

2023

ANNUAL TOWN REPORT



TOWN OF HUBBARDSTON

7 MAIN STREET
HUBBARDSTON MA, 01452

WWW.HUBBARDSTONMA.US

*The stunning cover photo of Bickford Pond was generously submitted by local photographer **Brion Keagle** as part of the Annual Town Report Photo Contest.*

A few years ago, Mr. Keagle decided to rekindle his passion for photography by participating in a 365 photo club, aiming to take one picture every day for a year. This enriching experience helped him re-learn photographic techniques, develop a creative eye, and discover beauty in the world around him, especially in Hubbardston.

We are fortunate that Mr. Keagle chose to share some of his work depicting the natural splendor of our community. His submissions capture both the peacefulness of the area as well as its inherent beauty. We appreciate his ongoing efforts to photographically document what makes Hubbardston such a wonderful place to live.

Dedicated to _____

Dennis O'Donnell



The Town of Hubbardston dedicates this 2023 Annual Town Report to Dennis O'Donnell in recognition of his many years of civic service to the community, especially during times of crisis.

Dennis contributed decades of leadership and guidance through various impactful roles serving Hubbardston. Most recently, he acted as Administrative Assistant in the Department of Public Works while concurrently handling responsibilities as Director of Emergency Management.

In these roles, Dennis provided steadfast leadership during tumultuous events such as the ice storm of 2008 and COVID-19 pandemic. Previously, Dennis offered his dedication through service as a Select Board Member and Finance Committee Member, among many other volunteer roles.

Dennis O'Donnell's enduring contributions have marked Hubbardston with a spirit of compassion. The Town is deeply appreciative of his impactful decades of civic service.

TABLE OF CONTENTS

HUBBARDSTON PROFILE

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

ADMINISTRATION

Select Board.....	16
Board of Assessors.....	18
Accountant.....	21
Treasurer / Collector.....	25

TOWN SERVICES

Building Department.....	34
Community Preservation Committee.....	35
Conservation Commission.....	36
Parks Commission.....	37
Cultural Council.....	38
Department of Public Works.....	41
Finance Committee.....	44
Hubbardston Public Library.....	45
Open Space Committee.....	48
Special Events.....	49

PROTECTION OF PERSON & PROPERTY

Board of Health.....	53
Fire Department.....	54
Police Department.....	58

PLANNING

Planning Board.....63
Zoning Board of Appeals.....65

EDUCATION

Quabbin Regional School District.....67
Quabbin Regional High School.....72
Quabbin Regional Middle School.....74
Hubbardston Center School.....76
QRSD Salaries.....80
Montachusett Regional Vocational High School.....120

TOWN CLERK

Report.....143
Annual Town Meeting June 7, 2022.....145
Special Town Meeting August 22, 2022.....175
Town Election June 14, 2022.....181

OTHER INFORMATION

Hubbardston Salaries.....185

HUBBARDSTON PROFILE

YEAR INCORPORATED: 1767

POPULATION: 4168 REGISTERED VOTERS: 3399

TAX RATE: \$13.03 OPERATING BUDGET: \$10,206,382.

OPEN TOWN MEETING GOVERNMENT

5-MEMBER SELECT BOARD

AREA: 41.03 SQUARE MILES ROAD MILES: 88

BIRTHS- 57

DEATHS- 43

MARRIAGES-16

BROUGHT TO TOWN FOR BURIAL-2

RESOURCES FOR TOWN HISTORY

History of the Town of Hubbardston, Volume 1 by Rev. J.M. Stowe

History of the Town of Hubbardston, 1881- 1976, by Leo J. Sullivan

Hubbardston Mass Pictorial, 1829- 1982, by M. Sherback, M. Haynes, J. McCauley

Hubbardston Historic Cultural Resources Survey 1994- 1995, by Margaret Hepler

Images of America, Hubbardston, by Gary W. Kangas

Hubbardston, MA, The Legacy of a Town...A Family, A Way of Life (2 set DVD), Gary Kangas

ABOUT HUBBARDSTON

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

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

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

Year Incorporated: 1767
Tax Rate: \$13.03
Operating Budget: \$10,206,382M Open Town Meeting Government Five Member Select Board
Area: 41.03 square miles
Births: 57
Deaths: 43
Marriages: 16

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Follow us on social media: @TownofHubbardston @HubbardstonMA TOWN OF HUBBARDSTON

