

ANNUAL TOWN REPORT 2020

Hubbardston, Massachusetts



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2020 Annual Town Report

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We would like to extend our sincerest appreciation to all the Hubbardston Center School students for their artwork placed throughout this report.

“Art is not what you see, but what you make others see.”

-Edgar Degas



2020

HUBBARDSTON PROFILE





ABOUT HUBBARDSTON

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

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

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

<p>Year Incorporated: 1767</p> <p>Tax Rate: \$14.82</p> <p>Operating Budget: \$9.9M Open Town Meeting Government Five Member Select Board</p> <p>Area: 41.03 square miles</p> <p>Births: 38</p> <p>Deaths: 25</p> <p>Marriages: 16</p> <p>Brought to Town for Burial: 5</p>	<p>Visit our website:</p> <p>https://www.hubbardstonma.us</p> <p>Follow us on social media:</p> <p> @TownofHubbardston</p> <p> @HubbardstonMA</p> <p> TOWN OF HUBBARDSTON</p>
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STATE OFFICIALS

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

ELECTED OFFICIALS

Board of Assessor- three members for 3-year terms

John Prentiss, *Chair*- 2022 Albert Afonso- 2020 Jeffrey Young- 2021

Board of Health- five members for 3-year terms

Catherine Hansgate, *Chair*- 2022 Colleen Higgins- 2023 Judith O'Donnell- 2023
Vincent Ritchie- 2021 Katherine Saab, 2021

Cemetery Commission- three members for 3-year terms

Pamela Henning- 2021 Raven Kaldera- 2023 Paul Sweeney- 2022

Finance Committee- five members for 3-year terms

Joshua Lerner- 2022 Susan Rayne- 2023 Maria Tourigny- 2021

Housing Authority- four members for 5 -year terms + 1 State appointee

Albert Afonso- 2024

Moderator- one person for 3-year term

Rene Lafayette- 2022

Parks Commission- five members for 3-year term

Sanda Barry, *Chair*- 2020 Jason Guertin- 2022
Brian Matheson- 2022 David Sacramone- 2020

Planning Board- five members for 5-year terms

John DeMalia Jr.- 2021 William Homans- 2023
Alice Livdahl- 2020 Francois Steiger- 2024

Quabbin Regional School District Committee- four members for 3-year terms

Debra Chamberlain- 2020 David Correia, II- 2021
William Hansen- 2021 Mark Wigler- 2022

Select Board- five members for 3-year terms

Daniel Galante, *Chair*- 2022 Patrick Girouard- 2021 Kris Pareago- 2022
Jeffrey Williams, *Vice Chair*- 2021 Kathryn Young- 2023

Trustees of the Public Library- six members for 3-year terms

Morgan Brinker- 2022 Josephine Amato- 2020 Johanna Henning- 2022
Heather Bourque- 2020 Thomas Robinson- 2021 Connie Strittmatter- 2021

APPOINTED OFFICIALS

Accountant

Kelli Pontbriand

Agricultural Commission- five members for 3-year terms

Jane Abbott- 2021 Catherine Hansgate, Chair- 2022 Thomas Colyer- 2021
Allison Smith- 2020 Keith Tetreault- 2021

Animal Control Officer

Alana Meserve Kristen Salerno Cheryl Slack

Board of Registrars- three members for 3-year terms & Town Clerk

Richard Cunningham- 2020 Marcia Howlett- 2022
Dennis O'Donnell- 2021 Laurie Reed, *Town Clerk*

Building Commissioner/ Private Ways Trench Inspector

Rick Germano Roland Jean

Cable Advisory Committee

Thomas Colyer, Chair Albert Afonso
Gary Kangas John Nason

Capital Improvement Planning Committee

Michael Stauder Francois Steiger Peter Walker

Community Preservation Committee- 3-year terms

Danielle Arakelian, *Chair*- 2022 Sanda Barry- 2021 Stephanie Frend- 2020
Kayla Larson-Dubois-2022 Alice Livdahl-2022 Susan Worth-2022

Conservation Commission- 3-year terms

Richard Clapham- 2020 Anthony Coppola- 2022 Rick Green- 2021

Tomas Larson- 2021 Kayla Larson-Dubois- 2020

Constable- 3-year terms

Paul Sweeney- 2021

Council on Aging- nine members for 3-year terms

Nancy Afonso	Bonnie Cunningham	Jane Gregoriou
Kenneth Horvath	William Lipka	Claudia Provencal- <i>Director</i>
Hillary Scott Jr.	Mary Ellen Shaughnessy	Jeanette Sullivan

Cultural Council- five members for 3-year terms

Lori Engle- 2021 Sara Lyon- 2021 Sarah McMaster- 2022

Donna Shea- 2021 William Shea, *Chair*- 2022

Department of Public Works Director- Trench Inspector Public Ways

Travis Brown

Economic Development Committee- 3-year term

Susan Breagy, Director- 2020	John DeMalia Jr.- 2021	Whitney Friberg- 2021
Danielle Giardina- 2022	Patrick Girouard- 2020	Taran Long- 2022
Donna McGrath- 2021	Peter Walker- 2022	Kathryn Young- 2021

Emergency Management Planning Committee

Travis Brown- 2021 Robert Hayes- 2021 Scott Jansen- 2021

Dennis O'Donnell-2021 Judith O'Donnell- 2021 Dennis Perron- 2021

Executive Assistant

Roberta Thibault

Financial Administration Assistant

Roberta Thibault

**Fire Chief- Hazardous Waste Coordinator- Central Emergency Medical Systems
Corporate Representative**

Robert Hayes Jr.

Historical Commission- five members for 3-year terms

Barbara Carpenter- 2021 Martha Holgerson-2020 Gary Kangas- 2021
Ernst Newcomb- 2022 Brianna Whitney- 2021 Carol Whitney- 2021

Land Use Coordinator

Mallory Seamon

MART Advisory Board

Ryan McLane

Memorial Day Committee

James Berthiamue John Nason Claudia Provencal- *Chair*
Jamie Piney Walter Scott

Montachusett Joint Transportation Committee

Travis Brown- 2021

Montachusett Regional Vocational School District Committee

Kathleen Airoidi- 2022

Open Space Committee

Stephanie Frend- 2023 Robert Hatch- 2020 Rick Jones- 2022
Mark Kresge- 2022 Todd Livdahl- 2022 Patricia Taylor- 2021
Susan Worth- 2022

Parking Clerk

Sandra Nason

Planning Board

Erica Dack- 2021 Kristofer Munroe- 2021

Plumbing Gas Inspector

Jim Imprescia- 2021 Edward Tonet- 2021

Police Chief

Dennis Perron

Sexual Harassment Officer

Dennis Perron- 2021 Laurie Reed- 2021

Special Events Advisor

Kathryn Young

Tree Warden

Jeffrey Bourque- 2021

Treasurer Collector

Sandra Nason

Town Administrator

Ryan McLane

Town Center Committee

Phillip Churchill- 2021 Brett Duncan- 2021 Daniel Galante- 2021
William Hansen- 2021 William Homans- 2021 Brian Keagle- 2021
Alicia Muck- 2021

Town Counsel

Kopelman & Paige, PC

Town Clerk

Laurie Reed

Veteran's Agent

Sara Wyman

Wiring Inspector

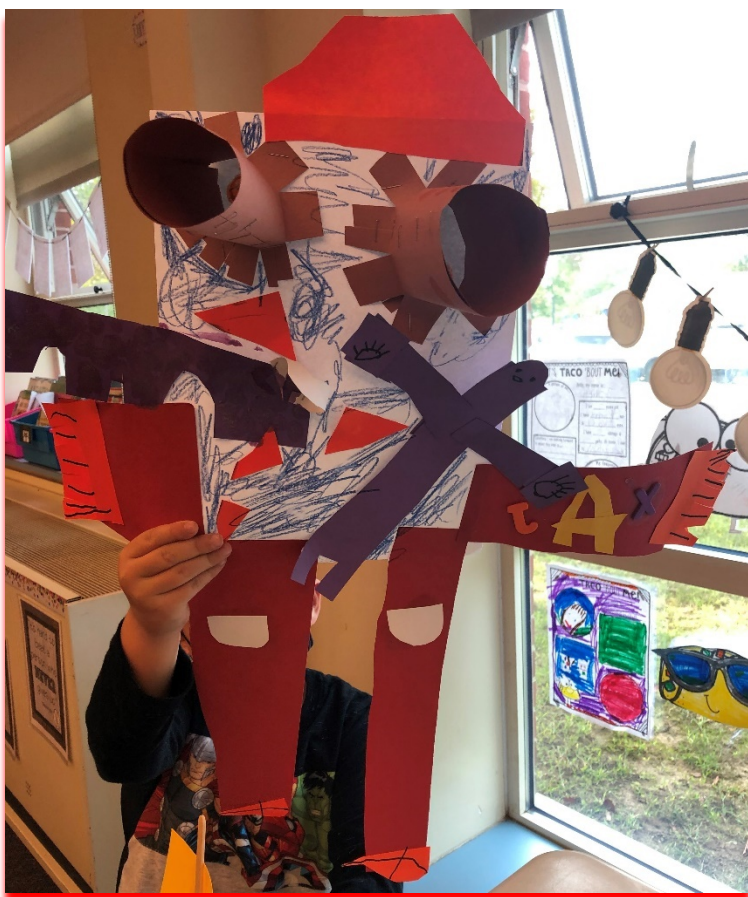
Shaun Dame- 2021 Darrell Sweeney- 2021

Zoning Board of Appeals- five members for 5-year terms

Albert Afonso Andrew Baum William Homans
Scott Janssens, Chair David Leger, Associate Gail Orciuch, Associate

2020

ADMINISTRATION



Our *Town Administrator* acts as the Chief Administrative Officer and is directly responsible to the five-person Select Board. The Town Administrator's responsibilities include the administration of town affairs as outlined in the Town Charter. Our Town Administrator welcomes public input and is available for conversations in the office and around town.

All issues pertaining to: General Bylaws; Local Access TV Channel; Town Meeting; Alcoholic Beverage Licenses; Auto Dealer Licenses ("Class 1, 2 and 3"); Auctioneer Licenses; Automatic Amusement Licenses; Common Victualer Licenses; Entertainment Licenses; Fuel Storage Licenses (over 10,000 gallons); Lodging House Licenses; Transient Vendor or 1-Day License; and Appointments to Boards/Committees as per the Town Charter are the *Select Board's* responsibility.

The *Board of Assessors* is responsible for all issues pertaining to: Assessments (real estate and personal property); Abatements (real estate, personal property, and motor vehicle); Tax Exemption Forms (elderly, veteran); Tax Maps; Deeds; Certified Abutters List; Property Owner Detail Listings (Property Record Cards); Chapter 61, 61A, 61B Land.

In accordance with Massachusetts General Laws, town policies, bylaws, the Massachusetts Department of Revenue and federal law reporting, our *Town Accountant*, details: annual reporting requirements; timely and accurate reporting of all revenues collected and funds expended in accordance with the annual budget, capital budget, grants, gifts, revolving, trusts and other funds; oversees the processing of all financial transactions and reconciliation of the same with other finance offices and departments.

The *Treasurer Collector* is to preserve, protect and manage the financial resources of the Town, and is responsible for the receipt and deposit of funds, accurate accounting and prudent investment of all Town funds to maximize yields while maintaining adequate liquidity and ensure compliance with Massachusetts General Laws, Town Charter, and any other financial mandates. The Treasurer is also responsible for negotiating all municipal borrowings for capital-related projects and is responsible for the collection of tax title receivables and is the custodian of tax-foreclosed property. The Collector is responsible for billing and collecting real estate taxes, motor vehicle and boat excise taxes. In addition, the department issues Municipal Lien Certificates.



REPORT OF THE SELECT BOARD

SELECT BOARD MEMBERS

(effective June 2020)

Daniel Galante – *Chair* Jeffrey Williams – *Vice Chair*

Patrick Girouard – *Clerk* Kris Pareago – *Member*

Katie Young – *Member*

It is my privilege and honor to submit, on behalf of the Hubbardston Select Board and Town Administrator, this annual report summarizing activities throughout 2020.

The year was dominated by the impacts of COVID-19, requiring the Select Board to declare a local state of emergency on March 25, 2020. The Select Board coordinated with the Town Administrator, the Board of Health, the Public Safety Departments, in addition to the Emergency Management Coordinator, to provide a data-driven, measured response to the pandemic. Hubbardston saw dozens of COVID-19 cases and closed most of the municipal offices at some point throughout the year. As 2020 came to a close, the Select Board managed to safely maintain all town services levels, run local, state and federal elections, keep the town offices open to the public and commit to keeping Hubbardston's Open Spaces available to all. Hope, for an efficient vaccination process, was the final 2020 sentiment.

But the business of the town continued despite the COVID-19 challenges. The Select Board helped guide town staff and volunteers throughout 2020 with a special emphasis on the following activities:

Annual Town Meeting:

A total of 132 residents attended a socially-distanced Annual Town Meeting on June 23, 2020. The meeting was held at the Curtis Recreational Field, the first outdoor Annual Town Meeting in recent memory. After passing the presented Town Budget, residents supported funds for fixing the Hubbardston Public Library Foundation and funds for continuing to replace the town office computers and hardware. The majority of the FY21 capital plan was postponed due to financial concerns from the pandemic. Other major items receiving positive votes were: a measure to replace the Rainbow's End Playground using CPA funds, an article to approve a debt-exclusion override for repairing the Center School roof and a measure that would ask the state legislature to rename the Hubbardston Board of Selectmen to the more inclusive Select Board. The Hubbardston Center School Roof Override also passed at the Annual Town Election on June 30, 2020.

Special Town Meetings:

The Board oversaw an additional town meeting on September 24, 2020. Voters approved an adjusted budget with allowances for additional school assessment funds and also approved the remainder of the FY21 capital plan. These purchases included important items for town services like: a new hotbox for the DPW, a new Dump Truck with Plow for the DPW, a new bandstand roof for the recreational field and funds to purchase cameras for town police cruisers. Voters also approved an easement for the town-owned land at 21 Gardner Road for the purposes of construction a dispatch communications tower.

Continued Road Maintenance and Repair

Repairing and protecting town roads continued to be a major Board focus in 2020. The Board adopted a formal road plan recommended by the DPW Director and oversaw the final planning stages of the reconstruction of Route 68 from the Curtis Recreational Fields to the Gardner City Line. The Board also fully committed to using Chapter 90 funds for road repair work, completing reclamation projects on Flagg Road, Hale Road Extension, Williamsville Road and Mount Jefferson Road.

Town Center Reconstruction Project

The Select Board continued to liaison with the Town Center Committee to push the important project towards completion. The state now recognizes the project as ready for construction in 2022 with funds paid for by the State and Federal Governments. The design for this project is now at 100 percent and was fully funded by Hubbardston taxpayers.

Financial Management and Planning

The Town Administrator continued to develop long-range financial planning tools for the Board to include a five-year financial forecast and a Fiscal Year 2022-2026 Capital Improvement Plan. The Fiscal Year 2020 outside financial audit found no material weaknesses in the town's financial operations, highlighting the town's strong budgeting practices and reserves as key findings. This will ensure the continuation of the town's excellent bond rating.

Special Events

The Board Chair once again helped host a socially-distanced Annual Tree Lighting Ceremony on the town common. About a dozen residents were by many more watching online as town officials officially kicked off the holiday season. Special thanks are owed to: the Special Events Coordinator, Parks Department, DPW and the Town Center Committee for helping put together this annual event.

Through the Hubbardston Special Events Coordinator Katie Young, the town continued to promote and execute its engaging special events – the Hubbardston Fair, the Dingy Dash, the Light Fight

and Frozen Assets. The Hubbardston Light Fight had its largest year ever with hundreds of cars from all over New England converging on Hubbardston to see the show. This year’s event also drew a great deal of attention from the press as a must-see event for a quarantine-tired family.

Thanks for a Great Year!

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

Respectfully submitted,

Daniel Galante, Select Board Chair

Annual Report 2020

Pursuant to MGL, Chapter 138, Section 10A, the following pertains to all alcoholic licenses granted in the year 2020.

<i>Class of License</i>	<i>Fee</i>	<i># Issued</i>
Restaurant		
All Alcoholic	\$650.00	1
Wine & Malt	\$300.00	1
Package Store		
All Alcoholic	\$600.00	2
General on Premises		
All Alcoholic	\$500.00	1
Wine & Malt	\$270.00	1
Sunday Sale of Alcohol	\$10.00	2
General off Premises		
Wine & Malt	\$375.00	0

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

REPORT OF THE BOARD OF ASSESSORS

BOARD OF ASSESSORS MEMBERS

Albert Afonso, *Member* Jeffrey Young, *Member* John K. Prentiss, *Chair*

**Based on Assessments for calendar year
January 1 through December 31, 2020**

TABLE OF AGGREGATES	NUMBER OF PARCELS
Single Family Residences	1,426
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	24
Land-Vacant/Accessory	520
 Chapter Lands	
Forestry (61)	39
Agricultural (61A)	73
Recreational (61B)	24
Commercial	29
Industrial	15
Personal Property – Taxable	33
Real Estate – Exempt	263
Personal Property – Exempt	<u>151</u>
Total	2,360 Taxable

<u>ASSESSMENT TOTALS</u>	<u>VALUATIONS</u>	<u>TAXES</u>
Residential	\$ 458,432,647	\$ 6,793,971.83
Open Space	-----	-----
Commercial	\$ 13,491,784	\$ 199,948.24
Industrial	<u>\$ 4,925,600</u>	<u>\$ 72,997.39</u>

Real Estate Subtotal	\$ 476,850,031	\$7,066,917.46
Personal Property	\$ 13,661,356	\$ 202,461.30
Real Estate & PP Total	\$ 490,511,387	\$7,269,378.76

Real Estate - Exempt \$ 51,597,984 (if taxable) \$ 764,682.12
 (state reimbursement on state owned land)

Omitted & Revised \$ ----- \$ 0.00

Rollback (Chapter 61/61A/61B) \$ ----- \$ 9,641.81

ABATEMENTS

Personal Exemptions (Elderly, Veteran, Hardship) 53 \$ 46,451.08

Real & Personal Property 10 \$ 5,165.66

CPA Abated 6 \$ 52.78

Total \$ 51,669.52

TAX RATES FOR PRIOR FISCAL YEARS

1997	14.71	2010	10.69
1998	15.56	2011	11.33
1999	15.00	2012	12.70
2000	16.41	2013	13.64
2001	14.19	2014	14.52
2002	14.64	2015	14.92
2003	14.40	2016	15.90
2004	10.86	2017	15.23
2005	10.76	2018	15.13
2006	10.61	2019	15.22
2007	9.69	2020	14.82
2008	9.43	2021	14.81
2009	9.51		

Respectfully Submitted,
George Bourgault, Regional Assessor

REPORT OF THE ACCOUNTANT

TOWN OF HUBBARDSTON MASSACHUSETTS BALANCE SHEET as of June 30, 2020

	General	Special Revenue	CPA	Capital Projects	Trust and Agency	Long-term Debt	Total (memorandum)
<u>ASSETS</u>							
Cash and cash equivalents	1,081,253.26	580,659.96	430,656.14		1,880,263.12		3,972,832.48
Receivables:							
Personal property taxes	21,183.87						21,183.87
Real estate taxes	230,775.50		566.67				231,342.17
Allowance for abatements and exemptions	(67,278.67)						(67,278.67)
Tax liens	451,594.04	715.00	1,936.94				454,245.98
Tax foreclosures	14,618.51						14,618.51
Motor vehicle excise	84,748.09						84,748.09
Utility liens added to taxes		24,975.48					24,975.48
Departmental Other receivables	478,925.32						478,925.32
Due from other governments	105,276.86						105,276.86
Amounts to be provided - payment of bonds	12,322.50			90,287.57			102,610.07
Total Assets	<u>2,413,419.28</u>	<u>606,350.44</u>	<u>433,159.75</u>	<u>90,287.57</u>	<u>1,880,263.12</u>	<u>620,000.00</u>	<u>6,043,480.16</u>
<u>LIABILITIES AND FUND EQUITY</u>							
Liabilities:							
Accrued payroll and withholdings	(7,435.41)						(7,435.41)
Warrants Payable	55,490.02	4,422.78					59,912.80
Other liabilities	24,566.76						24,566.76
Agency Funds Deferred revenue:					886,290.51		886,290.51
Real and personal	184,680.70		566.67				185,247.37

property taxes							
Tax liens	451,594.04	715.00	1,936.94				454,245.98
Tax foreclosures	14,618.51						14,618.51
Motor vehicle excise	84,748.09						84,748.09
Utility liens added to taxes		24,975.48					24,975.48
Departmental Other receivables	478,925.32						478,925.32
Due from other governments	105,276.86			90,287.57			105,276.86
Bonds payable					620,000.00		620,000.00
Notes payable				500,000.00			500,000.00
Total Liabilities	<u>1,392,464.89</u>	<u>30,113.26</u>	<u>2,503.61</u>	<u>590,287.57</u>	<u>886,290.51</u>	<u>620,000.00</u>	<u>3,521,659.84</u>
Fund Equity:							
Reserved for encumbrances	22,302.54						22,302.54
Reserved for expenditures	261,000.00		229,640.90				490,640.90
Reserved for continuing appropriations	111,320.36						111,320.36
Reserved for petty cash	115.00						115.00
Reserved for COVID 19		(44,338.06)					(44,338.06)
Undesignated fund balance	<u>626,216.49</u>	<u>620,575.24</u>	<u>201,015.24</u>	<u>(500,000.00)</u>	<u>993,972.61</u>		<u>1,941,779.58</u>
Total Fund Equity	<u>1,020,954.39</u>	<u>576,237.18</u>	<u>430,656.14</u>	<u>(500,000.00)</u>	<u>993,972.61</u>	<u>0.00</u>	<u>2,521,820.32</u>
Total Liabilities and Fund Equity	<u><u>2,413,419.28</u></u>	<u><u>606,350.44</u></u>	<u><u>433,159.75</u></u>	<u><u>90,287.57</u></u>	<u><u>1,880,263.12</u></u>	<u><u>620,000.00</u></u>	<u><u>6,043,480.16</u></u>

FUND REVENUE RECEIVED

FISCAL YEAR 2020
Year Ending June 30, 2020

GENERAL REVENUE FUNDS

PERSONAL PROPERTY - 2015	\$	15.00
PERSONAL PROPERTY - 2019	\$	904.43
PERSONAL PROPERTY - 2020	\$	198,391.75

REAL ESTATE - 2013	\$	713.34
REAL ESTATE - 2017	\$	767.31
REAL ESTATE - 2018	\$	4,803.00
REAL ESTATE - 2019	\$	63,163.81
REAL ESTATE - 2020	\$	6,816,005.71
MOTOR VEHICLE EXCISE PRIOR YEARS	\$	171.67
MOTOR VEHICLE EXCISE - 2014	\$	667.08
MOTOR VEHICLE EXCISE - 2015	\$	447.60
MOTOR VEHICLE EXCISE - 2016	\$	1,078.14
MOTOR VEHICLE EXCISE - 2017	\$	1,638.45
MOTOR VEHICLE EXCISE - 2018	\$	7,922.42
MOTOR VEHICLE EXCISE - 2019	\$	94,779.09
MOTOR VEHICLE EXCISE - 2020	\$	550,537.80
PENALTIES & INTEREST TAXES	\$	48,865.49
PAYMENT IN LIEU OF TAXES	\$	416,212.80
AMBULANCE REVENUE	\$	140,488.31
TAX COLLECTOR FEES	\$	9,475.00
CONSERVATION FEES	\$	100.00
POLICE FEES	\$	378.80
FIRE FEES	\$	5,053.82
DPW FEES	\$	1,875.00
BOARD OF HEALTH	\$	1,162.00
ASSESSOR FEES	\$	65.00
TOWN CLERK FEES	\$	11,449.25
MISCELLANEOUS FEES	\$	50.00
ALCOHOL LICENSE	\$	3,170.00
DOG LICENSE	\$	227.50
OTHER LICENSE & PERMITS	\$	375.00
BUILDING PERMITS	\$	15,078.08
GAS PERMITS	\$	5,442.00
WIRING PERMITS	\$	8,360.60
PLUMBING PERMITS	\$	1,116.80
UNRESTRICTED GOVERNMENT AID	\$	516,099.00
VETERANS & ELDERLY EXEMPTION	\$	5,442.00
STATE OWNED LAND	\$	72,186.00
VETERANS BENEFITS	\$	23,749.00
OTHER STATE AID	\$	3,550.00
VARIOUS FINES AND FEES	\$	1,116.87
SALE OF SURPLUS	\$	8,060.00
INVESTMENT INCOME	\$	10,103.06
TAX LIENS	\$	3,633.66
PENALTIES & INTEREST TAX TITLE	\$	155.95

SALE OF LAND	\$	25,396.93
MISCELLANEOUS REVENUE	\$	78,110.94
	\$	<u>9,158,555.46</u>

SPECIAL REVENUE FUNDS

Peg Access	\$	69,644.75
Transportation Network	\$	26.60
Wetlands Protection	\$	15,723.26
Law Enforcement Trust	\$	3,872.66
Community Playground	\$	5,643.94
Holden Hospital	\$	80,937.08
Information Center/Memorial Park	\$	725.50
Library Dog Fund	\$	2,797.42
Agricultural Donations	\$	20.00
Cultural Council Donations	\$	333.67
Cheste Mowrey Fund	\$	148.53
COA Donations	\$	6,810.61
History Donations	\$	2,228.00
Library Donations	\$	21,603.37
Memorial Day Donations	\$	200.10
Open Space Donations	\$	477.00
Police Department Gift	\$	1,375.18
Ryder Property	\$	5,691.32
BOH Revolving	\$	34,626.89
Building Demolition Revolving	\$	3,900.00
Conservation Revolving	\$	3,713.88
Driveway Permit Revolving	\$	2,795.92
Late Dog Fees Revolving	\$	5,978.51
Mart Revolving	\$	1,995.61
Open Burning Permit Revolving	\$	6,442.99
Planning Board Revolving	\$	13,527.61
Recycling Revolving	\$	5,070.45
Septic Revolving	\$	1,783.00
Special Events Revolving	\$	17,692.80
Wire Inspection Revolving	\$	73,644.05
Parks and Recreation Revolving	\$	393.39
Title V Fund	\$	150,317.75
Emergency Management Grant	\$	3,334.95
Firefighter Grant	\$	5,402.46
Police Vest Grant	\$	497.99
COVID 19	\$	(44,338.06)
CARES Fire Department	\$	3,095.40
Economic Development Grant	\$	1,124.00

Community Compact Grant	\$	12,500.00	
Brush Fire Clothing Grant	\$	59.90	
Fire Safe Grant	\$	3,922.28	
Fire Training Grant	\$	7,304.83	
Citizens Core Grant	\$	1,483.25	
Cert Grant	\$	2,460.00	
Cultural Council Grant	\$	4,999.05	
Elder Formula Grant	\$	(0.01)	
Library State Aid	\$	20,247.05	
MVP Grant	\$	14,002.23	\$ 576,237.16

COMMUNITY PRESERVATION

Designated for Projects	\$	229,640.90	
Remaining Balance	\$	201,015.24	\$ 430,656.14

CAPITAL PROJECTS

Chapter 90	\$	-	
Various Capital Projects	\$	500,000.00	\$ 500,000.00

EXPENDABLE TRUSTS & AGENCY FUNDS

Police Detail	\$	(49,118.88)	
Fire Arms License	\$	19,212.29	
Borrego/Clearway Project	\$	13,200.00	
True Green Capital	\$	2,542.11	
Performance Bond Kataisto	\$	10,174.48	
Restoration Bond Pitch Gravel	\$	6,833.71	
Performance Bond Pitch Gravel	\$	9,404.94	
Performance Bond Friends Farm	\$	21,132.87	
Performance Bond Mare Meadow	\$	642.93	
Performance Bond Lead the Way	\$	4,053.15	
Performance Bond Borrego Solar	\$	107,440.31	
Performance Bond Hubbardston Solar Escrow	\$	155,933.20	
Performance Bond KS Solar Escrow	\$	105,242.23	
Performance Bond Seaboard Solar Escrow	\$	50,863.83	
Performance Bond Borrego			
Williamsville Solar	\$	429,701.34	
Royalston Farm Legal Fees	\$	(968.00)	\$ 886,290.51
Evergreen Cemetery Trust	\$	5,850.86	
Clark Cemetery Trust	\$	1,181.22	
Forest Hill Cemetery Trust	\$	648.85	

Warren Cemetery Trust	\$	3,922.75	
Pine Grove Cemetery Trust	\$	8,992.58	
Rural Glenn Cemetery Trust	\$	12,443.60	
Brookside Cemetery Trust	\$	62,296.64	
Greenwood Cemetery Trust	\$	11,603.55	
Lovewell Cemetery Trust	\$	689.07	
Brookside Sale of Lots	\$	26,377.51	
New Land Cemetery Trust	\$	1,057.42	
C Fairman Common	\$	7,791.05	
Freetown Library Trust	\$	24,471.20	
Buffum Library Trust	\$	5,562.22	
Church Library Trust	\$	3,814.65	
Clark Library Trust	\$	2,082.17	
Honor Roll Fund	\$	3,844.67	
Hubbardston Community Park	\$	9,205.34	
Scholarship Fund	\$	65,724.93	
Hubbardston Preservation	\$	11,986.63	
Town Clock Fund	\$	53.72	
Hubbardston School Fund	\$	11,325.30	
Country Hen Scholarship	\$	34,467.22	\$ 315,393.15

STABILIZATION FUNDS

Stabilization	\$	419,428.51	
Capital Stabilization	\$	42,350.01	\$ 461,778.52

TRUST FUNDS - PRINCIPAL

Evergreen Cemetery Trust	\$	21,390.00	
Clark Cemetery Trust	\$	1,554.37	
Forest Hill Cemetery Trust	\$	2,126.66	
Warren Cemetery Trust	\$	2,655.49	
Pine Grove Cemetery Trust	\$	9,300.00	
Rural Glenn Cemetery Trust	\$	37,366.80	
Brookside Cemetery Trust	\$	49,523.07	
Greenwood Cemetery Trust	\$	4,210.74	
Lovewell Cemetery Trust	\$	673.81	
C Fairman Common	\$	5,000.00	
Freetown Library Trust	\$	15,000.00	
Buffum Library Trust	\$	3,000.00	
Church Library Trust	\$	1,000.00	
Country Hen Scholarship	\$	64,000.00	\$ 216,800.94

Total Agency & Trust			\$ 1,880,263.12
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EXPENSES

FISCAL YEAR 2020 Year Ending June 30, 2020

	<u>Final</u> <u>Budget</u>	<u>Expenses</u>	<u>Carried</u> <u>Forward</u> <u>Fiscal 2021</u>	<u>Closed</u> <u>Surplus</u>
Moderator				
Personnel	\$ 100.00	\$ -		\$ 100.00
Select Board				
Personnel	\$ 35,511.00	\$ 35,407.92		\$ 103.08
Employee Support	\$ 1,575.00	\$ 1,549.54		\$ 25.46
Services	\$ 54,226.00	\$ 36,634.95	\$ 17,250.00	\$ 341.05
Supplies	\$ 2,925.00	\$ 2,308.52		\$ 616.48
Town Administrator				
Personnel	\$ 90,460.00	\$ 90,450.28		\$ 9.72
Employee Support	\$ 2,900.00	\$ 2,889.88		\$ 10.12
Finance Committee				
Expenses	\$ 200.00	\$ 160.00		\$ 40.00
Reserve Fund	\$ 900.00	\$ -		\$ 900.00
Town Accountant				
Services	\$ 65,400.00	\$ 65,000.00		\$ 400.00
Supplies	\$ 300.00	\$ 218.27		\$ 81.73
Board of Assessors				
Personnel	\$ 31,327.00	\$ 23,825.81		\$ 7,501.19
Employee Support	\$ 272.00	\$ 200.00		\$ 72.00
Services	\$ 69,175.00	\$ 68,409.96	\$ 10.00	\$ 755.04
Supplies	\$ 928.00	\$ 622.68		\$ 305.32
Treasurer/Collector				
Personnel	\$ 64,241.00	\$ 64,233.25		\$ 7.75
Employee Support	\$ 575.00	\$ 90.00	\$ 271.50	\$ 213.50
Services	\$ 6,550.00	\$ 6,517.07		\$ 32.93
Supplies	\$ 7,700.00	\$ 2,832.36	\$ 1,566.42	\$ 3,301.22
Other	\$ 4,750.00	\$ 4,589.28		\$ 160.72
Information Technology				
Services	\$ 67,000.00	\$ 66,760.67	\$ 233.00	\$ 6.33
Town Clerk				
Personnel	\$ 46,476.00	\$ 46,363.51		\$ 112.49
Employee Support	\$ 860.00	\$ 687.53		\$ 172.47
Services	\$ 276.00	\$ -		\$ 276.00

Supplies	\$	6,600.00	\$	6,288.49	\$	311.51
Conservation Commission						
Supplies	\$	1,172.00	\$	201.43	\$	970.57
Planning Board						
Personnel	\$	17,821.00	\$	8,467.63	\$	9,353.37
Services	\$	2,533.00	\$	1,533.00	\$	1,000.00
Zoning Board of Appeals						
Personnel	\$	500.00	\$	500.00	\$	-
Supplies	\$	675.00	\$	-	\$	675.00
Building and Maintenance						
Personnel	\$	9,185.00	\$	8,629.60	\$	555.40
Services	\$	47,500.00	\$	46,746.88	\$	374.78
				\$	378.34	
Police Dept						
Personnel	\$	608,491.98	\$	599,760.05	\$	8,731.93
Employee Support	\$	18,554.50	\$	17,925.54	\$	628.96
Services	\$	18,270.26	\$	17,069.06	\$	1,000.00
Supplies	\$	9,404.26	\$	8,599.50	\$	788.64
				\$	16.12	
Fire Dept						
Personnel	\$	411,722.00	\$	408,230.47	\$	3,491.53
Employee Support	\$	5,000.00	\$	4,990.25	\$	9.75
Services	\$	26,600.00	\$	25,338.92	\$	40.50
Supplies	\$	15,000.00	\$	13,646.88	\$	1,353.12
Other	\$	9,000.00	\$	8,900.28	\$	99.72
Ambulance						
Services	\$	47,256.00	\$	37,349.50	\$	9,906.50
Supplies	\$	16,230.00	\$	16,223.70	\$	6.30
Other	\$	6,270.00	\$	3,378.54	\$	97.65
				\$	2,793.81	
Building Dept						
Personnel	\$	16,292.00	\$	16,292.00	\$	-
Services	\$	26,100.00	\$	26,100.00	\$	-
Supplies	\$	1,135.00	\$	128.25	\$	1,006.75
Emergency Management						
Personnel	\$	1,066.00	\$	1,066.00	\$	-
Supplies	\$	1,333.00	\$	1,040.76	\$	292.24
Animal Control						
Services	\$	17,247.00	\$	17,126.44	\$	120.56
Tree Warden						
Personnel	\$	1,882.00	\$	1,882.00	\$	-
Supplies	\$	4,000.00	\$	2,300.00	\$	1,700.00
Dispatch Services						
Services	\$	127,000.00	\$	124,580.73	\$	2,419.27

Education						
Quabbin Assessment	\$	4,759,488.00	\$	4,759,487.49	\$	0.51
Monty Tech Assessment	\$	649,021.00	\$	640,303.00	\$	8,718.00
Quabbin Roof Repair	\$	31,110.00	\$	31,109.99	\$	0.01
DPW						
Personnel	\$	342,676.00	\$	329,246.73	\$	13,429.27
Employee Support	\$	9,000.00	\$	8,351.77	\$	648.23
Services	\$	74,027.00	\$	63,433.90	\$	225.00
Supplies	\$	142,973.00	\$	140,582.26	\$	2,390.74
Intergovernmental	\$	5,000.00	\$	4,691.92	\$	308.08
DPW Snow & Ice						
Personnel	\$	65,239.00	\$	42,706.89	\$	22,532.11
Services	\$	9,850.00	\$	9,785.62	\$	64.38
Supplies	\$	159,500.00	\$	151,799.68	\$	7,700.32
Municipal Lights						
Services	\$	5,500.00	\$	5,235.84	\$	125.00
Cemetery						
Services	\$	500.00	\$	125.12	\$	374.88
Supplies	\$	1,300.00	\$	1,276.69	\$	23.31
Board of Health						
Personnel	\$	13,721.00	\$	13,721.00	\$	-
Services	\$	9,180.00	\$	6,522.20	\$	2,657.80
Supplies	\$	2,363.00	\$	133.01	\$	2,229.99
Council on Aging						
Personnel	\$	15,281.00	\$	14,937.38	\$	343.62
Services	\$	2,500.00	\$	2,500.00	\$	-
Supplies	\$	2,500.00	\$	2,500.00	\$	-
Veterans Services						
Employee Support	\$	350.00	\$	70.41	\$	279.59
Services	\$	8,000.00	\$	8,000.00	\$	-
Supplies	\$	1,200.00	\$	-	\$	1,200.00
Other	\$	30,000.00	\$	28,498.70	\$	1,501.30
Library						
Personnel	\$	43,075.00	\$	36,380.10	\$	6,694.90
Services	\$	21,200.00	\$	12,604.45	\$	95.86
Supplies	\$	18,043.00	\$	16,667.43	\$	1,375.57
Recreation						
Supplies	\$	3,100.00	\$	2,864.49	\$	34.19
Agriculture Commission						
Supplies	\$	300.00	\$	-	\$	300.00
Historical Com.						

