to see if the Town will vote to amend the Zoning Bylaws to delete Article 17 (Signs) in its entirety and substituting the following:

Table of Contents

17.01 PURPOSES

17.02 DEFINITIONS

17.03 APPLICABILITY

17.04 EXEMPTIONS AND EXCLUSIONS

17.05 GENERAL STANDARDS

17.06 SIGNS PROHIBITED IN ALL DISTRICTS

17.07 SIGNS REQUIRING A PERMIT

17.08 PERMIT APPLICATION AND ISSUING AUTHORITY

17.09 VARIANCES IN SPECIFIC CASES

17.10 QUANTITY AND DIMENSIONS OF NON-ILLUMINATED SIGNS PERMITTED

Quantity of Signs Per District Table (Section 7.10)

Dimensions of Signs Per District Table (Section 7.10)

17.11 ILLUMINATED SIGN RESTRICTIONS PER DISTRICT

Illuminated Sign Restrictions Table (Section 7.11)

17.12 LED SIGN RESTRICTIONS PER DISTRICT

LED Sign Restrictions Table (Section 7.12)

17.13 TEMPORARY SIGNS - ADDITIONAL RESTRICTIONS

17.01 PURPOSES

The following constitute the purposes of this Sign Bylaw:

- to regulate the use of signs as a safe and effective means of information and communication in the Town of Hubbardston,
- to provide an orderly permitting process of permanent signs and an effective framework for the maintenance of temporary signs in the Town,
- to allow property owners the ability to identify their locations and promote their goods, services and/or products through on-premises signage,
- and to execute the above-mentioned purposes while maintaining the rural New England character of the Town.

17.02 DEFINITIONS

The following definitions will serve as a supplement to the definition of “Sign” as presented in Section 2.27 of these bylaws:

Abandoned Sign – A sign that no longer identifies a bona fide business, lessor, service, owner, product or activity OR for which the time of event is fourteen (14) days passed.

Awning / Canopy / Marquee - Any permanent, roof-like structure projecting beyond a building or extending along and projecting beyond the wall of the building, generally designed and constructed to provide protection from the weather.

Development / Construction Sign - A temporary sign of an architect, engineer, owner, or contractor, erected during the period such a person/entity is performing work on the premises at which such sign is erected. This type of sign qualifies as a “temporary” sign and must adhere to the limitations assigned in Section 17.13 of this bylaw.

Electronic Message Center (EMC) - An exterior computer programmable sign capable of displaying words, numbers, symbols, figures or images that can be altered or rearranged by remote means without altering the face or surface of the sign.

Externally Illuminated Sign – A sign with light upon it either upwardly or downwards from an outside source, as more specifically discussed in Section 7.11 of this Sign Bylaw.

Gateway Sign - A permanent sign used to direct attention to a site which includes a lot(s) considered as a unit for development purposes. This includes, without limitation: permanent subdivision, apartment or condominium complex signs, as well as signs for a campus of an academic institution, or industrial /office park or shopping plaza.

Identification Sign - A sign used solely to identify the name, address, and title of an individual family or firm occupying the premises on which the sign is located.

Incidental Sign – An informational or directive, the purpose of which is secondary to the use of the premises, site, or lot on which it is located, such as “No Parking” or other similar directives.

Internally Illuminated Sign – A sign illuminated from inside including balloon and neon signs but excluding Light Emitting Diode (LED) and Electronic Messaging (EMC) signs. For further information on Internally Illuminated Signs see Section 7.11.

LED Sign – A Light Emitting Diode Sign as more specifically discussed in Section 7.12.

Multi-Tenant Ladder Sign – A single free-standing sign that encompasses the signs of multiple business occupants of that building, premises, lot, or site.

Nonconforming Sign - Any sign that does not conform to the requirements of this bylaw.

Off-Premise Sign - Any sign that advertises or indicates a usage, an activity, or an event to be conducted by a person or entity other than the person or entity occupying the premises, lot or site on which the sign is erected or maintained, or a business or businesses other than that of the person or entity occupying the premises, lot or site or transacted thereon.

On-Premise Sign - Any sign that advertises or indicates the one or more usages, activities, or events conducted on the premises, lot or site on which the sign is erected or maintained.

Permanent Sign - A sign that is permanently mounted, including its support structure, and the purpose of which is use for a permanent, continuous display.

Political Sign - A noncommercial sign erected to show support for a candidate for public office or to express a political opinion. This sign is considered a temporary sign for the purposes of this bylaw.

Primary Sign - The principal permanent sign of a business, institution, service, or occupant, including without limitation a home business or commercial business, whether conducted by a person or an entity. The primary sign will include the name of the person or entity or, if a business, institution or service, the trade name under which the person or entity conducts such activity.

Real Estate Sign - A sign that advertises or indicates that the premises or the lots or sites on which the sign is erected, and/or the building located thereon, is for sale or lease, and includes signs advertising the conduct of an open house activity thereon. NOTE: A sign of this type that is not located on said premises shall be deemed an off-premises temporary sign for the purposes of this bylaw.

Roof Sign - A sign which is located above, or projected two (2) feet above, the lowest point of the eaves of the top story or the top of a parapet wall of any building, or which is painted on or fastened to a roof.

Service Station LED Sign – For the purposes of this bylaw, a Service Station LED sign shall be one that only displays the price/cost of a fuel product.

Street Spanning / Banner Sign – A Sign suspended above or immediately adjacent to a street or roadway, including without limitation Signs that traverse the air space above an entire street or roadway.

Temporary Sign - Any sign that is not permanent sign, as more specifically discussed in Section 7.13.

Wall Sign - Any sign attached parallel to, but within six (6) inches of a wall, painted on the wall surface, or erected and confined within the limits of an outside wall of any building or structure, which is supported by such wall or building, and which displays only one sign surface. Window or door lettering, murals, decorative artwork are not to be considered or regulated as Wall Signs.

Window Sign - A sign physically adhered to the inside or outside of a window surface.

### 17.03 APPLICABILITY

The provisions of this sign bylaw apply to the construction, erection, alteration, use, location, and maintenance of all new signs. It is the intent of this bylaw to bring all signs into conformance as they are updated.

### 17.04 EXEMPTIONS AND EXCLUSIONS:

Exemptions: The provisions of this sign bylaw do not apply to:

- Street address and apartment numbers,
- State and municipal signs,
- Signs placed by a public officer or employee acting in his or her official capacity,
- Traffic or directional signs that are necessary for the safety and direction of the residents, employees, customers, and visitors, whether in a vehicle or on foot, of any business, institution, industry or residence

Exclusions: The provisions of this sign bylaw are not intended to regulate:

- The posting of legal notices
- Boundary markers
- No Trespassing Signs
- Warning Signs
- Incidental Signs
- Seasonal Decorations

### 17.05 GENERAL STANDARDS

- a. All signs in the Town shall comply with this bylaw and the Massachusetts State Building Code.
- b. The Zoning Enforcement Officer has jurisdiction over compliance and enforcement of this bylaw and may order the repair or removal of any sign he or she determines to be abandoned, deteriorated, unsafe, or in violation of this Sign Bylaw.

- c. A sign shall not, by reason of its location, shape, illumination, wording, or color interfere with foot or vehicular traffic or be confused with or obstruct the view or effectiveness of any federal, state, county, or municipal traffic sign, traffic signal or traffic marking.
- d. No sign shall be placed within a curb cut or ramp installed to provide improved access to a sidewalk for the disabled.
- e. No sign shall be placed on private property without express permission of the property owner.
- f. No sign, together with any supporting framework, shall extend to a height above the maximum building height in the associated zoning district.
- g. All provisions stated within this bylaw are effective as they pertain to each street on which the lot or site is located. If a premises, lot, or site is at the crossroad or intersection of two streets, these provisions and limitations apply to each byway separately.

#### 17.06 SIGNS PROHIBITED IN ALL DISTRICTS

The following signs are prohibited in all districts:

- a. Signs containing moving parts,
- b. Neon signs, gas tubing signs,
- c. Signs containing reflective elements (except those erected by the Town or the Commonwealth or Federal government),
- d. Tethered balloons over 24 inches in diameter and other inflated signs,
- e. Internally illuminated signs (except those erected by the Town or non-profit entity under a permit issued pursuant to Section 17.07 below),
- f. Electronic Messaging Signs (EMC's) except those owned and operated by the Town,
- g. Abandoned, deteriorated, or unsafe signs,
- h. Signs on wheels or upon unregistered motor vehicles. (except those on registered motor vehicles or EMC signs maintained by the Town),
- i. Street Spanning/Banner Signs (except those erected by the Town, or by a non-profit entity authorized by the Town),
- j. Signs requiring a permit pursuant to Section 17.07 below for which no permit has been applied for or granted.

#### 17.07 SIGNS REQUIRING A PERMIT

The following signs require a permit:

- a. All Permanent Signs

#### 17.08 PERMIT APPLICATION AND ISSUING AUTHORITY

- a. The Hubbardston Building Department is the permit-issuing authority for all signs requiring a permit. Permits are available online or in person at the Building Department Office / Land Use Office.
- b. A sign permit is required prior to the installation of any permanent sign (except as exempted in Section 17.04).
- c. A sign permit application must be made to the Hubbardston Building Department and must include:
  - a. the building and sign dimensions, content, colors, and attachment methods,
  - b. an explanation of where the proposed sign is to be located (on lot and/or building),
  - c. and photographs or drawings or other renderings of the sign as constructed.