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

ELECTED OFFICIALS

Board of Assessors- 3 members for terms of 3 years

John Prentiss (Chair) - 2025

Albert Afonso - 2026

Jeffrey Young - 2024

Board of Health- 5 members for terms of 3 years

Catherine Hansgate (Chair) - 2025

Laurie DeMalia – 2024

Judie O'Donnell - 2026

Liz Putelis - 2024

Select Board- 5 members for terms of 3 years

Jeffrey L. Williams (Chair) – 2024

Kris Pareago - 2025

Katie Young - 2026

Peter Walker – 2025

Heather Munroe - 2024

Cemetery Commission- 3 members for terms of 3 years

Paul F. Sweeney (Chair) - 2025

Raven Kaldera - 2026

David Melville - 2024

Finance Committee- 5 members for terms of 3 years

Susan Rayne (Chair) - 2024

Charles Reed - 2026

Amit Kaul - 2025

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

Maria Tourigny 2024

Katie Young – Ex-Officio 2024

Alice Livdahl – Ex-Officio 2024

Danielle Arakelian – Ex-Officio 2024

Josh Lerner – Ex-Officio 2024

Moderator- 1 person for a term of 3 years

Rene M. Lafayette – 2025

Park Commissioners- 5 members for terms of 3 years

Sanda Barry (Chair) - 2024

Eric Gemborys - 2024

Jessie Alexander - 2024

Joshua Tenpenny - 2025

Planning Board- 5 members for terms of 5 years

Kristofer Munroe (Chair) - 2026

William Homans- 2028

John DeMalia Jr. - 2027

Francois Steiger - 2024

Kristofer Munroe – 2026

Erica Dack – 2025

Peter Russell (Associate Member) - 2024

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

Debra Chamberlain - 2026

Joanne Cormier - 2024

Mark Wigler – 2025

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

Morgan Brinker - 2025

Krista Goguen - 2026

Connie Strittmatter - 2024

Edward Cronin - 2025

Thomas F. Robinson - 2024

Lucinda Oates - 2026

APPOINTED OFFICIALS

Accountant

Kelli Pontbriand

Agricultural Commission- 5 members for terms of 3 years

Thomas Colyer - 2024

Keith Tetreault - 2024

Jane Abbott - 2024

Catherine Hansgate - 2026

Animal Control Officer

Cheryl Slack – 2024

Kristen Salerno - 2024

Autumn Brown - 2024

Animal Inspector

Kristen Salerno - 2024

Cheryl Slack - 2024

Autumn Brown - 2024

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

Marcia Howlett - 2024

Candace Livingston - 2024

Joyce Green - 2024

Building Commissioner/Private Ways Trench Inspector

Robert Lanciani - 2024

Cable Advisory Committee – 4 Members 1-year Term

Albert Afonso (Chair) - 2024

Gary Kangas - 2024

Capital Improvement Planning Committee

William Murray – 2024

Francois Steiger – Ex-Officio 2025

Charles Reed – Ex-Officio 2025

Community Preservation Committee- 3-year term

Danielle Arakelian (Member at Large) - 2025

Sanda Barry (Parks Commission) - 2026

Deloris Ordway (Historical Commission) - 2026

Mary Varterisian (Member at Large) – 2026

Francois Steiger (Planning Board) - 2026

Susan Worth (Member at Large) - 2025

Conservation Commission-3-year term

Richard Green (Chair) - 2024

Anthony Coppola - 2025

Tomas Larson - 2024

Richard Clapham - 2026

Bryan LaRochelle - 2026

Constables – 3-year term

Bella Kaldera - 2025

Paul F. Sweeney – 2024

Albert Afonso - 2024

Council on Aging- 9 members for terms of 3 years

MaryEllen Shaughnessy - 2024

William Lipka - 2024

Nancy Afonso – 2026

Kenneth Horvath (Treasurer) – 2026

Susan Breagy - 2026

Florence Pervier - 2026

Lorraine Michals - 2026

John Nason - 2024

Council on Aging Director

Claudia Provencal - 2024

Cultural Council - 5 members for terms of 3 years

Jonathan Brinker (Chair) - 2025

Laura Foley - 2026

Joseph Moisan - 2026

Edward Cronin - 2026

Connie Strittmatter - 2026

Department of Public Works Director/Trench Inspector Public Ways

Travis Brown

Economic Development Committee – 3-year term

Whitney Friberg - 2024

Danielle Giardina – 2024

Monet Proulx – 2024

Kristofer Munroe – 2023

Katie Young – Ex-Officio 2025

Emergency Management Planning Committee

Dennis O’Donnell (Director) - 2023

Judith O’Donnell (Asst Director) - 2023

Travis Brown - 2023

Robert Hayes Jr. - 2023

Ryan Couture - 2023

Scott Janssens - 2023

Executive Assistant

Toni Walker

Financial Assistant

Roberta Thibault

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

Robert Hayes Jr.

Historical Commission- 5 members for terms of 3 years

Gary Kangas- (Chair) - 2024

Barbara Carpenter - 2024

Brianna Whitney – 2024

Carol Whitney (Alternate) - 2024

Martha Holgerson - 2026

Ernest Newcomb – 2025

Doloris Ordway - 2025

MART Advisory Board

Ryan McLane - 2023

Memorial Day Committee

William Shea - 2024

Richard Breagy – 2024

Susan Breagy – 2024

Tom Colyer – 2024

Claudia Provencial - 2024

John Nason - 2024

Montachusett Joint Transportation Committee

Travis Brown - 2023

Montachusett Regional Planning Commission Representative

Jeff Williams - 2024

Montachusett Regional Vocational Technical School Committee

Scott Carigan - 2024

Open Space Committee

Robert Hatch - (Chair) - 2026

Stephanie Frend - 2026

Mark Kresge - 2025

Susan Worth - 2025

Rick Jones – 2025

Todd Livdahl – 2025

Tim Hawley – 2024

Parking Clerk

Mary Markowski

Police Chief

Ryan Couture

Plumbing/Gas Inspector

Jim Imprescia - 2023 Edward
Tonet - 2023

Sexual Harassment Officers

Ryan Couture - 2023 Candace
Livingston - 2024

Special Events Advisor

Katie Young

Treasurer/Collector

Sandra Nason

Town Administrator

Nathan R. Boudreau

Town Clerk

Candace Livingston

Town Counsel

K-P Law

Tree Warden

Eric Gemborys

Veteran's Agent

Sheila Pelletier / Lauren Wright

Zoning Board of Appeals

Scott Jannssens (Chair) - 2025

William Homans - 2024

Albert Alfonso - 2026

Gail Orciuch - 2024

Dave Leger - 2026



Hubbardston
Massachusetts

ADMINISTRATION



SELECT BOARD



We are pleased to report on another successful year for the Town of Hubbardston thanks to the dedicated efforts of our staff, volunteers, and elected officials. 2023 was a transitional period that presented new challenges as well as opportunities, which we on the Select Board and Town departments addressed through thoughtful teamwork, transparency with the public, and prudent fiscal stewardship.

The past year brought significant changes to Hubbardston’s municipal leadership. We welcomed Nathan Boudreau as Town Administrator, Ryan Couture as Police Chief, Sgt. Donald Blood, Mary Markowski as Treasurer Collector, Robert “Duffy” Lanciani as Building Commissioner, Candace Livingston as Town Clerk, Lauren Wright as Veterans Agent and other talented individuals to key local government roles. This influx injected fresh energy and ideas into how we govern for the people of Hubbardston. Over the year our newly configured staff rallied around shared goals of upgrading infrastructure, overseeing the budget responsibly, delivering quality services and more. With experience now working collaboratively, this municipal team is poised to lead Hubbardston toward an exciting, prosperous future.

2023 Select Board Members
Jeff Williams, Chair
Katie Young, Vice Chair
Heather Munroe, Clerk
Kris Pareago, Member
Peter Walker, Member

Elevating public participation and engagement became a priority in 2023. We launched “Hubbardston Headlines,” a monthly local access update reviewing local happenings to foster a well-informed citizenry. Financial reports were also published regularly online detailing budget health, revenue/spending, department allocations, and more, enabling residents to closely monitor use of tax dollars. Our user-friendly Laserfiche portal improved access to records so citizens can easily view and download public documents. Through these ongoing efforts, we aim to make Hubbardston top-of-class in open, participatory local governance. In 2024, we eagerly anticipate expanding public forums, open houses, and online tools to foster connections with you, our fellow residents. Please share your thoughts and suggestions as we strive to serve you even better.



Several initiatives advanced in 2023 to upgrade infrastructure, address budget issues, and lay the groundwork for future improvements. A Public Safety Building Committee was convened and has made strong progress developing feasible public safety infrastructure plans. A Structural Deficit Working Group also formed to collaborate with the Town Administrator on long-term fiscal stability. Environmental remediation planning for the Pitcherville pits moved forward, and early-stage planning began on a Municipal Aggregation program to leverage energy cost savings for local residents and businesses.

We were thrilled to personally welcome two new local businesses this past year – Journey Within yoga studio and Hubbardston Storage Solutions self-storage facility. The opening of these establishments speaks to Hubbardston’s economic potential and civic charm. We strive to make the licensing and permitting process more clear and convenient to attract a diversity of businesses to town. Hubbardston aims to foster an environment where appropriate entrepreneurship and innovation can flourish.





We also made critical infrastructure investments this past fiscal year exceeding \$500,000 to sustain and upgrade public assets. Key projects included resurfacing deteriorating roads and sidewalks along Pitcherville Road, Birches Road, Cross Road, Brigham Street and downtown Main Street, in coordination with MassDOT. The Town strategically utilized state funding and capital reserves to replace the aged DPW garage roof to better protect vital equipment from damage and weather, enabling ongoing road maintenance efforts. Additionally, a crucial new ambulance was purchased to update emergency response capabilities.

Facilities assessments were completed on buildings like the historic Hubbardston Public Library to inform necessary preservation work in the coming years. We also continued our annual plan to upgrade computer systems with modern hardware and software to bolster staff productivity and cybersecurity across the organization. Check out the Capital Improvement Plan for a full rundown of past and upcoming projects.

The multi-million dollar state grant funded Town Center Revitalization Project also neared completion in 2023 after considerable work enhancing accessibility, safety and aesthetics in the downtown district. Improvements included new sidewalks, lighting, landscaping and utility upgrades.

By responsibly allocating both Town and external funds toward reinvestment in aging infrastructure, Hubbardston can sustain quality services, meet evolving community needs and maintain our charming rural character - while controlling costs and taxes overtime.

Goals for upcoming years focus on increasing revenue, eliminating the budget deficit, boosting participation, supporting personnel needs, gaining efficiencies, upgrading buildings and expanding economic opportunities. We aim to explore new funding sources, design a metrics-based deficit reduction plan, offer staff development, streamline procedures and prioritize infrastructure needs. Achieving this agenda relies on continued teamwork between municipal leaders, employees, and engaged residents.



We welcome engaged citizens who want to serve their community. Prior experience is helpful but not required. Training and mentorship opportunities are available for residents looking to get involved. Please click [here](#) to view current openings. To be considered, fill out either the Appointment Request Webform or the paper application and return it to the Select Board Office. Don't hesitate to contact the Select Board, Committee Chair, or Town Administrator Nathan Boudreau with any questions. Your involvement and insights make a real difference in sustaining the vibrancy, responsiveness and continuous improvement of Hubbardston!