Expense	\$	200.00	\$	-	\$	200.00
Debt						
Short Term Interest	\$	2,000.00	\$	550.00	\$	1,450.00
Long Term Debt						
Principal	\$	240,000.00	\$	235,000.00	\$	5,000.00
Long Term Debt						
Interest	\$	37,071.00	\$	36,600.00	\$	471.00
Employee Benefits						
Health Insurance	\$	165,000.00	\$	123,050.46	\$	41,949.54
Liability Insurance	\$	117,000.00	\$	115,229.30	\$	1,580.70
SS Medicare	\$	28,600.00	\$	28,239.72	\$	360.28
Unemployment Comp	\$	3,000.00			\$	3,000.00
Worcester Regional						
Retirement	\$	255,716.00	\$	251,032.00	\$	4,684.00
Transfers to Other Funds						
Special Revenue	\$	13,178.03	\$	13,178.03	\$	-
Prior Year						
Encumbrances						
Expense	\$	5,348.30	\$	5,332.25	\$	16.05
Special Articles						
Voting Machines	\$	8,000.00	\$	8,000.00	\$	-
Library Projects	\$	2,726.03	\$	-	\$	2,726.03
Lib Roof						
Replacement	\$	84,100.00	\$	51,254.00	\$	32,846.00
Police Handguns	\$	3,000.00	\$	2,399.93	\$	600.07
Fire Pond						
Reconstruction	\$	3,000.00	\$	-	\$	3,000.00
Fire Exhaust Fan	\$	56,100.00	\$	1,900.00	\$	54,200.00
DPW Trailer/Roller	\$	35,000.00	\$	31,600.00	\$	3,400.00
Town Center						
Reconstruction	\$	36,892.56	\$	36,892.56	\$	-
RT 68 Project	\$	8,529.05	\$	1,101.25	\$	7,427.80
Cemetery Equipment	\$	6,500.00	\$	5,940.00	\$	560.00
Senior Tax Workoff	\$	15,000.00	\$	11,127.00	\$	3,873.00
Dump Truck with						
Plow	\$	95,000.00	\$	94,895.00	\$	105.00
Library Roof &						
Skylight	\$	11,000.00	\$	6,735.67	\$	4,264.33
Police Cruiser	\$	46,000.00	\$	45,358.44	\$	641.56
School Cafeteria						
Equipment	\$	25,000.00	\$	20,771.68	\$	4,228.32
Water Pump Booster	\$	18,000.00	\$	17,308.00	\$	692.00
Town Office						
Computer/Software	\$	30,000.00	\$	30,000.00	\$	-
School Roof						
Feasibility Study	\$	60,000.00	\$	60,000.00	\$	-
Town Center Design	\$	75,000.00	\$	25,307.44	\$	49,692.56

General Fund Totals	\$ 9,940,424.97	\$ 9,536,386.18	\$ 133,622.90	\$ 270,415.89
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Community Preservation

Administrative Costs	\$ 3,267.39	\$ 1,100.00	\$ -	\$ 2,167.39
ATM 6/16 Affordable Housing	\$ 50,000.00		\$ 50,000.00	\$ -
ATM 6/16 Lib Long Range Plan	\$ 2,500.00		\$ 2,500.00	\$ -
ATM 6/18 First Church Roof	\$ 35,000.00		\$ 35,000.00	\$ -
ATM 6/18 Lib Roof Replace	\$ 39,620.00	\$ 1,592.50	\$ 38,027.50	\$ -
ATM 6/18 Library BAN Payment	\$ 22,350.00	\$ 22,350.00		\$ -
ATM 6/19 Library Foundation	\$ 8,000.00		\$ 8,000.00	\$ -
ATM 6/19 First Church Roof	\$ 26,690.00	\$ 26,290.00		\$ 400.00
ATM 6/19 Portable Ice Rink	\$ 2,618.00		\$ 2,618.00	\$ -
ATM 6/19 Curtis Recreation Field	\$ 21,200.00		\$ 21,200.00	\$ -

Community Preservation Totals	\$ 130,387.39	\$ 2,692.50	\$ 125,527.50	\$ 2,167.39
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Respectfully submitted,

Kelli Pontbriand, Town Accountant

REPORT OF THE TREASURER/COLLECTOR

SUMMARY OF COLLECTIONS

Year Ending June 30, 2020

Year	Excise	<u>Tax</u>
	Prior Years Excise Tax	\$ 171.67
2014	Motor Vehicle Excise Tax	\$ 667.08
2015	Motor Vehicle Excise Tax	\$ 447.60
2016	Motor Vehicle Excise Tax	\$ 1,078.14
2017	Motor Vehicle Excise Tax	\$ 1,638.45
2018	Motor Vehicle Excise Tax	\$ 7,922.42
2019	Motor Vehicle Excise Tax	\$ 94,779.09
2020	Motor Vehicle Excise Tax	\$ 550,537.80
	Total Excise	\$ 657,242.25

Year	Real Estate	<u>Tax</u>
2013	Real Estate Tax	\$ 713.34
2017	Real Estate Tax	\$ 767.31
2018	Real Estate Tax	\$ 4,803.00
2019	Real Estate Tax	\$ 63,163.81
2020	Real Estate Tax	\$ 6,816,005.71
	Total Real Estate Tax	\$ 6,885,453.17

2013	CPA	\$ 0.13
2017	CPA	\$ 0.34
2018	CPA	\$ 52.90
2019	CPA	\$ 625.99
2020	CPA	\$ 65,249.92
	Total CPA	\$ 65,929.28

		<u>Principal & Interest</u>
2020	Septic Lien	\$ 3,176.16
	Total Septic Lien	\$ 3,176.16

Year	Personal Property	<u>Tax</u>
2015	Personal Property Tax	\$ 15.00
2019	Personal Property Tax	\$ 904.43
2020	Personal Property Tax	\$ 198,391.75
	Total Personal Property Tax	\$ 199,311.18

	Penalties & Interest - All Taxes	\$ 21,501.90
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TRUST FUNDS

FISCAL YEAR 2020
Year Ending June 30, 2020

CEMETERY FUNDS

Brookside	\$ 142,660.40
Clark	2,735.59
Evergreen	23,783.05
Forest Hill	2,775.51
Greenwood	15,814.19
Lovewell	1,336.40
Pine Grove	18,292.58
Rural Glen	49,810.41
Warren	6,578.24
New Land	3,868.89

LIBRARY FUNDS

Freetown	\$ 39,471.20
Clark	2,086.11
A. Maria Buffum	8,562.22
Charlotte P. Fairman	12,791.05
Eliza Church	4,822.89
Library Capital Costs	139.71

STABILIZATION

Stabilization	\$ 419,428.54
Municipal Capital	42,350.01

HONOR ROLL FUND

3,844.67

TOWN CLOCK FUND

143.75

SCHOOL FUND

11,346.75

HUBBARDSTON COMMUNITY PARK

9,205.34

C.A.S.H. FUND

129,724.94

HUBBARDSTON PRESERVATION

5,334.76

COUNTRY HEN SCHOLARSHIP

34,467.22

TOTAL TRUST FUNDS

\$ 991,374.42

GENERAL FUND

FISCAL YEAR 2020
Year Ending June 30, 2020

Arts Lottery	\$ 5,332.72
Recreation	393.39
Accounts Payable	-52,493.11
MMDT	18,854.63
Money Market	316,728.40
Depository Account	15,660.43
Uni MMA	1,409,045.02
Municipal MMDA	901,422.99
Online Collections	8,922.90
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	-21,096.68
CPA	223,626.08
Title V	150,220.53
Bartholomew Money Market	1,000.66
Petty Cash	115.00

Respectfully submitted,

Sandra Nason, Treasurer/ Collector

2020



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.

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

In 2020 the Building Department moved to 100% online permitting with the use of the ViewPoint portal. This has allowed our permitting process to be expedited and opened up means of communication between applicants and inspectors. For the course of most of the year inspections took place over virtual platforms as well.

The Building Department is located at 7 Main Street- in the library basement and holds office hours Monday through Thursday 8AM to 4PM.

Building Department Staff:

Roland Jean-	Building Commissioner/Zoning Enforcement Officer
Rick Germano-	Building Inspector
Jim Imprescia-	Plumbing and Gas Fitting Inspector
Darrell Sweeney-	Inspector of Wires
Shaun Dame-	Inspector of Wires
Mallory Seamon-	Coordinator

Building Permit Types and Number Issued:

Single Family Dwellings-	8 Issued
Residential renovations and Additions-	110 Issued
Electrical Permits-	60 Issued

- Protection of wildlife habitat
- Flood control
- Storm damage prevention
- Prevention of pollution

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

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

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

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

The Conservation Commission consists of a chairman and four regular members, all of who are appointed volunteers, and a clerk with regular office hours. It is part of the Land Use Department.

Current office hours Monday through Thursday 8AM to 4PM.

Meetings are held on the first Tuesday of each month at 7:00 p.m. in the Library Basement Conference Room, 7 Main Street, or virtually in the era of Covid.

ACTIVITIES	2020
Number of Public Hearings	5
Request for Determination	4
Notice of Intent	2
Request for Site Walk	9
Order of Conditions	3

Respectfully submitted for the Commission,

Mallory Seamon, Land Use Coordinator

REPORT OF THE COUNCIL ON AGING

This has been a challenging year for our Council on Aging/Senior Center, dealing with the Corona virus since March.

Our Center was closed for a number of months; we were given the okay by the BOH to open our Senior Center gradually, making sure the Center was kept clean and safe, using hand sanitizers, Lysol spray and other supplies such as masks, gloves etc. A procedure was put in place for sanitizing and cleaning before closing the center each day. The Friends of the Hubbardston Senior Center applied for, and received, over \$10,000 in grant monies to help prepare our senior center for reopening. They also obtained a UV600 Air Purifier & filters for the Senior Center. We opened as planned, wearing masks and with a designated server, with coffee and goodies on Mondays and Wednesdays, and with the pastries individually wrapped. The Center is holding watercolor classes on Thursdays from 1-3 pm, and the Walking Club is up and running on Tuesday and Thursday mornings.

The COA meetings were held mostly via Zoom. This was new to the COA Board.

The annual Rummage Sale was held outside, and we did exceptionally well, practicing the safety protocols that were put in place by the Board of Health for that event.

The Center had a small Christmas celebration, with decorations that were conservative but elegant. The Seniors made and sold 65 Christmas centerpieces/cemetery arrangements, and people picked up their traditional Christmas Hunter's Stew via drive through. Our singing seniors had been unable to meet since March, but a small group took it upon themselves to go out to the homes of housebound seniors to do some Christmas caroling.

All through the year, the Center has been delivering food to seniors in need. MOC has sent their meals to be delivered and was very helpful in supplying us with food to make up bags to deliver, or pick up via drive through.

Heywood Hospital has supplied the center every week with non-perishable food, and Growing Pains, a government-sponsored farm-to-table program, has supplied fresh vegetables every week also. These have been delivered to homes and picked up at the Center via drive through.

The Newsletter has been published every month and circulated through the town to keep people updated with the happenings of our Senior Center. Our SHINE counselor has been meeting with seniors regularly over the phone to advise seniors in choosing health insurance plans.

Well Check calls are being done for housebound seniors every week.

All of us are awaiting, with hope, to see what the new year 2021 has in store for us.

Respectfully,

Claudia Provencal, COA Director

REPORT OF THE CULTURAL COUNCIL

CULTURAL COUNCIL MEMBERS

Bill Shea, *Chair*

Lori Engle, *Treasurer*

Donna Shea, *Secretary*

Sara Lyon Sarah McMaster

The Hubbardston Cultural Council is a board of municipally appointed volunteers. We are pleased to say that we currently have a full complement of members. The council continues to utilize the results of the questionnaire we developed in 2018, that was filled out by the citizens of the Hubbardston community, to gather information to help us develop our current mission statement. Our mission statement aids the council in determining which grant applications to approve.

The mission of the Hubbardston Cultural Council is to provide access to and to promote excellence and diversity in the arts, humanities and interpretive sciences in order to enhance the quality of life in our community.

The Massachusetts Cultural Council strives to achieve these goals through the funding of local arts projects and programs with grants to benefit the Hubbardston community. Any individual or group considering a community project that would fit the Cultural Council's criteria is always encouraged to apply for upcoming grants.

The Hubbardston Cultural Council gives priority to:

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

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

Respectfully submitted,

Bill Shea, Chair

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

Message from the Director:

The DPW consists of the Director, one mechanic and four truck driver/laborers. We also have two seasonal winter drivers 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 rust free 1995 Oshkosh outfitted with snow fighting equipment along with a wing. The DPW greatly appreciates the residents support in our efforts in updating our equipment to better serve you.

Road Maintenance:

The Chapter 90 project for this year was procured at \$356,770.58 and subject to change based on the actual billing. The project involved pavement preservation, drainage repair, FDR and HMA paving of Flagg Rd., Mt. Jefferson Rd., Hale Rd. Ext., Cross Rd. and Williamsville Rd. totaling 2.42 miles of road. We also Hot Patched sections of Thompson Rd., Barre Rd., New Westminster Rd. and Natty Pond Dr. 311 tons of HMA totaling \$20,486.96 in which we used the roller and trailer we got last year which helped out tremendously. We did more pavement preservation by Crack sealing Hale Rd., Mayo Rd., Healdville Rd. and the newer section of Old Princeton Rd. totaling \$32,805.50 of Chapter 90 monies. We did a pavement preventative maintenance /rejuvenator seal to Hale Rd., Healdville Rd., New Templeton Rd. (from Rt.68 to first swamp), and a few places on the newer section of Old Princeton Rd. totaling 5.18 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 \$12,601.73. We continue to build up our dirt roads using 900 cubic yards of Hard Pack gravel on Root Rd., Birches Rd., Mt Jefferson Rd., Halfrey Rd., Streeter Rd., George Howard Rd. and Old Princeton Rd. totaling \$9,099.00. 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 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 Lombard Rd., Old Colony Rd., Lowell St., Dogwood South a portion of Birches Rd. and a portion of Pitcherville Rd. had this done. 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, Barre Rd., Elm St., Healdville Rd. Hale Rd., Hale Rd. Ext.,

Evergreen Rd., Underwood Rd., Morgan Rd., Pitcherville Rd., Birches Rd., Ragged Hill Rd., New Templeton Rd., Mayo Rd., Bemis Rd. and sections of Old Westminster Rd.

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

I will continually evaluate all of the roads in town and update needed repairs. I have categorized the type of repair each road needs including a basic cost estimate. We have also completed and continue to maintain a 5-year plan on future road repairs that is presented to the Select Board annually. The DPW has been working with Mass DOT to help us repair the Rt. 62 culverts on the State Bridge program, the Evergreen Bridge Project and Gardner Rd. to get it on the Tip Grant which construction is happening this year and Gardner Rd. project has been completed. 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:

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
2006 Ford F450 with dump body and plow
2005 Elgin SE Pelican sweeper

2005 Trackless MT5T Combination Sidewalk plow machine
2004 Mack with all-season body and power angle plow
2001 Morbark wood chipper
2001 John Deere M665 Mower
1998 Ford L-8000 with all-season body & wing plow (replaced by 95 Oshkosh wing truck w/
spreader)
1997 Ford L-8000 with all-season body and power angle plow (replaced by 18 Freightliner)
1997 New Holland tractor with flail & rotary heads
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,

Fravis Brown, DPW Director

REPORT OF THE FINANCE COMMITTEE

FINANCE COMMITTEE MEMBERS

Susan Rayne, *Chair* Joshua Lerner Charles Reed

Peter Russel Maria Tourigny

Under our Charter, your Finance Committee is tasked with reviewing the Town's operating and capital budgets for each fiscal year and reporting our recommendations to Town voters at the Annual Town Meeting.

Despite the challenges of 2020, the Finance Committee continued to meet (remotely) with the Town Administrator and, from time to time, jointly with the Select Board to ensure that our charter commitments were fulfilled and that the Town remained on as strong a financial footing as possible.

We on the Finance Committee have begun our work on the Town's FY2022 operating and capital budgets, reviewing them with the Town Administrator and with other boards, departments, and committees as needed, as well as the QRSD School Committee, to ensure that our recommendations and reports as to those budgets, as well as warrant articles that have a financial impact, best capture and reflect the Town's best financial interests.

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 COVID pandemic presented a challenge to these endeavors, as we were closed to the public on March 13, 2020. Our patrons were able to access the CWMARS Overdrive option, being able to access electronic books, audio and video. In June we began offering curbside pickup to our patrons and in August we opened to the public for a limited number of hours. The library continued to maintain a varied and current collection of materials for our patrons. Hubbardston Public Library was once again certified by the Massachusetts Board of Library Commissioners as meeting the minimum standards for Massachusetts Public Libraries for 2020.

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 offered 1 computer, 1 laptop, 1 adult use tablet, and 2 children's tablets for public use as well as 24/7 Wi-Fi access. 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.

Report of the Hubbardston Public Interim Library Director

With the support of the Hubbardston Cultural Council Grants and library funding, the library was able to offer the following programs during Calendar Year 2020:

- ***Pastel Painting Workshop:*** Using Maichack's pastel version of Monet's Impressionist painting, to create their own pastel painting conducted by pastel artist Gregory John Maichack
- ***Build a Fairy House :*** Presented by MaryJo Maichack, we were able to create a number of creative fairy houses to our patrons to take home.
- ***Ed the Wizard:*** Meal sand Magic. Ed offered a lesson plan on performing magic tricks at the dinner table. He also donated a book to the library that helps explain the tricks.

The library was able to offer these additional programs remotely for 2020.

- ***Story Hour:*** In addition to Miss Michelle offering story time via Facebook, we were also thankful that a number of town staff and town residents offered to read books for Facebook.
- ***Story Teller Davis Bates Canning, Freezing and Dehydrating:*** presented by Blackstone Valley Vegetable Gardens
- ***Diggerido Down Under:*** A video on Facebook that explored the wonders of Australia
- ***Banned Book Week:*** The annual celebration of the freedom to read.

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 22st Annual Library Road Race, whose proceeds help to support our historic building and its needs. With the support of the sponsors, volunteers, organizers and participants this year's race was another success. We are grateful for your support and hope to see you next year for #23!
- 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, Interim Director

REPORT OF OPEN SPACE COMMITTEE

The Open Space Committee's mandate is to acquire, manage, and care for the town's protected conservation areas. We have been heartened this past year of pandemic restrictions to see the increase in hikers, bikers, horseback riders and picnickers at the Mt. Jefferson and Malone Conservation areas exploring these valuable resources Hubbardston is fortunate to have.

Events

Early in spring the committee co-sponsored a hike with the North Quabbin Trail Association, which helped create the accessible trail at the Malone Road Conservation Area. Along with

interested locals, representatives from the Mt. Grace Land Trust and Northfield Open Space Committee came for the hike to learn about the benefits of geotextiles which were used in the creation of this trail last year.

Hubbardston's Girl Scout Troop 11809, led by scout leaders Katie Young and Deb Kaijala and working with committee member Susan Worth, completed their Monarch butterfly "Way Station" project at the Malone Road Conservation Area. With certification from the national Monarch Watch organization, they awarded them a grant and supplied milkweed plugs to support the work.

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

Administration

A highlight of 2020 was the creation of a Conservation Restriction (CR) on the Malone Road Conservation Area protecting the property in perpetuity for the enjoyment of outdoor activities by town residents and visitors. Working with local resident Jassy Bratko of the North County Land Trust, our committee's Mark Kresge had created the necessary Baseline Document that required mapping the area and supervising its boundary marking. The Committee subsequently received approval from the Select Board, Conservation Committee, and Department of Conservation and Recreation.

The year began with the committee exploring an opportunity to conserve and protect the Fieldstone Farm on Lombard Road that had been in the Smith family for generations. Working with the East Quabbin Land Trust, which owns Henry's Grove adjacent to the farm, and the state's Department of Conservation and Recreation, an agreement was reached in November for the purchase of this property. Once the purchase is complete in February 2021 the next step in its conservation will be approval by the town for the use of already existing resources to create the Conservation Restriction.

Additionally, the committee oversees the hay-cutting contract for our conservation areas' fields. This contract generated \$5,593 to the Hubbardston Preservation Trust Account. Expenditures during the year were \$5,202.68 for materials used on the accessible trail, new kiosk signage at the conservation area trailheads, appraisal of the Fieldstone Farm property, and clearing the brush around the Gates Estate foundation at Mt. Jefferson.

Maintenance

One of the primary functions of the committee is management of the town's conservation areas and open spaces. In addition to clearing the trails of blowdowns, mowing brush on the Malone Road Conservation Area field, and eradicating invasive growth there, the committee finished work opening up the overlook vista at Dottie's Rock at the Malone Conservation Area where member Todd Livdahl built a bench for enjoying the view. We also began work in the fall on clearing the area around the Gates Estate at Mt. Jefferson trailhead of brush and debris. The kiosks at Mt. Jefferson and Malone Road were upgraded with new, more durable trail maps created by committee member Mark Kresge. The colorful maps provide both photographic and topographical views of the areas, highlighting the trail connections and mileage.

To help mitigate the illegal use of our conservation trails by ATVs and dirt bikes (which damage trail treads and cause increased erosion) motorized vehicle restriction signs supplied

by the DCR were mounted at all trailheads and access ways to our trails. We hope these restrictions will be observed by all.

Respectfully submitted,

Rick Jones

REPORT OF THE PARKS COMMISSION

The Parks Commission oversees the use of the Curtis Recreational Field as well as maintain other public areas.

This year we have been busy working with vendors to design and replace the Rainbows End playground. This has been a work in progress for over 18 months, with a completion date of June 2021.

The Parks Commission also purchased a portable ice rink with the hopes of a successful winter session next year. The basketball court and skate park have been very active with a mild winter and spring. This encourages outdoor play during a pandemic year.

Other events sponsored by the Parks Commission: Annual Easter Egg Hunt in collaboration with the Girl Scouts; Annual Town Wide Yard Sale in collaboration with the Senior Center; Annual Holiday Lighting Celebration with the Senior Center; and Hubbardston Celebration Committee.

Many other events occur with the Parks Commission, as well as with Boy Scouts and Keep Hubbardston Beautiful Committee.

The Parks Commission oversees the Curtis Recreational Field, Charlie Claerk Cornor, and he Town Common.

Respectfully submitted,

Sanda Barry, Chair

REPORT OF SPECIAL EVENTS

Our first event, Frozen Assets, started off our year with some wintertime fun! In the month of January, you can take 5 guesses of when the 2D outhouse will fall through the ice. Submission forms can be found throughout town shops and are due by February 1st. At the beginning of February, the outhouse is placed on the pond located at 5 Williamsville Road on The Country Hen property. This event is to get residents out into the local stores and eateries in the hardest month of the year for shop owners. Frozen Assets also gives residents something to do in the dead of winter when not much else is going on in town.

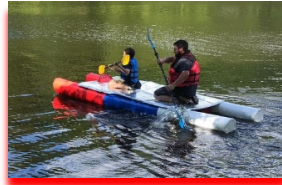
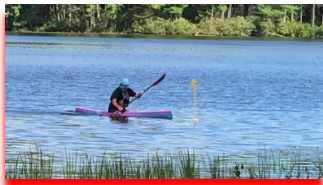


Official sink time was on March 4th at 3:08:15am. First closest guess time was 3/04 8:15:35am pm by Julie Wilkinson, Second closest guess was 3/03 4:10:15pm by Marie Langevin, Third closest guess was 3/03 3:33:33pm by The Galante Family and Fourth place was 3/03 3:33:03pm by Morgan Brinker.

In June we held our 4th Annual Hubbardston Fair at the Curtis Recreational Field. The event this year was much smaller due to COVID-19 pandemic, but we were not allowing that to stop us. With plenty of precautions and protocols in place, we were able to have a wide array of vendors in attendance including crafters, artisans, local businesses, food trucks and a great band playing music all day. This year the weather was good for everyone! There was a great turnout for a pandemic, and it was a very good and safe day for the Town of Hubbardston.



August brought us our 3rd Annual Dinghy Dash. Not even a pandemic can stop this “must see” event in town. We had 12 cardboard boat entries for this year’s regatta- all different shapes and sizes! Following a one-day postponement, we had a perfect August day out at the pond. This year’s 1st place winner with a time of 2.22 went to *Blue Bayou 3*, Captain Mike Stoll. Our 2nd place winner with a time of 5.28 went to *The Colt*, Captain Jason Gobar. Finally, our 3rd place with a time of 7.04 went to *Dookie Dinghy Returns with Mr. Hankey*, Captain Destiny Young. Most creative vessels went to *Dookie Dinghy Returns with Mr. Hankey*. And although we had plenty of sinking vessels this year, the best sink went to *The Tank*. Everyone has a great time with lots of laughter during this crazy event which was much needed with everything that was going on in 2020.



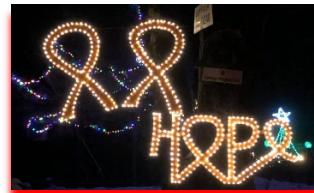
In September Special Events took on Field Day. Again, we had lots of protocols and precautionary measures in place to keep everyone as safe as possible during a pandemic.

Ultimately, we choose to move forward to give everyone a chance to do something outside while we still had the warmer weather. Residents enjoyed a “cow flop” contest, music by *Neon Alley* and a dedication ceremony of a memorial bench to a well loved and respected former Lion’s Club Member in town. We also had lots of local artists, crafters, small businesses, and food trucks selling their items, which was much needed for both the residents as well as the vendors. The weather was beautiful for this event and was great day outside.

After thanksgiving we held the Town Common Tree/Menorah lighting ceremony. It was a bit early this year, it helped lighten everyone’s spirits. What better way to bring joy than to decorate for the holiday season?

Normally we have a Christmas tree covered with multicolored LED, ornaments star topper, our Menorah and 8000 tiny white lights wrapping the large Oaks & Maples. This year we added 20 LED deer with pretty red bows to the center of the common! This addition was definitely well received by our residents and made for a beautiful display for all to enjoy.

December brought about 4th Annual Hubbardston Light Fight with the event held over three weekends. Spectators followed an interactive, or paper, map leading them to the houses and businesses that participated. Hubbardston saw lots of traffic on the back roads in town not only on the weekends but also during the week. This event put Hubbardston on the map with articles in *The Gardner News*, *Telegram & Gazette*, and even in *The Boston Globe*.



With three contest categories (Traditional/Classic, Go Big or Stay Home and new this year, our business category-Brightness Bulb Business Award) the public chose the winners by an online voting link.

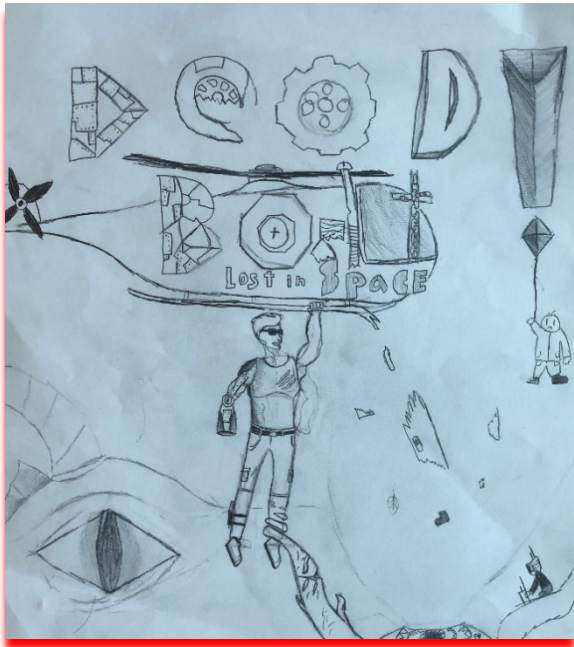
- Winners for the Traditional/classic category were:
1st place 42 Hale Road, 2nd place 9 Morgan Road, 3rd place 16 New Templeton Road.
- Go Big or Stay Home Category winners were:
1st place 6 Worcester Road, 2nd place 38 Mail Street, 3rd place 1 Worcester Road.
- Brightest Bulb Business Award went to: Tiny Toes & Little Bows Photography at 245 Gardner Road.



Thank You,
Katie Young, Special Events Advisor

2020

PROTECTION OF PERSON & PROPERTY



REPORT OF THE BOARD OF HEALTH

BOARD OF HEALTH MEMBERS

Cathy Hansgate -*Chair* Kate Saab Vin Ritchie
Colleen Higgins Judie O'Donnell

The mission of the Board of Health is to promote and protect the public health of all residents in the town of Hubbardston. This is done through education and enforcement of environmental, public, medical and mental health laws and regulations. The Board of Health provides enforcement of the State Sanitary Code in the areas of housing, food sales and service, pools and camps. It is also responsible for the surveillance and reporting of communicable disease, as well as 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 elected members who are residents of the town; and each serve a three-year term. This year welcomed back the familiar face of Judie O'Donnell to the Board. Judie brings along a wealth of knowledge and we are excited to have her on our team.

2020 saw the Covid-19 pandemic, and the Board of Health worked tirelessly alongside the Department of Public Health to ensure the health and safety of our residents during uncertain times. During the year, the Board began planning for anticipated 2021 inoculation Clinics while continuing our regular duties.

The Board of Health would like to thank our public health nurse, Sandra Knipe, who spent endless hours working with Covid positive patients providing contract tracing and education alongside with the states Community Tracing Collaboration. The Hubbardston Board of Health is an active member of the Leominster Tobacco Control Alliance (LTCA); whose purpose is to monitor and prevent youth access to tobacco products. The Hubbardston Board of Health is also one of eleven towns in the Montachusett Public Health Network (MPHN), which provide public health nursing resources, along with other invaluable services, to local communities. Hubbardston currently utilizes the services of the Montachusett Public Health Network.

In late 2020 the Board of Health hired on Tim Newton to assist in local inspections. Tim comes with a great deal of experience and we are looking forward to utilizing his services to better meet the ever growing needs of our town. Tim comes in at the perfect time as the Board saw an unprecedented amount of septic repairs and installations this year- 23 permits issued.

Board of Health Chair Cathy Hansgate and member Kate Saab conducted bi-annual inspections of our food establishments, residential kitchens, and fairs.

The Board of Health falls under the Land Use Department and can be reached via phone at 978-928-1400x209 or email at Inspect@Hubbardstonma.us

Current office hours Monday through Thursday 8AM to 4PM.
Meetings are held on the second and fourth Tuesday of each month at 6:30 p.m. in the Library Basement Conference Room, 7 Main Street, or virtually in the era of Covid.

Respectfully Submitted
Cathy Hansgate, Chair

REPORT OF THE RECYCLING CENTER

The Recycling Center is open the second Saturday of the Month from April to October. Information regarding what items are accepted can be found in the Recycling Center page on the Towns website.

2020 was a difficult year. With Covid restrictions in place, we were able to open for all scheduled days. The center continues to be a self-funding operation, ending the year with an account balance of \$5,879.64. This year a generator was purchased to provide power to the free shop/shed.

We are looking forward to our 2021 Season.

REPORT OF THE FIRE DEPARTMENT

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2020. The beginning of the year saw the arrival of unprecedented times. COVID-19 impacted the operation of the department on a daily basis. The staff of the Department devoted thousands of hours, paid and unpaid, to provide the best possible emergency services to the residents we protect. There were 694 incidents during the year, while also continuing our efforts in fire prevention through public education and code enforcement.