- d. An application for a sign permit may be made at the same time as the application for a building permit. When a building permit is not required, an application for a sign permit may be requested in conjunction with an application for a Certificate of Occupancy.

**17.09 VARIANCES IN SPECIFIC CASES**

- a. The Zoning Board of Appeals (ZBA) may vary the provisions of this bylaw in specific cases where the ZBA finds that:
  - a. Granting such relief is necessary to comply with other applicable laws,
  - b. The circumstances involved with a particular sign were not contemplated or foreseen by the bylaw,
  - c. Unnecessary hardship will result to the owner of the sign, provided that the requested relief may be granted without substantially deviating from the intent and purpose of this bylaw.
- b. The Planning Board may issue a Special Permit for a permanent sign ONLY on the basis of dimension (and only within 10% of the dimensions listed within this Sign Bylaw). The Special Permit application must include the dimensions of the sign, the district in which the sign is located, and a visual concept of how the sign will not disrupt the surrounding local New England rural character of the town.

**17.10 QUANTITY AND DIMENSIONS OF NON-ILLUMINATED SIGNS PERMITTED**

The following details the regulations regarding the quantity and dimension of non-illuminated signs permitted per district in the Town of Hubbardston.

NOTE: The following do not include Illuminated or LED Signs, for information regarding those types of signs please see Sections 7.11 and 7.12.

NOTE: Street-spanning banner signs are only permitted by non-profit and municipal / state organizations and thus are not covered in the dimensional charts below.

**Quantity of Signs Per District Table (Section 7.10)**

Per the General Standards of this bylaw these quantities apply to the frontage of each byway adjacent to a property.

SIGN TYPE	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
PRIMARY SIGN	1	1	1
CANOPY/MARQUEE	Not permitted	1	1
WINDOW SIGNS	Not to obstruct more than 50% of the window frontage	Not to obstruct more than 50% of the window frontage	Not to obstruct more than 50% of the window frontage
GATEWAY SIGNS	1	1	1
MULTI-TENANT LADDER SIGNS	Not Permitted	1	1
WALL SIGNS	1	1	1
TEMPORARY SIGNS	1	1 per 100 feet of lot frontage	1 per 100 feet of lot frontage

Dimensions of Signs Per District Table (Section 7.10) All dimensions are in square feet. These dimensions are to be taken from the edge of any lettering, color, logo or alternate material which designates the edge of the sign. In the case of a circular sign, the dimensions of the sign will be determined by an outermost rectangular perimeter (as stated in Section 2.0 of these Bylaws). Signs may be three dimensional, provided that no part protrudes more than twelve inches from the face of the sign.

SIGN TYPE	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
PRIMARY SIGN	10 square feet	50 square feet	50 square feet
CANOPY/MARQUEE	Not permitted	1	1
WINDOW SIGNS	Not to obstruct more than 50% of the window frontage	Not to exceed the width of the store frontage nor to exceed the maximum building height of the district	Not to exceed the width of the store frontage nor to exceed the maximum building height of the district
GATEWAY SIGNS	15 square feet	20 square feet	20 square feet
MULTI-TENANT LADDER SIGNS	Not Permitted	Not Permitted	80 square feet With a maximum height of 15 feet
WALL SIGNS	20 square feet	20 square feet	20 square feet
TEMPORARY SIGNS	20 square feet	20 square feet	20 square feet

17.11 ILLUMINATED SIGN RESTRICTIONS PER DISTRICT NOTE: This section does not include nor cover LED signs. For those provisions, please see Section 7.12 Furthermore, the following shall apply to internally and externally illuminated signs:

- a. **All Illuminated Signs:** Internal Illumination (as recommended by the US Department of Transportation) must not exceed a maximum illumination of .8 fc (foot candles). Also, no illuminated sign is permitted to flash.
- b. **Internally Illuminated Signs:** Internally Illuminated signs are permitted for use by municipal or nonprofit agency use only.
- c. **Externally Illuminated Signs:** All externally illuminated signs shall be illuminated in such a way so as not to direct unnecessary glare towards neighboring or contiguous parcels. Also, externally illuminated signs (whether mounted above or below the sign) shall illuminate only the surface of the sign with minimal glare.
- d. **Illuminated Sign Quantity:** Please see the following table for the number of signs permitted per street frontage of each parcel, per district.
- e. **Illumination Timing:** To ensure decreased light nuisance, the Town of Hubbardston has elected to impose time limits on signs in certain districts. Please see the following table for the times when signs are permitted to be illuminated. (NOTE: This timing requirement does not apply to Community Gateway Signs or Service Station LED Gas Signs).

Illuminated Sign Restrictions Table (Section 7.11)

SIGN RESTRICTIONS	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
QUANTITY	1 per Property	1 wall or roof sign and 1 free-standing sign per street frontage	1 wall or roof sign and 1 free-standing sign per street frontage*
ILLUMINATION SCHEDULE	Lighting must be turned off between 9 pm and 7 am	Lighting must be turned off between 10 pm and 5 am	Lighting must be turned off between 12 am and 5 am
DIMENSIONS	15 square feet	20 square feet	30 square feet

NOTE (\*): Persons or entities listed in a Multi-Tenant Ladder Sign that is also an illuminated sign shall not be permitted a free-standing sign that is also illuminated.

#### 17.12 LED SIGN RESTRICTIONS PER DISTRICT

The following details the further regulations regarding the quantity and dimensions of LED Signs that may be permitted per district in the Town. Please note that the following restrictions apply to all LED signs in the Town:

- f. LED signs may not scroll to convey a longer message.
- g. The LED background may only be black.
- h. Brightness levels, shall not exceed a maximum illumination of .8 fc (foot candles).
- i. Service Station Signs that are LED Signs must be mounted on the ground and all lettering must be of one color.

LED Sign Restrictions Table (Section 7.12)

SIGN RESTRICTIONS	RESIDENTIAL DISTRICT	TOWN CENTER DISTRICT	COMMERCIAL DISTRICT
QUANTITY	Not Permitted	1	2
ILLUMINATION SCHEDULE	Not Permitted	Lighting must be turned off between 10 pm and 5 am	Lighting must be turned off between 12 am and 5 am
DIMENSIONS	Not Permitted	<u>Window LED</u> : 2 square foot maximum <u>Service Station LED</u> : each letter may not exceed 16 inches	<u>Window LED</u> : 2 square foot maximum <u>Service Station LED</u> : each letter may not exceed 16 inches

#### 17.13 TEMPORARY SIGNS - ADDITIONAL RESTRICTIONS

In addition to the requirements listed in Section 7.10, the following restrictions apply to all temporary signs within the Town.

- a. General Provisions:
  - a. In addition to the General Standards set forth in 17.05, a temporary freestanding sign cannot exceed six (6) feet in height above ground. The height restriction does not apply to flags or hand-held signs.
  - b. Any temporary sign advertising a seasonal or temporary event may only be displayed for thirty (30) days prior to the event and must be removed ten (10) days following the

- close of the event. This includes political election signs, construction signs, event signs, and real estate signs. b. On Private Property:
- c. All temporary signs placed on private property must be placed with the permission of the property owner, which may be granted or withheld in the sole discretion of the property owner. c. On Public Property:
  - d. Temporary Signs that are held by an individual are permitted on public property provided that they do not violate any other provisions within this bylaw or other law, rule, or order of a court of government.
  - e. Temporary Signs must be located at least five (5) ft. from the paved portion of any street or public way.
  - f. No temporary sign shall be placed within the median of any public street.
  - g. No temporary sign shall be placed upon any public property other than a public sidewalk, except that temporary signs may be placed in an unimproved right-of-way with consent of the owner of the adjoining property.
  - h. No temporary sign shall be attached to or leaned against any utility facility (including poles and boxes) or any state or municipal sign.
  - i. All temporary signs placed on public property must have on them the date on which they were placed and the contact number of the advertiser.
  - j. All temporary signs placed on public property must be removed within fourteen (14) days.
  - k. In the event a Temporary Sign does not conform to these requirements, then the Town may in its sole discretion authorize an inspector or agent to remove the Temporary Sign and deliver it to the Building / Land Use Department for destruction. A fee of \$10 may be charged for this removal / destruction. Or take any action relative thereto.

**Second: Jeffrey Williams**

**2/3 Vote Required**

**Discussion:** Kathryn Young spoke in favor of the article discussing the history of the sign bylaw in town and the current legal/illegal signs in town advising that this updated bylaw version would correct most issues in town with current signs. Alice Livdahl gave report per MGL as member of the Planning Board stating that a public hearing was held with and an in-favor vote was given for the updated sign bylaw. Alice also discussed the delay of the bylaw update due to COVID and advised the tables/charts that were created to simplify the bylaw. Rebecca Rector questioned personal signs and freedom of speech. Mark Kresge questioned procedural changes to include typographical errors making reference to various articles in the updated bylaw.