We deeply appreciate the efforts of Town staff who maintain operations in all conditions while managing complex regulations, expanding services, and emerging challenges. Equal gratitude goes out to our volunteers serving on Hubbardston's boards and committees. Our collective contributions make Hubbardston a special place to call home, both now and for generations to come.

Respectfully Submitted,

Members of the Hubbardston Select Board

BOARD OF ASSESSORS

The Town of Hubbardston's tax rate decreased this year by \$0.97 per thousand dollars of valuation in FY23, with the tax rate being set at \$13.03. The tax rate has dropped incrementally over the last 4 fiscal years, representing the Town departments' impressive efforts to keep their budgets balanced. Valuations have continued to trend upward, reflecting a lively real estate market with limited inventory. Assessments must be maintained at or near their market valuation as per Department of Revenue (DOR) guidelines. They are based on a "full and fair cash value" of the property as of Jan. 1st, preceding each fiscal year.

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

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

Respectfully Submitted by:
Board of Assessors, 2024
John K. Prentiss, Chairman
Albert Afonso, Member
Jeffrey Young, Member

Fiscal Year 2023 Assessments and Property Tax Revenue Summary

<u>Property Class</u>	<u>Levy %</u>	<u>Valuation by Class</u>	<u>Tax Rate</u>	<u>Tax Levy</u>
Residential	94.0405	\$581,275,887	\$13.03	\$7,574,019.81
Commercial	2.1637	13,373,933	\$13.03	\$174,264.35
Industrial	0.8159	\$5,043,200	\$13.03	\$65,712.57
Personal Property	2.9799	\$18,418,860	\$13.03	\$240,001.08
TOTALS	100.0000	\$618,111,880		\$8,053,997.81

Valuation and Tax History

<u>Fiscal Yr</u>	<u>Tax Rate</u>	<u>Total Valuation</u>	<u>Accounts</u>	<u>Tax Levy</u>	<u>Change%</u>
2023	\$13.03	\$618,111,880	2,355	\$8,053,997.81	4.521
2022	\$14.00	\$550,403,366	2,376	\$7,705,647.12	3.116
2021	\$14.81	\$504,573,152	2,366	\$7,472,728.39	2.797

Abstract of Assessments

<u>Property Class Code & Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
101 Residential Single Family	1,452	\$515,361,490	\$354,932.16
102 Residential Condominiums	128	\$27,679,000	
Miscellaneous Residential	11	\$3,463,500	
104 Residential Two Family	29	\$10,705,300	
105 Residential Three Family	4	\$2,119,899	
111-125 Apartments	2	\$933,300	
130-132 & 106 Vacant Land	476	\$12,747,260	
300-393 Commercial	29	\$6,866,100	
400-452 Industrial	15	\$5,043,200	
501-552 Personal Property	39	\$18,418,860	
600-821 Chapter 61, 61A, 61B	132	\$1,116,533	
012-043 Mixed Use Properties	38	\$13,657,438	
TOTALS	2,355	\$618,111,880	
Exempt	282	\$45,432,684	

Assessors' Account for Exemptions and Abatements

<u>Description</u>	<u>FY2023</u>	<u>FY2022</u>	<u>FY 2021</u>
Assessors' Overlay	\$56,258.81	\$64,347.12	\$67,278.67
Charges through 6/30	\$57,980.29	\$56,556.17	\$61,631.21
Overlay Bal. through 6/30	\$73,987.00	\$70,857.86	\$67,278.67
Potential ATB Liability	\$85,990.39	\$128,299.50	\$251,959.37

New Growth Revenues

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>PY Tax Rate</u>	<u>New Revenue</u>
2023	\$5,958,736	\$14.00	\$83,422
2022	\$3,090,776	\$14.81	\$45,775
2021	\$1,250,894	\$14.82	\$18,538

TOWN OF HUBBARDSTON

Combined Balance Sheet
as of June 30, 2023

	Governmental Fund Types			Fiduciary	Account	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	
ASSETS						
Cash and cash equivalents	1,478,480.15	1,187,500.10	207,536.08	2,215,109.23		5,088,625.56
Receivables:						
Personal property taxes	30,577.08					30,577.08
Real estate taxes	100,271.74	806.88				101,078.62
Allowance for abatements and exemptions	(69,396.09)					(69,396.09)
Tax liens	433,779.20	1,191.47				434,970.67
Motor vehicle excise	85,439.35					85,439.35
User fees	258,990.46					258,990.46
Special assessments		47,351.44				47,351.44
Due from other governments			446,854.22			446,854.22
Foreclosures/Possessions	128,801.38					128,801.38
Amounts to be provided - payment of bonds					110,000.00	110,000.00
Total Assets	<u>2,446,943.27</u>	<u>1,236,849.89</u>	<u>654,390.30</u>	<u>2,215,109.23</u>	<u>110,000.00</u>	<u>6,663,292.69</u>
LIABILITIES AND FUND EQUITY						
Liabilities:						
Warrants payable	47,238.86	117,432.66		337.70		165,009.22
Accrued payroll	84,501.62	3,201.09				87,702.71
Withholdings	(4,283.97)					(4,283.97)
Due from other governments			446,854.22			446,854.22
Other liabilities	(7,626.58)					(7,626.58)
Deferred revenue:						
Real and personal property taxes	39,340.85	806.88				40,147.73
Tax liens	433,779.20	1,191.47				434,970.67
Foreclosures/Possessions	128,801.38					128,801.38
Motor vehicle excise	85,439.35					85,439.35
User fees	258,990.46					258,990.46
Special assessments		47,351.44				47,351.44
Tailings	24,566.76					24,566.76
Agency Funds				913,209.98		913,209.98
Notes payable			1,600,000.00			1,600,000.00
Vacation and sick leave liability					110,000.00	110,000.00
Total Liabilities	<u>1,090,747.93</u>	<u>169,983.54</u>	<u>2,046,854.22</u>	<u>913,547.68</u>	<u>110,000.00</u>	<u>4,331,133.37</u>
Fund Equity:						
Reserved for encumbrances	11,585.00					11,585.00
Reserved for continuing appropriations	74,354.68	58,062.60				132,417.28
Reserved for expenditures	544,753.00					544,753.00
Reserved for appropriation deficit		(14,354.93)				(14,354.93)
Reserved for petty cash	115.00					115.00
Reserved for COVID-19 deficit		(142,801.58)				(142,801.58)
Reserved for Perm Trust Funds				152,800.94		152,800.94
Undesignated fund balance	725,387.66	1,165,960.26	(1,392,463.92)	1,148,760.61		1,647,644.61
Total Fund Equity	<u>1,356,195.34</u>	<u>1,066,866.35</u>	<u>(1,392,463.92)</u>	<u>1,301,561.55</u>	<u>0.00</u>	<u>2,332,159.32</u>
Total Liabilities and Fund Equity	<u>2,446,943.27</u>	<u>1,236,849.89</u>	<u>654,390.30</u>	<u>2,215,109.23</u>	<u>110,000.00</u>	<u>6,663,292.69</u>