The department dealt throughout the year with a once in a lifetime pandemic. Most facets of department operation had to be changed or modified to deal with COVID-19: from inspections being suspended, to citizens not allowed into the fire station and in person training suspended for department personnel at times during the year. Ambulance operation had become more difficult with increased Personal Protection Equipment (PPE) on all medical calls, and additional decontamination procedures to decrease chance of infection.

Fortunately, the town received CARES ACT Funds, which were used to purchase much needed equipment as well as provide funding for overnight coverage. We were able to staff, on most night from July to December, with one firefighter/EMT and a firefighter/paramedic in the station

covering the overnight hours. This insured a quicker response to emergencies and gave staff the added time to decontaminate the ambulance and their selves after medical emergencies.

The department did apply for the FEMA Assistance to Firefighters grant. The grant funding requested was for much needed structural firefighter gear, but the process is very competitive and unfortunately, we were denied funding for our request. We will continue as we do every year to apply for grants and look for alternative means to fund capital projects.

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



Structure fire August 26th Gardner Road

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
Caleb Langer	Firefighter	Paramedic(per diem)
Dennis Hamel	Firefighter	Paramedic
Michael Parker	Firefighter	EMT-B
Jeremy Goscila	Firefighter	EMT-B

Mitchell Mabardy	Firefighter	Paramedic(per diem)
Taylor Wilkinson	Paramedic	

Hubbardston Fire Department – Apparatus Inventory

Engine 1	2019	KME	Engine
Engine 2	2001	KME	Engine-Tanker
Engine 3	2007	Spartan	Rescue-Engine
Ambulance 1	2016	Ford 550	Class I
Ambulance 2	2005	Ford 450	Class I
Truck 4	2003	5 Ton Military	Brush
Car 1	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 2020 annual report for the Town of Hubbardston Police Department.

2020 will be remembered as the pandemic year. The challenges that the Hubbardston Police Department faced were unprecedented. We experienced increases in mental health calls as well as domestic issues. These increases were the result of the isolation many residents experienced. During this challenging time, we attempted to assist people rather than enforce. We handed out masks to those not in compliance, we counselled people on the importance of protecting the at risk as well as themselves. We also coordinated several birthday/graduation drive-bys to add some excitement to these events where there would otherwise be none.

As the situation with the pandemic stabilized, we proceeded to do outreach to those at risk and the youth in town- making every effort to interact at the playgrounds and other open spaces. In the

fall, we coordinated with the Principal of the Center School (Jill Peterson) to develop a drop off/pick up system for the school that would limit direct interaction and make it safe. The system we employed does this and is a model for the rest of the district.

I would be remiss if I didn't Thank the Quabbin School employees for their hard work to keep in person learning a reality during this challenging 2020/2021 school year.

Unfortunately, we were unable to have our annual events (Movie in the park/ Halloween Hoedown) but we did have trick-or-treating thanks to the Hubbardston Board of Health and the Hubbardston Select Board. This event was well appreciated and well attended with no issues.

The holiday season saw a great show of community and generosity as we were able, through the Community Holiday Outreach Program (CHOP), to provide toys to all those in need in the town, with some left over for the region. This was a difficult year for many families and those that could, helped make this a happy time for those in need.

The year started with a vacancy being filled by new officer Jeff White. Luckily this put us at full force and the manpower was needed as we were forced to go to 12hr shifts during the initial state of emergency. The officers of the Town of Hubbardston worked hard with little regard for their health to protect and to serve the town. We continued to answer all calls for service and did so with the honor and respect the residents deserve.

In August we lost an officer to an injury and were forced to work shorthanded. The officers stepped up and worked that much harder for the town and are to be commended. We look forward to 2021 so we can move on and be fully staffed.

The pandemic has also had an effect of drug overdoses and mental health calls. The Hubbardston Police continue to be vigilant to aiding those in need during the ongoing opioid epidemic, as the pandemic has not let us forget about this issue. With our affiliation with the North Worcester County Drug Task Force, we will continue to do our part in the social battle. We are responsive to addressing quality of life issues that 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 20 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 2020 this department received a competitive grant for \$22,000 to purchase 2 more cameras for in car recording as well as a data management system This will assist in gaining compliance with new regulations.

In closing I want to thank the hard-working members of the Hubbardston Police Department for their dedication and vigilance. I feel that they have really disregarded their own health and safety to assist the residents of the town during this pandemic. Through vigilance we were again able to stay within budget and provide the services that you, the resident, deserve. And COVID grant

monies have helped to fund the school crossing/drop off as well as place a second officer on shifts that were previously manned by one officer. This was done as we have seen a 53% increase in domestic calls, as well as a 62% increase in mental health calls. These supplemental shifts have insured the safety of officers responding to these calls. The challenges facing us in 2021 are primarily unknown. We fully expect to continue to deal with COVID related increases in mental health and domestic issues, as this pandemic drags on. I believe we are well prepared, and dedicated, to meet these challenges and serve the residents of Hubbardston. I am truly honored by the loyalty and dedication of the officers of the Hubbardston Police Department, and the residents of this great town. I look forward to 2021 and the upcoming challenges that await us, as I am confident that the men and woman of the Department are well equipped to handle any type of situation we are placed in.

OUR MISSION STATEMENT

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

Respectfully submitted,
Dennis G. Perron- Chief

2020 Police Department Personnel



Chief of Police

Dennis G. Perron

Police Clerk

Nancy Perron

Full-Time Officers

Sergeant Robert Forte Sergeant Ryan Couture
Detective Scott Chatigny
Officer Christopher Bergeron Officer Donald Blood
Officer Jeffrey White

Part-Time Police Officers

Ofc. Andrew DiPietro Ofc. Kayla Fontaine
Ofc. James Halkola Ofc. Michael Pierce



	2018	2019	2020
Total Calls for Service	12492	12842	9357
Criminal Offenses	381	403	340
Motor Vehicle Accidents	72	79	55
Motor Vehicle Civil Citations	165	285	127
Motor Vehicle Written Warnings	215	310	36
Motor Vehicle Verbal Warnings	1342	1513	808
Stolen Motor Vehicles	1	1	3
Larceny/Fraud	17	23	55
Break & Entering	7	6	6
Disturbances	68	62	82
Domestic Disputes/Assaults	22	25	47
Restraining/209A Orders	15	17	8
Restraining Order Violations	2	3	5
Vandalism	9	5	4
Suspicious Activity	53	108	38
Fire Arms Permits	193	212	
Narcotic Violations	78	52	36
Animal Complaints	38	41	86
Burglar Alarms	107	83	33
Medical Emergencies	244	223	297
Juvenile Runaways	2	0	1
Juvenile Criminal Offenses	12	14	11
Building/House Checks	5578	9213	5083
Assist Other Police Departments	147	189	101
Mental Health Calls	12	14	36
Missing Persons	2	2	6
Investigations	416	521	395
Warrants Served	22	31	20
Summons Served	43	79	132
Total Criminal Arrests/Complaints	124	132	115

POLICE EQUIPMENT

3 Desks
Misc. Chairs
Misc. Office Furniture
1 Fax/copy/scanner Machine
2 Conference Tables
1 DVD/VCR
3 Lap Tops
1 Server
Supplies
Paper Shredder
Leaps/NCIC Computer
Breathalyzer
2 Base Radios
13 Portable Radios
Highway Base Radio
CB Radio
Telephone Recording System
3 Mobile Radar Units
2013 Ford Taurus Police Interceptor
2016 Ford Explorer 4x4
2003 Polaris ATV Shared with HFD
2016 Chevrolet Impala
Misc. Cruiser Equipment/Supplies
3 Portable Defibrillator
Misc. Flashlights
17 Glock 45 Cal Handguns
Electronic Weapon Cleaning System
35mm Camera
1-Video Recorder
Misc. Crime Scene Equipment
Infrared Camera
Power Point Projector
1 LCD training TV
1 Air Cleaner
Speed sign w mount

6 Training Room Tables
21 File Cabinets
1 Copy Machine
3 Stop Sticks
1 VCR
3 Mobile Data Terminals
9 Computers
Misc. Medical
1 Ammo Cabinet
Gun Safe

3 Portable Breath Tester
4 Mobile Radios
2 Radio Repeater System
Fire Base Radio
4 X26 Tasers with cartridges
Traffic Speed Monitor
2 Handheld Radar Unit
2015 Ford Explorer
2014 Ford Explorer
2 in car video systems
2003 Utility Trailer
4 GPS handheld units
4 Hand Held Weapon Detectors
3 Mossberg 12ga shotguns
4 Bushmaster AR-15 Rifles
Misc. Police Equipment
5-Digital Cameras
Misc. Lockers
Night Vision Goggles
Undercover Body Wire System
2 Speed minders
1 Trail Camera
DVR recording systems
8 Security cameras

2020

PLANNING



REPORT OF THE PLANNING BOARD

PLANNING BOARD MEMBERS

Alice Livdahl-CPC
Francois Steiger-CIPC

John DeMalia -EDIC
William Homans-ZBA

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's areas of responsibility include:

- Approval Not Required (ANR)
- Earth Removal Permits
- Floodplain Special Permits
- Aquifer Protection Special Permits
- Subdivision Plans
- Scenic Road Applications
- Senior Residential Development Special Permit
- Open Space Residential Development Special Permits
- Large-Scale Solar Photovoltaic Special Permits
- Commercial Marijuana Establishment Special Permits
- Environmental and Community Impact Analysis Plan Approval
- General Special Permits
- Reclamation Plans
- Wireless Comm Special Permits
- Site Plan Reviews
- Affordable Housing
- Oversight of Master Plan Development

The Planning Board, under the Rate of Development Zoning Bylaw, annually reports to the town the number of building permits issued yearly for residential units. In 2020 six 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 2020:

Approval Not Required Plans Approved

The Planning Board approved five ANR plans.

- 5 New Templeton Rd
- Morgan Rd Map 3, Parcel 166
- Old Westminster Rd Map 6, Parcel 154
- Kruse Rd
- Lombard Rd

Scenic Road Hearing

The Planning Board approved 4 Scenic Road applications.

Special Permits Approved

The Planning Board issued one Special Permit for 36 Gardner Road for the construction of a storage unit facility.

Affordable Housing

Since 2019, the Planning Board is also the Affordable Housing Committee, and is endeavoring to create more units of affordable housing in the following ways:

- Habitat for Humanity North Central Massachusetts plans to build a single-family home in 2021 on a lot donated by the town on Ragged Hill Road.
- A 15-acre town owned parcel on Pitcherville Road (previously a gravel pit) is being evaluated as a site for affordable housing, preferably senior housing. A Phase 1 Environmental analysis has been completed.
- Three tax title properties suitable for affordable housing were identified and CPA funds were used to fund tax title foreclosure cases. The cases are in progress.

Master Plan

Compilation of the Town of Hubbardston's Master Plan is nearing completion. The Planning Board spearheaded this multi-year effort with the help of the Town Administrator who aided in obtaining multiple grants. The Montachusett Regional Planning Commission (MRPC) gathered data, solicited input from town boards and committees, and researched and prepared drafts of each chapter. In 2020 the board applied for, and received, the Executive Office of Energy and Environmental Affairs (EEOEA) grant. The Planning Board will be partnering again with MRPC and, with the use of that grant, will complete all but the final chapter (Implementation) of the Master Plan.

Amendments to Town of Hubbardston Zoning Bylaws

During 2020, the Planning Board made strides in drafting a new sign bylaw which has been circulated to various boards and committees, reviewed by Town Counsel and brought to Public Hearing for resident input. It was withdrawn from the 2020 town warrant due to Covid-19 and will be on the 2021 Town Warrant for voter approval.

Gravel Pit Report

- At present, no permitted large-scale earth removal operations exist in town.
- A reclamation plan was approved by the Planning Board in 2019 for the pit located at 26 Worcester Road, but the project has not commenced due to the inability of the contractor to obtain suitable materials during the Covid-19 pandemic.

Board Members

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

REPORT OF THE ZONING BOARD OF APPEALS

ZONING BOARD MEMBERS

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

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

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

Appeals: Any person who feels they have been wrongfully denied a permit or has been served with an enforcement order may appeal that decision to the Board of Appeals. Pursuant to M.G.L. Chapter 40A, Section 8, an appeal must be filed with the Town Clerk within 30 days from the date of denial or enforcement order. For either an appeal or a variance: The petitioner must file an “Application for a Public Hearing Before the Board of Appeals” at the office of the Town Clerk with the required supporting documents and application fee. The application form and instructions are available from the Town Clerk or online at www.hubbardstonma.us . When a complete application package has been received, a public hearing is then held according to state law.

Year in Review: The Board had a quite year holding two hearings Via Zoom in 2020, both for variances which were approved.

Respectfully submitted,
Mallory Seamon, Land Use Administrator

2020

TOWN CLERK



REPORT OF THE TOWN CLERK

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

A variety of services are provided for the public including voter registration, Notary Public, 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.

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

TOWN MEETINGS HELD IN 2020

DATE	TYPE	VOTER TURNOUT
June 23	Annual	132
September 24	Special	61

ELECTIONS HELD IN 2019

DATE	TYPE	VOTER TURNOUT
March 3	Presidential Primary	1166 (35.43%)
June 30	Annual Town	341 (10.3%)
September 1	State Primary	1141 (33.25%)

YEAR IN REVIEW

Clerk's Office:

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 2020.

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

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

LICENSES

Business Certificates (DBA's)

Any person conducting business under a name other than their own is required by State Law to register with the Town. A total of 30 certificates were issued in 2020 to include new businesses and renewals. Business Certificates are valid for 4 years and essentially is a registration of the name of the business, not permission to conduct business. See Mass. General Law Chapter 110, Section 5 and 6 for details.

Dog Licenses

Massachusetts General Laws require that all dogs over the age of 6 months must be licensed each year and have a current rabies vaccination. A kennel license is required for any household with more than 4 dogs. One new kennel by special permit was granted in 2019. The total dog licenses issued were:

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

Hunting/Fishing Licenses

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

VITAL STATISTICS

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

These are the number of vital records recorded in 2020:

38	Births
25	Deaths
16	Marriages
5	Brought to Town for Burial

Please call the office anytime with questions or concerns.

Thank you for your support.

Respectfully Submitted,

Laurie J. Reed, Town Clerk

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON



MINUTES ANNUAL TOWN MEETING
Tuesday, June 23, 2020 • 6p.m.
CURTIS REC FIELD

STABILIZATION: \$ 415,083
MUNICIPAL CAPITAL STABILIZATION: \$42,537
ROAD MAINTENANCE STABILIZATION: \$0
FREE CASH: \$545,743

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at Curtis Rec Field to act on the articles in said warrant. Present were Board of Selectmen members Daniel Galante (Chair), Jeffrey Williams, Patrick Girouard, Richard (Jamie) Haddad and Kris Pareago; Moderator Rene Lafayette; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Joshua Lerner and Charles Reed; Town Administrator Ryan McLane; and representative for Town Counsel, Carolyn Murray.

A total of 132 registered voters were checked in by Marcia Howlett and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Moderator, Rene Lafayette thanked Town Administrator Ryan McLane, members of the Board of Selectmen, Town Clerk; Laurie Reed, Town Counsel; Carolyn Murray, DPW Workers, and all who have made the unusual setting a reality acknowledging that Democracy must and will prevail. Moderator, Rene Lafayette called the 2020 Annual Town Meeting to order. The Chair recognized Chief Dennis Perron to lead the Pledge of Allegiance. Moderator Rene Lafayette announced the required quantum of vote for all motions is majority unless otherwise noted and asked all cell phones either be silenced for set on airplane mode. Town Administrator, Ryan McLane discussed the documents in the handouts given during the check in process. Moderator, Rene Lafayette appointed Bella Kaldera and Mark Kresge as the official counters for the meeting.

Moderator, Rene Lafayette stated "In the interest of time and weather, I want to introduce the concept of a consent agenda, which is typically used for standard, recurring or noncontroversial articles. The consent agenda takes a group of articles and votes them together under a single vote. First, Town Meeting is asked to vote to approve the consent agenda, and if this motion passes unanimously, we then vote on the articles contained in the consent agenda. If anyone objects, then we do not use the consent agenda and we vote on each article separately. For this evening, I am proposing a consent agenda for Articles 1 through 6, which are standard, recurring articles. I ask that the Town Meeting 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 can remove that article from the consent agenda and vote the remaining articles under the consent agenda".

Motion: to consider Articles 1 through 6 under a consent agenda

ARTICLE 1. To choose all necessary officers.

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

ARTICLE 3. To see if the Town will vote to authorize the Board of Selectmen to enter into agreements with the Commonwealth of Massachusetts Department of Transportation for the construction and maintenance of public highways for the twelve-month period beginning July 1, 2020; or take any other action relative thereto.

Recommended by: Board of Selectmen and Finance Committee.

ARTICLE 4. To see if the Town will vote to accept educational grants and aid for Fiscal Year 2021, 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 Board of Selectmen) (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 2021, to be used for the purposes specified in the trust fund settlement; or take any other action relative thereto.

Recommended by the Board of Selectmen and Finance Committee

ARTICLE 6. To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2021 beginning on July 1, 2020, 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>FY21 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 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
Wiring Fund	Wire Inspector	\$50,000

Recommended by: Board of Selectmen and Finance Committee.

BUDGET ARTICLES

ARTICLE 7. Motion, Kris Pareago, 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 2021 (July 1, 2020 through June 30, 2021) 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	\$845,649.99
Public Safety	\$1,361,590.00
Public Works	\$839,688.00
Indirect Costs	\$610,351.00
Debt	\$257,450.00
Total General Fund and Operating Budget	\$3,914,728.99

Recommended by: Board of Selectmen and Finance Committee.

Second: Daniel Galante

Motion Passes: Unanimous Affirmative Vote

ARTICLE 8. Motion, Jeffrey Williams, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$563,000.00 for the Montachusett Regional Vocational Technical School District assessment for Fiscal year 2021; or to take any other action relative thereto. Recommended by: Board of Selectmen and Finance Committee.

Second: Patrick Girouard

Motion Passes: Majority Affirmative Vote

ARTICLE 9. Motion, Patrick Girouard, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$4,865,735.00 to pay its share of the Quabbin Regional School District budget for FY 2021; or take any action relative thereto. Recommended by: Board of Selectmen and Finance Committee.

Discussion: Chair of the Finance Committee, Susan Rayne spoke in regards to Article 9.

Second: Jeffrey Williams

Motion Passes: Majority Affirmative Vote

ARTICLE 10. Motion, Richard Haddad, to see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$29,846.00 to pay its share of the Quabbin Regional School Debt for FY 2021; or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee.

Second: Patrick Girouard

Motion Passes: Majority Affirmative Vote

ARTICLE 11. Motion, Daniel Galante, 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 2021, and to meet said appropriation, that the sum of \$20,000 be transferred from the PEG Access and Cable Related Fund; or take any other action relative thereto.

Recommended by: Board of Selectmen and Finance Committee.

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

ARTICLE 12. Motion, Kris Pareago, to see if the Town will vote to appropriate by transferring from Free Cash the sum of \$6,000 to hire a consultant to write and complete the town's Master Plan Implementation Chapter or assist town officials in completing other related Master Plan planning purposes; or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Richard Haddad

Motion Passes: Unanimous Affirmative Vote

ARTICLE 13. Motion, Jeffrey Williams, to see if the Town will vote to transfer from Free Cash the sum of \$75,000 to fund the design for the Main Street section of Route 68 in Hubbardston's Town Center, including all studies, surveys and costs incidental thereto; or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Motion Passes: Unanimous Affirmative Vote

ARTICLE 14. Motion, Patrick Girouard, to see if the Town will vote to transfer the sum of \$30,000 from Free Cash to pay for the following Fiscal Year 2021 cash capital expenses, including all costs incidental and related thereto; or take any other action relative thereto.

FY2021 Capital Spending Article Table		
	New Obligations	Amount
1	To assess and repair the Hubbardston Public Library foundation	\$10,000
2	To fund the purchase of new computers and related hardware for the Town Departments	\$20,000
	New Obligations Total	\$30,000

Recommended by: Board of Selectmen and Finance Committee

Second: Richard Haddad

Motion Passes: Unanimous Affirmative Vote

CPA ARTICLES

ARTICLE 15. Motion, Richard Haddad, to see if the Town will vote to appropriate the sum of \$22,350 from the Community Preservation Fund Undesignated Reserves or Historic Preservation Reserves for the purpose of funding the FY2020 annual debt service obligations 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.

Recommended by: Board of Selectmen, Community Preservation Committee and Finance Committee

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

ARTICLE 16. Motion, Daniel Galante, to see if the Town will vote to appropriate the sum of \$21,895.40 from the Community Preservation Fund Undesignated Reserves or Historic Preservation Reserves for the purpose of funding the FY2021 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.

Recommended by: Board of Selectmen, Community Preservation Committee and Finance Committee

Second: Richard Haddad

Motion Passes: Unanimous Affirmative Vote

ARTICLE 17. Motion, Kris Pareago, to see if the Town will vote to appropriate or reserve from the Community Preservation annual revenues the amounts recommended by the Committee Preservation Committee for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2021, with each item to be considered a separate appropriation; or take any other action relative thereto:

Appropriations :

From FY 2020 estimated revenues for Committee Administrative Expenses (5%) \$4,000

Reserves:

From FY 2020 estimated revenues for Historic Resources Reserve (10%)	\$8,000
From FY 2020 estimated revenues for Community Housing Reserve (10%)	\$8,000
From FY 2020 estimated revenues for Open Space Reserve (10%)	\$8,000
From FY 2020 estimated revenues for Budgeted Reserve (65%)	\$52,000

Recommended by: Board of Selectmen, Community Preservation Committee and Finance Committee

Second: Patrick Girouard

Motion Passes: Unanimous Affirmative Vote

ARTICLE 18. Motion, Jeffrey Williams, to see if the Town will vote to appropriate \$200,000 to fund the cost of repairing and replacing the Rainbow’s End Playground thereby rehabilitating and restoring land for recreational use, including all costs incidental and related thereto, and to meet said appropriation, to transfer the sum of \$50,000 from the Community Preservation Act Undesignated Reserve Fund, and further to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$150,000 pursuant to G.L. c.44B, §11, G.L. c.44, §7 or any other enabling authority, and to issue bonds and notes therefor, with the understanding that although such bonds shall be general obligation bonds of the Town, it is anticipated that the principal and interest thereon shall be paid from the Community Preservation Fund, and further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee.

Second: Richard Haddad

2/3 Vote Required

Vote: Motion Passes; Yes-129, No-3

GENERAL ARTICLES

ARTICLE 19. Motion, Patrick Girouard, to see if the Town will vote to appropriate, borrow or transfer from available funds \$2,969,746, to be expended under the direction of Town Administrator, to repair and replace the Hubbardston Center School Roof located at 8 Elm Street, Hubbardston, MA, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”). The Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of 59.84% (percent) eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payments of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; or take any action related thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

2/3 Vote Required

Discussion: Town Administrator, Ryan McLane and Board of Selectmen Chair, Daniel Galante spoke in favor of Article 19. Bella Kaldera raised question about the condition of the roof.

Vote: Motion Passes; Yes 127, No-5

ARTICLE 20. Motion, Richard Haddad, to see if the Town will vote to authorize the Board of Selectmen to petition the General Court for a special act in the form set forth below, amending Chapter 292 of the Acts of 2012 establishing a Charter for the Town of Hubbardston, by striking out, in every instance in which they appear, the words “Board of Selectmen” or “Selectmen” and inserting in place thereof the words “Select Board”; and by striking out, in every instance in which they appear, the words “Selectman” and “Selectmen” and inserting in place thereof the words “Select Board Member” or “Select Board Members” and further, by amending Section 1-4-2 of Article 1 as noted below; provided, however, that the General Court may make non-substantive, ministerial revisions to ensure that gender and numerical issues in related text is revised to properly reflect such change in title in form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and, further, provided that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this article; or to take any action relative thereto:

AN ACT PROVIDING FOR THE RENAMING OF THE BOARD OF SELECTMEN TO SELECT BOARD IN THE TOWN OF HUBBARDSTON.

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

SECTION 1. Chapter 292 of the Acts of 2012, entitled “An Act Establishing a Charter for the Town of Hubbardston,” is hereby amended by striking out the words “board of selectmen” or “selectmen,” and inserting in place thereof the words “select board”; and by striking out, in every instance in which they appear, the words “selectman” and “selectmen” and inserting in place thereof the words “select board member” or “select board members,” as indicated herein.

SECTION 2. Section 4 of Article 1 of said act is hereby amended by striking out the words “board of selectmen” in every instance in which it occurs, and inserting in place thereof the words “select board.” Section 1-4-2 of Article 1 shall be further amended by inserting the following sentence: “Said select board shall have and exercise all the powers and duties vested in boards of selectmen under the General Laws or by vote the town, unless otherwise provided herein.”

SECTION 3. Section 6 of Article 1 of said act is hereby amended by striking out the words “board of selectmen” in every instance in which it occurs, and inserting in place thereof the words “select board.”

SECTION 4. Section 1 of Article 2 of said act is hereby amended by striking out the words “board of selectmen” in every instance in which it occurs, and inserting in place thereof the words “select board.”

SECTION 5. Section 3 of Article 2 of said act is hereby amended by striking out the words “board of selectmen” in every instance in which it occurs, and inserting in place thereof the words “select board.”

SECTION 6. Section 1 of Article 3 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 7. Section 2 of Article 3 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 8. Section 3 of Article 3 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 9. Section 4 of Article 3 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 10. Section 5 of Article 3 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 11. Section 1 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 12. Section 2 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 13. Section 3 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 14. Section 5 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 15. Section 6 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 16. Section 7 of Article 4 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 17. Section 1 of Article 5 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 18. Section 2 of Article 5 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 19. Section 3 of Article 5 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 20. Section 4 of Article 5 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 21. Section 7 of Article 6 of said act is hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 22. Sections 2(b), 3(c), 7(a), and 8 outlined thereafter, following said Article 6, in said act are hereby amended by striking out, in every instance in which they appear, the words “board of selectmen,” and inserting in place thereof the words “select board.”

SECTION 23. This act shall take effect upon its passage.

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

Second: Jeffrey Williams

Motion Passes: Unanimous Affirmative Vote

Moderator, Rene Lafayette announced, this concludes the warrant for the 2020 Annual Town Meeting. Selectmen Chair, Daniel Galante thanked everyone for coming out tonight and for the past few years of voting in favor of the Town Center reconstruction. Mr. Galante spoke briefly about the funding and the projects. Mr. Galante then thanked Richard “Jamie” Haddad for his service to the Town while serving on Board of Selectmen.

Legal Counsel, Carolyn Murray brought to the attention of Moderator, Rene Lafayette a typo graphical error in Article 17. The error is pertaining to “Fiscal Year 2020” Mr. Lafayette explained it needs to state “Fiscal Year 2021” and advised a motion to reconsider will need to take place to correct. Mr. Daniel Galante made the motion to reconsider which was seconded by Mr. Jeffrey Williams. No discussion took place regarding the motion to reconsider. Motion to reconsider passes unanimously. Mr. Lafayette explained exiting procedures to ensure social distancing.

Having completed the business of the evening, the Moderator, Rene Lafayette declared Town Meeting adjourned at 7:02pm

Respectfully Submitted,

(Town Seal)

Laurie J. Reed
Town Clerk

of Registered Voters as of Aug 22 Deadline = 3429

of Votes Cast in this Election = 1141 (Dem-781, Rep-354, Lib-4, GR-2)

Voter Turnout = 33.25%

DEMOCRATIC PARTY BALLOT

SENATOR IN CONGRESS

Edward J. Markey	322
Joseph P. Kennedy III	455
Write-Ins	1
Blanks	3

REPRESENTATIVE IN GENERAL COURT

Samuel Biagetti	625
Write-Ins	3
Blanks	153

REPRESENTATIVE IN CONGRESS

James P. McGovern	683
Write-Ins	5
Blanks	93

REGISTER OF PROBATE

John B. Dolan III	342
Kasia Wennerberg	319
Write-Ins	3
Blanks	117

COUNCILLOR

Paul M. DePalo	380
Padraic Rafferty	281
Write-In	1
Blank	119

SENATOR IN GENERAL COURT

Anne M. Gobi	684
Write-Ins	5
Blanks	92

REPUBLICAN PARTY BALLOT

SENATOR IN CONGRESS

Shiva Ayyadurai	220
Kevin J. O'Connor	129
Write-Ins	1
Blanks	4

REPRESENTATIVE IN CONGRESS

Tracy Lyn Lovvorn	304
Write-Ins	1
Blanks	49

COUNCILLOR

Write-In	10
Blank	344

SENATOR IN GENERAL COURT

Steven R. Hall	306
Write-Ins	3
Blanks	45

REPRESENTATIVE IN GENERAL COURT

Donald R. Berthiaume, Jr.	315
Write-Ins	1
Blanks	38

REGISTER OF PROBATE

Stephanie K. Fattman	310
Write-Ins	0
Blanks	44



TOWN OF HUBBARDSTON – OFFICIAL Election Results
Presidential Primary, March 3, 2020

Total Registered Voters as of February 12, 2020 Deadline: 3291

Number of Votes Cast in This Election: 1166 (35.43%)

Votes Cast in this Election: Democratic 850, Republican 313, Green-Rainbow 2, Libertarian 4

DEMOCRATIC BALLOT

PRESIDENTIAL PREFERENCE

Deval Patrick	1
Amy Klobuchar	15
Elizabeth Warren	131
Michael Bennet	0
Michael R. Bloomberg	78
Tulsi Gabbard	12
Cory Booker	1
Julian Castro	1
Tom Steyer	8
Bernie Sanders	278
Joseph R. Biden	286
John K. Delaney	1
Andrew Yang	4
Pete Buttigieg	32
Marianne Williamson	2
No Preference	0

STATE COMMITTEE MAN

William R. Shemeth	586
Write-Ins	1

STATE COMMITTEE WOMAN

Laura L. Jette	609
Write-Ins	1

TOWN COMMITTEE

Matthew Castriotta	7
Wendy Castriotta	6
Barbara Cohen	9
Peter Aalto	10
John Barry	7
Sanda Barry	8
Dennis O'Donnell	8
Linda Lamontagne	8
Susan Rayne	8
Other Write-Ins	22

REPUBLICAN BALLOT

PRESIDENTIAL PREFERENCE

William F. Weld	32
Joe Walsh	6
Donald J. Trump	264
Roque "Rocky" De La Fuente	1
No Preference	6
Write-Ins	2

STATE COMMITTEE MAN

Michael J. Valanzola	254
Write-Ins	3

STATE COMMITTEE WOMAN

Lindsay Valanzola	197
Jordan Willow Evans	72
Write-Ins	1

TOWN COMMITTEE

Other Write-Ins	5
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GREEN-RAINBOW BALLOT

PRESIDENTIAL PREFERENCE

Dario Hunter	0
S K.C Moyowasifza-Curry	0
Kent Mesplay	0
Howard Hawkins	0
No Preference	2
Write-Ins	0

STATE COMMITTEE MAN

Write-Ins	0
-----------	---

STATE COMMITTEE WOMAN

Write-Ins	0
-----------	---

TOWN COMMITTEE

Write-Ins	0
-----------	---

LIBERTARIAN

PRESIDENTIAL PREFERENCE

Arvin Vohra	0
Vermin Love Supreme	0
Jacob George Hornberger	0
Samuel Joseph Robb	0
Dan Taxation is Theft Behrman	0
Kimberly Margaret Ruff	0
Kenneth Reed Armstrong	0
Adam Kokesh	0
Jo Jorgensen	1
Max Abramson	0
No Preference	0
Write-Ins	0

STATE COMMITTEE MAN

Write-Ins	0
-----------	---

STATE COMMITTEE WOMAN

Write-Ins	0
-----------	---

TOWN COMMITTEE

Write-Ins	0
-----------	---



THE TOWN OF
HUBBARDSTON, MASSACHUSETTS

Laurie J. Reed, Town Clerk
7 Main Street, Unit #12
Hubbardston, MA 01452

PHONE: 978-928-1400, Ext 202 FAX: 978-928-1402 EMAIL: tclerk@hubbardstonma.us

CERTIFIED COPY OF VOTE

I, Laurie J. Reed, Hubbardston Town Clerk, do hereby certify that these are the official election results from the Proposition 2-1/2 Override voted on June 30, 2020:

TOWN OF HUBBARDSTON – Official Election Results

Annual Town Election

June 30, 2020

Total Registered Voters as of June 10, 2020 Deadline: 3323

Number of Votes Cast in this Election: 341

Question #1: “*Shall the Town of Hubbardston be allowed to exempt from the provisions of Proposition two-and-one-half, so called, the amounts required to pay for the bonds issued in order to repair and replace the Hubbardston Center School Roof located at 8 Elm Street?*”

Yes = 246

No = 89

A True Copy, Attest:

Laurie J. Reed, Town Clerk

(seal)



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HUBBARDSTON
Annual Town Election, June 30, 2020
OFFICIAL Election Results**

Total # Registered Voters = 3323 TOTAL VOTES CAST TODAY: 341 (10.3%) * = Elected

BOARD OF SELECTMEN, 3-Yr Term

***Kathryn V. Young 273**

Write-Ins 3

BOARD OF ASSESSORS, 3-Year Term

***Albert Afonso 280**

Write-Ins 0

PLANNING BOARD, 5-Year Term

***Alice Livdahl 273**

Write-Ins 1

PLANNING BOARD, 1-Year Term

***John A. DeMalia Jr. 271**

Write-Ins 1

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

***Colleen Mary Higgins 256**

***Judith L. O'Donnell 269**

Write-Ins 2

QUABBIN SCH COMM, 3-Yr Term

***Debra A. Chamberlain 271**

Write-Ins 5

FINANCE COMMITTEE, 3-Year Term (2 positions)

***Charles E. Reed 274**

***Peter Russell 2**

Write-Ins 4

FINANCE COMMITTEE, 1-Year Term

***Maria D. Tourigny 274**

Write-Ins 1

CEMETERY COMMISSION, 3-Year Term

***Raven B. Kaldera 266**

Write-Ins 2

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

***Josephine Amato 264**

***Krista Fischelis Goguen 257**

Write-Ins 1

PARK COMMISSIONER, 3-Year Term (2 positions)

***Sanda L. Barry 261**

***David R. Sacramone 262**

Write-Ins 1

PARK COMMISSIONER, 1-Year Term

***Eric A. Gemborys 275**

Write-Ins 1

Question #1: Shall the Town of Hubbardston be allowed to exempt from the provision of Proposition two-and-one-half, so called, the amounts required to pay for the bonds issued in order to repair and replace the Hubbardston School Roof located at 8 Elm Street?