**Motion: Mark Kresge** moves to delete extraneous text under (a) General Provision section 17.13 removing subsection (b) On Private Property and 17.13 removing subsection (c) On Public Property. **Second: Ronald Ruston**

**Discussion:** Daniel Galante, Select Board Chair asked if the Planning Board had any objections to the changes. Alice Livdahl, Planning Board Chair advised there were no objections to the amendment. **Vote on Motion to Amend: Motion Passes, Unanimous Affirmative Vote**

**Continuance of Discussion, Article 24:** Peter Walker advised he believed MGL has language regarding freedom of speech and signs in yards. Alice Livdahl discussed timeline restrictions on temporary signs. Town Council discussed freedom of speech advising that time/location can be limited and will need to be approved by the Attorney General's office before it can go into effect. Ron Ruston questioned the existing signs in town. Robert Hatch questions vulgarity of signage. Rosemary Southwick questioned who the enforcement officer is for illegal signs in town which she

was advised was the Building Inspector, Roland Jean. Kathryn Young discussed how the bylaw revisions will help to address current illegal signs in Town. Tom Robinson asked for clarification on the 3' x 5' LED signs as written in the updated bylaw. Tom Robinson addressed the sign that was previously voted down by the Zoning Board of Appeals. Mark Kresge addressed the quantity of signs as stated in the bylaw. Alice Livdahl discussed the restrictions that are being proposed.

**Motion: Thomas Robinson,** moves to pass over Article 24.

**Second: Robert Hatch**                      **Vote to Pass Over Article 24: Motion Fails; Yes-21, No-88**

**Motion to approve Article 24 as amended by Mark Kresge: Motion Passes: Yes-52, No-15**

Having completed the business of the evening, the Chair declared Town Meeting adjourned at 9:12pm.

Respectfully Submitted,

Laurie J. Reed, Town Clerk

(Town Seal)



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF HUBBARDSTON**

**SPECIAL TOWN MEETING Tuesday, October 19, 2021 • 7:00 p.m. CENTER SCHOOL**

STABILIZATION: \$443,311  
MUNICIPAL CAPITAL STABILIZATION: \$58,668  
FREE CASH: \$838,739

**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, October 19, 2021 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 authorize payment of prior fiscal year invoices as follows:

Vendor	Description	Invoice Number	Amount
Kyocera	Copier Maintenance	Invoice 55L213249	\$56.00
TEC	Design Services	Invoice 17729	\$780.00
AT&T	Utility	Invoice 1174808506	\$49.00

And to meet that appropriation transfer **\$885.00** from Free Cash, or take any action relative thereof.

*(Finance Committee recommends)*  
*(Select Board recommends)*

**ARTICLE 2.** To see if the Town will vote to raise and appropriate, transfer from Free Cash, or take from funds available **\$22,588.00** for FY 2022 Police Department salaries, or take any other action relative thereto.

*(Finance Committee recommends)*

*(Select Board recommends)*

**ARTICLE 3.** To see if the Town will vote to transfer **\$100,000.00** from Free Cash to the Capital Stabilization Account and further will vote to transfer **\$100,000.00** from Free Cash to the General Stabilization Account, or take any other action relative thereto.

*(Finance Committee recommends)*

*(Select Board recommends)*

**ARTICLE 4.** To see if the Town will vote to (a) authorize the Select Board to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including without limitation, for the construction, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, driveways, retaining ways, guardrails, slopes, grading, rounding, construction, landscaping, and other appurtenances and/or facilities, to enable the Town to undertake the Route 68 (Main Street/Gardner Road) Rehabilitation Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Main Street and Gardner Road and approximately shown on plans entitled “Massachusetts Department of Transportation Highway Division Plan and Profile of Main Street & Gardner Road (Route 68) in the Town of Hubbardston Worcester County,” prepared by TEC Engineering Corp. on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels; (b) transfer the care, custody, and control of a portion or portions of the Town-owned property or properties shown on the aforesaid plans from the board or officer having custody of the same for the purposes for which such properties are currently held to the Select Board for public way and utility purposes and further to dedicate said portions of the Town-owned properties to the foregoing purposes, and, if applicable, authorize the Select Board to submit petitions to the General Court to allow the foregoing under Article 97 of the Massachusetts Constitution or otherwise; (c) raise and appropriate, transfer from available funds, or transfer from Free Cash **\$30,000.00** to fund the foregoing project and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; and, further (d) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any other action relative thereto.

*(Submitted by the Select Board and recommended)*

*(Finance Committee recommends)*

## **CPA ARTICLES**

**ARTICLE 5.** To see if the Town will vote to appropriate and transfer **\$33,142.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2022 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, recommends)  
(Finance Committee recommends)  
(Select Board recommends)

**ARTICLE 6.** To see if the Town will vote to appropriate \$100,000.00 to preserve and rehabilitate the exterior of the historic Evangelical Church of Hubbardston, by funding the removal of the old wood siding and replacement with plank composite system siding (including bell tower and door and window trim), including all costs incidental and related thereto, and to meet this appropriation by transferring **\$15,000.00** from accrued Community Preservation Act Historic Reserve funds, and **\$85,000.00** from accrued Community Preservation Act Undesignated Reserve funds. This grant is conditioned upon the church providing a structural engineering report to the Community Preservation Act Committee stating that the church building is structurally sound, upon the recording of a historic preservation restriction, and the signing of a grant agreement, all prior to the commencement of any work, or take any other actions relative thereto.  
(Submitted by Community Preservation Committee, recommends)  
(Finance Committee recommends passing over)  
(Select Board recommendation pending)

**ARTICLE 7.** To see if the Town will vote to appropriate and transfer **\$15,000.00** from accrued Community Preservation Act Historic Reserve to fund the restoration of monuments and cannons on the historic park, or take any other action relative thereto.  
(Submitted by Community Preservation Committee, recommends)  
(Finance Committee recommends)  
(Select Board recommends)

## **PLANNING BOARD ARTICLE**

**ARTICLE 8.** To see if the Town will vote to amend Article 22 **Commercial Marijuana Establishments**, Section 22.4 of the Town of Hubbardston Zoning Bylaws by adding the underlined text as follows:

### **22.4 General Zoning Districts for Marijuana Establishment and Restrictions Applicable to all Zones Districts**

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



**22.4.1 Marijuana Establishment allowed by Special Permit in Residential District:**

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

**22.4.2 Marijuana Establishment allowed by Special Permit in Residential District:**

Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5,001 and 10,000 sf).

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

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

**22.4.4 Marijuana Establishment allowed by Special Permit in the Commercial District:**

All Marijuana Establishments as defined by MGL 94G.

**22.4.5 Setbacks and Lot Size Limit applicable to all Marijuana Establishments in all Districts.**

**Setbacks:** All Marijuana Establishments shall be set back one hundred (100) feet from streets and abutting property lines including all fences and grow areas. The area within the setback shall be maintained as a buffer zone and, if forested, must remain so, and if not, shall be landscaped to create an effective buffer to screen all elements of the Marijuana Establishment (including grow areas) from public and private view. Any greater set back requirements in these bylaws shall remain applicable.

**Minimum Lot Size:** A minimum lot size of five (5) acres is required for any Marijuana Establishment.

Or take any other action relative thereto.

*(Submitted by Planning Board, recommended)*

*(Select Board recommends)*

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

Given under our hands this \_\_\_ day of \_\_\_\_\_ 2021:

**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:** \_\_\_\_\_

**Method:** \_\_\_\_\_

**By:** \_\_\_\_\_, **Constable**



appurtenances and/or facilities, to enable the Town to undertake the Route 68 (Main Street/Gardner Road) Rehabilitation Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Main Street and Gardner Road and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Main Street & Gardner Road (Route 68) in the Town of Hubbardston Worcester County," prepared by TEC Engineering Corp. on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels; (b) transfer the care, custody, and control of a portion or portions of the Town-owned property or properties shown on the aforesaid plans from the board or officer having custody of the same for the purposes for which such properties are currently held to the Select Board for public way and utility purposes and further to dedicate said portions of the Town-owned properties to the foregoing purposes, and, if applicable, authorize the Select Board to submit petitions to the General Court to allow the foregoing under Article 97 of the Massachusetts Constitution or otherwise; (c) raise and appropriate, transfer from available funds, or transfer from Free Cash **\$30,000.00** to fund the foregoing project and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; and, further (d) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any other action relative thereto.

Submitted by: Select Board

Recommended by: Select Board & Finance Committee

**Second: Kathryn Young**

**Motion Passes: Unanimous Affirmative Vote**

## **CPA ARTICLES**

**ARTICLE 5. Motion, Kris Pareago**, to see if the Town will vote to appropriate and transfer **\$33,142.00** from accrued Community Preservation Act Undesignated Reserve to fund the FY2022 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

**Second: Jeffrey Williams**

**Motion Passes: Unanimous Affirmative Vote**

**ARTICLE 6. Motion, Jeffrey Williams**, to see if the Town will vote to appropriate \$100,000.00 to preserve and rehabilitate the exterior of the historic Evangelical Church of Hubbardston, by funding the removal of the old wood siding and replacement with plank composite system siding (including bell tower and door and window trim), including all costs incidental and related thereto, and to meet this appropriation by transferring **\$15,000.00** from accrued Community Preservation Act Historic Reserve funds, and **\$85,000.00** from accrued Community Preservation Act Undesignated Reserve funds. This grant is conditioned upon the church providing a structural engineering report to the Community Preservation Act Committee stating that the church building is structurally sound, upon the recording of a historic preservation restriction, and the signing of a grant agreement, all prior to the commencement of any work, or take any other actions relative thereto.