	<u>Final</u> <u>Budget</u>	<u>Expenses</u>	<u>Carried Forward</u> <u>Fiscal 2024</u>	<u>Closed</u> <u>Surplus</u>
Moderator				
Personnel	\$ 100.00	\$ 100.00		\$ -
Select Board				
Personnel	\$ 23,223.56	\$ 23,223.56		\$ -
Employee Support	\$ 819.00	\$ 819.00		\$ -
Services	\$ 74,985.06	\$ 74,985.06		\$ -
Supplies	\$ 4,382.38	\$ 4,379.78		\$ 2.60
Town Administrator				
Personnel	\$ 104,115.00	\$ 98,035.93		\$ 6,079.07
Employee Support	\$ 6,600.00	\$ 4,672.29	\$ 355.00	\$ 1,572.71
Finance Committee				
Expenses	\$ 163.00	\$ 163.00		\$ -
Reserve Fund	\$ -	\$ -		\$ -
Town Accountant				
Services	\$ 47,705.00	\$ 41,265.00		\$ 6,440.00
Supplies	\$ 300.00	\$ 300.00		\$ -
Board of Assessors				
Employee Support	\$ 300.00	\$ 300.00		\$ -
Services	\$ 80,801.00	\$ 80,799.96		\$ 1.04
Supplies	\$ 675.00	\$ 120.00		\$ 555.00
Treasurer/Collector				
Personnel	\$ 107,084.00	\$ 106,893.72		\$ 190.28
Employee Support	\$ 486.25	\$ 486.25		\$ -
Services	\$ 8,909.07	\$ 7,955.06	\$ 360.00	\$ 594.01
Supplies	\$ 6,574.68	\$ 5,173.54	\$ 575.00	\$ 826.14
Other	\$ 2,000.00	\$ 1,902.54		\$ 97.46
Information Technology				
Services	\$ 84,800.00	\$ 84,701.86		\$ 98.14
Town Clerk				
Personnel	\$ 55,970.94	\$ 55,970.94		\$ -
Employee Support	\$ 165.00	\$ 165.00		\$ -
Services	\$ 697.56	\$ 688.43		\$ 9.13
Supplies	\$ 11,811.50	\$ 11,811.50		\$ -
Economic Development				
Personnel	\$ -	\$ -		\$ -
Services	\$ -	\$ -		\$ -
Building and Maintenance				
Personnel	\$ 7,968.51	\$ 7,963.18		\$ 5.33
Services	\$ 35,397.49	\$ 35,397.49		\$ -
Police Dept				
Personnel	\$ 639,971.00	\$ 639,947.53		\$ 23.47
Employee Support	\$ 37,650.00	\$ 34,310.99		\$ 3,339.01
Services	\$ 13,470.00	\$ 10,623.90		\$ 2,846.10
Supplies	\$ 16,050.00	\$ 15,842.12		\$ 207.88
Fire Dept				
Personnel	\$ 453,149.84	\$ 453,149.84		\$ 21 -

Employee Support	\$ 3,000.00	\$ 2,614.49	\$ 385.51
Services	\$ 22,000.00	\$ 21,714.86	\$ 285.14
Supplies	\$ 25,500.00	\$ 15,125.52	\$ 10,374.48
Other	\$ 6,662.16	\$ 6,155.00	\$ 507.16
Ambulance			
Services	\$ 45,293.65	\$ 43,962.69	\$ 1,330.96
Supplies	\$ 14,822.35	\$ 14,822.35	\$ -
Other	\$ 7,500.00	\$ 6,854.07	\$ 645.93
Land Use			
Personnel	\$ 86,382.00	\$ 73,276.45	\$ 13,105.55
Employee Support	\$ 500.00	\$ -	\$ 500.00
Services	\$ 1,526.00	\$ 1,525.27	\$ 0.73
Supplies	\$ 1,500.00	\$ 1,273.83	\$ 226.17
Emergency Management			
Personnel	\$ 1,133.00	\$ -	\$ 1,133.00
Services	\$ 500.00	\$ -	\$ 500.00
Supplies	\$ 833.00	\$ 709.02	\$ 123.98
Animal Control			
Services	\$ 19,022.00	\$ 19,022.00	\$ -
Tree Warden			
Personnel	\$ 1,900.00	\$ 1,900.00	\$ -
Supplies	\$ -	\$ -	\$ -
Dispatch Services			
Services	\$ 107,857.00	\$ 107,856.93	\$ 0.07
Education			
Quabbin Assessment	\$ 5,424,929.00	\$ 5,424,928.65	\$ 0.35
Monty Tech Assessment	\$ 497,609.00	\$ 497,609.24	\$ (0.24)
Quabbin Roof Repair	\$ 28,512.00	\$ 28,511.71	\$ 0.29
DPW			
Personnel	\$ 331,273.04	\$ 331,273.04	\$ -
Employee Support	\$ 16,204.64	\$ 16,204.64	\$ -
Services	\$ 94,652.32	\$ 84,892.23	\$ 9,760.09
Supplies	\$ 153,731.00	\$ 128,287.18	\$ 15,148.82
Intergovernmental	\$ 8,000.00	\$ 7,575.00	\$ 425.00
Other	\$ 600.00	\$ 489.91	\$ 110.09
DPW Snow & Ice			
Personnel	\$ 42,700.43	\$ 42,700.17	\$ 0.26
Services	\$ 7,380.00	\$ 7,380.00	\$ -
Supplies	\$ 209,964.57	\$ 209,964.57	\$ -
Municipal Lights			
Services	\$ 6,000.00	\$ 5,496.11	\$ 503.89
Cemetery			
Supplies	\$ 1,300.00	\$ 1,052.45	\$ 247.55
Council on Aging			
Personnel	\$ 16,536.00	\$ 16,384.40	\$ 151.60
Services	\$ 2,500.00	\$ 2,498.93	\$ 1.07
Supplies	\$ 1,900.00	\$ 1,869.33	\$ 30.67
Veterans Services			
Employee Support	\$ 80.00	\$ 80.00	\$ 22 -

Services	\$ 5,044.12	\$ 5,044.12	\$ -	
Supplies	\$ 1.04	\$ 1.04	\$ -	
Other	\$ 737.92	\$ 737.53	\$ 0.39	
Library				
Personnel	\$ 45,711.00	\$ 42,933.00	\$ 2,778.00	
Employee Support	\$ 310.00	\$ 232.00	\$ 78.00	
Services	\$ 19,510.00	\$ 19,345.70	\$ 164.30	
Supplies	\$ 19,886.00	\$ 19,736.41	\$ 149.59	
Recreation				
Supplies	\$ 2,500.00	\$ 2,406.13	\$ 93.87	
Agriculture Commission				
Supplies	\$ 300.00	\$ 293.63	\$ 6.37	
Historical Com.				
Expense	\$ 200.00	\$ -	\$ 200.00	
Debt				
Short Term Debt Principal	\$ 50,000.00	\$ 50,000.00	\$ -	
Short Term Interest	\$ 7,975.00	\$ 7,209.89	\$ 765.11	
Long Term Debt Principal	\$ 180,488.00	\$ 180,000.00	\$ 488.00	
Long Term Debt Interest	\$ 5,400.00	\$ 5,400.00	\$ -	
Employee Benefits				
Health Insurance	\$ 205,000.00	\$ 204,230.55	\$ 769.45	
Liability Insurance	\$ 133,028.00	\$ 133,015.00	\$ 13.00	
SS Medicare	\$ 31,864.00	\$ 28,557.41	\$ 3,306.59	
Unemployment Comp	\$ 380.00	\$ 380.00	\$ -	
Worcester Regional Retirement	\$ 351,383.00	\$ 351,383.00	\$ -	
Transfers to Other Funds				
Special Revenue	\$ -		\$ -	
Prior Year Encumbrances				
Expense	\$ 21,299.03	\$ 21,299.03	\$ -	
Special Articles				
Master Plan Consultant	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -
Library Foundation Repair	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -
Slade Building Parking Lot	\$ 18,000.00	\$ 18,000.00		\$ -
DPW Exhaust Mitigation	\$ 26,000.00	\$ -		\$ 26,000.00
Fire Turnout Gear	\$ 12,536.00	\$ 9,402.64	\$ 3,133.36	\$ -
Fire Utility Pick Up	\$ 46,000.00	\$ 45,905.05		\$ 94.95
DPW Mini Excavator	\$ 50,000.00	\$ 49,500.00		\$ 500.00
DPW Road Repairs	\$ 100,000.00	\$ 100,000.00		\$ -
DPW Plow Truck	\$ 150,000.00	\$ 150,000.00		\$ -
Cemetery Backpack Blower	\$ 500.00	\$ -	\$ 500.00	\$ -
Police Cruiser	\$ 71,000.00	\$ 69,071.71		\$ 1,928.29
Police Air Conditioning	\$ 25,000.00	\$ 18,900.00		\$ 6,100.00
Recreation Basket Ball Court	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -
Treasurer Tax Title Research	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -
Environmental Study Map3Lot57	\$ 49,650.00	\$ 11,928.68	\$ 37,721.32	\$ -
Prior Year Bills	\$ 19,107.40	\$ 19,107.40		\$ -
Town Center Project	\$ 10,000.00	\$ 1,000.00	\$ 9,000.00	\$ -
General Fund Totals	\$ 10,698,938.51	\$ 10,491,177.43	\$ 76,939.68	\$ 121,821.40