Yes - 246

No - 89



SPECIAL TOWN MEETING • Thursday, September 24, 2020 • 7pm • CENTER SCHOOL

STABILIZATION: \$ 419,425
 MUNICIPAL CAPITAL STABILIZATION: \$42,350
 ROAD MAINTENANCE STABILIZATION: \$0
 FREE CASH: \$284,743

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Hubbardston Center School Gym to act on the articles in said warrant. Present were Board of Selectmen members Daniel Galante (Chair), Jeffrey Williams, Patrick Girouard, Kris Pareago and Kathryn (Katie) Young; Moderator Rene Lafayette; Town Clerk Laurie Reed; Finance Committee members Susan Rayne (Chair), Charles Reed, Maria Tourigny and Peter Russell; Town Administrator Ryan McLane; and representative for Town Counsel, Carolyn Murray.

A total of 53 registered were checked in by Marcia Howlett and Shonna Larson at the start of the meeting with an overall total of 61 voters checked in. A quorum of 50 voters was present throughout the meeting.

Moderator, Rene Lafayette called the Special Town Meeting to order at 7:02pm. Moderator, Rene Lafayette recognized Board of Selectman Chair, Daniel Galante to lead the Pledge of Allegiance. Town Administrator, Ryan McLane was recognized to review the handouts given to each voter. Bella Kaldera and Joyce Green were appointed as the official counters if needed.

ARTICLE 1. Motion, Daniel Galante, to see if the Town will vote to amend the vote taken under Article 7 of the June 2020 Annual Town Meeting by increasing the amount to be raised and appropriated from taxation by \$50,000, by reducing the amount to be transferred from Free Cash by \$50,000, by transferring from available funds, or otherwise providing the following sums of money to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, expense, and outlays of the Town Departments, and other sundry and miscellaneous, but regular, expenditures necessary for the operation of the Town for Fiscal Year 2021 (July 1, 2020 through June 30, 2021) 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	\$850,169.99
Public Safety	\$1,361,590.00
Public Works	\$839,688.00
Indirect Costs	\$615,351.00
Debt	\$252,450.00
Total General Fund and Operating Budget	\$3,919,248.99

Note: The detailed Fiscal Year 2021 Operating Budget included in Appendix A of this warrant is only a guide and non-binding as to the raise and appropriate vote of the category totals shown above and/or as a motion. Please note the assessments for Hubbardston schools are separated from this vote.

Recommended by: Board of Selectmen and Finance Committee.

Second: Jeffrey Williams

Motion Passes: Majority Affirmative Vote

ARTICLE 2. Motion, Jeffrey Williams, to see if the Town will vote to raise and appropriate from taxation or transfer from available funds the sum of \$4,879,933 to pay its share of the Quabbin Regional School District budget for FY 2021; or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Motion Passes: Majority Affirmative Vote

ARTICLE 3. Motion, Patrick Girouard, to see if the Town will vote to transfer from Free Cash the sum of \$15,000 to the Capital Stabilization Fund (ACCT 2501-000-5961-0000); or take any action relative thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Daniel Galante

Motion Passes: Unanimous Affirmative Vote

ARTICLE 4. Motion, Kris Pareago, to see if the Town will vote to transfer the sum of \$216,800 from Free Cash to pay for the following Fiscal Year 2021 cash capital expenses, including all costs incidental and related thereto; or take any other action relative thereto.

FY2021 Capital Spending Article Table		
	New Obligations	Amount
1	To fund the purchase of an asphalt hotbox for the Department of Public Works (DPW)	\$45,000
2	To fund the purchase of a dump truck with plow for the DPW	\$100,000
3	To fund the purchase of a leaf backpack and walk-behind blower for the DPW	\$1,800
4	To fund the repair and restoration of the Police Department ceiling to include costs related to insulating	\$10,000
5	To fund the installation of Fire Station Exhaust Mitigation Systems at Station 1 and Station 2	\$15,000
6	To fund the purchase of vehicle cameras and video storage equipment/software for the Police Department	\$15,000
7	To repair the Curtis Recreation Field Bandstand roof	\$12,000
8	To repair and pave the Slade Building parking lot	\$18,000
	New Obligations Total	\$216,800

Recommended by: Board of Selectmen and Finance Committee

Second: Patrick Girouard

Discussion: Danielle Galante questioned the amount being different from what was stated to what was printed. Stated amount was \$231,800 with the printed amount showing \$216,800. Town Administrator, Ryan McLane advised the difference is due to the increase of \$15,000 for the Fire Mitigation System.

Motion Passes: Unanimous Affirmative Vote

ARTICLE 5. Motion, Ms. Kathryn Young, to see if the Town will vote to amend the Town of Hubbardston General Bylaws, Chapter III, VACANCIES & APPOINTMENTS to change the placement of the appointed position: “PLANNING BOARD, ASSOCIATE MEMBER OF; per Town Zoning Bylaws Article 7.6”

From the Section Titled:

“OTHER OFFICERS TO BE APPOINTED BY THE BOARD OF SELECTMEN:”

To the Section Titled:

“OFFICERS TO BE APPOINTED BY THE BOARD OF SELECTMEN from among the residents of the Town:”

or take any other action relative thereto.

Recommended by: Planning Board, Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Discussion: Mary Robinson requested a definition of what a Resident is in the Town of Hubbardston as well the verification process of residency which were both answered by Town Counsel, Carolyn Murray.

Motion Passes: Unanimous Affirmative Vote

ARTICLE 6. Motion, Mr. Daniel Galante, to see if the Town will vote to authorize the Board of Selectmen to grant an easement to the Rutland Regional Emergency Communication Center, on certain property, hereinafter described, for the purpose of providing enhanced “911” emergency purposes, as shown on a “Site Plan & Elevation,” dated August 1, 2020, prepared by Chappell Engineering Associates, LLC, on file with the Town Clerk, said property being those premises located at 21 Gardner Road, shown as Assessors Map 5C, Lot 134A, and described in a deed recorded with the Worcester South Registry of Deeds in Book 54791, Page 67, on such terms and conditions and for such consideration as the Board of Selectmen shall deem appropriate, and further to grant such access, utility and related easements on said property as the Board of Selectmen deems appropriate to serve the radio communications tower and/or other facilities installed within the easement area; or take any other action relative thereto.

Recommended by: Board of Selectmen and Finance Committee

Second: Jeffrey Williams

Discussion: Brad Vanrenterghem expressed concern of the height of the structure as well as the possible radiation health issues due to the proximity of Curtis Rec Field and Public Schools. Bella Kaldera offered branches from artificial Christmas trees from the recycling center to be used to make the structure more appealing to the eye. Chuck spoke in regards to his experience with radio communications and his knowledge of radiation levels produced by the structure vs. cell phones. Peter Walker questioned the ownership of the tower as well as the income possibilities for the town. Questions were addressed by Town Administrator, Ryan McLane and Board of Selectmen Chair, Daniel Galante.

Motion Passes: Unanimous Affirmative Vote

Town Counsel, Carolynn Murray advised Moderator, Rene Lafayette that a correction needed to be made to Article 4 due to printing error. To correct the issue a motion to reconsider must be made followed by a vote to amend.

Motion, Mr. Daniel Galante, to reconsider article 4.

Second: Jeffrey Williams

Discussion: Town Administrator, Ryan McLane addressed the changes to the capital plan due to COVID-19 to include changes to the Fire Mitigation system. Line 5 of Article 4 currently states \$15,000 however due to increase in cost, an amendment is being requested to increase to \$30,000 changing the total for Article 4 to \$231,800. Moderator, Rene Lafayette explained the procedures for amending the article.

Motion Passes: Unanimous Affirmative Vote

Motion, Daniel Galante, to Amend Article 4; Section 5 from 15,000 as printed to \$30,000.

Second: Jeffrey Williams

Discussion: Francois Steiger questioned the new obligation total which was answered by Moderator, Rene Lafayette to be \$231,800.

Motion Passes: Unanimous Affirmative Vote

Seeing no further business before the Special Town meeting, Moderator, Rene Lafayette declared the meeting adjourned at 7:34pm.

Respectfully Submitted,

(Town Seal)

Laurie J. Reed
Town Clerk



MAURA HEALEY
ATTORNEY GENERAL

THE COMMONWEALTH OF MASSACHUSETTS
OFFICE OF THE ATTORNEY GENERAL

CENTRAL MASSACHUSETTS DIVISION
10 MECHANIC STREET, SUITE 301
WORCESTER, MA 01608

(508) 792-7600
(508) 795-1991 fax
www.mass.gov/ago

February 11, 2021

Laurie J. Reed, Town Clerk
Town of Hubbardston
7 Main Street, Unit 12
Hubbardston, MA 01452

**Re: Hubbardston Special Town Meeting of September 24, 2020 -- Case # 9982
Warrant Article # 5 (General)**

Dear Ms. Reed:

Article 5 - We approve Article 5 from the September 24, 2020 Hubbardston Special Town Meeting.

Note: Pursuant to G.L. c. 40, § 32, neither general nor zoning by-laws take effect unless the Town has first satisfied the posting/publishing requirements of that statute. Once this statutory duty is fulfilled, (1) general by-laws and amendments take effect on the date these posting and publishing requirements are satisfied unless a later effective date is prescribed in the by-law, and (2) zoning by-laws and amendments are deemed to have taken effect from the date they were approved by the Town Meeting, unless a later effective date is prescribed in the by-law.

Very truly yours,

MAURA HEALEY
ATTORNEY GENERAL

Nicole B. Caprioli

By: Nicole B. Caprioli
Assistant Attorney General
Municipal Law Unit
10 Mechanic Street, Suite 301
Worcester, MA 01608
(508) 792-7600 ext. 4418

cc: Town Counsel Carolyn Murray

2020

EDUCATION



REPORT OF THE QUABBIN REGIONAL SCHOOL DISTRICT

SCHOOL YEAR 2019-2020

During the 2019-20 school year, the Quabbin Regional School District continued to pursue its primary mission: to provide a collaborative and inclusive learning community dedicated to ensuring that all students discover and develop their individual talents, achieve academic and personal fulfillment, and become responsible citizens and members of our global society.

The focus of our collective work in the 2019-2020 school year was achievement of the strategic objectives outlined in the QRSD Strategic Plan, adopted in January of 2019. Several important steps were planned and taken in the initial months of the school year to address our strategic objectives and initiatives. Unfortunately, the COVID-19 crisis caused a shift in the focus of our work. In mid-March we began to spend the vast majority of our time attending to the challenges of effectively educating and supporting our students and their families in the midst of a mandated school shut-down of undetermined duration. In retrospect, it is evident that our efforts, despite the pandemic, have aligned perfectly with our stated goals and objectives, as outlined below.

Fostering the District's identity as an inclusive and essential community resource and partner is outlined under strategic goal one as **Quabbin Pride**. We continue to focus efforts on increasing community awareness of the achievements of our students and faculty, increasing community involvement in our schools, and advancing partnerships with businesses, municipal leaders, and families. We believe that attending to strengthening our collective efforts on behalf of our students and our communities will allow both to flourish.

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

- Continuing to seek opportunities for expansion of existing and initiation of new partnerships with community-based organizations and municipal governments. Examples of existing partnerships are Q-Drug Task Force, local Senior Centers, Hardwick Youth Center, local Food Banks, Listening Wellness Center and the Wellness Hub Yoga and Mindful Center
- Partnering with local public safety and health officials to implement and strengthen school safety plans and well as to plan our health and safety response to COVID-19.
- Making it a priority to find innovative ways to maintain important school and district traditions, despite limitations brought on by COVID-19. Each elementary school was able to honor grade 6 students who were moving on to middle school, and hold an end of year drive-by celebration for all students. The Middle School planned a grade 8 recognition ceremony for late in the summer. High School Baccalaureate took place in June with a drive-in event and graduation was planned for August.
- Making a commitment to bring back long standing traditions that have been put on hold due to COVID-19 as soon as it is safe to do so. The absence of many traditional school happenings such as the spring athletic season, concerts, plays, proms, field trips, assemblies and field days from our school calendars due to COVID-19 represented a great loss to our school community and the community at large. It is an essential component of our educational programming that we are looking forward to reinstating.
- Increasing efforts to partner with families specifically related to how best to meet their needs during the pandemic. Examples of this include:
 - Parent surveys

- Frequent school and district-wide updates
- Online meetings for questions and answers about educational programming
- Online parent support meetings
- Increasing community outreach, particularly for citizens who were in need of food during the pandemic. From March to June, our Food and Nutrition Department distributed 101,292 free meals to families across our school district.

Strategic objective two **Academic Growth**, focuses on continuous improvement in the areas of curriculum, instruction and assessment. In order to ensure that our students are prepared for the ever-changing world of employment that they will enter at the completion of their education, we must prepare students to communicate and collaborate effectively, to think creatively, and to actively and confidently pursue the knowledge necessary to solve increasingly complex global challenges. Our efforts to continually evaluate and revise our curriculum, assessments and instructional practices ensures that our students develop not only foundational understanding, but more importantly, that they develop the skills necessary to independently gain new knowledge necessary to solve complex problems that they will undoubtedly face in the future as they successfully navigate the rapidly evolving global workplace.

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

- Expanding our existing Innovation Pathways programs for Advanced Manufacturing and Information technology by:
 - adding new industry partners for expanded internship opportunities for students;
 - obtaining several grants totaling nearly \$300,000 used to purchase industry standard equipment and technology for students to use in the high school as they train for internships and for enhancing the new Innovation Pathways Program.
- First year implementation of an innovative alternative education pathway for high school students with unique learning needs.
- First year implementation of Blended and Personalized Learning partnership with The Highlander Institute. Twenty-three educators and twelve administrators from across the district volunteered to engage in an intensive pilot program that involved professional learning, professional goal setting and classroom coaching.
- Continuing our extensive professional learning for staff focused on the development of engaging learning activities and assessments that support problem solving, communication, collaboration, and application of skills and knowledge to real-life situations.
- Providing 100% remote learning to all students within two weeks of our mandated COVID-19 school closure. Computers were distributed to students and staff, school hot-spots were relocated to provide access to wifi from school parking lots, educators learned how to effectively utilize Google classroom and then in turn taught their students and many parents how to learn from home.

Our third strategic objective, **Social and Emotional Growth**, points to our need to foster the social emotional and physical well-being of all students and staff to support academic achievement. Approaching problems with confidence, intellectual curiosity, and having the resilience to move forward when things do not go as planned are all areas of social-emotional well-being that we are increasingly focused on teaching in our educational programs. The necessity of this strategic objective has been strongly reinforced by the challenges that the COVID-19 pandemic has presented to both students and staff.

Our efforts to address our Social and Emotional Growth objective during the 2019-2020 school year have included the following:

- Continuing our ongoing vigilance in the area of school safety, age appropriate safety training and drills were conducted on an ongoing basis with students and staff.

- Engaging all staff in extensive professional learning related to social emotional learning. New social emotional learning strategies have been incorporated in classrooms across the school district.
- Expanding our clinical staffing to include two clinicians and a lead clinician as well as a second adjustment counselor at the middle/high school. The addition of these positions has allowed for increased support for students experiencing social and emotional challenges and has also allowed for expansion of programming for students with the need for intensive support in the areas of behavioral and social emotional health. Our goal is to provide more support for students within our school district ultimately, reducing the need for students to attend tuition-based private special education schools outside of our district whenever possible.
- Expanding services for students in our middle and high School Therapeutic Learning Centers (TLC) and first year implementation of our elementary Therapeutic Learning Center.
- Providing additional supports for families and caregivers as a result of the COVID-19 pandemic. Supports offered included many evening online sessions designed to answer questions and provide strategies for student support that parents and caregivers could implement at home.
- Providing ongoing support for students in the areas of social and emotional health. The COVID-19 pandemic created a far greater need to provide these supports for our students. This was incredibly challenging in that in-person meetings were impossible and the effective use of technology for counseling was new to both students and staff. Nevertheless, our school counseling staff, and clinical team met regularly with students during our mandated shut-down.

Our fourth strategic goal is **Commitment to Community**. The communities that make up the Quabbin Regional School District have demonstrated their commitment to their children and to the District over and over again through the years through their support of our financial needs. It is essential that we demonstrate a reciprocal commitment to our communities. We recognize that our students are best served when our communities are able to achieve their goals. Working together to find innovative ways in which the financial needs of member towns and the financial needs of the district can both be met is challenging but worthwhile work. Our plan outlines several steps that the District will employ to ensure that we continue to explore opportunities to reduce costs, increase revenue and use available resources efficiently and effectively. Steps taken to address our Commitment to Community strategic objective in the 2019-2020 school year have included the following:

- Increasing our outreach to municipal leaders, local businesses and workforce development organizations to strengthen internship, capstone, and community service opportunities for high school students. Student interns were placed in many local organizations, including Hubbardston Senior Center, Hartman's Herb Farm, Physical Therapy Innovations, Barre Family Health Center and 123 Grow Childcare Center.
- Allocating DESE Regionalization grant funding to support a study conducted by the Massachusetts Association of Regional Schools (MARS). The goals of the study were outreach to area school districts to explore opportunities for sharing services and/or regionalization to achieve greater cost efficiency and improved service delivery. The study also included an analysis of potential future financial challenges for the Quabbin Regional School District. The study results were presented to the QRSD School Committee, and are planned for future presentation to all member town select-boards once in-person meetings are feasible.
- Continuing advocacy with local and state officials and legislators about the inadequacy of the state school funding formula in addressing the specific economic issues facing rural, regional educational institutions with declining enrollment.
- Engaging the services of the New England School Development Council to conduct a demographic study for the Quabbin Regional School District. The results of this study will be considered in future district planning.

The Quabbin Regional School District is committed to ensuring that our graduates leave us with the capacity to succeed throughout their lives and careers as capable, continuous learners who, as engaged citizens will strive to improve their world. The support that our District receives from the citizens of our member communities 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

REPORT OF THE QUABBIN REGIONAL HIGH SCHOOL

SCHOOL YEAR 2019-2020

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

On June 5, 2020, Quabbin Regional High School graduated 145 members of the Class of 2020. Among the graduates were International Baccalaureate Diploma students as well as AP students. The ceremony to celebrate their graduation was held in August due to pandemic restrictions.

The following is information from the 2019-2020 school year:

As of October 1, 2019, Quabbin Regional High School had a smaller student body than the 2017-2018 school year with 147 Seniors (2020), 149 Juniors (2021), 164 Sophomores (2022) and 157 Freshmen (2023). There were 143 School Choice students at QRHS. Among the graduates there were International Baccalaureate Diploma recipients. Both IB program and Advanced Placement courses continue to be offered. At the same time, the school has increased its honors course offerings in several subject areas. There really is something for everyone at QRHS.

The Quabbin Regional High School 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 2019, the National Honor Society inducted its new members. The annual toy drive sponsored by the National Honor Society was again successful, raising approximately \$2,000 for needy children in the district. The National Honor Society students were able to buy toys for many local students in need.



In November 2019, the NJROTC annual inspection took place. Once again, for the fourteenth time, the Quabbin program was recognized as a Distinguished Unit for the overall excellence of its program.

The Quabbin Regional High School has developed collaborative relationships with a number of community organizations. Among them are the Q-Drug Task Force, the Listening Wellness Center in Barre, the Senior Center in Barre and the Hardwick Youth Center. Students at the school also donated non-perishable food items to both the Barre and the Hardwick Community Food Banks.

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

As of March 13, 2020, we began to transition to remote learning due to the spread of the COVID-19 virus. Dr. Muir corresponded with parents and staff regularly to pass along updates and important information. Teachers were instructed to work remotely, to communicate with their students and to provide work that students and parents could access remotely. By mid-April, a firm remote learning plan was implemented based on recommendations from the Department of Education, which required that certain learning activities would be completed and submitted on a weekly basis in order for students to get credit for the third trimester. Faced with the challenges of remote teaching and learning, especially for those with limited or no internet service, teachers and students worked hard to adapt. In short time, a new way of learning was in place throughout the District and would remain through the end of the school year in June. The staff and students in the Quabbin Regional School District proved their resilience through such an unprecedented and challenging time, both in education and life in general.

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. Much of this testing was suspended or modified in the spring, due to the pandemic.

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

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

REPORT OF THE QUABBIN REGIONAL MIDDLE SCHOOL

SCHOOL YEAR 2019-2020

To welcome students and parents to the Middle School, 7th and 8th grade orientation night was held at the start of the school year. Student schedules were distributed and a mock schedule was followed so that parents and students could meet teachers and learn classroom expectations. Attendance was extremely high, as parents and students look forward to the orientation night, which seems to lessen the anxiety of a new school year. Information about the 8th grade Washington, D.C. trip was given during this night.

During the 2019-2020 school year, we welcomed 177 seventh graders and 189 eighth graders. This made the total Middle School student enrollment 366.

Middle School Extracurricular Activities

The Middle School has continued its community involvement through “Trick or Treat for UNICEF” and donations of canned goods, collected at Middle School dances, to benefit local food banks.

The arts are an important part of the curricula and co-curricular activities at the middle school. Artwork from middle school students was entered into the Boston Globe Scholastic Art Competition. Also in February, middle school students participated in the Quabbin Valley Music Festival in Palmer. These students were chosen by their music directors and attended two rehearsals to prepare for this concert. This was an excellent opportunity for students to play or to sing with a larger ensemble and to work with a new conductor without having to go through the audition process.

COVID-19 Response

As of March 13, 2020, we began to transition to remote learning due to the spread of the COVID-19 virus. Dr. Muir corresponded with parents and staff regularly to pass along updates and important information. Teachers were instructed to work remotely, to communicate with their students and to provide work that students and parents could access remotely. By mid-April, a firm remote learning plan was implemented based on recommendations from the Department of Education, which required that certain learning activities would be completed and submitted on a weekly basis in order for students to get credit for the third trimester. Faced with the challenges of remote teaching and learning, especially for those with limited or no internet service, teachers and students worked hard to adapt. In short time, a new way of learning was in place throughout the District and would remain through the end of the school year in June. The staff and students in the Quabbin Regional School District proved their resilience through such an unprecedented and challenging time, both in education and life in general.

As a result of the transition to online learning, many traditional activities were cancelled, postponed or modified. Among these were the week long 8th grade trip to Washington, D.C., the 7th grade day trip to Boston, Special Olympics, elementary parent orientation nights and the National Junior Honor Society

Induction Ceremony. We also did not have an honors breakfast in May or the traditional 8th grade graduation ceremony.

At the close of the 2018-2019 school year, the middle school bid farewell to Susanne Musnicki as their long time principal. Since the mid 1990's Mrs. Musnicki led the middle school to become a welcoming and thriving part of the Quabbin community through her leadership. As a result of her contributions, the middle school gymnasium was named the Susanne Musnicki Gymnasium. During the 2019-2020 school year, Mrs. Musnicki took on the new task of guiding the Ruggles Lane School as the co-principal. The Quabbin Regional Middle School community wishes to offer her our gratitude and best wishes as she moves to another school.

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

Respectfully submitted,
Gregory J. Devine, Principal

REPORT OF THE HUBBARDSTON CENTER SCHOOL

SCHOOL YEAR 2019-2020

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 2019-20 was interrupted by the COVID-19 pandemic, and as a result, Hubbardston Center School, along with all schools in the QRSD closed on Friday, March 13, 2020 for what would turn out to be the remainder of the school year. Students and teachers turned to technology instead of “brick and mortar”, and all teaching/learning was held on-line through the Google classroom platform. This continued through the last day of school on June 23, 2020. MCAS testing was cancelled for SY 2019-20 due to the state wide school closures.

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

Enrollment History

2010-2011	434 students
2011-2012	400 students
2012-2013	336 students
2013-2014	325 students
2014-2015	320 students
2015-2016	313 students
2016-2017	320 students
2017-2018	315 students
2018-2019	309 students
2019-2020	302 students

Average class size and grade configuration

Sections and Average Class Size		
Grade	# of sections	Average Number of Students per class
K	2	20
1	2	22
2	2	25
3	2	22
4	2	21
5	2	23
6	2	19

Staffing

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

We had no retirements in this school year. One of our Intervention Tutors, Ms. Carly Williams resigned her position to take a full classroom teaching position, in another district. She was replaced with Suzanne Washugin, a retired Reading Specialist and wonderful addition to our staff.

Hubbardston Center School Parent/Teacher Organization

The Hubbardston Center School Parent/Teacher Organization, PTO, is the parent teacher organization for the Hubbardston Center School. They are a vital part of our school community, hosting monthly programs for students and community members such as a Halloween Dance, Scholastic Book Fair, Movie Night, Mother/Son Jamboree, Father/Daughter Dance and several cultural programs that all children enjoyed during the school day. The PTO also paid for all field trip busses, including Nature’s Classroom busses. Meetings are noted on the HCS website and listed in the monthly school newsletter. If you would like more information about the PTO please contact the school.

Executive Board Members 2019-20

Co-chairs- Lindsay Harmon and Vicki Tobin

Secretary- Tara Flynn

Co-Secretary/FB support- Jennifer Labrousse

Treasurer- Abby Gagne

Hubbardston Center School Council

Meetings are held at 6 week intervals. The School Council was active this past school year, and was comprised of two teachers; Ted Newton and Wendy Castriotta, a parent; Josie Ewart, Principal Peterson, and Guidance Counselor Jennifer Fabrizio was our “member-at-large” supporting if/when needed. Agenda items included the creation of the new HCS Plan for Success, which is based off of the District Plan. The plan shares goals and the vision for the District, as well as specific, more tailored HCS goals. Meetings are always open to the public, and the schedule for meetings is publicized on the Hubbardston Center School calendar on the District website at www.qrsd.org

Hubbardston Center School Unified Arts Programs

Music Classes - The Hubbardston Center School Music Curriculum is grounded in the Massachusetts Arts Frameworks and is taught by Mr. Cassidy Wall. An understanding of music is gained through sequential development of concepts based on the elements of music. These elements include rhythm, melody, harmony, timbre, form, expression, history and style and composition and performance. All children from grades K - 6 attended one 45-minute class of music instruction each week. The annual K-4 Spring Concert was not held in June, due to the school closure. Our annual Memorial Day Ceremony was held virtually, and our Kindergarten students and fifth grade students presented to a Massachusetts Veteran’s Association, while older students (middle school) presented musically.

Chorus, Band and Orchestra - Any students in grades 4-6 are invited to join the HCS Chorus, led by Ms. Karla Peterson, and students in grades 5 & 6 can also join the band/orchestra, led by Ms. Toni Brown. Fourth grade students continued their recorder studies, but were unfortunately able to perform for parents because of the school closure.

Physical Education - Students at Hubbardston Center School participate in two 45-minute physical education classes a week. Our physical education teachers are Mr. Matt Farrell and Mr. Nick Adams. These teachers work collaboratively to develop team building/social interaction skills, cognitive concepts linked to fitness, wellness skill development and social skills appropriate to each grade's developmental level. At HCS we believe the acquisition of fundamental motor skills are essential to improving 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 Mr. Zachary Sabo. This is a standards based curriculum that has inquiry, research, and project-based learning as its core strategies for all learning. Students had multiple opportunities to develop and test hypothesis related to engineering and digital media, and to build, draw, research, and design a variety of prototypes and projects that supported mathematical and scientific theories of inquiry. This class is a favorite of all K-6 students as we were fortunate to be able to expanded the offering to the full K-6 population this year.

Extra-curricular Activities, Programs & Events

Student Council - The student council is a group of Hubbardston Center School students in grades 6 who represent each 6th grade homeroom. Meetings are held monthly from 7:30-8:10. The council was run by the 6th grade teachers as advisors, and worked collaboratively to hold school-spirit days that supported both a charitable mission and school spirit. Their mission is to promote school spirit in all grades, act as student representatives for community projects, and to investigate and contribute to organizations in need of assistance in any way possible. This past year the School Council supported many various Spirt Weeks, and many individual spirit days and events.

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 2019-2020 school year, this program served over 85 students. The program is run by Kari Sacramone and provides a well-balanced stimulating environment for students.

Nature's Classroom - In the month of November, approximately 50 fifth graders attended Nature's Classroom, a residential environmental education program in Charlton MA. Nature's Classroom is an unforgettable learning experience for children and their teachers, offering the very best in environmental education. The NC staff works closely with HCS teachers to create a learning partnership that lasts a lifetime. The strengthened peer cooperation and expanded student-teacher relationships have an influence on the cognitive and social-emotional growth of the students throughout the school year. Together, they return to the classroom more closely united through this shared experience.

Hubbardston Center School Garden Club – This program had approximately 30 students from grades 2-6 who cleaned our HCS garden after a very dry summer, and tended the surviving fall vegetables and flowers. The Garden Club did not meet for a spring club due to the school closure, but we hope to revitalize our beautiful garden another year.

Mindful Club – This year, HCS again paired with Ms. Lori Churchill of the Wellness Hub Yoga and Mindful Center to bring an in-school Wellness/Mindfulness program to our 5th grade students. The club was an introduction to mindfulness club, and ran 2 sessions for 6 weeks each, led by Yoga/Mindful Instructor Jesse from the Wellness Hub. The first group had 8 students, while the second group was smaller, with only 4 students, and was unfortunately cut short due to school closure. We hope to be able to expand these offerings in future school years.