Submitted by Community Preservation Committee

Recommended by: Community Preservation Committee & Select Board

Finance Committee recommends passing over

**Second: Kathryn Young**

**Discussion:** Bella Kaldera spoke against the article questioning the number of times this article has been brought forward at Town Meeting and expressed tax payer money should not be used to pay for church repair. Susan Worth, advised although she is a member of the Community Preservation Committee, Open Space Committee and Historical Commission she was before town residents speaking as a resident. Susan

spoke in favor of the article discussing the condition of the church, partnership and funding. Gary Kangas, Chair of the Historical Commission spoke in favor of the article and explained the history of the Church stating it was the 1<sup>st</sup> meeting house dating back to 1773. Alice Livdahl, spoke in favor of the article and explained the building was being restored as a historic building not as a church. Alice advised CPA funding has been used in the past in town to restore other buildings which are also used as churches. Alice noted this article has been reviewed by Town Council and explained how the towns investment is protected. Rosemary Southwick questioned historic preservation and modern-day material. Susan Worth responded to Rosemary's concerns discussing historical building provisions by the U.S. Department of the Interior. Rosemary questioned lead paint and the cost of removal. Church Pastor, Mary Billotte advised the church was inspected by a State Certified Inspector in June 2020 in which high levels of lead were detected. Mary explained the old lead boards would be replaced with vinyl. Scott Bischoff, Pastor and resident of the church discussed why the product was chosen stating that it has been used and worked well on other churches.

**Motion Passes: Majority Affirmative Vote**

**ARTICLE 7. Motion, William “Bill” Shea**, to see if the Town will vote to appropriate and transfer **\$15,000.00** from accrued Community Preservation Act Historic Reserve to fund the restoration of monuments and cannons on the historic park, or take any other action relative thereto.

Submitted by: Community Preservation Committee

Recommended by: Select Board & Finance Committee

**Second: Heather Munroe**

**Motion, William “Bill” Shea**, to pass over article 7.

**Second: Heather Munroe**

**Discussion:** Bill Shea, Hubbardston Vietnam Veteran Committee Chair discussed the make-up of the Committee as well as the goals of the committee. Bill explained the original goal of \$40,000.00 and was happy to announce the current donations total approximately \$38,900.00. Due to the generosity of donations, he asked that the article be passed over as the money is no longer needed. Bill advised that a bid has been awarded to construct the monument for a total of \$21,100.00 and explained details of the stone. René Lafayette and Daniel Galante both commended Bill Shea and the committee for their hard work and dedication to the project.

**Motion Passes: Unanimous Affirmative Vote**

### **PLANNING BOARD ARTICLE**

**ARTICLE 8. Motion, Kris Pareago**, to see if the Town will vote to amend Article 22 **Commercial Marijuana Establishments**, Section 22.4 of the Town of Hubbardston Zoning Bylaws by adding the underlined text as follows:

#### **22.4 General Zoning Districts for Marijuana Establishment and Restrictions Applicable to all Zones Districts**

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

##### **22.4.1 Marijuana Establishment allowed by Special Permit in Residential District:**

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

##### **22.4.2 Marijuana Establishment allowed by Special Permit in Residential District:**

Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5,001 and 10,000 sf).

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

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

**22.4.4 Marijuana Establishment allowed by Special Permit in the Commercial District:**

All Marijuana Establishments as defined by MGL 94G.

**22.4.5 Setbacks and Lot Size Limit applicable to all Marijuana Establishments in all Districts.**

**Setbacks:** All Marijuana Establishments shall be set back one hundred (100) feet from streets and abutting property lines including all fences and grow areas. The area within the setback shall be maintained as a buffer zone and, if forested, must remain so, and if not, shall be landscaped to create an effective buffer to screen all elements of the Marijuana Establishment (including grow areas) from public and private view. Any greater set back requirements in these bylaws shall remain applicable.

**Minimum Lot Size:** A minimum lot size of five (5) acres is required for any Marijuana Establishment.

Or take any other action relative thereto.

Submitted by: Planning Board

Recommended by: Planning Board & Select Board

**Second: Kathryn Young**

**Discussion:** Alice Livdahl, Planning Board Chair provided report as per the provision of MGL Chapter 40A, Section 5. Alice advised the proposed changes are underlined above and include changes to setbacks and lot sizes. Laura Foley questioned if the changes are retroactive and expressed that she felt the lot size change seemed excessive for a potential store. Kristofer Munroe stated the proposed changes do not address the commercial district in town and spoke of the goal of the proposal. Kristofer advised a public hearing was held by the Planning Board on September 16, 2021 with a unanimous in favor vote of the proposed changes. Rosie Milano stated she felt as if the proposed changes were unfairly targeted expressing rules did not apply to animals or other vegetation in town. Donna Russell spoke in favor of the proposed changes and discussed the potential smell of growing marijuana in town, the federal legality of marijuana as well as the side effects of the product. Alice Livdahl replied to Laura and Donna advising the new changes would not apply retroactively and spoke of the odor. Jim Ellis questioned if these changes would apply to indoor facilities. Alice advised the changes only apply to outdoor as the town does not permit indoor grow facilities.

**2/3 Vote Required**

**Vote: Motion Passes; Yes-73, No-10**

Having completed the business of the evening, the Chair declared Town Meeting adjourned at 7:58pm.

Respectfully Submitted,

Laurie J. Reed  
Town Clerk

(Town Seal)



COMMONWEALTH OF MASSACHUSETTS  
TOWN OF HUBBARDSTON

WARRANT                      ANNUAL TOWN ELECTION                      JUNE 8, 2021

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 8th of JUNE 2021,**

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	BOARD OF SELECTMEN	3-Year Terms
Two Positions	PLANNING BOARD	5-Year Term
One Position	ASSESSORS	3-Year Term
Two Positions	BOARD OF HEALTH	3-Year Terms
Two Positions	QUABBIN REG SCHOOL DISTRICT COMM	3-Year Terms
One Position	FINANCE COMMITTEE	3-Year Term
One Position	CEMETERY COMMISSION	3-Year Term
Two Positions	TRUSTEES OF PUBLIC LIBRARY	3-Year Terms
One Position	HOUSING AUTHORITY	5-Year Term
One Position	HOUSING AUTHORITY	4-Year Term
One Position	HOUSING AUTHORITY	3-Year Term
One Position	HOUSING AUTHORITY	2-Year Term
One Position	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 10th day of May, 2021.

SELECT BOARD of HUBBARDSTON

A true copy, Attest: (seal)

\_\_\_\_\_  
Daniel S. Galante  
\_\_\_\_\_  
Kris E. Paréago  
\_\_\_\_\_  
Jeffrey L. Williams

\_\_\_\_\_  
Laurie J. Reed, Town Clerk  
Date of Posting: MAY 11th, 2021  
Method: BY HAND  
By: [Signature]  
Constable

\_\_\_\_\_  
Patrick R. Girouard  
\_\_\_\_\_  
Kathryn V. Young



COMMONWEALTH OF MASSACHUSETTS  
TOWN OF HUBBARDSTON  
Annual Town Election, June 8, 2021  
OFFICIAL Election Results

**Total # Registered Voters = 3451 TOTAL VOTES CAST TODAY: 254 (7.36%) \* = Elected**

**SELECT BOARD** 3-Year Terms (2 positions)

**\*Jeffrey L. Williams 161**  
**\*Heather Marie Munroe 175**  
Peter J. Walker 74  
Write-Ins 1

**BOARD OF ASSESSORS**, 3-Year Term

**\*Jeffrey A. Young 189**  
Write-Ins 0

**PLANNING BOARD**, 5-Year Term

John A. DeMalia Jr. 31  
**\*Kristofer Munroe 159**  
Peter Jefts 62  
Write-Ins 0