Community Preservation

Administrative Costs	\$ 5,350.00	\$ 453.75		\$ 4,896.25
ATM 2016 Affordable Housing	\$ 23,194.46	\$ 23,194.46		\$ -
ATM 2016 Lib Long Range Plan	\$ 2,500.00	\$ -	\$ 2,500.00	\$ -
ATM 2019 Library Foundation	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -
ATM 2019 Curtis Recreation Field	\$ 12,026.50	\$ 1,471.68	\$ 10,554.82	\$ -
ATM 2021 Library 1st Floor Rehab	\$ 19,362.78	\$ 2,355.00	\$ 17,007.78	\$ -
ATM 2021 Library Brick Repair	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -
STM 2021 Evangelical Church	\$ 15,000.00	\$ 15,000.00		\$ -
STM 2021 Evangelical Church	\$ 85,000.00	\$ 85,000.00		\$ -
ATM 2022 Play Ground Debt	\$ 32,520.00	\$ 32,520.00		\$ -
ATM 2022 Library Roof Debt	\$ 20,972.00	\$ 20,972.00		\$ -
ATM 2022 Habitat Building Matl	\$ 25,000.00	\$ 25,000.00		\$ -
Community Preservation Totals	\$ 268,925.74	\$ 205,966.89	\$ 58,062.60	\$ 4,896.25

General Fund Revenue Received 2023

PERSONAL PROPERTY - 2019	\$	1,866.21
PERSONAL PROPERTY - 2020	\$	1,986.64
PERSONAL PROPERTY - 2022	\$	230.48
PERSONAL PROPERTY - 2023	\$	299,020.48
REAL ESTATE - 2022	\$	64,517.49
REAL ESTATE - 2023	\$	7,698,025.87
MOTOR VEHICLE EXCISE PRIOR YEARS	\$	102.50
MOTOR VEHICLE EXCISE - 2017	\$	25.00
MOTOR VEHICLE EXCISE - 2019	\$	275.04
MOTOR VEHICLE EXCISE - 2020	\$	1,552.18
MOTOR VEHICLE EXCISE - 2021	\$	8,860.51
MOTOR VEHICLE EXCISE - 2022	\$	108,443.45
MOTOR VEHICLE EXCISE - 2023	\$	633,277.80
PENALTIES & INTEREST TAXES	\$	24,138.26
PAYMENT IN LIEU OF TAXES	\$	409,957.21
AMBULANCE REVENUE	\$	166,483.16
COLLECTOR DEMAND FEES	\$	34,944.00
TREASURER FEES	\$	2,184.00
TAX COLLECTOR FEES	\$	5,993.75
POLICE FEES	\$	14,293.20
FIRE FEES	\$	4,998.55
DPW FEES	\$	1,200.00
BOARD OF HEALTH	\$	6,465.50
TOWN CLERK FEES	\$	2,560.50
MISCELLANEOUS FEES	\$	695.00
ALCOHOL LICENSE	\$	3,345.00
MISCELLANEOUS LICENSE	\$	100.00
DOG LICENSE	\$	7,747.87
BUILDING PERMITS	\$	52,636.94
GAS PERMITS	\$	1,375.75
WIRING PERMITS	\$	8,701.25
PLUMBING PERMITS	\$	1,816.75
MISCELLANEOUS PERMITS	\$	309.50
UNRESTRICTED GOVERNMENT AID	\$	521,806.00
VETERANS & ELDERLY EXEMPTION	\$	5,522.00
STATE OWNED LAND	\$	101,466.00
VETERANS BENEFITS	\$	536.00
OTHER STATE AID	\$	1,318.67
VARIOUS FINES AND FEES	\$	1,733.33
SALE OF SURPLUS	\$	125.00
INVESTMENT INCOME	\$	11,380.95
TAX LIENS	\$	43,358.83
PENALTIES & INTEREST TAX TITLE	\$	25,631.26
MISCELLANEOUS REVENUE	\$	3,792.76
	\$	<u>10,284,800.64</u>

SPECIAL REVENUE FUNDS

Peg Access	\$	107,164.39	
Transportation Network	\$	52.80	
Wetlands Protection	\$	15,723.26	
Law Enforcement Trust	\$	5,576.86	
Community Playground	\$	5,643.94	
Holden Hospital	\$	49,116.50	
Information Center/Memorial Park	\$	314.55	
Library Dog Fund	\$	20.62	
Agricultural Donations	\$	20.00	
Cheste Mowrey Fund	\$	148.53	
COA Donations	\$	37,892.97	
History Donations	\$	2,028.00	
Library Donations	\$	16,239.64	
Memorial Day Donation	\$	649.48	
Open Space Donations	\$	348.34	
Police Department Gift	\$	620.16	
Ryder Property	\$	4,125.32	
Veterans Memorial	\$	1,856.93	
BOH Revolving	\$	23,438.78	
Conservation Revolving	\$	3,377.19	
Driveway Permit Revolving	\$	42,795.92	
Grave Opening Revolving	\$	3,775.00	
Late Dog Fees Revolving	\$	3,619.82	
Mart Revolving	\$	2,094.27	
Open Burning Permit Revolving	\$	6,423.96	
Planning Board Revolving	\$	131.49	
Plumbing & Gas Inspector Revolving	\$	1,525.39	
Recycling Revolving	\$	3,327.08	
Septic Revolving	\$	(11,122.25)	
Special Events Revolving	\$	25,587.76	
Wiring Inspector Revolving	\$	11,411.85	
Parks and Recreation Revolving	\$	1.83	
Title V Fund	\$	127,783.48	
Police Vest Grant	\$	(898.01)	
WRAP Grant	\$	335.61	
DPW Roof Grant	\$	50,000.00	
COVID 19	\$	(142,801.58)	
ARPA Funds	\$	388,177.65	
Economic Development	\$	1,124.00	
Election Grant	\$	1,459.36	
Fire Training Grant	\$	1,190.43	
Green Community Grant	\$	(32,150.68)	
Citizens Core Grant	\$	(2,925.00)	
Cultural Council Grant	\$	6,105.10	
Elder Formula Grant	\$	1,220.91	
Library State Aid	\$	40,741.17	
Senior Building	\$	5,345.57	
GFA News Letter	\$	267.90	
FireFighter Gear Grant	\$	(12,500.00)	\$ 796,406.29