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

CAPS Program (Central Area Programs and Services)

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

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

Respectfully Submitted,

Jill Peterson, Principal, Hubbardston Center School



**QUABBIN REGIONAL SCHOOL DISTRICT
2019/2020 Employee Salaries for Town Report**

Name	FTE	Description	Amount FTD
ADAMS, CHERYL S	0.000	Supervisor of Visual Arts	\$1,350.50
ADAMS, JAMIE C	1.000	HS Sped	\$73,029.00
ADAMS, JAMIE C	0.000	Advisor HS	\$558.03
ADAMS, JAMIE C	0.000	Tutor	\$412.50
ADAMS, JAMIE C	0.000	Sub HS Period	\$108.00
ADAMS, LEAH M	1.000	Elem Teacher	\$47,496.71
ADAMS, MICHAEL D	0.000	Coaching (Winter)	\$5,750.02
ADAMS, NICHOLAS R	1.000	Elem PE/Health & Fit	\$61,485.00
ADAMS, NICHOLAS R	0.000	Strength and Conditioning Coach	\$3,150.00
ADAMS, NICHOLAS R	0.000	Accrued Payroll	\$450.00
AHEARN, STACEY C	1.000	Aide Autism	\$32,200.00
ALLEN, ANN M	1.000	Aide Sped	\$29,068.00
ALLEN, ANN M	0.000	Longevity	\$550.00
ALLEN, ANN M	0.000	Sub MS Period	\$110.00
AMIDIO, MARY C	1.000	Office Manager	\$50,259.00
AMIDIO, MARY C	0.000	Longevity	\$1,500.00
ANDREWS, ELICIA A	1.000	HS Science	\$69,202.00
ANDREWS, ELICIA A	0.000	Advisor HS	\$1,476.86
ANDREWS, ELICIA A	0.000	Sub HS Period	\$108.00
AREMBURG, SARA F	0.000	Private Music Instructor	\$480.00
ARIOLI, GALE E	0.750	Receptionist	\$18,730.94
ARIOLI, GALE E	0.000	Seperation Benefits	\$428.14
ARMSTRONG, JULIANNE M	1.000	Speech	\$56,268.00
ARMSTRONG, JULIANNE M	0.000	Stipend 240 S	\$2,880.00
ARNOLD, MICHELLE L	1.000	Elem Sped	\$84,155.00
ARNOLD, MICHELLE L	0.000	Stipend 240 S	\$1,600.00
ARSENAULT, GABRIELLE R	0.000	Extended Day Program	\$10,083.03
ASHLEY, DOROTHY M	0.000	Legal Settlement	\$13,000.00
ATKINSON, STACEY L	1.000	Food Service	\$18,775.95
ATKINSON, STACEY L	0.000	Cafe Extra Hours	\$903.56
AYER, DOROTHY M	1.000	Office Manager	\$36,308.00
BABINEAU, KATIE E	1.000	Intervention Tutor	\$34,110.26
BABINEAU, KATIE E	0.000	Stipend PD	\$360.00
BACHANT, BRITTANY S	1.000	HS Math	\$54,629.00
BACHANT, BRITTANY S	0.000	Sub HS Period	\$54.00
BAILEY, CONNER P	1.000	Technology	\$50,113.06
BAILEY, TYSON E	1.000	HS Social Studies	\$41,401.02
BAKER, KAYLEIGH E	1.000	HS English	\$56,524.00
BAKER, KAYLEIGH E	0.000	Advisor HS	\$492.29
BAKER, KAYLEIGH E	0.000	Sub HS Period	\$54.00
BALSER, MELANIE A	1.000	Aide Sped	\$29,068.00

Name	FTE	Description	Amount FTD
BALSER, MELANIE A	0.000	Stipend 240 S	\$1,095.36
BALSER, MELANIE A	0.000	Longevity	\$1,000.00
BALZANO, STEPHANIE L	0.900	Aide Sped	\$4,554.83
BALZANO, STEPHANIE L	0.000	Stipend 240 S	\$745.47
BARDSLEY, KARISSA H	1.000	Elem Teacher	\$56,524.00
BARDSLEY, KARISSA H	0.000	Stipend PD	\$495.00
BARDSLEY, KARISSA H	0.000	Stipend 240 S	\$480.00
BARKER-BERLO, DONNA	1.000	HS Science	\$85,110.00
BARKER-BERLO, DONNA	0.000	Advisor HS	\$887.46
BARKER-BERLO, DONNA	0.000	Longevity	\$750.00
BARKER-BERLO, DONNA	0.000	Sub HS Period	\$189.00
BARNES, CLARE H	1.000	P & F Manager	\$91,709.40
BARNES, CLARE H	0.000	Travel	\$3,000.00
BARNES, CLARE H	0.000	Longevity	\$1,000.00
BARRINGER, EVAN M	1.000	MS Social Studies	\$83,009.00
BARRINGER, EVAN M	0.000	Longevity	\$750.00
BARRINGER, EVAN M	0.000	Stipend PD	\$540.00
BARRINGER, JANIS A	1.000	MS Sped	\$85,110.00
BARRINGER, JANIS A	0.000	Longevity	\$750.00
BARRINGER, JANIS A	0.000	Stipend 240 - CPI	\$450.00
BARRY, SHAWN D	1.000	Custodian	\$29,720.75
BARRY, SHAWN D	0.000	Shoe Allowance	\$150.00
BARRY, SHAWN D	0.000	Custodian OT	\$99.28
BASSETT, NIKKI J	1.000	Kindergarten Teacher	\$55,101.00
BASSETT, NIKKI J	0.000	Stipend 240 - CPI	\$450.00
BATES, NITA	1.000	Secretary	\$54,861.45
BATES, NITA	0.000	Stipend Administrative Assistant	\$2,000.00
BATES, NITA	0.000	Longevity	\$750.00
BATES, NITA	0.000	Stipend Advance Degree	\$500.00
BATTISTA, MARK G	0.000	Coaching (Spring)	\$250.95
BEARD-BLAKE, ELIZABETH	1.000	HS World Language	\$78,562.00
BEARD-BLAKE, ELIZABETH	0.000	Advisor HS	\$887.46
BEARD-BLAKE, ELIZABETH	0.000	Sub HS Period	\$351.00
BEAUDET, KRISTINE A	1.000	Elem Sped	\$89,279.00
BEAUDET, KRISTINE A	0.000	Longevity	\$1,500.00
BEAUDET, KRISTINE A	0.000	Stipend Mentor Program	\$250.00
BENNETT, COLLIN J	0.000	Summer Cust	\$3,375.00
BENNETT, COLLIN J	0.000	Stipend Athletics	\$860.00
BENNETT, COLLIN J	0.000	Accrued Payroll	\$360.00
BENNETT, GRIFFIN M	0.000	Summer Cust	\$3,491.25
BENNETT, GRIFFIN M	0.000	Sub Middle School	\$400.00
BENNETT, GRIFFIN M	0.000	Sub High School	\$400.00
BENNETT, GRIFFIN M	0.000	Accrued Payroll	\$360.00
BENNETT, JESSICA A	1.000	Executive Asst. Superintendent	\$66,727.82
BENNETT, JESSICA A	0.000	Executive Secretary School Committee	\$1,750.00
BENNETT, JESSICA A	0.000	Longevity	\$750.00

Name	FTE	Description	Amount FTD
BENNETT, JESSICA A	0.000	Stipend Athletics	\$60.00
BENNETT, RYA M	1.000	School Nurse	\$55,548.00
BERGEVIN, BRITTANY J	0.000	Extended Day Program	\$2,053.26
BERGIN, ERIN A	0.000	Sub Teacher ALL	\$40.00
BERNER, JESSICA N	1.000	Elem Teacher	\$66,832.00
BERNER, JESSICA N	0.000	Stipend Teacher Leader	\$500.00
BERTHIAUME, GAIL L	1.000	Custodian	\$41,805.04
BERTHIAUME, GAIL L	0.000	Longevity	\$1,000.00
BERTHIAUME, GAIL L	0.000	Custodian OT	\$458.88
BERTHIAUME, GAIL L	0.000	Shoe Allowance	\$150.00
BICKFORD, SHELBY E	1.000	Intervention Tutor	\$4,287.08
BLACK, JEAN M	0.900	Aide Sped	\$27,216.90
BLACK, JEAN M	0.000	Stipend 240 S	\$854.64
BLACK, JEAN M	0.000	Longevity	\$550.00
BLASZCZYK, VIRGINIA M	1.000	MS Math	\$87,199.00
BLASZCZYK, VIRGINIA M	0.000	Longevity	\$1,500.00
BLISS, KRISTI L	1.000	Elem Teacher	\$61,485.00
BODILY, ALEXIS M	0.000	Extended Day Program	\$13,353.62
BODILY, ALEXIS M	0.000	Extended Day Program	\$1,775.66
BODILY, ALEXIS M	0.000	Lunch Monitor	\$78.00
BODILY, SHARON F	0.000	Extended Day Program	\$1,977.60
BOLGER, BRENT A	1.000	HS Technology	\$87,199.00
BOLGER, BRENT A	0.000	Longevity	\$1,000.00
BOLGER, BRENT A	0.000	Sub HS Period	\$135.00
BOUCHER, RENEE M	1.000	Athletic Trainer	\$45,087.68
BOUCHER, RENEE M	0.000	Longevity	\$750.00
BOUCHER, THERESA L	1.000	Elem Teacher	\$74,303.00
BOUCHER, THERESA L	0.000	Longevity	\$750.00
BOYD, JOANNE	0.900	Aide Kindergarten	\$25,144.20
BOYD, JOANNE	0.000	Longevity	\$550.00
BRADY, ANDREA M	0.000	Sub Café All	\$8,095.42
BRADY, ANDREA M	0.000	Lunch Monitor	\$120.00
BRAY, ELECIA C	1.000	Elem Teacher	\$87,199.00
BRAY, ELECIA C	0.000	Longevity	\$1,000.00
BRAY, ELECIA C	0.000	Stipend Teacher Leader	\$500.00
BRAY, ELECIA C	0.000	Stipend Mentor Program	\$250.00
BREAULT, ALIZA M	0.000	Lunch Monitor	\$2,922.94
BRENNOCK, DANIEL J	1.000	NJROTC	\$85,376.56
BRENNOCK, DANIEL J	0.000	Longevity	\$750.00
BREWER, JULIE A	1.000	Special Education Chair	\$68,018.23
BRIAND, ANNE MARIE	1.000	Aide - Therapeutic Prog	\$29,795.00
BRIAND, ANNE MARIE	0.000	Longevity	\$1,000.00
BRIAND, ANNE MARIE	0.000	Sub Aide Period	\$878.00
BROOKS, MICHAEL A	1.000	Technology	\$78,421.65
BROOKS, PHILLIP A	0.000	Summer Cust	\$3,547.50
BROOKS, PHILLIP A	0.000	Accrued Payroll	\$360.00

Name	FTE	Description	Amount FTD
BROWN, JULIE M	1.000	Elem STEM	\$56,268.00
BROWN, TONI	1.000	Elem Music	\$83,009.00
BROWN, TONI	0.000	Coaching (Fall)	\$2,509.54
BROWN, TONI	0.000	Stipend Academic Coordinator	\$2,500.00
BROWN, TONI	0.000	Advisor MS	\$1,672.97
BROWN, TONI	0.000	Longevity	\$750.00
BROWN, TONI	0.000	Stipend Mentor Program	\$500.00
BROWN, TONI	0.000	Stipend 240 - CPI	\$450.00
BROWNE, KIM A	1.000	Elem Sped	\$84,021.00
BROWNE, KIM A	0.000	Longevity	\$1,500.00
BROWNE, KIM A	0.000	Stipend PD	\$229.57
BRYANT, SCOTT G	0.000	Sub Teacher ALL	\$1,760.00
BUCHANAN, DAVID P III	1.000	HS Social Studies	\$53,497.00
BUCHANAN, DAVID P III	0.000	Coaching (Fall)	\$6,690.49
BUCHANAN, DAVID P III	0.000	Stipend 335	\$400.00
BUCHANAN, DAVID P III	0.000	Sub HS Period	\$27.00
BUCHYN, EMILY E	0.000	Extended Day Program	\$9,683.19
BURKE, MARIANNE	0.000	Private Music Instructor	\$450.00
BURKE, TINA M	0.667	Cafeteria	\$10,608.96
BURKE, TINA M	0.000	Cafe Extra Hours	\$354.67
BURKLE, SHERRY L	1.000	HS Math	\$82,632.00
BURKLE, SHERRY L	0.000	Summer Cust	\$1,920.00
BURKLE, SHERRY L	0.000	Stipend Teacher Leader	\$1,790.00
BURKLE, SHERRY L	0.000	Advisor HS	\$886.90
BURKLE, SHERRY L	0.000	Longevity	\$750.00
BURKLE, SHERRY L	0.000	Sub HS Period	\$459.00
BURKLE, SHERRY L	0.000	Sub HS Period	\$20.00
BURNETT, RYAN M	0.000	Coaching (Winter)	\$5,645.47
BURNETT, RYAN M	0.000	Coaching (Fall)	\$3,393.41
BURNETT, RYAN M	0.000	Coaching (Spring)	\$471.48
BURNETT, STEVEN E	0.000	Coaching (Winter)	\$3,261.84
BURNS, LISA A	1.000	Aide Autism	\$36,632.00
BURNS, LISA A	0.000	Longevity	\$550.00
BURNS, LISA A	0.000	Sub Aide Period	\$90.00
BURNS, LISA A	0.000	Sub Teacher ALL	\$80.00
BUTLER, SHEENA M	1.000	Elem Sped	\$63,618.00
BUTLER, SHEENA M	0.000	Stipend PD	\$900.00
BUTLER, SHEENA M	0.000	Tutor	\$180.00
CAMMUSO, NICHOLAS J	1.000	LTS - Adjustment Counselor	\$54,629.00
CAMPIONE, KRISTIN M	1.000	Director of Pupil Personnel	\$122,938.35
CAMPIONE, KRISTIN M	0.000	Travel	\$2,000.00
CAMPIONE, KRISTIN M	0.000	Stipend Advance Degree	\$1,500.00
CANFIELD, STACEY M	1.000	Adjustment Counselor	\$61,485.00
CAPURSO, JANE M	1.000	Elem Teacher	\$93,477.00
CAPURSO, JANE M	0.000	Longevity	\$1,000.00
CAPURSO, JANE M	0.000	Stipend Mentor Program	\$500.00

Name	FTE	Description	Amount FTD
CARLSON, CHRISTOPHER B	1.000	Co-Principal	\$102,000.00
CARLSON, CHRISTOPHER B	0.000	Longevity	\$750.00
CARLSON, KIMBERLY R	1.000	Aide Autism	\$37,185.00
CARLSON, KIMBERLY R	0.000	Longevity	\$1,000.00
CARON, ELAINE A	1.000	P&F Admin. Support Assist.	\$45,011.00
CARON, ELAINE A	0.000	Stipend Athletics	\$820.00
CARROLL-PASCALE, HELENE A	1.000	MS Science	\$85,110.00
CARROLL-PASCALE, HELENE A	0.000	Seperation Benefits	\$10,618.50
CARROLL-PASCALE, HELENE A	0.000	Longevity	\$1,500.00
CARROLL-PASCALE, HELENE A	0.000	Sub MS Period	\$256.50
CASEY, JILLIAN C	0.000	Sub Nurse	\$750.00
CASEY, JILLIAN C	0.000	Coach Field Hockey Camp	\$300.00
CASTRIOTTA, MATTHEW	1.000	MS Social Studies	\$93,477.00
CASTRIOTTA, MATTHEW	0.000	Coaching (Winter)	\$3,797.30
CASTRIOTTA, MATTHEW	0.000	Coaching (Fall)	\$2,532.35
CASTRIOTTA, MATTHEW	0.000	Longevity	\$1,500.00
CASTRIOTTA, MATTHEW	0.000	Stipend PD	\$450.00
CASTRIOTTA, MATTHEW	0.000	Coaching (Spring)	\$422.02
CASTRIOTTA, MATTHEW	0.000	Sub MS Period	\$270.00
CASTRIOTTA, WENDY B	1.000	Kindergarten Teacher	\$84,021.00
CASTRIOTTA, WENDY B	0.000	Longevity	\$1,000.00
CASTRIOTTA, WENDY B	0.000	Stipend 335	\$400.00
CASTRIOTTA, WENDY B	0.000	Stipend PD	\$180.00
CEREZO, MONICA I	1.000	Perm Sub	\$18,500.00
CEREZO, MONICA I	0.000	Sub Teacher ALL	\$1,240.00
CHASE, MAUREEN L	1.000	HS Science	\$89,279.00
CHASE, MAUREEN L	0.000	Longevity	\$750.00
CHASE, MAUREEN L	0.000	Advisor HS	\$738.43
CHASE, MAUREEN L	0.000	Stipend Mentor Program	\$250.00
CHASE, MAUREEN L	0.000	Sub HS Period	\$54.00
CHRISTENSEN, RONALD P	1.000	Treasurer	\$15,283.61
CHURCHILL, JENNIFER E	1.000	Elem Teacher	\$85,110.00
CHURCHILL, JENNIFER E	0.000	Longevity	\$750.00
CLARK, BLYTHE L	1.000	Elem Teacher	\$90,755.00
CLARK, BLYTHE L	0.000	Longevity	\$750.00
CLEAVES, WENDY P	1.000	Math Coach	\$86,229.89
CLOUGH, BARBARA J	0.000	Sub Nurse	\$843.75
CLOUGH, BARBARA J	0.000	Sub Nurse	\$375.00
CLOUGH, BARBARA J	0.000	Sub Nurse	\$375.00
CLOUTIER, MEGHAN W	1.000	Director of Guidance	\$79,963.69
COATES, MARIE A	1.000	Kindergarten Teacher	\$65,527.00
COATES, MARIE A	0.000	Longevity	\$750.00
COATES, MARIE A	0.000	Stipend PD	\$180.00
COLARUSSO, SADIE M	0.000	Lunch Monitor	\$4,648.15
COLARUSSO, SADIE M	0.000	Extended Day Program	\$2,489.55
COLLINS, SANDRA A	1.000	Guidance	\$83,947.30

Name	FTE	Description	Amount FTD
COLLINS, SANDRA A	0.000	Stipend 504 Coord	\$500.00
COLLINS, SANDRA A	0.000	Stipend 240 - CPI	\$465.00
COLLINS, SANDRA A	0.000	Stipend 335	\$400.00
CONSOLMAGNO, TERESA J	1.000	Office Manager	\$51,767.00
CONSOLMAGNO, TERESA J	0.000	Longevity	\$1,500.00
COOK, JAMIE M	0.000	Coaching (Fall)	\$4,714.85
COOK, JAMIE M	0.000	Coach Soccer Camp	\$450.00
COOK, JAMIE M	0.000	Sub Teacher ALL	\$80.00
COOK, JOAN M	1.000	Cafeteria	\$9,611.20
COOK, JOAN M	1.000	Food Service	\$6,658.76
COOK, JOAN M	0.000	Cafe Extra Hours	\$413.10
COOK, LESLIE E	0.750	Receptionist	\$9,633.05
COOLEY, MARGARET A	1.000	Secretary	\$43,978.98
COOLEY, MARGARET A	0.000	Stipend Advance Degree	\$500.00
COOLEY, REBECCA M	1.000	HS World Language	\$64,885.00
COOLEY, REBECCA M	0.000	Stipend Additional Classes	\$1,419.10
COOLEY, REBECCA M	0.000	Sub HS Period	\$486.00
COOLEY, REBECCA M	0.000	Sub MS Period	\$270.00
COONS, KRISTEN D	1.000	Elem Teacher	\$89,279.00
COONS, KRISTEN D	0.000	Longevity	\$1,500.00
COPPOLINO SR, PETER J	1.000	Project Engineer	\$69,240.35
COPPOLINO SR, PETER J	0.000	Longevity	\$1,500.00
COPPOLINO SR, PETER J	0.000	Shoe Allowance	\$150.00
COPPOLINO, JOHN J	0.000	Summer Cust	\$2,253.75
COPPOLINO, JOHN J	0.000	Sub Cust	\$1,530.00
COPPOLINO, JOHN J	0.000	Accrued Payroll	\$105.00
COPPOLINO, PETER J JR	1.000	Grounds Maintenance	\$50,536.20
COPPOLINO, PETER J JR	0.000	Maintenance OT	\$2,321.31
COPPOLINO, PETER J JR	0.000	Shoe Allowance	\$150.00
COPPOLINO, PETER J JR	0.000	Accrued Payroll	\$61.64
COSTELLO, SHAWN M	1.000	Custodian	\$37,846.25
COSTELLO, SHAWN M	0.000	Custodian OT	\$2,751.66
COSTELLO, SHAWN M	0.000	Shoe Allowance	\$150.00
COSTELLO, SHAWN M	0.000	Accrued Payroll	\$6.49
COTTRELL, ELIZABETH M	1.000	Elem Teacher	\$59,694.00
COUTURIER, ADAM J	1.000	Director of Sec TLS	\$105,060.00
COUTURIER, ADAM J	0.000	Xtra Hours	\$5,002.90
CRAINE, NOLAN M	0.800	Aide Sped	\$9,515.43
CRAINE, NOLAN M	0.000	Sub Teacher ALL	\$175.00
CRANSTON, ASHLEY B	1.000	Elem Teacher	\$84,660.00
CRANSTON, ASHLEY B	0.000	Longevity	\$750.00
CRANSTON, ASHLEY B	0.000	Stipend Teacher Leader	\$500.00
CRANSTON, ASHLEY B	0.000	Stipend 335	\$400.00
CRANSTON, FRANCIS J JR	0.000	Coaching (Winter)	\$2,532.35
CRANSTON, KATHRYN A	1.000	Instructional Assistant Sped	\$36,963.66
CRANSTON, KATHRYN A	0.000	Longevity	\$750.00

Name	FTE	Description	Amount FTD
CRANSTON, KATHRYN A	0.000	Sub Aide Period	\$258.60
CROSS, PETER A	1.000	Custodian	\$43,178.88
CROSS, PETER A	0.000	Custodian OT	\$1,042.32
CROSS, PETER A	0.000	Longevity	\$550.00
CROSS, PETER A	0.000	Shoe Allowance	\$150.00
CSORBA, ASHLEY E	1.000	Guidance	\$62,994.00
CSORBA, ASHLEY E	0.000	Advisor HS	\$597.24
DAWSON, KIMBERLY K	1.000	Elem Ther Classroom Teacher	\$34,626.00
DAWSON, KIMBERLY K	1.000	Intervention Tutor	\$11,370.09
DEGNAN, MARTHA E	1.000	HS Math	\$87,199.00
DEGNAN, MARTHA E	0.000	Seperation Benefits	\$12,091.15
DEGNAN, MARTHA E	0.000	Longevity	\$750.00
DEGNAN, MARTHA E	0.000	Sub HS Period	\$54.00
DEMAREST, AMBER P	1.000	LTS - Intervention Tutor	\$22,875.00
DENNIS, MELINDA L	1.000	Elem Sped	\$46,897.54
DEPASQUALE, MARK S	1.000	HS Social Studies	\$73,418.00
DEPASQUALE, MARK S	0.000	Longevity	\$750.00
DEPASQUALE, MARK S	0.000	Stipend Extended Essay Advisor	\$600.00
DEPASQUALE, MARK S	0.000	Sub HS Period	\$189.00
DESAUTELS, MELISSA A	1.000	BCBA	\$91,963.97
DESAUTELS, MELISSA A	0.000	Stipend 240 - CPI	\$450.00
DESKINS, JILL A	1.000	Intervention Tutor	\$34,110.26
DEVINE, GREGORY J	1.000	Principal	\$132,500.00
DEVINE, GREGORY J	0.000	Longevity	\$1,500.00
DEVINE, GREGORY J	0.000	Fixed Benefit Life/Disability	\$835.56
DEVINE, WILLIAM J	0.625	Custodian	\$4,805.55
DEVINE, WILLIAM J	0.000	Custodian OT	\$1,777.65
DEVINE, WILLIAM J	0.000	Seperation Benefits	\$20.36
DEXTRADEUR, DENNIS M	0.000	Coaching (Winter)	\$5,802.29
DEXTRADEUR, DENNIS M	0.000	Sub Teacher ALL	\$1,710.00
DICKSON, PAMELA J	1.000	HS PE	\$84,021.00
DICKSON, PAMELA J	0.000	Seperation Benefits	\$12,223.35
DICKSON, PAMELA J	0.000	Coaching (Fall)	\$3,166.70
DICKSON, PAMELA J	0.000	Longevity	\$1,000.00
DICKSON, PAMELA J	0.000	Coach Field Hockey Camp	\$480.00
DICKSON, PAMELA J	0.000	Sub HS Period	\$81.00
DILLON, NOREEN E	1.000	Psychologist	\$78,187.00
DOWGIELEWICZ, JILL M	1.000	Special Education Chair	\$91,383.00
DOWGIELEWICZ, JILL M	0.000	Longevity	\$1,000.00
DOWGIELEWICZ, JILL M	0.000	Stipend Mentor Program	\$750.00
DOYLE, KIMBERLY J	1.000	Elem Teacher	\$83,009.00
DOYLE, KIMBERLY J	0.000	Longevity	\$1,500.00
DOYLE, KIMBERLY J	0.000	Stipend 240 S	\$800.00
DOYLE, KIMBERLY J	0.000	Stipend Natures Classroom	\$582.68
DOYLE, KIMBERLY J	0.000	Accrued Payroll	\$495.00
DOYLE, THOMAS C	0.000	Private Music Instructor	\$140.00

Name	FTE	Description	Amount FTD
DRISCOLL, AMY L	0.000	Extended Day Program	\$2,396.00
DUBOIS, PAUL A	1.000	Math Coach	\$77,824.35
DUBOIS, PAUL A	0.000	Stipend Academic Coordinator	\$3,750.00
DUBOIS, PAUL A	0.000	Stipend Mentor Program	\$500.00
DUBOIS-GOULD, KERI A	1.000	Food & Nutritional Svces Manager	\$83,618.26
DUBOIS-GOULD, KERI A	0.000	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	0.000	Xtra Hours	\$1,866.50
DUBOIS-GOULD, KERI A	0.000	Fixed Benefit Life/Disability	\$269.70
DUCOS, PATRICIA	0.000	Lunch Monitor	\$2,438.74
DUCOS, PATRICIA	0.000	Sub Ruggles Lane	\$35.00
DUNPHY, SUZANNE M	0.000	Stipend After School Program	\$144.00
DUVAL, ANN C	1.000	MS Science	\$79,324.00
DUVAL, ANN C	0.000	Longevity	\$750.00
DUVAL, ANN C	0.000	Advisor MS	\$493.60
DUVAL, ANN C	0.000	Sub MS Period	\$256.50
DUVAL, CHERYL A	1.000	Director of Administrative Services	\$143,870.71
DUVAL, CHERYL A	0.000	Vacation Buyback	\$5,533.49
DUVAL, CHERYL A	0.000	Fixed Benefit Life/Disability	\$1,312.82
DUVAL, CHERYL A	0.000	Travel	\$1,000.00
DUVAL, CHERYL A	0.000	Longevity	\$750.00
DYMEK, SARAH E	1.000	Elem Sped	\$56,268.00
DYMEK, SARAH E	0.000	Stipend 240 S	\$800.00
DYMEK, SARAH E	0.000	Stipend Teacher Leader	\$500.00
EDMONDS, GRACEMARIE S	1.000	Intervention Tutor	\$27,959.23
ELLSWORTH, ELLEN M	1.000	Aide Sped	\$29,795.00
ELLSWORTH, ELLEN M	0.000	Longevity	\$550.00
ELLSWORTH, ELLEN M	0.000	Sub Aide Period	\$36.12
ERICKSON, BRITTNEY S	0.000	Sub Café All	\$432.00
ERICKSON, TRISIA L	1.000	Literacy Coach	\$89,760.82
ERICKSON, TRISIA L	0.000	Longevity	\$750.00
ESCONDON, DILLON T	0.000	Extended Day Program	\$7,798.70
EVERITT, LAURA J	1.000	Aide Autism	\$33,547.74
EVERITT, LAURA J	0.000	Longevity	\$550.00
EWART, JOCELYN R	1.000	Elem Sped	\$43,140.59
EWART, JOCELYN R	0.000	Stipend 335	\$400.00
EWART, JOCELYN R	0.000	Sub Elem Prep Period	\$20.00
EWING, DENIEL E	0.000	Lunch Monitor	\$2,276.22
EYLER-PELLETIER, AMY L	1.000	MS Social Studies	\$85,110.00
EYLER-PELLETIER, AMY L	0.000	Longevity	\$750.00
EYLER-PELLETIER, AMY L	0.000	Stipend PD	\$450.00
EYLER-PELLETIER, AMY L	0.000	Sub MS Period	\$405.00
EYLER-PELLETIER, AMY L	0.000	Stipend 335	\$400.00
FABRIZIO, JENNIFER E	1.000	Guidance	\$84,155.00
FABRIZIO, JENNIFER E	0.000	Stipend 240 - CIS	\$465.00
FALVEY, SARAH E	1.000	Intervention Specialist	\$65,752.46
FARRAJ, LORI J	1.000	Aide Autism	\$36,278.00

Name	FTE	Description	Amount FTD
FARRAJ, LORI J	0.000	Longevity	\$550.00
FARRAJ, LORI J	0.000	Sub Ruggles Lane	\$525.00
FARRAJ, LORI J	0.000	Sub Aide Period	\$108.00
FARRELL, MATTHEW J	1.000	MS PE	\$83,009.00
FARRELL, MATTHEW J	0.000	Longevity	\$1,500.00
FARRELL, MATTHEW J	0.000	Stipend Natures Classroom	\$582.68
FAUTEUX, CHRISTINE E	1.000	Elem Teacher	\$90,755.00
FAUTEUX, CHRISTINE E	0.000	Longevity	\$750.00
FERGUSON, MORGAN A	1.000	Aide Autism	\$6,219.17
FERRAGAMO, SARAH L	1.000	Secretary	\$36,831.46
FERRAGAMO, SARAH L	0.750	Special Services Coordinator	\$3,485.70
FERRAGAMO, SARAH L	0.000	Stipend Advance Degree	\$500.00
FLEMING, MARY E	1.000	Elem Teacher	\$76,006.00
FLEMING, MARY E	0.000	Longevity	\$750.00
FLEMING, MARY E	0.000	Stipend Teacher Leader	\$500.00
FLEMING, MARY E	0.000	Stipend 335	\$400.00
FLEMING, MARY E	0.000	Stipend PD	\$330.00
FLEMING, SETH E	1.000	Custodian	\$43,591.68
FLEMING, SETH E	0.000	Custodian OT	\$2,043.36
FLEMING, SETH E	0.000	Shoe Allowance	\$150.00
FLYNN, TERESA R	0.000	Lunch Monitor	\$5,721.80
FLYNN, TERESA R	0.000	Sub Hubbardston	\$297.50
FOLEY, CAROLYN G	1.000	Elem Teacher	\$93,477.00
FOLEY, CAROLYN G	0.000	Longevity	\$750.00
FOLEY, CAROLYN G	0.000	Stipend Teacher Leader	\$500.00
FOLEY, CAROLYN G	0.000	Stipend Mentor Program	\$250.00
FOLEY, CAROLYN G	0.000	Stipend PD	\$75.00
FORD, LINDA J	1.000	Elem Teacher	\$89,279.00
FORD, LINDA J	0.000	Longevity	\$750.00
FORS, COLLEEN Y	1.000	Clinician	\$50,449.73
FOSTER, CAITLIN E	1.000	Guidance	\$61,485.00
FOSTER, CAITLIN E	0.000	Stipend 504 Coord	\$500.00
FOSTER, CAITLIN E	0.000	Stipend 335	\$400.00
FROST, ALICIA L	1.000	HS World Language	\$79,199.00
FROST, ALICIA L	0.000	Stipend 240 S	\$1,120.00
FROST, ALICIA L	0.000	Sub HS Period	\$1,053.00
FROST, ALICIA L	0.000	Advisor HS	\$738.43
FROST, ALICIA L	0.000	Sub MS Period	\$54.00
FRYDEL, KATHLEEN A	1.000	NJROTC	\$91,848.26
FRYDEL, KATHLEEN A	0.000	Advisor HS	\$2,281.40
FRYDEL, KATHLEEN A	0.000	Advisor HS	\$887.46
GAGNE, ABIGAIL C	0.000	Lunch Monitor	\$1,200.00
GAGNE, ABIGAIL C	0.000	Sub Hubbardston	\$210.00
GAGNE, ABIGAIL C	0.000	Stipend After School Program	\$80.00
GARDELLA, SARA E	0.000	LTS - Elem Teacher	\$10,000.00
GARDNER, KATHLEEN	1.000	HS Business	\$75,219.00

Name	FTE	Description	Amount FTD
GARDNER, KATHLEEN	0.000	Coaching (Fall)	\$2,327.03
GARDNER, KATHLEEN	0.000	Longevity	\$750.00
GARDNER, KATHLEEN	0.000	Advisor HS	\$558.03
GARDNER, KATHLEEN	0.000	Sub HS Period	\$270.00
GARDNER, PAUL A	0.625	Custodian	\$12,511.63
GARDNER, PAUL A	0.000	Sub Cust	\$2,662.50
GARDNER, PAUL A	0.000	Accrued Payroll	\$225.00
GARDNER, PAUL A	0.000	Summer Cust	\$191.25
GARDNER, PAUL A	0.000	Custodian OT	\$151.88
GARDNER, PAUL A	0.000	Shoe Allowance	\$150.00
GAREAU, THOMAS D	1.000	MS Math	\$71,604.00
GAREAU, THOMAS D	0.000	Seperation Benefits	\$7,160.40
GAREAU, THOMAS D	0.000	Coaching (Fall)	\$4,182.17
GAREAU, THOMAS D	0.000	Coaching (Winter)	\$2,532.35
GAREAU, THOMAS D	0.000	Longevity	\$750.00
GAREAU, THOMAS D	0.000	Sub MS Period	\$189.00
GASPAR, MARY-CATHERINE	1.000	Guidance	\$67,186.00
GASPAR, MARY-CATHERINE	0.000	Stipend 335	\$400.00
GENDRON, CASSANDRA L	1.000	Payroll Coordinator	\$55,033.97
GENTILE, MELISSA	0.800	Aide Sped	\$17,511.20
GENTILE, MELISSA	0.000	Sub Middle School	\$320.00
GENTILE, MELISSA	0.000	Sub Aide Period	\$162.60
GILLON, BRIAN	0.000	Extended Day Program	\$13,647.90
GILLON, BRIAN	0.000	Extended Day Program	\$4,969.25
GILLON, JORDYN M	0.000	Extended Day Program	\$6,722.34
GILMARTIN, JASON M	1.000	Assistant Principal	\$116,086.27
GILMARTIN, JASON M	0.000	Fixed Benefit Life/Disability	\$1,200.00
GINGRAS, KATHLEEN M	0.570	Food Service	\$9,632.64
GINGRAS, KATHLEEN M	0.000	Cafe Extra Hours	\$204.14
GLIDDEN, ERIN L	0.900	Aide Sped	\$26,029.80
GLIDDEN, ERIN L	0.000	Sub Ruggles Lane	\$595.00
GLIDDEN, ERIN L	0.000	Longevity	\$550.00
GLIDDEN, ERIN L	0.000	Sub Aide Period	\$255.00
GLYNN, KELLIE S	1.000	Food Service	\$21,246.75
GLYNN, KELLIE S	0.000	Cafe Extra Hours	\$1,846.81
GLYNN, KELLIE S	0.000	Cafe Catering	\$85.50
GOEWY, PAUL N	1.000	HS Math	\$87,199.00
GOEWY, PAUL N	0.000	Coaching (Fall)	\$4,182.17
GOEWY, PAUL N	0.000	Longevity	\$750.00
GOEWY, PAUL N	0.000	Sub HS Period	\$81.00
GOLDSMITH, ALLISSA L	0.000	Sub Nurse	\$437.50
GOTHING, STEVEN P	1.000	Custodian	\$31,655.82
GOTHING, STEVEN P	0.000	Custodian OT	\$1,694.74
GOTHING, STEVEN P	0.000	Custodian OT	\$456.81
GOTHING, STEVEN P	0.000	Shoe Allowance	\$150.00
GRAHAM, CATHERINE T	0.000	Temp Office Staff	\$495.00

Name	FTE	Description	Amount FTD
GRAVES, BROOKE E	1.000	Elem Sped	\$67,186.00
GRAVES, JENNIFER	0.900	Aide Sped	\$25,394.40
GRAVES, JENNIFER	0.000	Stipend 240 S	\$764.18
GRAVES, JENNIFER	0.000	Longevity	\$550.00
GRAVES, JENNIFER	0.000	Sub Aide Period	\$153.00
GREMLI, ANA C	1.000	Elem Ther Classroom Teacher	\$12,043.93
GRIFFIN, PATRICIA L	1.000	Aide Sped	\$29,068.00
GRIFFIN, PATRICIA L	0.000	Longevity	\$550.00
GRIFFIN, PATRICIA L	0.000	Sub High School	\$140.00
GRIFFIN, PATRICIA L	0.000	Sub Aide Period	\$100.00
GRONER, MICHAEL H	1.000	MS Social Studies	\$84,021.00
GRONER, MICHAEL H	0.000	Longevity	\$1,000.00
GRONER, MICHAEL H	0.000	Advisor MS	\$591.27
GRONER, MICHAEL H	0.000	Stipend PD	\$540.00
GRONER, MICHAEL H	0.000	Stipend 240 - CPI	\$465.00
GRONER, MICHAEL H	0.000	Sub MS Period	\$270.00
GRONER, MICHAEL H	0.000	Coaching (Spring)	\$241.83
GRONER, MICHAEL H	0.000	Sub MS Period	\$60.00
GRUDZIECKI, NOELLE L	0.000	LTS - Guidance Counselor	\$9,875.00
GUILLEN, JULIO A	1.000	MS World Language	\$16,177.72
GUMULA, THADDEUS J	0.000	Tutor	\$720.00
GUMULA, THADDEUS J	0.000	Stipend Athletics	\$40.00
HALEY, CHRISTOPHER P	1.000	HS Math	\$84,021.00
HALEY, CHRISTOPHER P	0.000	Longevity	\$1,000.00
HALEY, CHRISTOPHER P	0.000	Sub HS Period	\$162.00
HALL, MICHELLE L	1.000	MS World Language	\$84,021.00
HALL, MICHELLE L	0.000	Stipend Additional Classes	\$4,785.75
HALL, MICHELLE L	0.000	Advisor MS	\$1,904.91
HALL, MICHELLE L	0.000	Longevity	\$1,000.00
HALL, MICHELLE L	0.000	Sub MS Period	\$216.00
HANSON, DONNA T	1.000	Purchasing & Payables Coordinator	\$58,233.18
HANSON, DONNA T	0.000	Longevity	\$1,500.00
HANSON, DONNA T	0.000	Advisor MS	\$900.75
HANSON, DONNA T	0.000	Vacation Buyback	\$335.96
HARDER, KELLY L	1.000	Aide Autism	\$35,754.00
HARDER, KELLY L	0.000	Accrued Payroll	\$192.00
HARDING, CHRISTOPHER C	1.000	Maintenance	\$38,770.80
HARDING, CHRISTOPHER C	1.000	Grounds Maintenance	\$5,635.20
HARDING, CHRISTOPHER C	0.000	Maintenance OT	\$732.19
HARDING, CHRISTOPHER C	0.000	Longevity	\$550.00
HARDING, CHRISTOPHER C	0.000	Shoe Allowance	\$150.00
HARDING, TAWNYA L	0.900	Aide Sped	\$26,161.20
HARDING, TAWNYA L	0.000	Longevity	\$550.00
HARDING, TAWNYA L	0.000	Sub Oakham	\$315.00
HARMON, LINDSAY E	0.000	Lunch Monitor	\$4,116.19
HARMON, LINDSAY E	0.000	Sub Teacher ALL	\$120.00