**BOARD OF HEALTH**, 3-Year Terms (2 Positions)

**\*Joshua Lerner (Write-In) 2**  
**1 Position Failure to Elect**  
Write-Ins 14

**QUABBIN SCH COMM**, 3-Year Terms (2 positions)

Write-Ins 14  
**\* Failure to Elect**

**FINANCE COMMITTEE**, 3-Year Term

**\*Peter J. Walker (Write-In) 2**  
Write-Ins 3

**CEMETERY COMMISSION**, 3-Year Term

**\*Pamela Holland Henning 196**  
Write-Ins 0

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

**\*Connie M. Strittmatter 203**  
**\*Thomas F. Robinson 185**  
Write-Ins 0

**HOUSING AUTHORITY**, 5-Year Term

Write-Ins 2  
**Failure to Elect**

**HOUSING AUTHORITY**, 4-Year Term

Write-Ins 1  
**Failure to Elect**

**HOUSING AUTHORITY**, 3-Year Term

Write-Ins 1  
**Failure to Elect**

**HOUSING AUTHORITY**, 2-Year Term

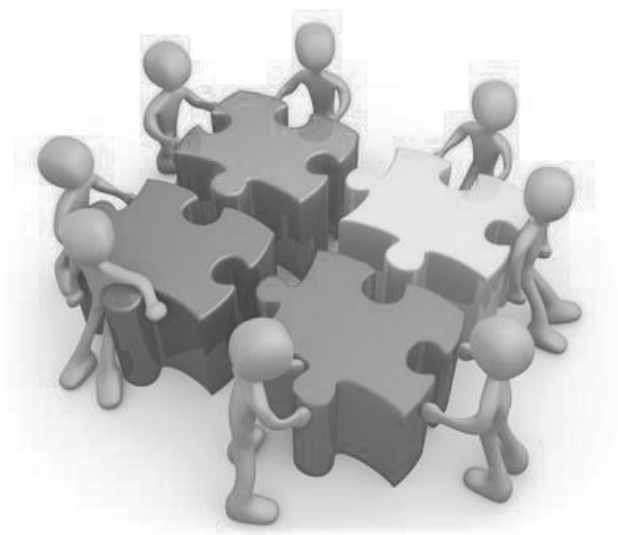
Write-Ins 3  
**Failure to Elect**

**PARK COMMISSIONER**, 3-Year Term

**\*Eric Gemborys (Write-In) 7**  
Write-Ins 3



# ***OTHER INFORMATION***



## CALENDAR 2021 TOWN OF HUBBARDSTON GROSS SALARIES

Afonso	Albert	MART Van Driver	\$ 7,324.90
Ares	Erik R	Fire	\$ 806.44
Ares	James P	Fire	\$ 75,574.21
Barbera	Christine M	Library Director	\$ 28,078.12
Beauregard	Nicholas	DPW	\$ 4,806.22
Bergeron	Christopher J	Police	\$ 115,665.28
Blood	Donald J	Police	\$ 118,416.28
Boissoneau	Craig J	DPW	\$ 19,791.64
Brady	Robert	DPW Seasonal	\$ 6,216.83
Brown	Travis M	DPW Director	\$ 81,545.90
Caruso	Michael F	DPW	\$ 31,225.47
Casey	Troy A	Fire	\$ 89,371.12
Chatigny	Scott A	Police	\$ 10,836.63
Clapham Jr.	Richard	DPW - Seasonal	\$ 34,819.79
Colebrook	Michele L	Library Staff	\$ 180.12
Colwell	Bryan R	Fire	\$ 1,670.63
Colyer	Andrea M	Election Worker	\$ 40.50
Coppola	Anthony T	Con Comm. Site Inspector	\$ 960.00
Couture	Ryan P	Police	\$ 125,428.03
Crompton	Robert R	DPW	\$ 15,977.82
Cunningham	Bonnie	Sr Tax Work-off	\$ 725.63
DeMalia	John A., Jr.	Fire	\$ 3,115.32
DiPietro	Andrew W	Police	\$ 1,109.76
Dixson	James F	Fire	\$ 5,407.67
Dixson	Tina C	Fire	\$ 5,436.98
Duff	Jonathan	DPW	\$ 2,948.83
Fontaine	Kayla A	Police	\$ 25,588.67
Forte	Robert K	Police	\$ 111,839.55
Gale	Matthew	DPW	\$ 810.80
Gallant	Edward R	MART Van Driver	\$ 6,230.62
Goguen	Neil B	DPW	\$ 61,295.55
Goscila	Jeremy D	Fire	\$ 64,582.32
Gosse	Rebecca J	Sr Tax Work-off	\$ 1,498.50
Green	Joyce E	Election Worker	\$ 243.75
Hakala	Jacob	DPW	\$ 55,446.17
Halkola	James F	Police	\$ 15,212.22
Hamel	Dennis C	Fire	\$ 627.81
Hardaker	Sharon A	MART Dispatcher	\$ 5,258.99
Hayes Jr.	Robert	Fire Chief	\$ 103,451.12
Homans	William J	Police	\$ 28,175.00
Howlett	Marcia G	Cemetery Commission Secretary	\$ 485.11
Johnson	Stanley H	MART Van Driver	\$ 369.01
LaFayette	Rene M	Moderator	\$ 50.00
Lamoureux	Patricia	Sr Tax Work-off	\$ 1,498.50
Larson	Shonna L	Election Worker	\$ 168.75
Longeill	Zachary M	DPW	\$ 2,403.34

Mabardy	Mitchell F	Fire	\$ 4,595.31
Mastrototero	Andrea L	Recording Asst.	\$ 816.24
McLane	Ryan M	Town Administrator	\$ 29,622.64
Nason	Sandra E	Treasurer/Collector	\$ 66,374.68
Nixon	David G	Interim Town Administrator	\$ 46,171.27
Newton	Timothy A	Board of Health Agent	\$ 13,595.00
O'Donnell	Dennis	DPW Clerk/Emergency Mgmt. Dir	\$ 15,619.58
Parker	Gerald	Custodian	\$ 7,914.46
Parker	Michael C	Fire	\$ 30,567.20
Perron	Dennis G	Police Chief	\$ 110,774.30
Perron	Nancy A	Police Admin Asst	\$ 15,766.34
Pervier	Florence	Sr Tax Work-off	\$ 1,498.50
Pierce	Michael R	Police	\$ 8,520.23
Pontbriand	Kelli J	Accountant	\$ 40,698.16
Provencal	Claudia G	Council on Aging Director	\$ 16,847.61
Ragusa Caton	Erin E	Administrative Assistant	\$ 8,727.35
Reed	Laurie J	Town Clerk/Registrar	\$ 48,475.96
Rogan	Nancy	Election Worker	\$ 87.75
Seamon	Mallory A	Land Use Clerk	\$ 40,318.98
Spyropoulos	Kipp	DPW	\$ 357.26
Sturgis	Jonathan C	Police	\$ 41,609.04
Sutcliffe	Christina	Administrative Assistant	\$ 1,562.33
Sweeney	Paul F	DPW - Seasonal	\$ 10,791.77
Therhault	Phillip J., Jr.	Fire	\$ 1,058.90
Thibault	Roberta A	Financial Assistant	\$ 31,405.56
Travid	Michael	Fire	\$ 130.96
Vincent	Kathleen M	Election Worker	\$ 87.75
Walker	Antonette P	Library Staff/Administrative Asst.	\$ 13,931.85
Walker	Gabrielle	Library Staff	\$ 4,597.01
White	Jeffrey B	Police	\$ 8,892.53
Whitney	Carol W	Election Worker	\$ 101.25
Wilkinson	Lynn R	Election Worker	\$ 135.00
Wilkinson	Taylor	Fire	\$ 49,145.42
Wolfe	Karen M	Sr Tax Work-off	\$ 1,498.50
Woodward	Patricia A	Sr Tax Work-off/Election Worker	\$ 1,498.50
		TOTAL	\$ 1,946,511.09

## FISCAL YEAR 2021 APPROVED BUDGET

Revenue Source	FV20	Town Meeting Budget	Comments
Property Taxes	\$ 7,032,910	\$ 7,273,006	FY20 Tax Levy
Prop 2 1/2 Increase	\$ 175,823	\$ 181,825	Allowed by MGL
Add New Growth	\$ 73,500	\$ 20,000	Estimated
Overlay Reserve	\$ (35,000)	\$ (65,000)	Overlay Increase
<b>Net Property Tax Revenue</b>	<b>\$ 7,247,233</b>	<b>\$ 7,409,831</b>	
Capital Offset (Free Cash)	\$ 100,000	\$ 150,000	
<b>Total Receipts</b>	<b>\$ 631,811</b>	<b>\$ 535,488</b>	
<b>Projected Local Aid</b>	<b>\$ 631,811</b>	<b>\$ 535,488</b>	
<b>Projected Local Receipts</b>	<b>\$ 1,324,301</b>	<b>\$ 1,277,990</b>	
<b>Total Operating Revenues</b>	<b>\$ 9,303,345</b>	<b>\$ 9,373,310</b>	
<b>FY 2020 Budget</b>	<b>\$ 9,303,301</b>	<b>\$ 9,373,310</b>	
<b>Operating Surplus/(Shortfall)</b>	<b>\$ 44</b>	<b>\$ (0)</b>	
<b>Capital Budget Sources</b>			
Unappropriated Free Cash		\$ 545,743	
		<b>\$ 545,743</b>	
<b>Free Cash Uses</b>			
2020 Capital Budget		\$ 30,000	
Master Plan Chapter		\$ 6,000	
Town Center (Final)		\$ 75,000	
Free Cash for FY20 Budget		\$ 150,000	
		\$	
<b>Sub Total Capital/Warrants</b>		<b>\$ 261,000</b>	
<b>Net Available Free Cash</b>		<b>\$ 284,743</b>	