COMMUNITY PRESERVATION

Designated for Projects	\$	58,062.60
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Remaining Balance	\$ 212,397.46	\$ 270,460.06
CAPITAL PROJECTS		
Chapter 90	\$ 16,201.37	
School Roof Project	\$ (1,058,665.29)	
Various Capital Projects	\$ (350,000.00)	\$ (1,392,463.92)
EXPENDABLE TRUSTS & AGENCY FUNDS		
Police Detail	\$ (29,255.00)	
Fire Arms License	\$ 3,025.00	
Deputy Collector	\$ (99.00)	
Borrego/Clearway Project	\$ 3,294.01	
True Green Capital	\$ 1,348.62	
Restoration Bond Pitch Gravel	\$ 6,856.92	
Performance Bond Pitch Gravel	\$ 9,436.88	
Performance Bond Friends Farm	\$ 21,204.64	
Performance Bond Mare Meadow	\$ 645.16	
Performance Bond Lead the Way	\$ 4,066.90	
Performance Bond Borrego Solar	\$ 110,524.11	
Performance Bond Hubbardston Solar	\$ 156,462.74	
Performance Bond KS Solar Escrow	\$ 105,599.62	
Performance Bond Seaboard Solar	\$ 51,036.51	
Performance Bond Borrego	\$ 453,870.50	
Royalston Farm Legal Fees	\$ 1,023.96	
Industrial Tower & Wireless	\$ 3,744.64	
Curtis Construction	\$ 9,020.40	
Casella Organics	\$ 379.11	
Royal Sun Farm LLC	\$ (3,635.00)	
Papercranes LLC	\$ 4,996.96	\$ 913,547.68
Evergreen Cemetery Trust	\$ 9,923.98	
Clark Cemetery Trust	\$ 1,224.53	
Forest Hill Cemetery Trust	\$ 692.79	
Warren Cemetery Trust	\$ 4,026.86	
Pine Grove Cemetery Trust	\$ 8,348.25	
Rural Glenn Cemetery Trust	\$ 13,232.07	
Brookside Cemetery Trust	\$ 64,455.02	
Greenwood Cemetery Trust	\$ 11,854.02	
Lovewell Cemetery Trust	\$ 711.21	
Brookside Sale of Lots	\$ 27,777.51	
New Land Cemetary Trust	\$ 1,042.82	
C Fairman Common	\$ 7,993.55	
Freetown Library Trust	\$ 25,095.99	
Buffum Library Trust	\$ 5,697.74	
Church Library Trust	\$ 3,890.79	
Clark Library Trust	\$ 2,115.15	
Honor Roll Fund	\$ 3,905.52	
Hubbardston Community Park	\$ 4,524.31	
Scholarship Fund	\$ 65,724.62	
Hubbardston Preservation	\$ 13,140.26	
Hubbardston School Fund	\$ 11,504.34	
Country Hen Scholarship	\$ 43,525.12	\$ 330,406.45

STABILIZATION FUNDS

Stabilization	\$ 568,696.59	
Capital Stabilization	\$ 185,657.57	\$ 754,354.16

TRUST FUNDS - PRINCIPAL

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

Total Agency & Trust		\$ 2,215,109.23
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Summary of Collections For 7/01/2022 to 6/30/2023

Year	Excise		Tax
2017	Motor Vehicle Excise Tax	\$	62.50
2019	Motor Vehicle Excise Tax	\$	275.04
2020	Motor Vehicle Excise Tax	\$	1,552.18
2021	Motor Vehicle Excise Tax	\$	10,428.30
2022	Motor Vehicle Excise Tax	\$	115,028.98
2023	Motor Vehicle Excise Tax	\$	640,586.57
	Total Excise	\$	767,933.57

Year	Real Estate		Tax
2022	Real Estate Tax		\$72,411.94
2023	Real Estate Tax		\$7,719,546.56
	Total Real Estate Tax		\$7,791,958.50

2022	CPA	\$	647.36
2023	CPA	\$	81,385.31
	Total CPA	\$	82,032.67

			Principal & Interest
2023	Septic Lien	\$	6,454.08
	Total Septic Lien	\$	6,454.08

Year	Personal Property		Tax
2019	Personal Property Tax	\$	1,866.21
2020	Personal Property Tax	\$	1,986.64
2022	Personal Property Tax	\$	230.48
2023	Personal Property Tax	\$	299,020.48
	Total Personal Property Tax	\$	303,103.81

	Penalties & Interest - All Taxes	\$	23,745.56
	Tax Title Accounts	\$	43,358.83
	Interest on Tax Title Accts	\$	25,631.26

Town Treasurer

FISCAL YEAR 2023
YEAR ENDING 6/30/2023

TRUST FUNDS

CEMETERY FUNDS

Brookside	\$141,105.60
Clark	\$2,778.90
Evergreen	\$30,213.98
Forest Hill	\$2,819.45
Greenwood	\$16,064.76
Lovewell	\$1,383.79
Pine Grove	\$17,648.25
Rural Glen	\$50,598.88
Warren	\$6,682.35
New Land	\$1,047.35

LIBRARY FUNDS

Freetown	\$40,095.99
Clark	\$2,115.15
A. Maria Buffum	\$8,697.74
Charlotte P. Fairman	\$12,993.55
Eliza Church	\$4,890.79

STABILIZATION

Stabilization	\$568,696.62
Municipal Capital	\$185,657.57

HONOR ROLL FUND

\$3,905.52

SCHOOL FUND

\$11,504.34

HUBBARDSTON COMMUNITY PARK

\$4,524.31

C.A.S.H. FUND

\$129,724.62

HUBBARDSTON PRESERVATION

\$11,462.52

COUNTRY HEN SCHOLARSHIP

\$44,525.12

TOTAL TRUST FUNDS

\$1,299,137.15

GENERAL FUND

Recreation	\$689.73
Accounts Payable	\$4,709.84
MMDT	\$19,719.51
Money Market	\$308,343.24
Depository Account	\$186,184.69
Uni MMA	\$846,740.70
Municipal MMDA	\$894,274.98
Online Collections	\$293,451.32
Friends Farm	\$21,204.64
Pitcherville S & G	\$9,437.31
Pitcherville #2	\$6,856.49
Lead the Way	\$4,066.90
Mare Meadow	\$645.16
KS Solar	\$105,599.62
Hubbardston Solar	\$156,462.74
Seaboard Solar	\$51,036.51
Borrego Solar	\$107,805.11
Borrego Williamsville Solar	\$431,160.50
Payroll	-\$20,292.67
CPA	\$219,723.22
Title V	\$121,329.40
Bartholomew Money Market	\$9,621.57
Petty Cash	\$115.00

TREASURER/COLLECTOR						
	Statement of Debt					
	For the Year Ended June 30, 2023					
	Balance			Balance		
<u>Long Term Debt:</u>	July 1, 2022	Issued	Retired	June 30, 2023	Interest	
Public Way - Road Project	\$ 165,000.00		\$ 165,000.00	\$ -	\$ 4,950.00	
Library	\$ 40,000.00		\$ 20,000.00	\$ 20,000.00	\$ 972.00	
Dept Equip - Public Works	\$ 15,000.00		\$ 15,000.00	\$ -	\$ 450.00	
Rainbow's End Playground-CPA	\$ 120,000.00		\$ 30,000.00	\$ 90,000.00	\$ 2,520.00	
TOTAL	\$ 340,000.00	\$ -	\$ 230,000.00	\$ 110,000.00	\$ 8,892.00	
	Balance			Balance		
<u>Short Term Debt:</u>	July 1, 2022	Issued	Retired	June 30, 2023	Interest	
Firetruck	\$ 400,000.00		\$ 50,000.00	\$ 350,000.00	\$ 1,834.39	
Hubbardston Center School Roof	\$ 1,250,000.00			\$1,250,000.00	\$ 5,375.00	
TOTAL	\$ 1,650,000.00	\$ -	\$ 50,000.00	\$ 1,600,000.00	\$ 7,209.39	

Respectfully Submitted,

Mary (Markowski) Leroux

Treasurer/Collector



Hubbardston
Massachusetts

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 Bylaws.