Name	FTE	Description	Amount FTD
HARPER, TAMI L	1.000	Elem Teacher	\$58,457.00
HARRIS, SHANNON L	1.000	Lead Clinician	\$57,956.00
HART, KAELEIGH E	1.000	Aide Media	\$8,239.35
HART, KAELEIGH E	0.000	Stipend 240 S	\$367.54
HAUPT, KRISTI K	1.000	Elem Sped	\$84,660.00
HAUPT, KRISTI K	0.000	Longevity	\$750.00
HAUPT, KRISTI K	0.000	Stipend PD	\$360.00
HAYES, KEARA A	1.000	Elem Teacher	\$59,968.00
HEALEY, CAROL E	1.000	Perm Sub	\$3,793.74
HEALEY, CAROL E	0.000	Sub Teacher ALL	\$480.00
HELSTOSKY CREMINS, JANE E	1.000	Clinical Coordinator	\$85,110.00
HELSTOSKY CREMINS, JANE E	0.000	Stipend Mentor Program	\$1,500.00
HEPPENSTALL, NANCY H	1.000	Elem Teacher	\$89,279.00
HEPPENSTALL, NANCY H	0.000	Longevity	\$1,500.00
HEPPENSTALL, NANCY H	0.000	Stipend PD	\$495.00
HICKS, JANET E	1.000	Assistant Principal	\$96,923.08
HICKS, JANET E	0.000	Stipend Advance Degree	\$923.08
HILL, DANIEL L	0.000	Lunch Monitor	\$2,323.10
HILL, DANIEL L	0.000	Sub Ruggles Lane	\$157.50
HOBSON, MELISSA S	1.000	Kindergarten Teacher	\$63,330.00
HOBSON, MELISSA S	0.000	Stipend Teacher Leader	\$500.00
HOBSON, MELISSA S	0.000	Stipend PD	\$495.00
HOBSON, MELISSA S	0.000	Stipend 240 - CPI	\$450.00
HOEKSTRA, ROBERT J	0.000	Coaching (Winter)	\$3,387.29
HOEKSTRA, ROBERT J	0.000	Coaching (Spring)	\$142.64
HOLBROOK, LAURA L	1.000	Special Services Coordinator	\$46,276.99
HOLLAND, ALYSSA K	0.000	Extended Day Program	\$10,607.46
HOLWELL, KATHLEEN M	1.000	MS Science	\$93,477.00
HOLWELL, KATHLEEN M	0.000	Longevity	\$1,500.00
HOLWELL, KATHLEEN M	0.000	Sub MS Period	\$351.00
HOPKINS, DONNA L	1.000	Intervention Tutor	\$34,110.26
HOPKINS, DONNA L	0.000	Stipend PD	\$510.00
HORGAN, JESSICA A	0.000	Extended Day Program	\$14,055.90
HOSTERMAN, RICK A	0.000	Sub Teacher ALL	\$400.00
HUARD, JENNIFER A	1.000	Elem Teacher	\$89,279.00
HUARD, JENNIFER A	0.000	Longevity	\$1,500.00
HUARD, JENNIFER A	0.000	Accrued Payroll	\$495.00
HUARD, JENNIFER A	0.000	Stipend 240 - CPI	\$450.00
HUARD, JENNIFER A	0.000	Stipend 335	\$400.00
HUBBARD, DONNA I	1.000	Guidance	\$87,199.00
HUBBARD, DONNA I	0.000	Longevity	\$1,500.00
HUBBARD, HARRY J	1.000	Perm Sub	\$22,625.00
HUGHES, ANDREA L	1.000	Elem Teacher	\$83,009.00
HUGHES, ANDREA L	0.000	Longevity	\$750.00
HUYNH, JENNIFER	0.000	Lunch Monitor	\$3,531.12
IKONEN, ABIGAIL N	0.000	Private Music Instructor	\$1,180.00

Name	FTE	Description	Amount FTD
JABLONSKI, MICHAEL J	1.000	HS Social Studies	\$93,477.00
JABLONSKI, MICHAEL J	0.000	Longevity	\$750.00
JABLONSKI, MICHAEL J	0.000	Stipend Extended Essay Advisor	\$300.00
JABLONSKI, MICHAEL J	0.000	Sub HS Period	\$81.00
JACKSON, JANTA	0.000	Sub Café All	\$2,240.26
JASKOVIK, EVA R	1.000	Elem Teacher	\$57,956.00
JASKOVIK, EVA R	0.000	Stipend Teacher Leader	\$500.00
JASKOVIK, EVA R	0.000	Stipend PD	\$495.00
JENNETTE, NATALIE A	1.000	Speech	\$54,629.00
JODREY, DANIELLE M	1.000	Speech	\$61,485.00
JOHNSON, VERONICA V	0.000	Extended Day Program	\$21,349.58
JONES, SHAINA N	0.710	Food Service	\$11,570.75
JONES, SHAINA N	0.000	Sub Café All	\$1,239.00
JONES, SHAINA N	0.000	Cafe Extra Hours	\$67.19
JORRITSMA, CYNTHIA M	1.000	Perm Sub	\$22,625.00
JOSEPHSON, KELLIE A	1.000	Intervention Specialist	\$94,157.63
JOSEPHSON, KELLIE A	0.000	Stipend 240 S	\$2,080.00
JOSEPHSON, KELLIE A	0.000	Longevity	\$1,000.00
JOYCE, ERIN P	1.000	MS English	\$63,330.00
JOYCE, ERIN P	0.000	Stipend 240 - CPI	\$450.00
JOYCE, ERIN P	0.000	Sub MS Period	\$216.00
KEEGAN, JENNIFER L	0.000	Sub Café All	\$1,565.82
KELLEY, PAIGE A	1.000	Elem Teacher	\$61,485.00
KELLEY, PAIGE A	0.000	Stipend Teacher Leader	\$500.00
KESLAKE, KAREN M	1.000	Admin Support	\$23,507.23
KEVILLE, SHAELEEN R	1.000	Intervention Tutor	\$34,110.26
KIERMAN, KRISTEN M	1.000	LPN/Receptionist	\$40,740.59
KILMONIS, CHRISTINE M	1.000	HS Sped	\$73,418.00
KILMONIS, CHRISTINE M	0.000	Advisor HS	\$492.29
KILMONIS, CHRISTINE M	0.000	Sub HS Period	\$27.00
KING, ALLISON L	0.000	Sub Teacher ALL	\$1,015.00
KING, LISA L	0.000	Summer Cust	\$2,107.50
KING, LISA L	0.000	Accrued Payroll	\$120.00
KOVACH, CYNTHIA M	1.000	Security	\$45,781.48
KOVACH, CYNTHIA M	0.000	Summer Cust	\$3,043.13
KOVACH, CYNTHIA M	0.000	Longevity	\$1,000.00
KOVACH, CYNTHIA M	0.000	Accrued Payroll	\$360.00
KOVACH, CYNTHIA M	0.000	Stipend Athletics	\$190.00
KOWAL, SHAWNA L	1.000	Aide Sped - Create	\$29,068.00
KOWAL, SHAWNA L	0.000	Longevity	\$550.00
KOWAL, SHAWNA L	0.000	Sub Aide Period	\$112.40
KUNTZ, LAURA L	1.000	Aide Autism	\$33,829.00
KUNTZ, LAURA L	0.000	Sub MS Period	\$36.00
KWIATKOWSKI, MARIA	0.500	Cafeteria	\$8,289.36
KWIATKOWSKI, MARIA	0.000	Longevity	\$350.00
KWIATKOWSKI, MARIA	0.000	Cafe Extra Hours	\$194.53

Name	FTE	Description	Amount FTD
LAMBERT, AMANDA L	1.000	Speech	\$87,199.00
LAMBERT, AMANDA L	0.000	Stipend Mentor Program	\$500.00
LAMBERT, AMANDA L	0.000	Accrued Payroll	\$105.42
LANDRY, NANCY A	1.000	HR Manager	\$93,174.56
LANDRY, NANCY A	0.000	Fixed Benefit Life/Disability	\$272.50
LANGLOIS, JILL E	1.000	Special Education Chair	\$70,901.00
LANGLOIS, JILL E	0.000	Stipend Academic Coordinator	\$2,500.00
LANGLOIS, JILL E	0.000	Stipend 240 - CPI	\$450.00
LAPATI, JESSLYN L	1.000	Secretary	\$42,698.31
LAPATI, ROBERT M	1.000	Custodian	\$37,116.04
LAPATI, ROBERT M	0.000	Custodian OT	\$1,647.44
LAPATI, ROBERT M	0.000	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	1.000	Custodian	\$43,839.36
LAPORTE, FRANCIS G	0.000	Custodian OT	\$1,377.72
LAPORTE, FRANCIS G	0.000	Shoe Allowance	\$150.00
LAROSE, JASON R	0.000	LTS - Teacher	\$7,250.00
LAROSE, JASON R	0.000	Sub Teacher ALL	\$5,200.00
LAROSE, JASON R	0.800	Aide Sped	\$5,055.34
LAROSE, JASON R	0.000	Coaching (Spring)	\$285.29
LARSON, SHONNA L	0.000	Sub Teacher ALL	\$3,640.00
LAUGHLIN, KAYLEIGH E	1.000	Kindergarten Teacher	\$56,756.00
LAUGHLIN, KAYLEIGH E	0.000	Stipend PD	\$510.00
LAUNDIS, CLAUDIA C	0.500	Cafeteria	\$7,036.56
LAUNDIS, CLAUDIA C	0.000	Cafe Extra Hours	\$208.94
LAUNDIS, JEFFREY J	0.225	Custodian	\$8,990.52
LAUNDIS, JEFFREY J	0.000	Shoe Allowance	\$150.00
LAUNDIS, JEFFREY J	0.000	Custodian OT	\$29.19
LAVIOLETTE, JAMES G	1.000	Custodian Team Leader	\$44,033.60
LAVIOLETTE, JAMES G	0.000	Custodian OT	\$479.00
LAVIOLETTE, JAMES G	0.000	Shoe Allowance	\$150.00
LAWSON, AMANDA M	0.830	Cafeteria	\$9,053.56
LAWSON, AMANDA M	0.000	Cafe Extra Hours	\$248.73
LAWSON, AMANDA M	0.000	Cafe Catering	\$6.55
LEBEAU, DENNIS P	0.000	Private Music Instructor	\$2,106.00
LEBLANC, JOANNE M	1.000	Aide Media	\$33,220.00
LEBLANC, JOANNE M	0.000	Advisor HS	\$4,476.53
LEBLANC, JOANNE M	0.000	Advisor HS	\$558.03
LEBLANC, JOANNE M	0.000	Longevity	\$550.00
LECK, PAMELA J	1.000	Intervention Tutor	\$33,178.39
LECK, PAMELA J	1.000	Aide Autism	\$5,589.63
LECK, PAMELA J	0.000	Tutor	\$1,417.50
LECK, PAMELA J	0.000	Stipend 335	\$400.00
LEGARE, SHAWN M	0.000	Advisor HS	\$1,000.00
LEGENDRE, RENEE C	1.000	Intervention Specialist	\$63,836.89
LEROUX, ANDREA P	1.000	MS Math	\$89,279.00
LEROUX, ANDREA P	0.000	Longevity	\$1,000.00

Name	FTE	Description	Amount FTD
LEROUX, ANDREA P	0.000	Advisor MS	\$591.27
LEROUX, ANDREA P	0.000	Sub MS Period	\$189.00
LESLIE, MELISSA A	0.000	Coaching (Spring)	\$422.02
LETOURNEAU, KRISTIN M	0.667	Cafeteria	\$9,959.76
LETOURNEAU, KRISTIN M	0.000	Cafe Extra Hours	\$32.20
LEWIS, PETER B	1.000	MHS Music	\$85,110.00
LEWIS, PETER B	0.000	Advisor HS	\$2,855.11
LEWIS, PETER B	0.000	Coaching (Fall)	\$2,509.54
LEWIS, PETER B	0.000	Advisor HS	\$1,672.97
LEWIS, PETER B	0.000	Advisor MS	\$1,672.97
LEWIS, PETER B	0.000	Longevity	\$750.00
LEWIS, PETER B	0.000	Private Music Instructor	\$684.00
LEWIS, PETER B	0.000	Sub HS Period	\$54.00
LIER, KIMBERLY A	0.000	Extended Day Program	\$7,489.38
LINDSEY, ERICA L	1.000	Aide Autism	\$29,795.00
LINDSEY, ERICA L	0.000	Sub Middle School	\$140.00
LINDSTEN, RICHARD	0.000	Coaching (Fall)	\$4,802.16
LINDSTEN, RICHARD	0.000	Coaching (Spring)	\$418.22
LINDSTEN, RICHARD	0.000	Coach Soccer Camp	\$375.00
LOBAO, EMILY B	1.000	Intervention Tutor	\$34,110.26
LOEHR, TERICYN J	1.000	Educational Accountability Coordinator	\$50,651.79
LUDWIG, CAROLINE S	1.000	Elem Teacher	\$58,931.00
MACKAY, BRIAN D	1.000	Custodian	\$32,912.88
MACKAY, BRIAN D	0.000	Shoe Allowance	\$150.00
MACKAY, BRIAN D	0.000	Custodian OT	\$120.22
MADDEN, JILLIAN K	1.000	Elem Teacher	\$61,485.00
MADDEN, JILLIAN K	0.000	Stipend PD	\$495.00
MADDEN, JILLIAN K	0.000	Stipend 335	\$400.00
MAIO, CHRISTINE M	1.000	Aide Kindergarten	\$29,068.00
MAIO, CHRISTINE M	0.000	Longevity	\$550.00
MAJKA, NYCOLE S	1.000	Aide Autism	\$32,200.00
MAJKA, NYCOLE S	0.000	Sub MS Period	\$36.00
MALLET, ELIZABETH C	1.000	HS Sped	\$77,477.00
MALLET, ELIZABETH C	0.000	Tutor	\$652.50
MALLET, ELIZABETH C	0.000	Stipend 335	\$400.00
MALLOZZI, NICHOLAS C JR.	0.000	Sub Cust	\$9,468.75
MALLOZZI, NICHOLAS C JR.	0.000	Accrued Payroll	\$240.00
MARGOLA, ANN M	1.000	Aide Autism	\$38,114.00
MARGOLA, ANN M	0.000	Longevity	\$550.00
MARGOLA, ANN M	0.000	Sub Aide Period	\$264.00
MARGOLA, ANN M	0.000	Sub Ruggles Lane	\$70.00
MARINELLI, ELENI	1.000	HS English	\$64,885.00
MARINELLI, ELENI	0.000	Stipend Teacher Leader	\$1,790.00
MARINELLI, ELENI	0.000	Advisor HS	\$1,773.81
MARINELLI, ELENI	0.000	Sub HS Period	\$27.00
MARLEY, ASHLEY M	0.800	Aide Sped	\$20,082.40

Name	FTE	Description	Amount FTD
MARLEY, ASHLEY M	0.000	Sub New Braintree	\$320.00
MARLEY, ASHLEY M	0.000	Sub Aide Period	\$42.96
MARSDEN, DAWN M	1.000	Cafeteria	\$16,829.28
MARSDEN, DAWN M	0.000	Longevity	\$550.00
MARSDEN, DAWN M	0.000	Cafe Catering	\$159.19
MARSDEN, DAWN M	0.000	Cafe Extra Hours	\$108.81
MARSH, CEDRIC D	1.000	Elem Art	\$53,497.00
MARSHALL, GLEN P	1.000	Custodian	\$17,350.59
MARSHALL, GLEN P	0.000	Custodian OT	\$264.99
MARSHALL, GLEN P	0.000	Shoe Allowance	\$150.00
MARSHALL, PHYLLIS S	0.000	Accrued Payroll	\$4,187.07
MARSHALL, PHYLLIS S	0.000	Sub Cust	\$3,052.50
MARSHALL, WHITNEY E	1.000	HS English	\$74,303.00
MARSHALL, WHITNEY E	0.000	Advisor HS	\$492.29
MASSER, TAYLOR A	0.000	Extended Day Program	\$2,265.00
MCCARTHY, KATHLEEN	1.000	Aide Sped	\$29,068.00
MCCARTHY, KATHLEEN	0.000	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	0.000	Sub Aide Period	\$204.96
MCCARTHY, MATTHEW D	1.000	Maintenance	\$46,677.98
MCCARTHY, MATTHEW D	0.000	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	0.000	Maintenance OT	\$667.70
MCCARTHY, MATTHEW D	0.000	Shoe Allowance	\$150.00
MCCARTHY, MATTHEW D	0.000	SLB	\$120.00
MCCORMICK, RACHEL C	1.000	Aide Autism	\$30,540.00
MCDONALD, SHERRY E	0.000	Sub Teacher ALL	\$360.00
MCGINN, CHRISTOPHER G	1.000	Technology	\$61,983.08
MCGINNES, CORINNA K	1.000	Custodian	\$33,883.20
MCGINNES, CORINNA K	0.000	Custodian OT	\$1,445.77
MCGINNES, CORINNA K	0.000	Shoe Allowance	\$150.00
MCKINSTRY, DANIELLE M	0.800	Aide Sped	\$18,632.80
MCMORROW, DIANE K	1.000	HS Science	\$89,279.00
MCMORROW, DIANE K	0.000	Stipend Teacher Leader	\$895.00
MCMORROW, DIANE K	0.000	Advisor HS	\$886.90
MCMORROW, DIANE K	0.000	Longevity	\$750.00
MCMORROW, DIANE K	0.000	Stipend 335	\$400.00
MCMORROW, DIANE K	0.000	Sub HS Period	\$189.00
MEDEIROS, CARLA M	1.000	Elem Teacher	\$78,243.00
MEDEIROS, CARLA M	0.000	Longevity	\$1,000.00
MELLANSON, JOAN C	0.750	Cafeteria	\$10,398.24
MELLANSON, JOAN C	0.000	Cafe Extra Hours	\$99.60
MERTZIC, JACQUELINE M	1.000	Aide Autism	\$30,719.13
MERTZIC, JACQUELINE M	0.000	Sub MS Period	\$186.00
METZGER, NATALIE W	1.000	Psychologist	\$96,160.00
METZGER, NATALIE W	0.000	Longevity	\$750.00
METZGER, NATALIE W	0.000	Stipend Mentor Program	\$250.00
MICHALIK, MATTHEW A	0.000	Summer Cust	\$3,086.25

Name	FTE	Description	Amount FTD
MICHALIK, MATTHEW A	0.000	Accrued Payroll	\$360.00
MIKNAITIS, STANLEY J	0.000	Sub Cust	\$8,947.50
MIKNAITIS, STANLEY J	0.000	Accrued Payroll	\$120.00
MILLER, KAREN A	1.000	Elem Teacher	\$87,199.00
MILLER, KAREN A	0.000	Longevity	\$1,000.00
MILLER, KAREN A	0.000	Stipend Teacher Leader	\$500.00
MILLER, KAREN A	0.000	Stipend 335	\$400.00
MILLER, KAREN A	0.000	Stipend PD	\$305.00
MILLER, KAREN A	0.000	Accrued Payroll	\$190.00
MILLER, KAREN A	0.000	Sub Oakham	\$60.00
MILLER, MOLLY A	1.000	Aide Autism	\$36,278.00
MILLER, MOLLY A	0.000	Longevity	\$550.00
MILLER, MOLLY A	0.000	Sub MS Period	\$168.00
MISTLER, ERIC	1.000	Grounds Maintenance	\$36,404.63
MISTLER, ERIC	0.000	Maintenance OT	\$3,259.65
MISTLER, ERIC	0.000	Shoe Allowance	\$150.00
MITCHELL, SHELLEY A	1.000	Intervention Tutor	\$4,473.48
MITCHELL, SHELLEY A	0.000	Stipend PD	\$510.00
MIVILLE, MARK A	1.000	Athletics Director	\$84,240.00
MIVILLE, MARK A	0.000	Fixed Benefit Life/Disability	\$1,200.00
MOEBUS, GARY W	1.000	HS World Language	\$31,159.00
MOEBUS, GARY W	0.000	Seperation Benefits	\$13,716.45
MOEBUS, GARY W	0.000	Longevity	\$500.00
MOEBUS, GARY W	0.000	Sub HS Period	\$81.00
MONTAGNA, LAURA L	1.000	Aide Sped - Create	\$27,388.00
MONTAGNA, LAURA L	0.000	Longevity	\$550.00
MONTAGNA, LAURA L	0.000	Sub Ruggles Lane	\$105.00
MORIN, MELISSA A	0.800	Aide Sped	\$13,536.78
MORIN, MELISSA A	0.000	Sub Ruggles Lane	\$3,045.00
MORIN, MELISSA A	0.000	Lunch Monitor	\$411.00
MORIN, MELISSA A	0.000	Sub Aide Period	\$87.00
MORRIS, VERONICA E	1.000	Custodian	\$35,078.59
MORRIS, VERONICA E	0.000	Custodian OT	\$1,642.35
MORRIS, VERONICA E	0.000	Shoe Allowance	\$150.00
MORRIS, VERONICA E	0.000	Accrued Payroll	\$42.77
MORTON, SUZANNE C	0.000	Extended Day Program	\$12,959.80
MORTON, SUZANNE C	0.000	Extended Day Program	\$4,872.00
MOSSEY, KAREN M	0.000	Temp Office Staff	\$540.00
MOTYKA, ELIZABETH M	1.000	LTS - Intervention Tutor	\$16,125.00
MOTYKA, ELIZABETH M	0.800	Aide Sped	\$5,561.62
MOTYKA, ELIZABETH M	0.000	Stipend 240 S	\$524.72
MOTYKA, ELIZABETH M	0.000	Sub Aide Period	\$317.00
MUCHA, COLLEEN M	1.000	Director of Elem TLS	\$108,150.00
MUCHA, COLLEEN M	0.000	Xtra Hours	\$4,635.00
MUIR, SHEILA A	1.000	Superintendent	\$179,400.00
MUIR, SHEILA A	0.000	Vacation Buyback	\$6,900.00

Name	FTE	Description	Amount FTD
MUIR, SHEILA A	0.000	Travel	\$2,000.00
MUIR, SHEILA A	0.000	Fixed Benefit Life/Disability	\$600.00
MUNDELL, JESSICA M	0.833	Cafeteria	\$7,953.20
MUNDELL, JESSICA M	0.000	Cafe Extra Hours	\$562.79
MURPHY, COLLEEN D	0.000	Summer Cust	\$2,565.00
MURPHY, COLLEEN D	0.000	Accrued Payroll	\$360.00
MURPHY, KELLE E J	1.000	Elem Teacher	\$75,297.57
MURPHY, KELLE E J	0.000	Longevity	\$1,344.26
MURPHY, KELLE E J	0.000	Accrued Payroll	\$495.00
MURPHY, PAUL F	0.000	Sub Cust	\$480.00
MURRAY, GEORGE V JR	1.000	Project Engineer	\$69,240.35
MURRAY, GEORGE V JR	0.000	Longevity	\$750.00
MURRAY, GEORGE V JR	0.000	Shoe Allowance	\$150.00
MUSNICKI, SUSANNE R	1.000	Co-Principal	\$128,257.62
MUSNICKI, SUSANNE R	0.000	Longevity	\$1,500.00
NAMEIKA, ALISON M	1.000	MS Sped	\$64,498.00
NAMEIKA, ALISON M	0.000	Stipend 240 - CPI	\$450.00
NEIFERT, DOREEN B	1.000	Clinician	\$7,994.36
NEWTON, EDWARD R	1.000	Elem Teacher	\$87,199.00
NEWTON, EDWARD R	0.000	Longevity	\$1,000.00
NEWTON, EDWARD R	0.000	Stipend 335	\$400.00
NICHOLLS-RYAN, FELICIA A	0.000	Lunch Monitor	\$1,008.00
NICORA, STEVEN P JR	1.000	Dean of Security & Discipline	\$71,170.47
NICORA, STEVEN P JR	0.000	Accrued Payroll	\$480.00
NOEL, ROBERT E	1.000	Custodian	\$42,931.20
NOEL, ROBERT E	0.000	Longevity	\$1,000.00
NOEL, ROBERT E	0.000	Shoe Allowance	\$150.00
NOEL, ROBERT E	0.000	Custodian OT	\$139.32
NOSEK, CHRISTOPHER W	1.000	Elem Teacher	\$63,878.00
NOSEK, CHRISTOPHER W	0.000	Stipend PD	\$900.00
NOSEK, CHRISTOPHER W	0.000	Longevity	\$750.00
NOSEK, CHRISTOPHER W	0.000	Coaching (Spring)	\$228.14
NOSEK, CHRISTOPHER W	0.000	Stipend Athletics	\$60.00
O'DONNELL, JUSTINA M	0.000	Lunch Monitor	\$3,341.72
O'DONNELL, JUSTINA M	0.000	Sub Teacher ALL	\$385.00
OLIVO, MICHAEL THOMAS	1.000	Custodian	\$37,267.43
OLIVO, MICHAEL THOMAS	0.000	Custodian OT	\$3,593.21
OLIVO, MICHAEL THOMAS	0.000	Accrued Payroll	\$194.53
OLIVO, MICHAEL THOMAS	0.000	Shoe Allowance	\$150.00
OLSON, BETHANY G	1.000	Elem Teacher	\$93,477.00
OLSON, BETHANY G	0.000	Longevity	\$1,500.00
OLSON, BETHANY G	0.000	Stipend PD	\$900.00
ORNE, KERI A	0.850	Aide Media	\$26,620.99
ORNE, KERI A	0.000	Sub Aide Period	\$103.00
ORNE, KRISTA M	0.500	Cafeteria	\$6,832.98
ORNE, KRISTA M	0.000	Cafe Extra Hours	\$238.92

Name	FTE	Description	Amount FTD
ORSZULAK, JAMIE K	1.000	Aide Sped	\$31,327.00
ORSZULAK, JAMIE K	0.000	Security Monitor	\$2,580.00
ORSZULAK, JAMIE K	0.000	Longevity	\$550.00
ORSZULAK, JAMIE K	0.000	Sub Oakham	\$240.00
ORSZULAK, JAMIE K	0.000	Sub Aide Period	\$171.00
ORSZULAK, KYLIE J	0.000	Stipend 240 S	\$765.12
ORSZULAK, KYLIE J	0.000	Sub Teacher ALL	\$315.00
ORTOLINO, SHANNON M	1.000	Elem Teacher	\$83,009.00
ORTOLINO, SHANNON M	0.000	Longevity	\$1,500.00
ORTOLINO, SHANNON M	0.000	Stipend Natures Classroom	\$582.68
PAKKONEN, LISA B	1.000	HS Math	\$77,887.00
PAKKONEN, LISA B	0.000	Advisor HS	\$984.95
PALMIERI, JEFFREY M	1.000	Food Service	\$1,164.03
PALMIERI, JEFFREY M	0.000	Cafe Extra Hours	\$101.22
PARADISE, NADINE A	0.900	Aide Kindergarten	\$25,144.20
PARADISE, NADINE A	0.000	Sub Aide Period	\$582.00
PARADISE, NADINE A	0.000	Longevity	\$550.00
PASCALE, OLIVIA R	0.000	Private Music Instructor	\$90.00
PATERSON, RYAN M	0.000	Extended Day Program	\$10,348.72
PATTI, AMANDA K	1.000	HS Sped	\$61,485.00
PATTI, AMANDA K	0.000	Stipend 240 S	\$800.00
PATTI, AMANDA K	0.000	Sub HS Period	\$54.00
PAYNE, LISA A	1.000	MS Art	\$79,324.00
PAYNE, LISA A	0.000	Advisor HS	\$1,801.34
PAYNE, LISA A	0.000	Longevity	\$750.00
PAYNE, LISA A	0.000	Sub HS Period	\$216.00
PAYNE, LISA A	0.000	Sub MS Period	\$189.00
PEABODY, DONNA M	1.000	Custodian	\$21,754.56
PEABODY, DONNA M	0.000	Seperation Benefits	\$4,293.12
PEABODY, DONNA M	0.000	Longevity	\$279.23
PEABODY, DONNA M	0.000	Custodian OT	\$239.94
PEABODY, DONNA M	0.000	Shoe Allowance	\$150.00
PETERSON, JILL A	1.000	Principal	\$109,262.40
PETERSON, KAITLYN R	0.000	Sub Teacher ALL	\$350.00
PETERSON, KARLA V	1.000	Elem Music	\$80,918.00
PETERSON, KARLA V	0.000	Seperation Benefits	\$11,399.30
PETERSON, KARLA V	0.000	Advisor HS	\$2,466.30
PETERSON, KARLA V	0.000	Advisor MS	\$1,672.97
PETERSON, KARLA V	0.000	Longevity	\$1,500.00
PETERSON, KARLA V	0.000	Private Music Instructor	\$1,080.00
PIERCE, BARRY A	1.000	Custodian	\$42,931.20
PIERCE, BARRY A	0.000	Custodian OT	\$417.96
PIERCE, BARRY A	0.000	Shoe Allowance	\$150.00
PIERCE, NICHOLAS M	1.000	Technology	\$51,652.57
PIERMARINI, SUE M	1.000	Elem PE	\$83,009.00
PIERMARINI, SUE M	0.000	Longevity	\$1,500.00

Name	FTE	Description	Amount FTD
PIMENTAL, BRANDI M	0.000	Lunch Monitor	\$4,122.94
PIMENTAL, JOHN J JR	1.000	Project Engineer	\$73,635.08
PIMENTAL, JOHN J JR	0.000	Longevity	\$750.00
PIMENTAL, JOHN J JR	0.000	Shoe Allowance	\$150.00
PIRNER, MADDISON C	0.000	Summer Cust	\$2,520.00
PIRNER, MADDISON C	0.000	Accrued Payroll	\$360.00
PODKOWKA, MEGAN L	0.000	Lunch Monitor	\$330.00
PRIZIO, PAMELA S	1.000	Guidance	\$69,202.00
PRIZIO, PAMELA S	0.000	Advisor MS	\$295.64
PRIZIO, PAMELA S	0.000	Advisor MS	\$246.80
PRYAKHIN, VLADISLAV	0.000	Sub Teacher ALL	\$1,760.00
REED, VIRGINIA S	1.000	Elem Sped	\$85,110.00
REED, VIRGINIA S	0.000	Stipend 240 S	\$2,080.00
REED, VIRGINIA S	0.000	Longevity	\$1,500.00
REED, VIRGINIA S	0.000	Stipend 240 - CPI	\$450.00
RICCHIAZZI, NICOLE K	1.000	Elem Teacher	\$73,029.00
RICCHIAZZI, NICOLE K	0.000	Stipend 240 S	\$1,600.00
RICCHIAZZI, NICOLE K	0.000	Longevity	\$750.00
RICE, JESSICA M	0.900	Aide Sped	\$26,815.50
RICE, JESSICA M	0.000	Longevity	\$550.00
RICE, JESSICA M	0.000	Sub Oakham	\$210.00
RICE, JESSICA M	0.000	Sub Aide Period	\$101.04
RICHARDS, REBECCA L	1.000	Elem Sped	\$59,694.00
RICHARDS, REBECCA L	0.000	Longevity	\$750.00
ROACH, JAMES R	0.000	Sub Oakham	\$2,520.00
ROACH, JAMES R	0.000	Sub New Braintree	\$120.00
ROBIDOUX, CHRISTOPHER M	0.000	Coaching (Spring)	\$480.22
ROBIDOUX, REBECCA J	1.000	MS Sped	\$85,110.00
ROBIDOUX, REBECCA J	0.000	Security Monitor	\$3,040.00
ROBIDOUX, REBECCA J	0.000	Coaching (Winter)	\$2,509.54
ROBIDOUX, REBECCA J	0.000	Advisor MS	\$1,194.47
ROBIDOUX, REBECCA J	0.000	Sub MS Period	\$783.00
ROBIDOUX, REBECCA J	0.000	Stipend 240 - CPI	\$450.00
ROBIDOUX, REBECCA J	0.000	Advisor MS	\$293.72
ROBIDOUX, REBECCA J	0.000	Coaching (Spring)	\$250.95
ROBILLARD, CHRISSY M	1.000	Elem Teacher	\$71,278.00
ROBILLARD, CHRISSY M	0.000	Longevity	\$750.00
ROBILLARD, CHRISSY M	0.000	Sub New Braintree	\$80.00
ROBILLARD, CHRISSY M	0.000	Sub Oakham	\$20.00
ROGOWSKI, LINDA M	1.000	Aide Sped	\$29,068.00
ROGOWSKI, LINDA M	0.000	Longevity	\$1,000.00
ROGOWSKI, NANCY R	0.900	Aide Sped	\$22,209.80
ROGOWSKI, NANCY R	1.000	Aide Sped	\$5,264.53
ROGOWSKI, NANCY R	0.000	Longevity	\$550.00
ROLLINS, LISA M	0.750	Custodian	\$9,124.47
ROLLINS, LISA M	0.000	Longevity	\$550.00