## FY21 Approved Budget

		FY20	Requested	Town Meeting	Notes	% Change
<b>Moderator - 114</b>						
5100 Personnel						
	Stipend	\$ 100.00	\$ 100.00	\$ 100.00		
	<b>Total</b>	<b>\$ 100.00</b>	<b>\$ 100.00</b>	<b>\$ 100.00</b>		<b>0.00%</b>
<b>Selectmen - 122</b>						
5100 Personnel						
	Executive Assistant	\$ 34,636.00	\$ 34,636.00	\$ 36,171.00	Step Increase	4.24%
5110 Employee Support						
	Expenses	\$ 1,000.00	\$ 800.00	\$ 800.00		-25.00%
5200 Services						
	Binding of Records	\$ 101.00	\$ 250.00	\$ 250.00		59.60%
	Advertising	\$ 3,000.00	\$ 1,500.00	\$ 1,500.00	Actual Cost	-100.00%
	Legal	\$ 40,000.00	\$ 40,000.00	\$ 38,000.00		-5.26%
	Town Clock Maintenance	\$ 1,250.00	\$ 1,250.00	\$ 1,000.00		-25.00%
5400 Supplies						
	Warrant Mailings	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00	Reduced Mailings	-100.00%
	Office Supplies	\$ 3,500.00	\$ 2,500.00	\$ 3,500.00		0.00%
	Town Report	\$ 500.00	\$ 500.00	\$ 500.00		0.00%
	Memorial Day	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00		0.00%
	<b>Total</b>	<b>\$ 87,487.00</b>	<b>\$ 84,936.00</b>	<b>\$ 84,221.00</b>		<b>-3.88%</b>
<b>Town Admin - 129</b>						
5100 Personnel						
	Salary	\$ 89,760.00	\$ 89,760.00	\$ 93,251.00	Merit Increase	3.74%
5110 Employee Support						
	Cell Phone Stipend	\$ 600.00	\$ 600.00	\$ 600.00		0.00%
	Expenses	\$ 3,000.00	\$ 3,500.00	\$ 3,500.00		14.29%
	<b>Total</b>	<b>\$ 93,360.00</b>	<b>\$ 93,860.00</b>	<b>\$ 97,351.00</b>		<b>4.10%</b>
<b>Finance Committee - 131</b>						
5110 Employee Support						
	FC Expenses	\$ 200.00	\$ 200.00	\$ 200.00		0.00%
5700 Other						
	FC Reserve Fund	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00		0.00%
	<b>Total</b>	<b>\$ 30,200.00</b>	<b>\$ 30,200.00</b>	<b>\$ 30,200.00</b>		<b>0.00%</b>
<b>Accountant - 135</b>						
5200 Services						
	Accountant Services	\$ 42,000.00	\$ 42,000.00	\$ 42,000.00	Regional Agreement	0.00%
	Annual Audit	\$ 19,500.00	\$ 19,000.00	\$ 19,000.00		-2.63%

5400 Supplies								
	Accountant Expense	\$	200.00	\$	200.00	\$	200.00	0.00%
	<b>Total</b>	<b>\$</b>	<b>61,700.00</b>	<b>\$</b>	<b>61,200.00</b>	<b>\$</b>	<b>61,200.00</b>	<b>-0.82%</b>
<b>Assessor - 141</b>								
5100 Personnel								
	Assessing Assistant	\$	30,502.00	\$	30,502.00	\$	25,000.00	Combined with Planning Assist -22.01%
5110 Employee Support								
	Expenses (Association Dues)	\$	272.00	\$	272.00	\$	272.00	0.00%
5200 Services								
	Assessing Services	\$	65,200.00	\$	66,800.00	\$	66,800.00	Contractual Increase 2.40%
	Expenses (CAI)	\$	4,800.00	\$	-	\$	-	Moved to IT Maintenance
5400 Supplies								
	Expenses (postage and supplies)	\$	928.00	\$	928.00	\$	500.00	-85.60%
	<b>Total</b>	<b>\$</b>	<b>101,702.00</b>	<b>\$</b>	<b>98,502.00</b>	<b>\$</b>	<b>92,572.00</b>	<b>-9.86%</b>
<b>Treasurer Collector - 149</b>								
5100 Personnel								
	Salary	\$	62,991.00	\$	62,991.00	\$	64,494.00	Step Increase 2.33%
	Certification	\$	1,000.00	\$	1,000.00	\$	1,000.00	0.00%
5110 Employee Support								
	Expenses (Dues and Workshops)	\$	675.00	\$	610.00	\$	610.00	-10.66%
5200 Services								
	Payroll Services	\$	3,000.00	\$	3,000.00	\$	3,000.00	0.00%
	Expenses (Veri and Bank Fees)	\$	950.00	\$	3,950.00	\$	3,950.00	Moved from Supplies 75.95%
5400 Supplies								
	Expenses (postage and supplies)	\$	10,200.00	\$	7,000.00	\$	7,000.00	Moved to Services -45.71%
5700 Other								
	Tax Title	\$	5,000.00	\$	5,000.00	\$	5,000.00	0.00%
	<b>Total</b>	<b>\$</b>	<b>83,816.00</b>	<b>\$</b>	<b>83,551.00</b>	<b>\$</b>	<b>85,054.00</b>	<b>1.46%</b>
<b>IT - 155</b>								
5200 Services								
	IT Maintenance	\$	60,000.00	\$	64,000.00	\$	64,000.00	Absorbed Assessing 6.25%
	Copier	\$	3,000.00	\$	3,000.00	\$	3,000.00	0.00%
	Web site	\$	4,000.00	\$	2,500.00	\$	3,000.00	Actual Cost -33.33%
	<b>Total</b>	<b>\$</b>	<b>67,000.00</b>	<b>\$</b>	<b>69,500.00</b>	<b>\$</b>	<b>70,000.00</b>	<b>4.29%</b>
<b>Town Clerk - 161</b>								
5100 Personnel								
	Town Clerk Salary	\$	40,357.00	\$	40,357.00	\$	45,460.00	Added Asst TC and Step Increases 11.23%

	Assistant TC	\$ 2,573.00	\$ -				
	Election Wages	\$ 2,500.00	\$ 5,763.00	\$ 5,763.00		Added to TC Salary Presidential Election	56.62%
	Board of Registrar Wages	\$ 446.00	\$ -			Added to Election Wages	
<b>5110 Employee Support</b>							
	Expenses (Conf, Dues, Mile)	\$ 860.00	\$ 1,295.00	\$ 1,295.00		Added Prof. Development	33.59%
<b>5200 Services</b>							
	Expenses (Binding, Safe Deposit)	\$ 276.00	\$ 645.00	\$ 645.00			57.21%
<b>5400 Supplies</b>							
	Expenses (postage and supplies)	\$ 2,700.00	\$ -			Combined with Election Expenses	
	Election Expenses	\$ 4,500.00	\$ 11,525.00	\$ 11,525.00		Presidential election	60.95%
	<b>Total</b>	<b>\$ 54,212.00</b>	<b>\$ 59,585.00</b>	<b>\$ 64,688.00</b>			<b>16.19%</b>
<b>Conserv Commission - 171</b>							
<b>5400 Supplies</b>							
	Expenses	\$ 1,172.00	\$ 500.00	\$ 500.00			-134.40%
	<b>Total</b>	<b>\$ 1,172.00</b>	<b>\$ 500.00</b>	<b>\$ 500.00</b>			<b>-134.40%</b>
<b>Planning - 175</b>							
<b>5100 Personnel</b>							
	Assistant EDC	\$ 13,721.00	\$ 13,721.00	\$ -		Combined with Assessing Eliminated	
		\$ 4,100.00	\$ -	\$ -			
<b>5200 Services</b>							
	Montachusett Assessment Expenses	\$ 1,533.00	\$ 1,578.99	\$ 1,578.99		Assessment	2.91%
		\$ 1,000.00	\$ 500.00	\$ 500.00			-100.00%
	<b>Total</b>	<b>\$ 20,354.00</b>	<b>\$ 15,799.99</b>	<b>\$ 2,078.99</b>			<b>-879.03%</b>
<b>Economic Development - 182</b>							
<b>5100 Personnel</b>							
	Coordinator Stipend	\$ -	\$ -	\$ 1,000.00		New Position	
<b>5200 Services</b>							
	QC Website	\$ -	\$ -	\$ 1,000.00		Regional Ads	100.00%
	Local Advertising	\$ -	\$ -	\$ 1,000.00		Local Business Ads	100.00%
	Sign Maintenance	\$ -	\$ -	\$ 1,000.00		Welcome Signs	100.00%
	<b>Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,000.00</b>		Funded with Revenue	<b>100.00%</b>
<b>Zoning Board of Appeals - 176</b>							
<b>5100 Personnel</b>							
	Assistant Stipend	\$ 500.00	\$ 500.00	\$ 500.00			0.00%
<b>5400 Supplies</b>							
	Expenses	\$ 675.00	\$ 500.00	\$ 500.00			-35.00%
	<b>Total</b>	<b>\$ 1,175.00</b>	<b>\$ 1,000.00</b>	<b>\$ 1,000.00</b>			<b>-17.50%</b>

**Building and Maintenance - 192**

<b>5100 Personnel</b>									
	Custodian	\$	9,185.00	\$	9,185.00	\$	9,367.00	Step Increase	1.94%
<b>5200 Services</b>									
	Utilities and Maintenance	\$	31,000.00	\$	31,000.00	\$	30,000.00	Actual Cost	-3.33%
	Phone	\$	6,500.00	\$	6,500.00	\$	6,500.00		0.00%
	<b>Total</b>	\$	<b>46,685.00</b>	\$	<b>46,685.00</b>	\$	<b>45,867.00</b>		<b>-1.78%</b>