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

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

Robert Lanciani - Building Commissioner/Zoning enforcement Officer - 978-928-1400 Ext 212

E-mail: Hubbbuild@hubbardstonma.us Office Hours - Mondays from 3:00 pm to 6:00 pm

Nancy Perron – Administrative Assistant – 978-928-1400 Ext 215 – E-mail: inspect@hubbardstonma.us

Office Hours – Mondays 1:00 pm to 6:00 pm, Tuesdays 8:00 am to 1:00 pm, First & Third Thursdays 8:00 am to 1:00 pm, Second & Fourth Thursdays 8:00 am to 11:00 am

Darrell Sweeney – Inspector of Wires – E-mail: Dsweeney@gardner-ma.gov - no office hours

Ed Tonet – Inspector of Plumbing and Gas Fitting – E-mail: Hubbardstonplumb@gmail.com – no office hours

Building Permit Types and Number Issued for 1/1/2023-12/31/2023

Building Permits Issued – 208

Electrical Permits Issued – 166

Plumbing Permits Issued – 43

Gas Permits Issued – 67

Revenue Collected - \$84,995.27

Respectfully Submitted,

Nancy Perron

Administrative Assistant for Building



COMMUNITY PRESERVATION COMMITTEE

Annual Town Report 2023

The Community Preservation Act (CPA) is a mechanism for cities and towns to raise capital for specific projects that improve the quality of life for all residents. With matching funds from the state, the money raised can be used for land conservation, historic preservation projects, affordable housing development, and active recreational uses. Hubbardston citizens voted to participate in the CPA in November 2006. Funds are administered through a committee (CPC) comprised of representatives from the three areas of allowed use, as well as at-large members. Information and guidelines, as well as an application form for CPA funds can be found on the town web site. The CPC reviews all applications and those that meet specific guidelines of the CPA coupled with a fiduciary review of CPA income and obligations are recommended to the Selectboard to be voted on by Town Meeting.

Three CPA articles were approved at the **June 6, 2023 ATM**. Two of the three fulfilled debt obligations: one for the library roof project (5th of 5 payments - FY 2024) and the other the Rainbow Playground (3rd of 5 payments - FY 2024). Another article appropriated the FY2024 estimated annual local CPA revenue as required by law. **CPA Fund Report FY2023 (CP-2 Report)** net revenue from the 1.5% property tax surcharge = \$82,493.29
\$82,493.29 + state match of \$28,203.00 + earnings on investments \$5,547.66 = net \$116,243.95
These monies accrue annually and enable the citizens of Hubbardston to preserve our past, enrich our present, and provide means to conserve open space and recreation for today and for future generations.

Projects update:

CPA funds in the amount of \$100,000, a 5 year note at 2.43%, were used in conjunction with town and state funds, to finance the Jonas Clark Library slate roof restoration project. This was approved under Article 14 of the June 2018 Annual Meeting. The 5th payment of 5 = \$20,486 - FY2024, retires this debt. The library trustees are mindful of the importance of preserving our town's "architectural gem" and the necessity of continued stewardship of this landmark building - both interior and exterior. During the summer of 2023 safety signage updates were completed in the interior of the library building from previously allocated CPA funds. The recently rehabilitated Rainbow Playground at Curtis Field provides safe and convenient outdoor recreation for our children. This \$150,000 note was financed at a rate of 2.1% over 5 years. The FY2024 installment, the 3rd of 5 = \$31,890, and is scheduled for payment with two more years remaining on the note. This debt obligation will be retired in FY2026.

In recent years Hubbardston CPA funds have significantly supported projects in each CPA category:
Open Space - Fieldstone Farm, 245 protected acres renamed "Hidden Meadow" on Lombard Road
Recreation – Renovation of the Rainbow End Playground at Curtis Field
Historic - Evangelical Congregational Building Resided
Housing - Habitat for Humanity Home on Ragged Hill Road

We are thankful for the opportunity to strengthen and improve our community. CPA at work!

Respectfully submitted,

Sanda Barry, Chair - Parks Commission
Danielle Arakelian - Member at large
Dolores Ordway - Historic Commission
Francois Steiger - Planning Board
Mary Varteresian - Member at large
Susan Worth - Open Space Committee

Report of the Conservation Commission

The Conservation Commission is comprised of five volunteer members who serve the Town of Hubbardston as the administrators of the Hubbardston General Wetlands By-law, M.G.L Chapter 131, Section 40, 310 CMR 10.00-10.99, the Wetlands Protection Act, and The Rivers Protection Act. The Conservation Commission's goal is to protect the wetland resources within the Town of Hubbardston.

The Current members of the Conservation Commission are:

Richard Green, Chair

Tom Larson

Anthony Coppola

Rich Clapham

Bryan LaRochelle

Resource areas of interest to the Commission are any wetland, marsh, or swamp bordering any river, stream, pond, or lake that also includes the 100 ft buffer zone. Areas that do not have a buffer zone such as land subject to flooding, land under any body of water, certified vernal pools, and the riverfront area are also involved. The Commission reviews any project that could affect flood control, prevention of pollution, wildlife habitats, ground water supply, storm damage prevention, and the protection of both private and public water supply to determine if filing is required.

The determination of the Conservation Commission during a site inspection for any proposed project is whether the project will need to file a Notice of Intent or a Determination of Applicability. These forms are both filed with the Town of Hubbardston and the Central office of the DEP.

This past year the Conservation Commission has completed:

Site Inspections- 10

Request for Determination Hearings- 4

Notice of Intent Hearings- 7

Order of Conditions Provided- 7

Certificate of Compliance- 3

Emergency Certification- 1

The Commission meets the first Tuesday of every month at 7pm, in the Slade Building.

Submitted on behalf of the Conservation Commission,

Patricia Lowe

Land Use Clerk

REPORT OF THE PARKS COMMISSION

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

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

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

The Parks Commission really appreciates everyone's cooperation with helping to keep the Curtis Rec Field Area clean for everyone to enjoy by CARRY IN CARY OUT your trash and picking up trash when you see it. THANK YOU!

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

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

The Parks Commission also holds other events in town yearly:

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

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

Respectfully submitted,
Sanda Barry
Parks Commissioner

Report of the Council on Aging

2023 was a very active year for our Senior Center.

All of our regular programs have encouraged our Seniors to actively participate. Coffee with Friends is now held every morning, along with our Wii-Bowling. Our bowling group meets once per month for competitions with other Senior bowling leagues in Ruland, Sterling, and West Boylston. They are proud to be the champions at the moment!

Bingo on Mondays has a consistent crowd. The Yarn-It-All group meets every Tuesday morning and it's a lovely gathering of people who enjoy each other's company and teach anyone who wants to join them to either knit or crochet. Book Club meets every 4th Wednesday of the month where members have dynamic conversations. The Hubbardston Artisan Group meets every Friday morning. It's wonderful to see the creativity of our seniors.

The Hubbardston Swingin' Singin' Seniors is a lively ensemble of people from all over the area who have held more than 10 concerts during the year. They were in great demand during the holiday season. Concerts were held at churches, Senior Centers and nursing homes in our area.

Our Pitch parties and cribbage games are well attended. Our seniors appreciate the opportunity to meet new people and have fun at the same time. These games are quite competitive, and laughter and animated conversation echoes even next door!

The Country Hen continues to support our seniors by providing eggs every other week for residents of Hubbardston. The senior community appreciates this wonderful act of kindness. A local farmer also adds fresh vegetables for our seniors.

In January, February and March our volunteers started up a Souper Tuesday event that was held every other week, and brought seniors together to enjoy a bowl of hot soup and companionship.

In the spring COA hosted a plant event for seniors to share their plants. A seminar with the Mass Bar Association explaining the different types of trusts and other legal information; and a sing along with Dennis Cormier was enjoyed by many.

Summer was kicked off with Sheriff Evangelidis' annual picnic held at SAC park in Shrewsbury. A bake sale was held during voting by the Friends of the COA. A seminar on what the signs for strokes are was presented, and those who attended were grateful

for the information. A bus trip to see the Sound of Music was coordinated and enjoyed by all those who attended. Blue Cross | Blue Shield also held a seminar on Medicare programs to help those who are retiring or wanting information on new changes for renewal in 2024. Another legal aid seminar was arranged and was quite informative. An end-of-summer barbecue was organized and more than 75 seniors attended.

In the fall, a garden party was hosted at Ron Burton's Camp that was enjoyed by all the seniors who attended. A very successful clothing boutique was organized by the Golden Age Group with many people from the community enjoying the bargains. A bus trip to the Jack-O-Lantern Spectacular at the Roger Williams Zoo was amazing. A delicious spaghetti dinner was held which was appreciated. A second informational Medicare program to help our seniors make informed decisions on their health insurance renewals for 2024 was held. The Friends of the COA received a donation from the Jones family to hold a special Thanksgiving dinner to honor their son. December proved to be a busy month for our seniors. Many Christmas gatherings were held by the groups. A bus trip for a Country Christmas concert was enjoyed by those who joined. A special Christmas morning party was also held with entertainment provided by the Swingin' Singin' Seniors.