Name	FTE	Description	Amount FTD
ROLLINS, LISA M	0.000	Stipend Athletics	\$400.00
ROLLINS, LISA M	0.000	Sub Cust	\$40.07
RONDEAU, TASHA L	0.800	Aide Sped	\$20,581.70
ROSSI, ANDREW J	0.000	Sub High School	\$240.00
ROTTI, JANICE E	1.000	Office Manager	\$50,259.00
ROTTI, JANICE E	0.000	Longevity	\$1,500.00
ROTTI, JANICE E	0.000	Stipend Advance Degree	\$500.00
ROUSSEAU, SUSAN M	1.000	Elem Teacher	\$83,053.00
ROUSSEAU, SUSAN M	0.000	Longevity	\$750.00
ROUSSEAU, SUSAN M	0.000	Stipend 335	\$400.00
ROUSSEAU, SUSAN M	0.000	Stipend PD	\$180.00
ROUTHIER, LU-ANN	1.000	Aide Sped	\$29,068.00
ROUTHIER, LU-ANN	0.000	Longevity	\$550.00
ROUTHIER, LU-ANN	0.000	Sub Aide Period	\$266.00
ROWELL, KEVIN F	1.000	HS Science	\$54,629.00
ROY, ASHLEY C	1.000	Employment & Community Specialist	\$54,629.00
ROY, NANCEE J	1.000	MS English	\$93,477.00
ROY, NANCEE J	0.000	Stipend 240 S	\$800.00
ROY, NANCEE J	0.000	Longevity	\$750.00
ROY, NANCEE J	0.000	Stipend 240 - CPI	\$450.00
ROY, NANCEE J	0.000	Sub MS Period	\$432.00
ROY, NANCEE J	0.000	Sub MS Period	\$180.00
RUSSELL, CAROLE A	0.833	Cafeteria	\$4,865.40
RUSSELL, CAROLE A	0.000	Cafe Extra Hours	\$103.75
SABO, ZACHARY D	1.000	Elem STEM	\$54,629.00
SABO, ZACHARY D	0.000	Stipend Natures Classroom	\$582.68
SACRAMONE, BENJAMIN A	0.000	Extended Day Program	\$5,930.99
SACRAMONE, JASON D	1.000	MS English	\$89,279.00
SACRAMONE, JASON D	0.000	Longevity	\$1,000.00
SACRAMONE, JASON D	0.000	Sub MS Period	\$54.00
SACRAMONE, KARI M	1.000	Extended Day Coordinator	\$65,175.50
SAINT DENIS, LINDA R	1.000	Aide Sped - Involve	\$29,068.00
SAINT DENIS, LINDA R	0.000	Longevity	\$550.00
SAINT DENIS, LINDA R	0.000	Sub Aide Period	\$181.00
SAINT DENIS, LINDA R	0.000	Sub High School	\$140.00
SALVADORE, DANIEL R	0.000	Summer Cust	\$465.00
SALVADORE, DANIEL R	0.000	Sub Cust	\$240.00
SALVADORE, DANIEL R	0.000	Accrued Payroll	\$236.25
SALVADORE, KIMBERLY A	0.000	Sub Teacher ALL	\$105.00
SALVADORE, THERESE L	1.000	HS Art	\$70,367.00
SALVADORE, THERESE L	0.000	Stipend Academic Coordinator	\$2,500.00
SANDMAN, SHANE A	1.000	Custodian	\$37,970.92
SANDMAN, SHANE A	0.000	Custodian OT	\$4,011.71
SANDMAN, SHANE A	0.000	Shoe Allowance	\$150.00
SANDMAN, SHANE A	0.000	Accrued Payroll	\$12.97
SANSOUCY, ELIZABETH A	0.000	Copy Center Assitant	\$9,870.00

Name	FTE	Description	Amount FTD
SANTORO, CLAUDIO	0.000	Coaching (Spring)	\$285.28
SAVARD, JOSEPH R	0.000	Summer Cust	\$1,056.00
SAVARD, JOSEPH R	0.000	Accrued Payroll	\$84.00
SAYRE, PATRICIA A	1.000	Kindergarten Teacher	\$87,199.00
SAYRE, PATRICIA A	0.000	Longevity	\$1,500.00
SAYRE, PATRICIA A	0.000	Stipend PD	\$238.25
SCHOOLCRAFT, MARY K	0.000	Sub Teacher ALL	\$160.00
SCHROEDER, JOSHUA J	1.000	HS Science	\$65,230.00
SCHROEDER, JOSHUA J	0.000	Sub HS Period	\$351.00
SCOTLAND, CHERYL L	1.000	Aide Sped - Involve	\$28,828.39
SCOTLAND, CHERYL L	0.000	Longevity	\$1,000.00
SCZUCKA, MOLLY R	1.000	HS Social Studies	\$56,756.00
SCZUCKA, MOLLY R	0.000	Advisor HS	\$984.95
SCZUCKA, MOLLY R	0.000	Sub HS Period	\$243.00
SEITZ, MICHAEL J	0.000	Sub Teacher ALL	\$4,880.00
SERRANO, STEPHANIE T	0.710	Food Service	\$1,658.80
SERRANO, STEPHANIE T	0.000	Cafe Extra Hours	\$177.19
SHELDON, ARTHUR G	1.000	MS PE	\$85,110.00
SHELDON, ARTHUR G	0.000	Coaching (Winter)	\$3,797.30
SHELDON, ARTHUR G	0.000	Longevity	\$1,500.00
SHELDON, ARTHUR G	0.000	Stipend 240 - CPI	\$465.00
SHELDON, ARTHUR G	0.000	Sub MS Period	\$270.00
SHELDON, LAURIE A	1.000	Elem Teacher	\$87,199.00
SHELDON, LAURIE A	0.000	Stipend 240 S	\$1,600.00
SHELDON, LAURIE A	0.000	Longevity	\$750.00
SHERIDAN, KAREN V	0.000	Sub Café All	\$2,060.25
SIMEONE, THERESE E	1.000	Aide Autism	\$28,857.00
SIMONS, WILLIAM J	1.000	HS Art	\$77,887.00
SIMONS, WILLIAM J	0.000	Longevity	\$750.00
SKERRY, ERICA L	0.000	Sub Teacher ALL	\$80.00
SKERRY, KYLE N	0.000	Summer Cust	\$3,585.00
SKERRY, KYLE N	0.000	Accrued Payroll	\$360.00
SKERRY, STACEY L	1.000	Finance/Acctg/Transp Manager	\$85,325.93
SKERRY, STACEY L	0.000	Fixed Benefit Life/Disability	\$1,200.00
SKERRY, STACEY L	0.000	Travel	\$1,000.00
SKERRY, STACEY L	0.000	Longevity	\$750.00
SMALL, KRISTIN A	0.000	Lunch Monitor	\$89.25
SMALL, LAURA A	1.000	Aide Autism	\$31,329.00
SMEGLIN, CARRIE A	1.000	Kindergarten Teacher	\$61,485.00
SNAY, AUDREY E	0.750	Special Services Coordinator	\$23,886.42
SPOONER, JOHN M	1.000	Elem Teacher	\$93,477.00
SPOONER, JOHN M	0.000	Longevity	\$1,500.00
SPOONER, JOHN M	0.000	Sub Oakham	\$20.00
SPRINGER, MARY L	1.000	HS World Language	\$93,477.00
SPRINGER, MARY L	0.000	Stipend Additional Classes	\$11,106.00
SPRINGER, MARY L	0.000	Stipend Academic Coordinator	\$2,500.00

Name	FTE	Description	Amount FTD
SPRINGER, MARY L	0.000	Stipend Additional Classes	\$1,789.30
SPRINGER, MARY L	0.000	Sub HS Period	\$243.00
ST. GEORGE, SHELLY A	1.000	Principal	\$109,241.60
ST. GEORGE, SHELLY A	0.000	Stipend Early Childhood Coordinator	\$2,500.00
STAGIAS, CASANDRA S	1.000	Elem Teacher	\$56,268.00
STAGIAS, CASANDRA S	0.000	Stipend PD	\$495.00
STAGIAS, CASANDRA S	0.000	Sub Oakham	\$40.00
STAITI, KIM S	1.000	School Nurse	\$71,604.00
STAITI, KIM S	0.000	Stipend Nurse Leader	\$1,500.00
STAITI, KIM S	0.000	Longevity	\$1,000.00
STAITI, KIM S	0.000	Stipend 240 - CPI	\$450.00
STAITI, NICOLE M	0.000	Coaching (Fall)	\$2,418.28
STAITI, NICOLE M	0.000	Coach Field Hockey Camp	\$150.00
STANKAITIS, DANIELLE M	1.000	MS Math	\$86,138.00
STANKAITIS, DANIELLE M	0.000	Longevity	\$750.00
STANKAITIS, DANIELLE M	0.000	Stipend 240 - CPI	\$465.00
STANKAITIS, DANIELLE M	0.000	Sub MS Period	\$297.00
STEKL, NANCY A	1.000	HS Science	\$87,199.00
STEKL, NANCY A	0.000	Longevity	\$1,000.00
STEKL, NANCY A	0.000	Sub HS Period	\$54.00
STEVENS, RANDY S	0.000	Sub Teacher ALL	\$1,880.00
STEWART, MICHAEL J	1.000	Food Service	\$31,025.23
STEWART, MICHAEL J	0.000	Cafe Extra Hours	\$2,752.96
STEWART, MICHAEL J	0.000	Cafe Catering	\$221.61
STOLZ, PATRICIA A	1.000	Secretary	\$54,861.45
STOLZ, PATRICIA A	0.000	Stipend SIS Integration	\$2,000.00
STOLZ, PATRICIA A	0.000	Longevity	\$1,500.00
STOLZ, PATRICIA A	0.000	Stipend Advance Degree	\$500.00
STYMIEST, BRITTANY A	0.000	Extended Day Program	\$5,285.24
STYMIEST, HANNAH R	0.000	Extended Day Program	\$9,836.03
SULLIVAN, JAIME C	1.000	Aide Autism	\$28,857.00
SULLIVAN, JEANETTE M	0.000	Sub Teacher ALL	\$2,555.00
SYRIA, ALYSSA M	0.000	Extended Day Program	\$14,916.58
TARQUINIO, AMY C	0.000	Lunch Monitor	\$2,828.42
TESCHNER, RACHEL N	1.000	Aide Sped	\$27,661.00
TESCHNER, RACHEL N	0.000	Stipend 240 S	\$651.30
TESCHNER, RACHEL N	0.000	Stipend 240 S	\$600.00
TESCHNER, RACHEL N	0.000	Longevity	\$550.00
TESCHNER, RACHEL N	0.000	Stipend 240 - CPI	\$450.00
TESCHNER, RACHEL N	0.000	Sub Ruggles Lane	\$140.00
THOMASIAN, NATASHA L	1.000	Elem Sped	\$56,268.00
THOMASIAN, ROBIN J	1.000	Aide Autism	\$33,175.00
THOMPSON, KERRY A	1.000	RN	\$43,696.80
TOBIN, VICKI A	0.000	Sub Teacher ALL	\$700.00
TOBIN, VICKI A	0.000	Sub Teacher ALL	\$315.00
TOBIN, VICKI A	0.000	Temp Office Staff	\$300.00

Name	FTE	Description	Amount FTD
TOOMEY, CHRISTINE M	1.000	Aide Sped	\$29,068.00
TOOMEY, CHRISTINE M	0.000	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	0.000	Stipend 240 S	\$730.24
TOOMEY, CHRISTINE M	0.000	Sub Aide Period	\$484.00
TOOMEY, CHRISTINE M	0.000	Sub Ruggles Lane	\$455.00
TOPPER, LISA A	1.000	Elem Art	\$67,186.00
TOPPER, LISA A	0.000	Longevity	\$750.00
TOPPER, LISA A	0.000	Stipend Mentor Program	\$500.00
TOPPER, LISA A	0.000	Sub MS Period	\$54.00
TOPPER, LISA A	0.000	Sub HS Period	\$27.00
TREMBLAY, MARTIN	0.000	Coaching (Fall)	\$3,466.93
TREMBLAY, NOREEN B	1.000	School Nurse	\$76,273.00
TREMBLAY, NOREEN B	0.000	Stipend 240 S	\$4,048.72
TREMBLAY, NOREEN B	0.000	Longevity	\$750.00
TREMBLAY, NOREEN B	0.000	Stipend 335	\$400.00
TRUMBULL, REGINA Q	1.000	HS Math	\$68,837.00
TRUMBULL, REGINA Q	0.000	Advisor HS	\$558.03
TRUMBULL, REGINA Q	0.000	Sub HS Period	\$513.00
TUCKER, JULIE M	1.000	Secretary	\$47,324.91
TUCKER, JULIE M	0.000	Stipend Advance Degree	\$500.00
TUCKER, JULIE M	0.000	Advisor MS	\$246.80
TUTTLE, DIANA L	1.000	School Nurse	\$63,179.88
URE, ANDREA L	0.800	Aide Sped	\$16,247.20
VAILLANCOURT, SASHA L	1.000	Elem Sped	\$84,021.00
VAILLANCOURT, SASHA L	0.000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	1.000	Custodian	\$41,985.58
VALARDI JR, EDWARD J	0.000	Longevity	\$1,000.00
VALARDI JR, EDWARD J	0.000	Custodian OT	\$180.54
VALARDI JR, EDWARD J	0.000	Shoe Allowance	\$150.00
VALARDI JR, EDWARD J	0.000	SLB	\$71.25
VALARDI, BRENDA J	1.000	Cafeteria	\$16,829.28
VALARDI, BRENDA J	0.000	Longevity	\$425.00
VALARDI, BRENDA J	0.000	Cafe Extra Hours	\$52.39
VARIN, KERRY E	1.000	HS Social Studies	\$85,110.00
VARIN, KERRY E	0.000	Longevity	\$1,500.00
VARIN, KERRY E	0.000	Sub HS Period	\$81.00
VARTERESIAN, MARY M	0.000	Sub Teacher ALL	\$2,120.00
VASSEUR, CARRIE A	1.000	HS English	\$77,014.00
VASSEUR, CARRIE A	0.000	Stipend Academic Coordinator	\$3,750.00
VASSEUR, CARRIE A	0.000	Stipend Teacher Leader	\$1,790.00
VASSEUR, CARRIE A	0.000	Longevity	\$750.00
VASSEUR, CARRIE A	0.000	Sub HS Period	\$702.00
VASSEUR, CARRIE A	0.000	Stipend Extended Essay Advisor	\$300.00
VAZQUEZ, ASHLEY	1.000	Aide Autism	\$30,540.00
VERHAM, MICHELLE L	0.500	Cafeteria	\$6,832.98
VERHAM, MICHELLE L	0.000	Cafe Extra Hours	\$1,115.93

Name	FTE	Description	Amount FTD
VERROCHI, EDWARD R III	1.000	MS English	\$82,194.00
VERROCHI, EDWARD R III	0.000	Longevity	\$750.00
VERROCHI, EDWARD R III	0.000	Sub MS Period	\$513.00
VERROCHI, EDWARD R III	0.000	Sub MS Period	\$60.00
VILLANOVA, CAROL-ANNE	1.000	HS English	\$80,225.00
VILLANOVA, CAROL-ANNE	0.000	Longevity	\$750.00
VILLANOVA, CAROL-ANNE	0.000	Advisor HS	\$717.14
VILLANOVA, CAROL-ANNE	0.000	Stipend Extended Essay Advisor	\$300.00
VILLANOVA, CAROL-ANNE	0.000	Sub HS Period	\$27.00
VINCENT, REBECCA T	1.000	Elem Teacher	\$57,956.00
VOILAND, KATHLEEN A	0.000	Sub Teacher ALL	\$560.00
VYCE, JANICE A	1.000	MS Science	\$84,021.00
VYCE, JANICE A	0.000	Longevity	\$1,000.00
VYCE, JANICE A	0.000	Sub MS Period	\$310.50
WAGHER, JOSEPH A	1.000	Aide Autism	\$2,620.60
WAGNER, ANDREW W	1.000	Guidance	\$70,478.00
WAGNER, ANDREW W	0.000	Stipend 240 S	\$2,145.78
WAGNER, ANDREW W	0.000	Stipend 504 Coord	\$500.00
WAGNER, ANDREW W	0.000	Stipend 335	\$400.00
WAITE, CLARISSA L	1.000	MS Sped	\$91,383.00
WAITE, CLARISSA L	0.000	Stipend 240 S	\$2,080.00
WAITE, CLARISSA L	0.000	Longevity	\$1,000.00
WAITE, CLARISSA L	0.000	Advisor MS	\$887.46
WALL, CASSIDY J	1.000	Elem Music	\$58,457.00
WALL, CASSIDY J	0.000	Private Music Instructor	\$1,494.00
WALSH, ANDREW A	1.000	Director of Technology	\$106,775.90
WALSH, ANDREW A	0.000	Travel	\$2,000.00
WEEKS, SARAH N	1.000	Clinician	\$41,753.18
WEIDERMAN, GARTH R	1.000	HS Sped	\$77,477.00
WEIDERMAN, GARTH R	0.000	Coaching (Fall)	\$2,967.00
WEIDERMAN, GARTH R	0.000	Coach Soccer Camp	\$375.00
WEIDERMAN, KELLY A	1.000	HS English	\$85,110.00
WELCH, JOANNE L	0.850	Aide Sped	\$23,861.20
WELCH, JOANNE L	0.000	Longevity	\$550.00
WELCH, JOANNE L	0.000	Sub Aide Period	\$437.76
WELCH, JOANNE L	0.000	Sub Hubbardston	\$80.00
WHALLEY, REBECCA L	1.000	Aide Autism	\$4,177.64
WHALLEY, REBECCA L	0.000	Sub MS Period	\$54.00
WHITCOMB, MARISOL T	1.000	Intervention Tutor	\$34,110.26
WHITCOMB, MARISOL T	0.000	Longevity	\$750.00
WHITCOMB, MARISOL T	0.000	Stipend 240 - CIS	\$465.00
WHITNEY, CAROL W	0.833	Cafeteria	\$14,024.40
WHITNEY, CAROL W	0.000	Cafe Extra Hours	\$910.78
WHITNEY, CAROL W	0.000	Longevity	\$425.00
WHITNEY, CAROL W	0.000	Cafe Catering	\$20.15
WILLIAMS, CARLY H	1.000	Intervention Tutor	\$31,687.13

Name	FTE	Description	Amount FTD
WILLIAMS, CARLY H	1.000	LTS - Intervention Tutor	\$1,625.00
WIMBERLY, ELIZABETH J	1.000	Intervention Tutor	\$1,491.16
WINE, RYAN R	0.000	Coaching (Fall)	\$2,909.94
WISEMAN, ASHLEY M	0.000	Lunch Monitor	\$2,608.26
WISEMAN, JOHN J	0.000	Sub Cust	\$1,200.00
WOJCIK, HEIDI L	1.000	Literacy Coach	\$101,011.38
WOOD, DANIELLE M	1.000	Intervention Tutor	\$34,110.26
WORTHINGTON, PATRICIA A	1.000	Principal	\$118,573.21
WORTHINGTON, PATRICIA A	0.000	Stipend IEP Duties	\$4,000.00
WORTHINGTON, PATRICIA A	0.000	Longevity	\$1,500.00
WORTHINGTON, PATRICIA A	0.000	Stipend Advance Degree	\$1,000.00
WYNNE, AILEY P	1.000	HS English	\$73,418.00
WYNNE, AILEY P	0.000	Stipend Teacher Leader	\$895.00
WYNNE, AILEY P	0.000	Longevity	\$750.00
WYNNE, AILEY P	0.000	Sub HS Period	\$81.00
YOUNG, BRIAN T	0.000	Coaching (Fall)	\$4,220.19
YOUNG, BRIAN T	0.000	Coaching (Spring)	\$422.02
YOUNG, JANE R	1.000	School Nurse	\$78,562.00
YOUNG, JANE R	0.000	Stipend 335	\$400.00
YOUNG, SADIE J	1.000	Aide Autism	\$13,611.79
ZACEK, MARIE M	1.000	Kindergarten Teacher	\$71,278.00
ZACEK, MARIE M	0.000	Longevity	\$750.00
ZACEK, MARIE M	0.000	Stipend PD	\$495.00
ZACEK, MARIE M	0.000	Stipend 240 - CPI	\$450.00
ZACEK, MARIE M	0.000	Sub New Braintree	\$80.00
ZALNERAITIS, MICHELLE M	1.000	Elem Teacher	\$89,279.00
ZALNERAITIS, MICHELLE M	0.000	Coaching (Fall)	\$4,845.82
ZALNERAITIS, MICHELLE M	0.000	Coach Field Hockey Camp	\$1,200.00
ZALNERAITIS, MICHELLE M	0.000	Longevity	\$750.00
ZALNERAITIS, MICHELLE M	0.000	Stipend 240	\$450.00
ZALNERAITIS, MICHELLE M	0.000	Stipend 240 - CPI	\$450.00
ZALNERAITIS, MICHELLE M	0.000	Stipend PD	\$330.00
ZALNERAITIS, MICHELLE M	0.000	Stipend PD	\$75.00
ZALNERAITIS, MICHELLE M	0.000	Sub Oakham	\$60.00
ZALNERAITIS, RICHARD P	1.000	HS Technology	\$80,918.00
ZALNERAITIS, RICHARD P	0.000	Longevity	\$1,000.00
ZALNERAITIS, RICHARD P	0.000	Sub HS Period	\$270.00
ZIENIUK, CELESTE	1.000	Elem Teacher	\$63,618.00
ZIENIUK, CELESTE	0.000	Longevity	\$750.00
ZIENIUK, CELESTE	0.000	Stipend PD	\$330.00
ZIENIUK, CELESTE	0.000	Sub Ruggles Lane	\$20.00

REPORT OF MONTACUSETT VOCATONAL HIGH SCHOOL

As I reflected on the 2019-2020 school year, and considered what might be included in the 2020 Annual Report, I was reminded of the progress and accomplishments made by our students and staff, during an incredibly challenging time. While each year at Monty Tech is exciting and includes many “firsts”, traditional instruction ended abruptly in 2019-2020, and students and instructors were forced to turn to technology to watch, learn and collaborate. The all-important hands-on learning was not possible because of the unexpected pandemic, and so for the first time ever, our vocational instructors relied solely on their creativity, their understanding of instructional technology, and their technical skills to carry them through the end of the year. Our academic teachers collaborated to create lessons and assessments that would effectively measure learning in a remote setting, and explored countless apps and platforms to increase engagement. Students who looked forward to events like SkillsUSA competitions, prom and graduation, grappled with disappointment and the unknown, and Guidance Counselors worked diligently to reach out to students who were now more isolated from their peers than ever before. To say 2019-2020 was challenging may be an understatement, but to disregard our progress as an educational community would be a disservice to everyone who worked so hard to serve our students. While the traditional school year may have been abbreviated, so many incredible achievements were recognized in this historic year.

MONTACHUSETT REGIONAL
VOCATIONAL TECHNICAL
SCHOOL DISTRICT

**ANNUAL REPORT
2020**

MONTY TECH
A High School Education For Those Who Want More

1050 Westminster Street
Fitchburg, MA 01420
www.montytech.net

A project more than 7 years in the making, the Monty Tech Veterinary Clinic, opened and began providing affordable veterinary care to pets in need, across our district. Routine wellness care visits, affordable medications and vaccinations, diagnostic services, primary care surgical services, stable urgent care, compassionate end of life care, and dentistry services were delivered by our talented Veterinary Medical Director, Dr. Kayla Sample. Students worked in the new state-of-the-art clinic, learning techniques and gaining knowledge that align with veterinary assistant programs across the Commonwealth. In fact, Becker College has recognized the Monty Tech Veterinary Science program for its rigor and content, and has offered qualified program graduates up to 13 college credits. Further, relying on the school’s trusted model of school-

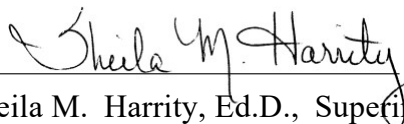
to-business partnerships, a unique collaboration between Monty Tech and VCA has resulted in co-op placements for Seniors in the program.

In August 2019, Monty Tech accepted a \$384,257 award from the Massachusetts Skills Cabinet. This award provided funding to update technology and equipment in two shops: Health Occupations and Automotive Technology. Health Occupations students worked and learned in updated shop facilities, to include new hospital beds and lifts, as well as new diagnostic equipment to train students in the proper procedures for testing for cholesterol, blood sugar, lead, lung volume, and more. In addition, the program received state-of-the-art virtual dissection technology, bringing lessons in anatomy and physiology to new heights. This equipment, provided by Anatomage and most often found on college campuses, immediately engaged students, bringing a deeper level of knowledge and understanding to students as they explored the human body and its complex systems.

Students in the Automotive Technology program were introduced to an all-new simulation lab, that now includes the latest technology in trainers and simulators aligned with NATEF standards. The shop was updated to include new automotive lifts, floor jacks, engine stands, chargers, an air table, and a redesigned tool crib with all new hand tools. Further, in 2019-2020, in partnership with Snap On Tools, instructors rolled out a more sophisticated technical training program and increased opportunities to earn all-new diagnostic credentials, validating their experience and ability to diagnose and service today's computer-controlled vehicles. With new curriculum, technology and the addition of NC3 Automotive Diagnostic Certifications to the program, our Automotive Technology program graduates will enter a competitive workforce poised for success.

Students who attend Monty Tech have chosen a high school experience unlike any other. While completing all of the same high school requirements of students enrolled in a traditional, comprehensive high school, our students are also learning a valuable trade – skills they will carry with them for a lifetime. In the most challenging times, our students are called upon to demonstrate creativity, innovation and technical skill proficiency, and though face-to-face instruction may have been interrupted, their achievements continued. On behalf of our talented educators and administrators, who remain focused on delivering the highest quality academic and vocational-technical education possible, I am delighted to present the District's 2019-2020 annual report to you.

Respectfully submitted,



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

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

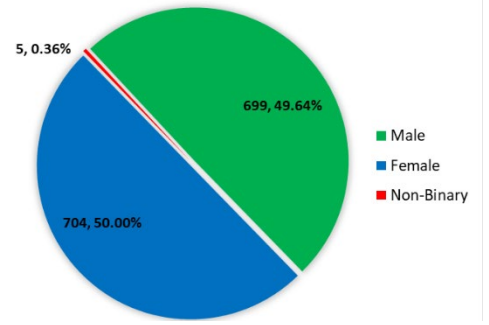
Donald Kitzmiller, Director of Technology

Katy Whitaker, Development Coordinator

Victoria Zarozinski, Director of Student Support Services

Enrollment

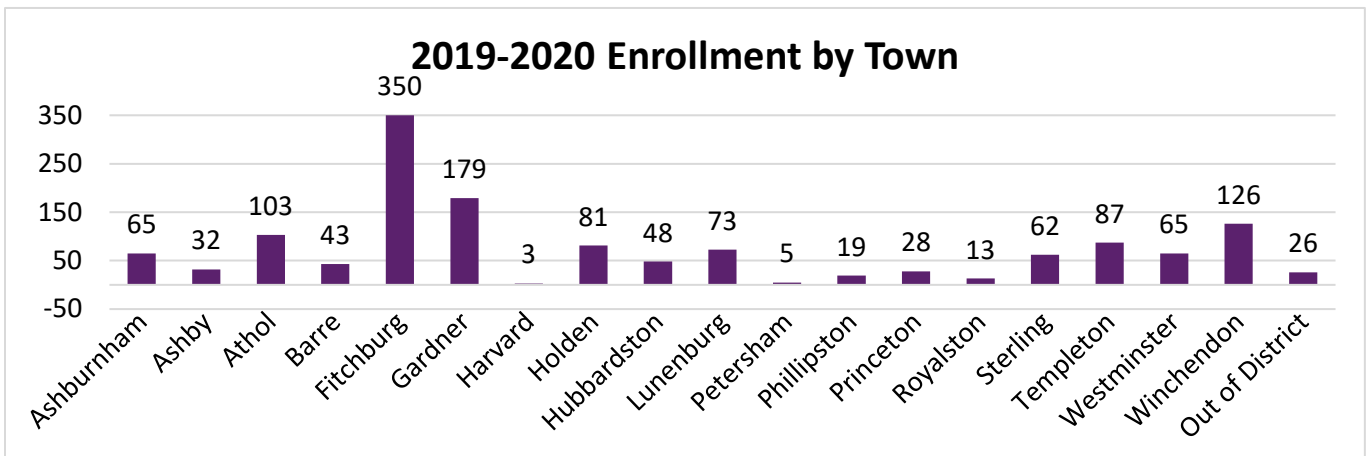
2019-2020 STUDENT ENROLLMENT



On June 1, 2020, student enrollment at Monty Tech included 1,408 students in grades nine through twelve, representing each of the district’s eighteen sending communities. Each class of students is comprised of a relatively equal balance of male vs. female students, and each student attending Monty Tech has elected to do so, prepared to explore an interest in one of the school’s twenty-one rigorous vocational-technical programs. While the school currently offers only five programs non-traditional for male students, and twelve programs non-traditional for female students, we are proud to have a student population that is well-balanced by gender and a variety of academic interests and achievements.

Throughout 2019-2020, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2019, approximately 450 district eighth graders participated in the annual “Tour Day” event. Students toured our twenty-one vocational-technical areas and learned about the school’s challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members to further explore the facilities and speak with staff members.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school and participate in hands-on learning experiences across a variety of vocational-technical areas. While the program continued to attract a large number of students during the Fall and Winter sessions in the 2019-2020 school year, serving 518 area students, the Spring session was cancelled due to the widespread pandemic.



Class of 2020 Awards

Members of the Class of 2020 were awarded approximately \$200,000 in scholarships, tools, and equipment. The Monty Tech Foundation generously provided \$28,000 in scholarships to graduating seniors, ranging in amounts from \$400 to \$2,000. The Foundation also awarded \$3,570 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 31% of the graduating class of 2020 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 2019-2020, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2019-2020 Educational Plan totaled \$28,760,202 which represents a 3.62% increase over the 2018-2019 Educational Plan. The District's FY20 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$145,657 or .6%.

The District was audited in December 2020 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 2020, state and federal grant sources provided the school with \$978,827. Programs funded by these grants include: Essential Health Services, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

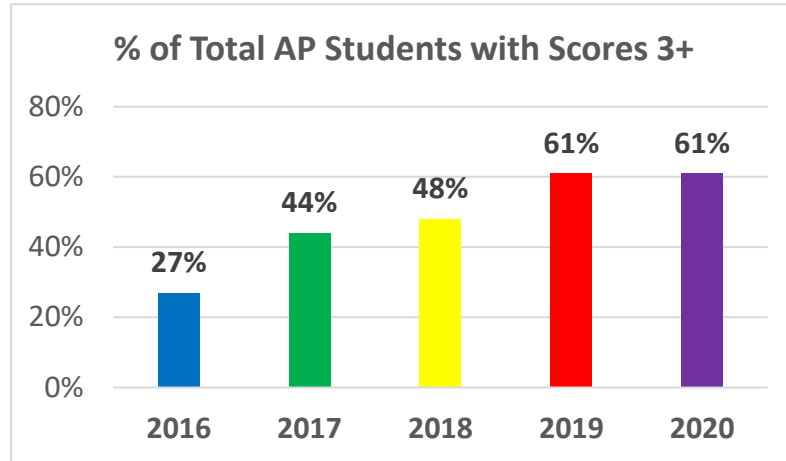
Academic Achievement

During the spring of 2020, the administration of the MCAS was postponed due to COVID-19 safety precautions. Last year, Monty Tech's passing rate on the English Language Arts was 99%, Mathematics 97%, Biology 99%. Monty Tech students exceeded the state averages in all 3 subjects. With regard to our Accountability status, Monty Tech made "Substantial Progress Toward Meeting Targets."

Monty Tech is committed to providing students with rigorous STEM learning opportunities, and so in recent years, the curriculum has been expanded to include Advanced Placement Programs

(two English courses, two mathematics courses, two science courses, and one computer science course). In addition, teachers have participated in meaningful, high-quality professional development which has enabled us to successfully implement two Project Lead the Way biomedical courses and 2 dual enrollment science courses (Biology and Biotechnology).

During the spring of 2020, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable scores on AP exams. It is important to remember that these exams took place during remote learning. AP exams were modified significantly prior to testing, the testing environment was remote, and teachers may have faced some challenges in planning some of the components of the curriculum (due to COVID-19). Although we are pleased with the results, we are aware that these issues, in addition to potential internal scaling applied by the College Board, may have significantly impacted the final results.



The school is in its 8th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance.

- In the spring of 2020, 89 out of 146 (61%) exams earned qualifying credit - the highest number of “exams” with qualifying scores we’ve ever had.
- This year, more than half of the students who tested in the following subjects received qualifying scores: AP Literature, AP Language, AP Environmental, AP Chemistry and AP Statistics (5 out of 7 subjects).
- The AP subject with the highest number of students with qualifying scores was AP Literature & Composition with 41 out of 54 students (76%). It was also the AP subject with the most “test takers” with 54 students taking this exam.
- Students who completed the AP Literature, AP Chemistry, and AP Environmental exams exceeded the “state” averages in Massachusetts. In addition, students who completed the AP Literature, AP Language, and AP Environmental exceeded “global” averages.
- Most notably, AP Literature and AP Environmental exceeded both state and global averages.

	Spring 2016 (SY15-16)	Spring 2017 (SY16-17)	Spring 2018 (SY17-18)	Spring 2019 (SY18-19)	Spring 2020 (SY19-20)
MT AP Courses	5	6	7	7	7
MT AP Student Enrollment	188	151	135	157	179

Students with Qualifying Scores	39 (27%)	53 (44%)	46 (48%)	68 (61%)	89 (61%)
AP Test Takers	145	120	95	111	146
Total # of Qualifying Exams	44 (24%)	65 (44%)	58 (43%)	79 (54%)	75 (71%)
Total # of AP Exams	187	148	134	146	106

Vocational Projects in the District Communities

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty-one different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services. Unfortunately, the widespread pandemic forced a school closure, and vocational instruction was delivered remotely beginning March 2020. In turn, opportunities for hands-on learning were impacted, and cooperative education placements available to students were also restricted, as business partners were unable to sustain full staffing.