**Police - 210**

<b>5100 Personnel</b>									
	Police Chief Salary	\$	101,766.00	\$	101,766.00	\$	105,737.00	Merit Increase	3.76%
	Police Wages	\$	476,324.00	\$	481,890.00	\$	483,271.00	Contractual	1.44%
	Police Training Wages	\$	10,532.00						
	Police Assistant	\$	15,435.00	\$	15,435.00	\$	15,745.00	Step Increase	1.97%
<b>5110 Employee Support</b>									
	Police Training Expense	\$	7,250.00	\$	-				
	Police Maintenance	\$	6,840.00	\$	-				
	Police Equipment	\$	10,800.00	\$	-				
	Stipends and Allowances			\$	47,950.00	\$	42,950.00		100.00%
	Mileage			\$	305.00	\$	305.00		100.00%
<b>5200 Services</b>									
	Police Maintenance	\$	1,500.00						
	Police Vehicle	\$	5,750.00						
	Police Equipment	\$	1,074.00						
	Services			\$	11,859.00	\$	11,850.00		100.00%
<b>5400 Supplies</b>									
	Police Maintenance	\$	4,150.00						
	Police Vehicle	\$	2,000.00						
	Police Equipment	\$	3,700.00						
	Supplies			\$	11,050.00	\$	11,050.00		100.00%
	<b>Total</b>	\$	<b>647,121.00</b>	\$	<b>670,255.00</b>	\$	<b>670,908.00</b>		<b>3.55%</b>

**Fire - 220**

<b>5100 Personnel</b>									
	Fire Chief Salary	\$	82,722.00	\$	82,722.00	\$	84,774.00	Moved onto Wage Plan	2.42%
	Fire Wages	\$	264,000.00	\$	267,067.00	\$	267,067.00	Contractual	1.15%
	Stipends, Overtime, Wages								
	Fire Call Wages	\$	65,000.00	\$	74,392.00	\$	69,392.00	Added Call Stipends, Vaca Cover.	6.33%
	Train, Weekend, Call, Vaca								
<b>5110 Employee Support</b>									



5200 Services	Equipment (Protective Clothing)	\$ 5,000.00	\$ 2,500.00	\$ 2,500.00		-100.00%
	Vehicle Maintenance	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00		0.00%
5400 Supplies	Build Maint (Electric)	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00		0.00%
	Build Maint (Building and Heat)	\$ 12,600.00	\$ 15,200.00	\$ 15,200.00	Heating Costs	17.11%
5700 Other	Equipment (Hose, Turnout Gear)	\$ 3,000.00	\$ 8,000.00	\$ 8,000.00	Added Turnout Gear	62.50%
	Equipment (Old Outlay)	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00		0.00%
	<b>Total</b>	<b>\$ 462,322.00</b>	<b>\$ 479,881.00</b>	<b>\$ 476,933.00</b>		<b>3.06%</b>
<b>Ambulance - 231</b>						
5200 Services	Ambulance Lease	\$ 22,356.00	\$ 19,738.00	\$ 19,738.00	Heat Moved to Fire Build Maint	-13.26%
	Ambulance Pro Service	\$ 26,900.00	\$ 26,900.00	\$ 26,900.00		0.00%
5400 Supplies	Ambulance Pro Service	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00		0.00%
	Medical Supplies	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00		0.00%
5700 Other	Medical Supplies (New)	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00		0.00%
	<b>Total</b>	<b>\$ 74,756.00</b>	<b>\$ 72,138.00</b>	<b>\$ 72,138.00</b>		<b>-3.63%</b>
<b>Building - 241</b>						
5100 Personnel	Building Assistant	\$ 16,292.00	\$ 31,973.00	\$ 32,832.00	Combined with Health, Step	50.38%
5200 Employee Support	Continuing Ed for Inspectors	\$ -	\$ 500.00	\$ -	Education for New Codes	#DIV/0!
5200 Services	Regional Building Services	\$ 26,100.00	\$ 26,750.00	\$ 26,750.00	Contractual	2.43%
5400 Supplies	Building Expenses	\$ 1,135.00	\$ 500.00	\$ 500.00		-127.00%
	<b>Total</b>	<b>\$ 43,527.00</b>	<b>\$ 59,723.00</b>	<b>\$ 60,082.00</b>		<b>27.55%</b>
<b>Emergency Management - 291</b>						
5100 Personnel	Emergency Planning Director	\$ 1,066.00	\$ 1,066.00	\$ 1,100.00	Periodic Increase	3.09%
5200 Employee Support	CERT support	\$ -	\$ 500.00	\$ 500.00		100.00%
5400 Supplies	Emergency Planning Expenses	\$ 1,333.00	\$ 833.00	\$ 833.00		-60.02%
	<b>Total</b>	<b>\$ 2,399.00</b>	<b>\$ 2,399.00</b>	<b>\$ 2,433.00</b>		<b>1.40%</b>

**Animal Control - 292**

5200 Services	Regional Animal Control	\$	17,247.00	\$	17,678.00	\$	17,678.00	Contractual	2.44%
	<b>Total</b>	<b>\$</b>	<b>17,247.00</b>	<b>\$</b>	<b>17,678.00</b>	<b>\$</b>	<b>17,678.00</b>		<b>2.44%</b>

**Tree Warden - 294**

5100 Personnel	Tree Warden Wages	\$	1,882.00	\$	1,882.00	\$	1,900.00	Periodic Increase	0.95%
5200 Services	Outside Tree Services	\$	4,000.00	\$	4,000.00	\$	4,000.00		0.00%
	<b>Total</b>	<b>\$</b>	<b>5,882.00</b>	<b>\$</b>	<b>5,882.00</b>	<b>\$</b>	<b>5,900.00</b>		<b>0.31%</b>

**Dispatch - 299**

5200 Services	Rutland Regional	\$	127,000.00	\$	146,199.20	\$	121,500.00	Contractual	-4.53%
	<b>Total</b>	<b>\$</b>	<b>127,000.00</b>	<b>\$</b>	<b>146,199.20</b>	<b>\$</b>	<b>121,500.00</b>		<b>-4.53%</b>

**School - 300**

5700 Other	Quabbin Regional	\$	4,751,988.00	\$	5,132,147.04	\$	4,865,735.00	Estimated	2.34%
	QRSD Roof Repair Debt	\$	31,110.00	\$	31,110.00	\$	29,846.00	Estimated	-4.24%
	Monty Tech	\$	649,021.00	\$	563,000.00	\$	563,000.00	Estimated	-15.28%
	<b>Total</b>	<b>\$</b>	<b>5,432,119.00</b>	<b>\$</b>	<b>5,726,257.04</b>	<b>\$</b>	<b>5,458,581.00</b>		<b>0.48%</b>

**DPW - 420**

5100 Personnel	DPW Director	\$	75,108.00	\$	75,108.00	\$	77,779.00	Moved to Wage Plan	3.43%
	DPW Wages	\$	253,847.00	\$	252,975.00	\$	252,975.00	Contractual	-0.34%
	DPW Assistant	\$	13,721.00	\$	13,721.00	\$	13,995.00	Step increase	1.96%
5110 Employee Support	General Highway Support	\$	7,500.00	\$	9,000.00	\$	9,000.00		16.67%
	Stipends			\$	4,700.00	\$	4,700.00	Moved from DPW Wages	100.00%
5200 Services	Services	\$	73,554.00	\$	74,027.00	\$	74,027.00		0.64%
5400 Supplies	Road Maintenance + Equip	\$	149,946.00	\$	161,473.00	\$	156,473.00	Road Maint Supplies	4.17%
5600 Intergovernmental	Police Details	\$	5,000.00	\$	6,000.00	\$	6,000.00	Details	16.67%
5700 Other									

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	Advertising	\$	-	\$	600.00	\$	600.00	Procurement Ads	100.00%
	<b>Total</b>	\$	<b>573,676.00</b>	\$	<b>597,604.00</b>	\$	<b>595,549.00</b>		<b>3.67%</b>
<b>Snow and Ice - 423</b>									
5100	Personnel								
	Winter Wages	\$	65,239.00	\$	67,536.00	\$	65,239.00		0.00%
5200	Services								
	Plowing Private Ways	\$	4,750.00	\$	1,200.00	\$	1,200.00	Plum Tree - Removed Streeter	-295.83%
	Winter Outside Services	\$	4,600.00	\$	5,000.00	\$	5,000.00	Mile Road Contract	8.00%
5400	Supplies								
	Equip, Supplies and Materials	\$	160,000.00	\$	160,000.00	\$	160,000.00		0.00%
	<b>Total</b>	\$	<b>234,589.00</b>	\$	<b>233,736.00</b>	\$	<b>231,439.00</b>		<b>-1.36%</b>
<b>Street Lights - 424</b>									
5200	Services								
	Municipal Lights	\$	5,500.00	\$	5,500.00	\$	5,500.00		0.00%
	<b>Total</b>	\$	<b>5,500.00</b>	\$	<b>5,500.00</b>	\$	<b>5,500.00</b>		<b>0.00%</b>
<b>Cemetery - 491</b>									
5200	Services								
	Cemetery Maintenance	\$	500.00	\$	-			Moved to DPW Wages	
5400	Supplies								
	Cemetery Equipment	\$	1,300.00	\$	1,300.00	\$	1,300.00		0.00%
	<b>Total</b>	\$	<b>1,800.00</b>	\$	<b>1,300.00</b>	\$	<b>1,300.00</b>		<b>-38.46%</b>
<b>Board of Health - 510</b>									
5100	Personnel								
	BOH and ConCom Assistant	\$	13,721.00	\$	-	\$	-	Combined with Building Assist	
5200	Services								
	Landfill Monitoring	\$	9,180.00	\$	9,180.00	\$	-	Paid from Revolving	
	MPHN Public Nurse			\$	1,600.00	\$	-	Paid from Revolving	
5400	Supplies								
	BOH Expenses	\$	2,363.00	\$	500.00	\$	500.00	Excess from Revolving	-372.60%
	<b>Total</b>	\$	<b>25,264.00</b>	\$	<b>11,280.00</b>	\$	<b>500.00</b>		<b>-4952.80%</b>
<b>Senior Center - 541</b>									
5100	Personnel								
	COA Director	\$	15,281.00	\$	15,281.00	\$	15,585.00	Step Increase	1.95%
5200	Services								
	COA Expenses	\$	2,500.00	\$	2,500.00	\$	2,500.00		0.00%
5400	Supplies								