Auto Body Collision Repair Technology: The Monty Tech Auto Body program benefitted from much-needed, new instructional equipment in 2019-2020, receiving a new Snap-On Air conditioning machine and a wall-mounted pressure washer, which provided additional floor space. Students were trained with the Pro-Spot M.I.G brazing and aluminum M.I.G.Welder, and all Seniors received their EPA 6 H Certificate, I-Car Pro Level 1 in Refinishing and Non- Structural Repair Certifications. A bridge project was completed in collaboration with Worcester Polytechnic Institute (WPI), and soon thereafter our community service projects were discontinued due to the pandemic. Three Seniors and two Juniors earned co-op placements, and students performed quite well at the SkillsUSA District competition, earning a gold medal in Collision Damage Appraisal, a silver medal in Refinishing, and silver and bronze medals for Collision Repair. (Total student enrollment: 63)

Automotive Technology: The Monty Tech Automotive Technology program was awarded the FY20 Skills Capital Grant, and as a result students and instructors began the 2019-2020 school year in a shop that included a newly designed and outfitted tool crib, five new floor jacks, three new automotive lifts, one air table, five engine stands, three chargers, and an all-new Auto Lab that includes high tech trainers and simulators aligned with NATEF standards. Two additional certification opportunities (digital multimeters and scan tool applications) 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 our students' level of competency within the automotive industry for years to come. Until the pandemic forced a building closure, students and staff in the Automotive Technology program had worked on or diagnosed more than 200 vehicles. 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 one Junior earned co-op placements, while instructors continued to utilize e-learning program options to keep the remaining students on track and engaged during the closure. (Total student enrollment: 62)

Business Technology: Monty Tech's Business Technology program continues to benefit from a unique partnership with Workers Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from students, who completed 9 modules and earned a financial literacy certificate. 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. Opportunities to demonstrate customer service, cash handling, and accounting skills are ever-present as the Business Technology students successfully operate an in-house retail location, The Gear House School Store, and the Monty Tech Greenhouse. Five Seniors and five Juniors were out on co-op placements during the 2019-2020 school year. (Total student enrollment: 71)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects small and large, across the campus and beyond. 2019-2020 was no exception. Students completed projects that include: building a beautiful solid oak cabinet for the Fitchburg Alumni class of 1969, to be presented as a gift to Fitchburg High School's library; designing and using CNC technology to manufacture signage for the Devens Fire Department; and collaborating with Worcester Polytechnic Institute to mill and CNC over 400 pieces of ash to be used for strength testing for their engineering students. Sophomores in the Cabinetmaking program also designed and constructed three hundred fifty 10"x19" sapele charcuterie boards with pocketed cut-outs to accommodate two serving dishes and slate tray. The finished pieces will be used to raise funds for the Student Scholarship Program, supporting the Class of 2021. Eight Seniors and four Juniors earned co-op placements, representing the program so well. (Total student enrollment: 67)

CAD/Drafting & Design: In 2019-2020, the Monty Tech CAD/Drafting & Design program welcomed a new instructor, Jesse Veinotte, whose talents will help guide the Freshmen and Senior experience for years to come. While the school closure certainly curtailed the number of community serve jobs our students were able to complete, the curriculum was easily adapted into an online platform, and students were able to achieve a number of valuable industry-recognized certifications, including AutoCAD, Inventor, Revit, and Solidworks. Twelve students advanced to the SkillsUSA States competition, representing the program well, while two Senior students were proud to earn coveted co-op placements, working at Process Cooling in Leominster, MA and United Plastic Fabricating in North Andover, MA. (Total student enrollment: 61)

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. 2019-2020 was an exceptionally busy year for the Monty Tech Cosmetology students, who were compelled to raise

funds for a local family in need, and did so by hosting “Staff Nights.” Monty Tech staff and their families were invited into the shop for discounted services, and proceeds were donated to support a young girl who tragically lost her father in an accident. Their dedication to community service and “giving back” was a hallmark of the Cosmetology Class of 2020, and a testament to the students who worked so hard and learned so much while in the Monty Tech program. Eighteen students took and passed the Cosmetology State Board exam, and are now prepared for careers in the field. In addition, a total of one nine Seniors earned co-op placements in local salons – more than any year before. (Total student enrollment: 86)

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 2019-2020 was no ordinary year. The school’s Mountain Room Restaurant closed in March, and all in-person dining/serving experiences were cancelled for the students. Curriculum transitioned from in-person to a virtual platform, which is challenging for the culinary trade, but the instructors did so effectively, seeking meaningful opportunities for their students to continue to develop in their chosen trade. Despite the pandemic, all students successfully earned Allergen Awareness and ServSafe Certifications, which are important credentials to have for any entry-level position in the culinary and hospitality trades. (Total student enrollment: 97)

Dental Assisting: A critical component of the Monty Tech Dental Assisting curriculum is the preparation for the Dental Assisting National Board certification exams. In 2019-2020, all students who sat for both the DANB Infection Control exam and the DANB Radiology exam, passed. This 100% pass rate is a true testament to the high quality instruction in the Monty Tech Dental Assisting program, and something we continue to be so proud of. A total of four students (two Seniors and two Juniors) earned co-op placements, while the remaining Juniors and Seniors participated in affiliation/externship experiences in area dental clinics and offices. Monty Tech Dental Assisting students and instructors also worked closely with local health provider, Community Health Connections, and provided dental services to more than 35 students in need through this beneficial school-based dental hygiene program. This experience provided valuable hands-on experience, as students were called upon to assist the staff from CHC during each dental procedure performed. (Total student enrollment: 60)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, and the 2019-2020 school year was no exception. Students and instructors raised funds for SkillsUSA Change for Children and held a Sesame Street themed “Baby Show” for the Gardner VNA “Healthy Families” program. Two Juniors and one Senior were out on co-op, gaining valuable experience working with young children, and instructors worked closely with colleagues at Fitchburg State University to develop the program’s first-ever articulation agreement between the two institutions. Fitchburg State University will now grant qualified program graduates up to 6 college credits, at no charge, recognizing the work they have completed while enrolled in the Monty Tech Early Childhood Education Program. The Monty Tech Child Care Center continues to operate at full capacity but

in a hybrid model, providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 60)

Electrical: Throughout 2019-2020, students and instructors in the Electrical program wired numerous machines, equipment, computers, and lights throughout Monty Tech. Students and instructors successfully completed wiring new equipment in the AutoBody Shop, and CAD/Drafting & Design shop. The students wired the new electronic parking lot gate, and began wiring two homes in Ashburnham, constructed in collaboration with Habitat for Humanity. Unfortunately, when the school closed in March 2020, all hands-on projects for students ceased, so wiring those homes was completed by our instructors, who volunteered their time to do so. Fourteen Seniors and two Juniors earned co-op placements, and continued their work throughout the Spring and into the summer months. The Freshman class was filled with first choice students, which is a credit to the talents of the program's newest instructor, Alex Thibeault. (Total student enrollment: 89)

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. On October 22, 2019, the school welcomed Lt. Governor Karyn Polito, to celebrate the completion and ribbon cutting of the school's new ARM (Automation, Robotics and Mechatronics) Lab. All Engineering Technology students benefitted from the new technology available in the 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. All Freshmen completed the OSHA 10-hour General Industry training and certification program, while two Seniors participated in meaningful co-op placements. (Total student enrollment: 57)

Graphic Communications: Throughout the 2019-2020 school year, the students in Monty Tech's Graphic Communications shop produced numerous projects for our district cities and towns, and a variety of non-profit organizations in the district. Due to the COVID-19 pandemic, hands-on learning opportunities were halted in March, so students were unable to complete all community services that were requested. A program highlight for the year was having twelve students earn awards at the Printing Industries of New England's Award of Excellence Gala. Having their talents recognized by industry professionals is not only rewarding to the student, but also validates the efforts of our talented teaching staff. Four Seniors and one Junior pursued and earned co-op placements. Of the twenty-one talented Seniors who graduated from the Graphic Communication program in 2020, all twenty-one were accepted into colleges/universities and eight chose to enter the workforce in related careers. (Total student enrollment: 85)

Health Occupations: The Health Occupations program continues to be one of the more popular programs here at Monty Tech, providing a rigorous education grounded in current medical knowledge and practice. A Skills Capital Grant award provided the program with \$180,246 in additional funding, so during the Summer of 2019, great efforts were made to improve the instructional spaces, and bring in added technology and equipment for student training purposes. In addition to new hospital/nursing home beds, exam tables, EKG machines, geriatric manikins,

CPR manikins, stethoscopes, blood pressure and phlebotomy training arms, and five new testing/diagnostic machines, the school was able to purchase the program's first-ever Virtual Dissection Technology. The high-capacity Anatomage table is something most often found on college campuses, but has proven to be an invaluable training device to Monty Tech Health occupations students studying for one of their many certification exams. Every Junior enrolled in the Health Occupations program earned CPR certification; thirteen Juniors received their nursing assistant certificate (only fourteen students took the exam prior to school closing in March 2020. Those who did not pass or complete the CNA exam will be able to do so during the 2020-2021 school year.) Students at all levels completed pandemic-specific training, and obtained the National COVID-Ready Caregiver Certification, which was recommended by the Department of Public Health for all healthcare professionals. Finally, through a unique collaboration with Mount Wachusett Community College, three motivated Seniors completed the Emergency Medical Technician training program, earning eight college credits at no cost, and now have a valuable career pathway available to them. (Total student enrollment: 107)

House Carpentry: The Monty Tech House Carpentry program supported a number of community organizations during the abbreviated 2019-2020 school year, completing projects that include: building a 24'x40' lean-to roof at the Hubbardston DPW Salt Barn, construction of a Habitat for Humanity home in Ashburnham, and finishing all interior trim at the NEADS carriage house, located in Princeton. Students and instructors were also called upon construct a prefabricated stage for the Fitchburg State University Theatre Club, and were delighted to work closely with our post-secondary partners in doing so. Sophomore students handcrafted a number of beautiful Adirondack chairs, which will be used for charitable donations in the months to come. Finally, eight Senior students earned co-op placements, and enjoyed working with area businesses representing the carpentry and construction trades. (Total student enrollment: 54)

HVAC & Property Maintenance: 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 2019-2020, Monty Tech HVAC students and instructors worked in Ashburnham to support the Habitat for Humanity community service project. In addition, they traveled to Sterling Municipal Light Department to complete work there. The Monty Tech HVAC & Property Maintenance program also established a partnership with the Monty Tech School of Continuing Education, to offer Oil Burner Technician training and certification to the high school students. After earning National EPA Certification for refrigerant recovery, a total of nine Seniors were placed in area businesses through the school's popular co-op program. HVAC Technicians, and specifically Oil Burner Technicians, are in demand across North Central Massachusetts, so the addition of this credential will prove to be beneficial to all program graduates who choose to stay in the HVAC and Property Maintenance trades. While Junior students were not eligible to go out on co-op in 2019-2020, instructors offered high-quality online instruction and support, so that they might continue to refine their technical skills and proficiency using various online lessons and assessments. (Total student enrollment: 64)

Information Technology: The Information Technology program continues to offer students more industry-recognized certificates than any other program at Monty Tech, an accomplishment our instructors are so proud of, as these certifications affirm the technical skill proficiency needed for entry-level careers in networking and information technology. In 2019-2020, all Freshmen completed the OSHA 10-hour General Industry training, and all 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. One Sophomore, one Junior, and one Senior elected to take, and passed, the COMPTIA A+ exam. All Seniors completed the Python Programming course and participated in the AP Computer Science Principles course. Seven Seniors and one Junior earned co-op placements, applying their technical skills in area businesses. In total, approximately 100 hours of community tech support were completed, which involved hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 36)

Machine Technology: Throughout the 2019-2020 school year, Monty Tech Machine Technology instructors were able to effectively train students in precision measurement, CNC operation and cutter technology. Students worked on the shop floor and in the program's relatively new Clean Room environment, which was an addition to the program in 2018, funding by a \$435,000 Skills Capital Grant. A new print reading curriculum was adapted and applied, to expand the already comprehensive curriculum. All Freshman students earned the OSHA 10-hour general industry certification, while seven Seniors and four Juniors earned co-op placements, working and learning in area machine shops. (Total student enrollment: 45)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as projects that were completed during the 2019-2020 school year include: a block garage at the Lunenburg North Cemetery, block renovations for Sterling Municipal Light Department, a handicap ramp for the Hubbardston Police Department, and a detailed repair of the marble floor at the Forest Hill Cemetery Mausoleum. 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. Unfortunately, due to the restrictions in place due to COVID-19 closure, Juniors were not able to participate in the co-op program. (Total student enrollment: 53)

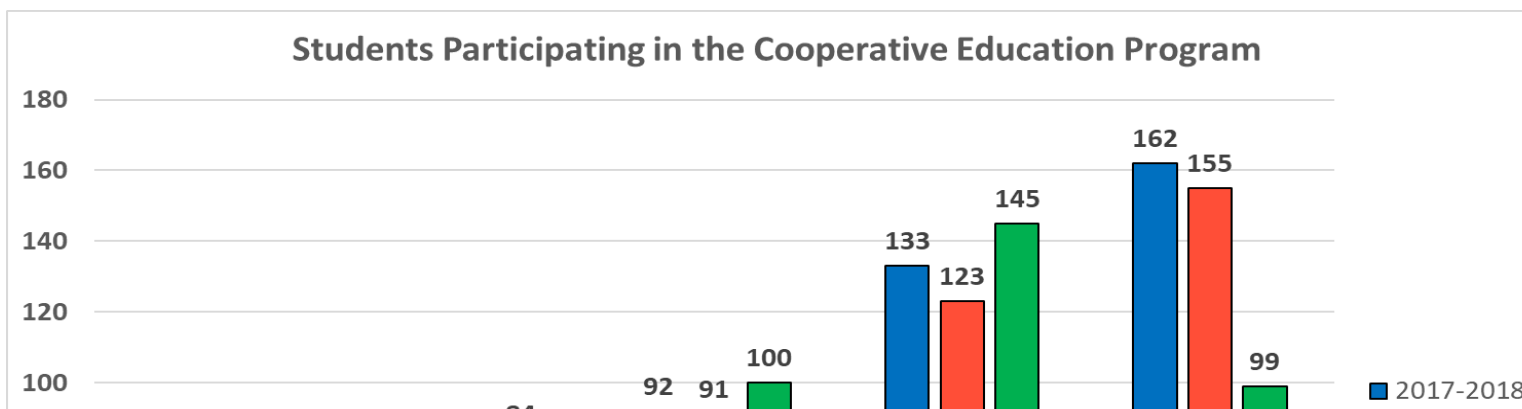
Plumbing: In the 2019-2020 school year, eighteen Freshmen entered the Plumbing trade at Monty Tech, all of whom successfully completed OSHA 10-hour General Industry safety training. Sophomore Plumbing students completed OSHA 10-hour Construction Training. Students and instructors completed replacement of water coolers throughout the Winchendon Public School District. Juniors and Seniors also gained valuable experience working on the plumbing at the two Habitat for Humanity homes in Ashburnham. Ten Seniors and one Junior participated in the co-op program. One Senior received the prestigious 2020 Vocational Tech Plumbing All-Star Award, given by the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, and all

Seniors earned industry-recognized NFPA Hot Works safety training certificates. The program proudly graduated 18 students. (Total student enrollment: 71)

Veterinary Science: The school’s newest vocational training program, Veterinary Science, entered its third year, and after many years of planning, opened the doors of the clinic to pets in need. A successful Exploratory program resulted in a full class of twenty-two eager Freshmen, who were quick to get to work, completing the OSHA 10-hour healthcare training and certification program, and spending the remainder of the second semester engaged in introductory animal science lessons, with a virtual field trip to see cattle owned by a classmate. Sophomores worked through some very challenging curriculum, covering units in client services, hospital management, anatomy, pathology and laboratory procedures. They visited Flying High Farm in Lunenburg to work with horses and complete the program’s large animal requirements, and also toured Idexx laboratories in North Grafton, MA to observe all aspects of clinical pathology. The Juniors delved into even more rigorous curriculum, which would complement their hands-on work in the clinic. Lessons in pharmacology, grooming, surgical and nursing care, and anesthesiology proved to be invaluable to the program’s first class of students to work in the clinic, applying their knowledge as they worked alongside veterinarians, groomers, and veterinary technicians. (Total student enrollment: 64)

Welding/Metal Fabrication: The 2019-2020 school year brought new equipment to the school’s popular Welding/Metal Fabrication program. A 4 ft. squaring shear was added to the training program, to better prepare students for entry level careers in the trade. 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. In response to the school closure, instructors implemented a new online learning platform from Miller Welding Open Book for grades 11 and 12. All Freshmen students successfully completed the OSHA 10-hour General Industry training, and earned that certification. Juniors and Seniors participated in Careersafe Online Employability Interview skills, which is a targeted effort to complement their already strong technical skills with the soft skills needed to succeed in life. Eight Seniors and one Junior were placed in area shops, working and learning from trade professionals who support the school’s co-op program. (Total student enrollment: 55)

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. Monty Tech was on pace for a record-breaking year for co-op placements, with 145 students (Juniors and Seniors) working, learning and applying their technical skills related in area businesses in February of 2020. Unfortunately, due to the ongoing pandemic, co-op opportunities for our students have declined slightly, but are expected to rebound when local businesses are able to open and operate at full capacity.

Student Support Services

During the 2019-2020 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS)

Department encompasses special education, the department provides support and is available to all Monty Tech students.

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

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

During the 2019-2020 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. 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.

Technology

The 2019-2020 school year proved to be a test in many ways for the Monty Tech educational community, but 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, 2019-2020 was the school's 4th 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 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. 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. Region 1 includes schools from the mid-Atlantic and Northeast U.S. The selection is based on several criteria including:

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

Because of this distinction, Monty Tech MJROTC instructors are allowed to nominate up to six cadets to each of the three service academies — U.S. Naval Academy, U.S. Military Academy and U.S. Air Force Academy. This is the 9th time the program has earned this distinction since 2007.

The 2019-2020 Corps of Cadets completed over 4,800 hours of community service in the abbreviated year, completing a 10 mile March A Thon that raised \$20,000 to support local nonprofit organizations. The Cadets volunteered time during their weekends, working with the local Salvation Army, and helped raise more than \$25,000 for families in need. 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 continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational

experiences. For the Fall of 2019, Monty Tech offered 142 classes and another 114 in the Spring 2020 semester.

The program is on track to support the North Central Massachusetts workforce readiness pipeline with an increase in career and licensure courses. The pivot to a hybrid learning model has been beneficial to both our career/licensure students as well as our personal enrichment students. During the Fall 2019 and Spring 2020 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 license healthcare workers, to include Pharmacy Technicians, Medical Billing and Coding Specialists, EKG Technicians, Phlebotomists, CNAs, and Patient Care Technicians.

The continued success and sustainability of an adult education program is based on hiring quality instructors and meeting the needs of the community and supporting workforce development. Our goals in the coming year include: identifying additional training opportunities to meet the needs of the regional workforce, provide affordable and meaningful training opportunities to our nontraditional student population, and expanding programming to include off-site, daytime training opportunities across the region.

Practical Nursing Program

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

On June 25, 2020 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%, with 21 of the 28 graduates passing the NCLEX-PN exam (National Council Licensure Examination for Practical Nurses). Due to the pandemic, the testing period has been extremely delayed. Seven graduates will pursue the examination in the coming months.

All of the 2020 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. Several 2019 and 2020 graduates are pursuing seats in the LPN to BSN program at FSU and will be continuing their education to the Bachelors in Nursing. Many class applicants cited their attraction to Monty Tech as the opportunity to complete a ten-month accelerated program and then bridge to Fitchburg State University. In the 6-year history of the Bridge Program, all of Monty Tech's Practical Nursing graduates reaching graduation at FSU have passed their RN-NCLEX exam.

Monty Tech Practical Nursing students are now completing patient scenarios in the Sim Lab on a weekly basis in Terms 2, 3, and 4. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios and authored several others consistent with our curriculum frameworks, and have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting. Instructors have successfully developed and implemented a library of scenarios reflecting INASCAL Standards (International Association for Clinical Simulation and Learning).

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

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. Even without having specialty clinical rotations, students performing simulation scenarios involving substance abuse clients, has prepared our graduates to work in a substance abuse clinical setting, as well.

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

Looking Ahead

While 2019-2020 ended in an unexpected manner, with students and instructors working and learning from home, we were able to use that time to reflect on the core values represented within our educational community and consider how we might improve the educational experience for all students upon their return. We understand that the pandemic brought about many changes to the way we live and work. Our students were isolated for weeks and months, while our instructors were asked to completely redefine their instruction to deliver an entirely remote curriculum. People of all ages, socio-economic classes and intellectual abilities feared for the safety of their family, friends and loved ones – compounding feelings of loneliness and uncertainty. As we looked ahead, then, a number of priorities for the upcoming school year emerged. Supporting students and staff both socially and emotionally, providing the resources needed to succeed in a remote learning environment, and maintaining a clean and safe learning environment have become our latest priorities.

The changes brought upon by the pandemic were not expected. There was no time to prepare our staff and students for what might lie ahead, but I am thankful for the expertise and flexibility demonstrated by our very talented faculty and staff, and the students who made the most of a very difficult end of the 2019-2020 school year.

Programs and initiatives that we expect to implement in 2020-2021 that will have a positive impact on our school and students are as follows:

Support faculty, staff and students’ socio-emotional wellness, and develop a community-wide understanding of equity (or lack thereof) and how it contributes to a safe and supportive learning environments for all students.

We recognize that students and staff have been home and isolated from others for months. Learning from home may have presented an unintended result - unequal learning opportunities. There are fears and concerns among staff, and there is a heightened sensitivity to what this isolation has meant to our student population. Collaborating with community service agencies, we will address efforts to create a healthy school climate, and will provide targeted training opportunities to better serve our students. A diverse team of professionals (teachers, paraprofessionals, guidance counselors, and support staff) will review existing district and school documents and policies, survey staff and students regarding school climate, and develop a comprehensive action plan, and infuse those elements into the 2021-2024 District Improvement Plan.

Expand technology resources and infrastructure to support Hybrid and/or Remote Learning Platforms.

Monty Tech is fortunate to have been able to provide all students with a Chromebook for the past several years, and all teachers with Chromebooks or laptops to support curriculum development efforts while away from the school. That technology proved to be invaluable during the 2019-2020 school year, and so the District is committed to maintaining and expanding access to instructional technology that will enhance at-home learning moving forward. During the summer of 2020, we learned that school would not resume with all students in-person. A complex schedule (balancing academic and vocational in-person instructional time) was negotiated and agreed upon, and students/parents were given the option of returning in a hybrid of fully remote model. By purchasing and maintaining ZOOM licenses, increasing bandwidth, reconfiguring surplus equipment, and continuing to work with the school’s Instructional Technologist to provide a variety of workshops to academic and vocational instructors who have come to rely of any one of the two school’s Learning Management Systems (Google Classroom or Schoology), Monty Tech will be well-positioned and prepared to deliver instruction either in-person or remotely, at a moment’s notice.

Modify facilities and infrastructure to ensure students, faculty and staff are working and learning in a safe environment.

While the school is prepared to provide all faculty and staff with required and requested PPE, many upgrades to the school building must be completed prior to and maintained throughout the 2020-2021 school year. All rooftop units will be upgraded from MERV 8 to MERV 13 rated air filters, which are high quality air filters typically used in general surgery or hospital settings, capturing down to 0.3 – 1.0 micron particle size. iWave units will be added to the HVAC system, reducing pathogens, allergens, particles, smoke and odors in the air, creating a healthy environment without producing any harmful byproducts. Installing sanitizing stations, redirecting traffic patterns, and limiting the number of desks/seats in a confined space will provide a comfortable setting for the students during their in-person learning days, while limiting access to the school (parents and visitors must wait outside) will aide in screening and tracing efforts throughout the year.

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 2019-2020 School Committee for their outstanding service.

Brian J. Walker, Fitchburg
Chair

Diane Swenson, Ashburnham
Vice Chair

Julie Marynok
Secretary

Norman J. LeBlanc
District Treasurer

Peter Capone, Ashby
Whitney Marshall, Barre
Dr. Ronald Tourigny, Fitchburg
Matthew Vance, Gardner
Amy Morton, Harvard
Kathleen Airoidi, Hubbardston
Edward Simms, Petersham
John P. Mollica, Princeton
William Brassard, Sterling
Ross Barber, Westminster

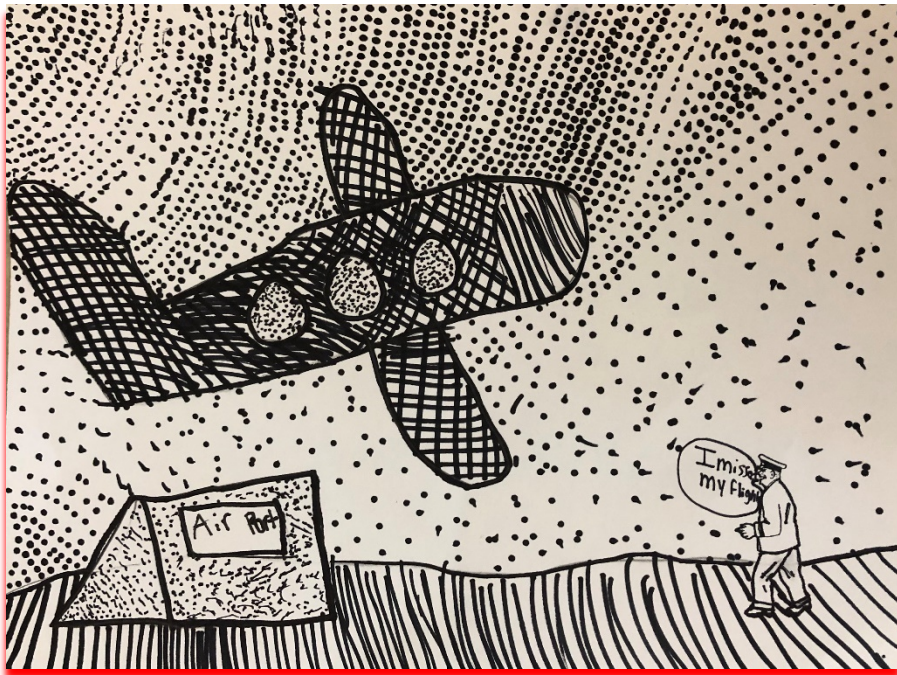
Toni L. Phillips, Athol
Dr. Robert Babineau, Fitchburg
Melanie Weeks, Fitchburg
James S. Boone, Gardner
James Cournoyer, Holden
Barbara Reynolds, Lunenburg
Eric Olson, Phillipston
Mary C. Barclay, Royalston
John Columbus, Templeton
Dr. Maureen Ward, Winchendon

Respectfully submitted,

Sheila M. Havarity, Ed.D., Superintendent-Director January 22, 2021

2020

OTHER INFORMATION



REPORT OF GROSS SALARIES

2020 TOWN OF HUBBARDSTON GROSS SALARIES					
Afonso	Albert	Reg	MART Van Driver	48.00	\$ 1,833.13
Amann	Michael J		Police	1,940.00 354.00 88.00 96.00 24.00 96.00 72.00 32.00 80.00	\$ 2,477.92
Ares	Erik R		Fire	44.00	\$ 1,207.36
Ares	James P	Earning	Fire	2,288.00 266.00 110.00 11.00	\$ 64,712.01
Barbera	Christine M	Earning	Library Director	380.00	\$ 27,609.08
Begin	Betty J		Election Worker		\$ 656.64
Bergeron	Christopher J	Earning	Police	1,852.00 330.00 88.00 38.00 56.00 72.00 8.00 8.00	\$ 119,143.99
Blood	Donald J	Earning	Police	1,564.00 137.00 201.00 17.00 56.00 16.00 16.00	\$ 106,812.29
Boissoneau	Craig J	Earning	DPW	1,867.25 336.75 11.50 237.25 16.00 24.00	\$ 52,063.69
	Reg	Reg		6,089.08	
1 0 1	Total Earnings			6,089.08	
Bourque	Jeffrey A	Earning	Tree Warden		\$ 3,782.00
Brady	Robert	Earning	DPW Seasonal	1,040.00	\$ 6,712.88
Breagy	Richard		Inspector		\$ 177.50
Brown	Travis M	Earning	DPW Director	1,818.00 243.25 16.00 30.00	\$ 79,003.71
Caruso	Michael F		DPW		\$ 25,330.89
Casey	Troy A	Earning	Fire	2,277.00 223.50 110.00 11.00	\$ 84,637.09
Charest	Tyler M		DPW Seasonal		\$ 1,160.25
Chatigny	Scott A	Earning	Police	1,685.00 193.00 25.00	\$ 60,443.59

				72.00 152.00 88.00 88.00 19.00 16.00 24.00	
Clapham Jr.	Richard	Earning	DPW - Seasonal	8.00 15.50	\$ 2,010.75
Colebrook	Michele L		Library Staff		\$ 693.01
Colyer	Andrea M		Election Worker		\$ 235.88
Coppola	Anthony T				\$ 120.00
Couture	Ryan P	Earning	Police	1,752.00 123.00 80.00 32.00 24.00 168.00 16.00 8.00	\$ 106,602.48
Crompton	Robert R		DPW		\$ 41,813.02
Cunningham	Richard	Earning	Board of Registrars		\$ 86.00
DiPietro	Andrew W		Police		\$ 34,483.64
Dixson	James F	Earning	Fire		\$ 5,378.08
Dixson	Tina C	Earning	Fire		\$ 5,028.31
Doane	Teddie J		Sr Tax Workoff		\$ 886.13
	Total Earnings	Reg		154.00	
2750 11.0000 B	Code			Hours	
Fontaine	Kayla A		Police		\$ 27,938.87
Forte	Robert K	Earning	Police	1,578.00 290.50 80.00 120.00 232.00 8.00 40.00 64.00	\$ 102,934.16
Gallant	Edward R		MART Van Driver		\$ 7,442.89
Garcia	Nicholas A	Earning	Police	380.00 10.00 34.00 16.00 8.00	\$ 169.04
Goehle	Kyle		Fire		\$ 97.32
Goguen	Neil B		DPW		\$ 56,937.00
Goscila	Jeremy D	Earning	Fire	2,288.00 342.00 110.00 33.00	\$ 65,527.42
Gosse	Rebecca J	Earning	Sr Tax Workoff	17.50	\$ 981.75
Green	Joyce E		Election Worker	1,507.25	\$ 758.63
Gushue	Ann		Election Worker	6.50	\$ 146.63
3104 24.3200 B	Total Earnings	Reg OT Diff E Hol TP Vac X Sick T		92,357.14	
	Code			Hours	
Hackett	Richard W	Earning	Sr Tax Workoff	100.00	\$ 1,491.75
Hakala	Jacob	Earning	DPW	1,992.00 313.50 24.00 16.00 8.00 40.00	\$ 53,058.60

3133 13.1100 B	Total Earnings	Reg Hol MP Sick Misc		25,503.61	
	Code			Hours	
Halkola	James F	Earning	Police	450.00 40.00 8.00 1.50	\$ 18,004.09
2836 29.6500 B	Total Earnings	Reg Diff E OT Hol TP Pers Sick Vac Misc T		83,427.48	
Hamel	Dennis C	Earning	Fire	576.00	\$ 5,408.23
Hardaker	Sharon A	Earning	MART Dispatcher	118.00	\$ 6,453.77
Hayes Jr.	Robert	Earning	Fire Chief	1,984.00 16.00	\$ 110,170.03
Homans	William J	Earning	Police/Election Worker	22.00	\$ 34,575.00
Howlett	Marcia G	Earning	Cemetery Commission Secretary	45.50	\$ 957.01
	Code			Hours	
Kaldera	Bella M	Earning	Recycling	57.00	\$ 886.51
LaFayette	Rene M	Earning	Moderator	32.00 4.00	\$ 100.00
LaFortune	Benjamin		DPW		\$ 21,916.82
Lamoureux	Patricia		Sr Tax Workoff		\$ 1,491.75
Larson	Shonna L	Earning	Election Worker	22.23	\$ 388.90
Mabardy	Mitchell F	Earning	Fire	448.00 11.00	\$ 3,418.45
Mastrototolo	Andrea L	Earning	Recording Asst.	178.00 8.00 32.00 32.00	\$ 222.62
McLane	Ryan M		Town Administrator		\$ 91,813.63
Nason	Sandra E	Reg	Treasurer/Collector	622.00	\$ 65,506.38
O'Donnell	Dennis	Earning	DPW Clerk/Emergency Mgmt. Dir	826.00 15.00	\$ 15,907.54
Parker	Gerald		Custodian		\$ 9,763.44
Parker	Michael C	Earning	Fire	205.00	\$ 26,799.26
Perron	Dennis G		Police Chief	2,040.00	\$ 110,534.12
Perron	Nancy A		Police Admin Asst		\$ 15,250.70
Pervier	Florence	Earning	Sr Tax Workoff	100.00	\$ 1,491.75
Pierce	Michael R	Earning	Police		\$ 9,010.02
Provencal	Claudia G	Reg	Council on Aging Director	456.75	\$ 16,670.04
Reed	Laurie J	Reg	Executive Admin Asst/Town Clerk	591.50	\$ 45,834.67
Rivera	Iris J	Earning	Assessors' Clerk	100.00	\$ 4,455.28
Rogan	Nancy		Election Worker		\$ 478.14
Scott	Walter	Earning	Senior Ctr Worker	69.00 2.00 70.50 2.00	\$ 1,000.00
Seamon	Mallory A	Earning	Land Use Clerk	12.00	\$ 33,906.77
Sutcliffe	Christina		Planning Board Clerk		\$ 23,594.42

Sweeney	Darrell M	Earning	Wiring Inspector		\$ 70,000.00
Sweeney	Paul F	Earning	DPW - Seasonal	201.25 17.25	\$ 2,196.00
Tardy	Donald		MART Driver		\$ 8,729.41
Thibault	Roberta A		Financial Assistant		\$ 32,971.24
Vincent	Kathleen M	Earning	Election Worker	21.50	\$ 385.69
Walker	Antonette P	Earning	Library Staff	64.75	\$ 157.61
Walker	Gabrielle		Library Staff		\$ 8,466.77
White	Jeffrey B		Police		\$ 84,162.91
Whitney	Carol W	Earning	Election Worker	14.00	\$ 369.75
Wilkinson	Lynn R	Earning	Election Worker	14.00	\$ 605.63
Wilkinson	Taylor	Earning	Fire	50.00	\$ 76,971.36
Withycombe	William R	Earning	Police	8.00 2.00	\$ 200.00
Wolfe	Karen M	Earning	Sr Tax Workoff	100.00	\$ 1,064.63
Woodward	Patricia A	Earning	Sr Tax Workoff/Election Worker	104.00	\$ 1,555.50
			TOTAL		\$ 2,116,431.22

MAILING ADDRESSES

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- Land Use Office
 7 Main Street. Unit 2

Select Board
 7 Main Street. Unit 3

Building Department- Land Use Office
 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 Department
7 Main Street, Unit 5

Hubbardston Public Library
7 Main Street, Unit 8

Parks Commission
7 Main Street, Unit 3

Planning Board- Land Use Office
7 Main Street, Unit 7

Police Department
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

All other offices, please use 7 Main St, Unit 3