	COA Expenses		\$	2,500.00	\$	2,500.00	\$	2,500.00			0.00%
	<b>Total</b>		\$	<b>20,281.00</b>	\$	<b>20,281.00</b>	\$	<b>20,585.00</b>			<b>1.48%</b>
<b>Veterans - 543</b>											
5110	<b>Employee Support</b>										
	Veteran Training Expenses		\$	350.00	\$	650.00	\$	650.00	Increased Prof. Development		46.15%
5200	<b>Services</b>										
	Regional Services		\$	8,000.00	\$	8,000.00	\$	8,000.00			0.00%
5400	<b>Supplies</b>										
	Veteran Expenses		\$	200.00	\$	200.00	\$	200.00			0.00%
	Veteran Flags		\$	500.00	\$	500.00	\$	500.00			0.00%
	Veteran Graves		\$	500.00	\$	500.00	\$	500.00			0.00%
5700	<b>Other</b>										
	Veteran Benefits		\$	30,000.00	\$	30,000.00	\$	30,000.00			0.00%
	<b>Total</b>		\$	<b>39,550.00</b>	\$	<b>39,850.00</b>	\$	<b>39,850.00</b>			<b>0.75%</b>
<b>Library - 610</b>											
5100	<b>Personnel</b>										
	Director		\$	27,000.00	\$	27,000.00	\$	27,552.00	Step Increase		2.00%
	Assistant Wages		\$	16,075.00	\$	16,075.00	\$	16,075.00			0.00%
5110	<b>Employee Support</b>										
	Association Dues		\$	-	\$	310.00	\$	310.00			100.00%
5200	<b>Services</b>										
	Utilities and Maintenance		\$	21,200.00	\$	19,317.00	\$	19,317.00	Dept Request		-9.75%
5400	<b>Supplies</b>										
	Books and Materials		\$	18,043.00	\$	19,547.00	\$	19,547.00			7.69%
	<b>Total</b>		\$	<b>82,318.00</b>	\$	<b>82,249.00</b>	\$	<b>82,801.00</b>			<b>0.58%</b>
<b>Recreation - 630</b>											
5400	<b>Supplies</b>										
	Parks Services and Expenses		\$	3,100.00	\$	3,100.00	\$	2,500.00	Periodic Increase		-24.00%
	<b>Total</b>		\$	<b>3,100.00</b>	\$	<b>3,100.00</b>	\$	<b>2,500.00</b>			<b>-24.00%</b>
<b>Agricultural Commission - 690</b>											
5400	<b>Supplies</b>										
	Ag Commission Expenses		\$	300.00	\$	300.00	\$	300.00			0.00%
	<b>Total</b>		\$	<b>300.00</b>	\$	<b>300.00</b>	\$	<b>300.00</b>			<b>0.00%</b>
<b>Historical Commission - 691</b>											
5400	<b>Supplies</b>										
	Expenses		\$	200.00	\$	200.00	\$	200.00			0.00%

	<b>Total</b>	<b>\$ 200.00</b>	<b>\$ 200.00</b>	<b>\$ 200.00</b>		<b>0.00%</b>
<b>Short Term Interest - 750</b>						
	Interest on Short-term Debt	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00		0.00%
	<b>Total</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>		<b>0.00%</b>
<b>Long Term Debt Principal - 751</b>						
	2013 Road Project	\$ 165,000.00	\$ 165,000.00	\$ 165,000.00		0.00%
	2014 DPW Dump	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00		0.00%
	2017 Fire Truck and Dump	\$ 55,000.00	\$ 75,000.00	\$ 50,000.00	Refinance	-10.00%
	SGT SUV	\$ 5,000.00	\$ -	\$ -	Final Payment Made	0.00%
	<b>Total</b>	<b>\$ 240,000.00</b>	<b>\$ 255,000.00</b>	<b>\$ 230,000.00</b>		<b>-4.35%</b>
<b>Long Term Debt Interest - 752</b>						
	2013 Road Project	\$ 19,800.00	\$ 19,800.00	\$ 14,850.00		-33.33%
	2014 DPW Dump	\$ 1,800.00	\$ 1,800.00	\$ 1,350.00		-33.33%
	2017 Fire Truck and Dump	\$ 15,321.00	\$ 14,250.00	\$ 9,250.00	\$ 4,250.00	-65.63%
	SGT SUV	\$ 150.00	\$ -	\$ -		
	<b>Total</b>	<b>\$ 37,071.00</b>	<b>\$ 35,850.00</b>	<b>\$ 25,450.00</b>		<b>-45.66%</b>
<b>Cherry Sheet Assessments - 820</b>						
	Air Pollution	\$ 1,238.00	\$ 1,289.00	\$ 1,289.00	Estimated	3.96%
	Regional Transit	\$ 4,853.00	\$ 6,551.00	\$ 6,551.00	Estimated	25.92%
	RMV	\$ 3,280.00	\$ 3,340.00	\$ 3,340.00	Estimated	1.80%
	<b>Total</b>	<b>\$ 9,371.00</b>	<b>\$ 11,180.00</b>	<b>\$ 11,180.00</b>		<b>16.18%</b>
<b>Worcester Regional Retirement - 911</b>						
	Assessment	\$ 255,716.00	\$ 278,671.00	\$ 278,671.00	Increased assessment	8.24%
	<b>Total</b>	<b>\$ 255,716.00</b>	<b>\$ 278,671.00</b>	<b>\$ 278,671.00</b>		<b>8.24%</b>
<b>Unemployment - 913</b>						
	Reserve	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	Estimated	0.00%
	<b>Total</b>	<b>\$ 10,000.00</b>	<b>\$ 10,000.00</b>	<b>\$ 10,000.00</b>		<b>0.00%</b>
<b>Health Insurance - 914</b>						
	Annual Cost	\$ 165,000.00	\$ 161,000.00	\$ 160,000.00	Removing Buffer	-3.13%
	<b>Total</b>	<b>\$ 165,000.00</b>	<b>\$ 161,000.00</b>	<b>\$ 160,000.00</b>		<b>-3.13%</b>
<b>Medicare - 916</b>						
	Annual Cost	\$ 28,600.00	\$ 29,500.00	\$ 29,500.00	Adjusted for Wages	3.05%
	<b>Total</b>	<b>\$ 28,600.00</b>	<b>\$ 29,500.00</b>	<b>\$ 29,500.00</b>		<b>3.05%</b>
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<b>Liability Insurance - 945</b>						
	Annual Cost	\$ 117,000.00	\$ 124,020.00	\$ 121,000.00	Added Cyber Insurance	3.31%
	<b>Total</b>	<b>\$ 117,000.00</b>	<b>\$ 124,020.00</b>	<b>\$ 121,000.00</b>		<b>3.31%</b>
	Total Budget	\$ 9,312,672.00	\$ 9,728,452.23	\$ 9,373,309.99		0.65%
	FY20 9303301	\$ 9,371.00				

## **TOWN DEPARTMENT MAILING ADDRESSES**

In order to satisfy the specific requirements of the U.S. Postal Service, all mail sent to the Town of Hubbardston must contain a unit number. The correct format is:

Town of Hubbardston  
[Name of Board/Dept.]  
7 Main St, Unit #  
Hubbardston, MA 01452

**Board of Assessors**  
7 Main Street, Unit 1

**Board of Health**  
7 Main Street. Unit 2

**Board of Selectmen**  
7 Main Street. Unit 3

**Building Dept.**  
7 Main Street, Unit 7

**Council on Aging**  
7 Main Street, Unit 3

**Conservation Commission**  
7 Main Street, Unit 7

**Dept. of Public Works**  
7 Main Street, Unit 6

**Emergency Management/CERT**  
7 Main Street, Unit 4

**Fire Dept.**  
7 Main Street, Unit 5

**Hubbardston Public Library**  
7 Main Street, Unit 8

**Parks Commission**  
7 Main Street, Unit 3

**Planning Board**  
7 Main Street, Unit 7

**Police Dept.**  
7 Main Street, Unit 9

**Tax Collector**  
7 Main Street, Unit 10

**Town Accountant/ Treasurer**  
7 Main Street, Unit 11

**Town Clerk**  
7 Main Street, Unit 12

**Zoning Board of Appeals**  
7 Main Street, Unit 7

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