Our focus this year truly has been to accumulate the funds needed for the proposed patio/deck which will be attached to the back of the Slade Building. This three-season space will allow more than one program to take place at a time. We have received many in-kind grants and donations to make this happen.

We at the senior center are fortunate to have many volunteers who come to us with different skillsets and who are willing to help our seniors here in town with their knowledge. This could be anything from dealing with the bureaucracy of getting fuel assistance, to help filling out insurance forms, to acquiring medical equipment, and more. We have been partnering with the police department and fire department to help teach our seniors how to stay safe, as they deal with the challenges of aging. Our door is always open for our seniors.

Respectfully submitted,

Claudia Provencal
Director
Council on Aging

Report of the Cultural Council

The Hubbardston Cultural Council is a board of municipally appointed volunteers. The members of the council are: Jonathan Brinkman – Chairman, Connie Strittmatter – Treasurer, Laura Foley - Secretary and members Joseph Moison, and Zoe Morris.

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

The Hubbardston Cultural Council gives priority to:

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

In 2023, the Massachusetts Cultural Council awarded the Hubbardston Cultural Council \$6,575 in grant money which funded 16 programs out of 28 applications. Events were varied by topic and audience. The variety and quality of the activities were in line with our goals and priorities.

Examples of funded programs include:

- Hubbardston Concert in the Park Series
- West African Drumming
- The Rose: Find Your Voice with Pastel Painting
- Art from the Heart
- Support for *Uniquely Quabbin Magazine*
- Magical Potter's Wheel

Events were performed at the Hubbardston Public Library, Hubbardston Center School, Senior Center, Field Day, and the Hubbardston Fair.

Respectfully submitted

Jonathan Brinkman, Chairman

2024 ANNUAL REPORT FROM THE DEPARTMENT OF PUBLIC WORKS

Message from the Director

As we reflect on the accomplishments of the Department of Public Works in 2024, we take pride in the successful completion of various road maintenance projects, including the pavement preservation, drainage repair, and paving of key roads like Birches Road, Cross Road, and Pitcherville Road. These efforts have not only enhanced the safety and quality of our town's infrastructure but have also underscored our commitment to providing top-notch services. However, with every achievement comes its set of challenges. The DPW navigated through obstacles, and we recognize that continuous improvement is vital. We faced unprecedented weather conditions and unforeseen hurdles, yet our dedicated team persevered. We express our heartfelt gratitude to the community for their unwavering support, enabling us to overcome challenges and make significant strides forward. Your trust empowers us to better serve you, and we look forward to building on these achievements for the continued betterment of our town.

The DPW is composed of the Director, a part-time Administrative Assistant, one mechanic, and four truck driver/laborers. Additionally, we have two seasonal winter drivers for winter operations and two seasonal summer employees dedicated to cemetery maintenance. Having meticulously organized and assessed all our operations, we've streamlined productivity to accomplish numerous projects efficiently. The DPW remains steadfast in fulfilling its regular responsibilities for the care and maintenance of all town roads, striving to keep them in the best possible condition. Prioritizing our workload, we aim to maximize our productivity. Notably, this year the DPW acquired a 2023 Ford F250 Director truck outfitted with Emergency lighting to replace the 2009 Ford Explorer (PD cruiser) that had significant rust and no reverse. We deeply appreciate the residents' support, which enables us to enhance our equipment and better serve the community.

Road Maintenance

Chapter 90

The Chapter 90 project for this year was procured at \$524,173.08. \$100,000 of the cost was the approved CIP monies to aid in this project. The project involved pavement preservation, drainage repair, FDR, HMA paving and chipseal of Pitcherville Road, Cross Road, and Birches Road, totaling 2.52 miles of road.

Pavement Preservation

We also hot patched numerous roads around town in which we used the roller and hot box, which helps tremendously. We conducted a pavement preventative maintenance/rejuvenation on Worcester Road, totaling 3.08 miles of road for \$78,540.00. We performed crack sealing on

High Bridge Road, Old Westminster Road, and part of Grimes Road with WRAP monies of \$47,644.74. We have added road millings, at no cost to the Town, to numerous town roads to help aid in getting the water off the road by filling in ruts, filling in potholes, and adding a crown to the road on Williamsville Cut-off Road, Old Colony Road, and Gardner Cut-off Road.

Line Painting

For safety and visibility, we line painted numerous roads in town, including Main Street, Williamsville Road, Barre Road, Burnshirt Road, Elm Street, Brigham Street, New Westminster Road, and New Templeton Road. Additionally, we painted the Slade building parking lot, DPW parking lot, stop bars, slow school markings, and railroad crossings, totaling \$21,238.46. We also added recessed line painting on Worcester Road, Gardner Road, and Old Boston Turnpike, which is a cost savings to the Town as we will not need to repaint them for years to come. This line painting program was included in our TIP Grants and Municipal Paving Program.

Dirt Road Maintenance

We continue to build up our dirt roads using 600 cubic yards of Hard Pack gravel, 19 ton of RAS and safe bind dust control on Root Road, Birches Road, Mt Jefferson Road, Halfrey Road, Streeter Road, George Howard Road, and Old Princeton Road totaling \$11,699.00.

Brine and Salt

We started a brine consortium with the Town of Templeton and the Town of Winchendon to help aid in our winter operations, using less salt and getting better results for the roads in the winter months ahead.

Maintenance Program

We have established a maintenance program, ensuring each road undergoes brush mowing at least once every other year. We have done some road shoulder and ditch line work to correct drainage issues on several roads in town. A lot of the drainage work has been done in preparation of future paving projects. We added a blower on the front of the Trackless machine to clean ditch lines, open basins clogged with leaves and clean off roads from storm debris.

Catch Basin Cleaning

Our proactive approach to infrastructure maintenance includes thorough cleaning of 705 catch basins, totaling an investment of \$19,831. This crucial effort ensures proper drainage and minimizes the risk of road-related issues.

Salt Application Innovation

Embracing innovative practices for winter road maintenance, the DPW has transitioned to a straight salt application, eliminating the use of sand. This strategic shift not only enhances road safety but also reduces environmental impact. Electronic spreader controls have been integrated into all trucks, providing precise control over salt distribution during storms. This technological upgrade improves efficiency, minimizes waste, and ensures optimal road

conditions throughout the winter months. We remain committed to sustainable practices that prioritize both safety and environmental responsibility.

Drainage Work

A lot of the drainage work has been done in preparation of future paving projects. Culvert replacement of rotted culvert pipe prior to paving a road will assure proper drainage years after the pavement life span. The meticulous cleaning of 705 catch basins stands as a testament to our commitment to long-lasting road infrastructure. As we invest in the thorough maintenance of these drainage systems, we recognize their pivotal role in preserving the integrity of our roads. By ensuring that catch basins remain free from debris and functional, we mitigate the risk of water accumulation, potential flooding, and structural damage to roadways. This proactive approach not only enhances road safety but also extends the lifespan of our streets. We firmly believe that a strong drainage system is the foundation for durable roads, and our ongoing efforts in catch basin cleaning will undoubtedly contribute to the sustained resilience and longevity of our town's infrastructure.

Equipment Maintenance

We are committed to maintaining all our equipment in optimal working condition. We have developed strategies to minimize wear and tear and actively pursue ongoing improvements. Addressing routine maintenance issues arising from normal wear and tear is a constant part of our operations. Additionally, we prioritize the undercoating and painting of our equipment to preserve its integrity.

Road Plan

I will consistently assess all town roads and implement necessary repairs. Each road's repair needs have been categorized, complete with a basic cost estimate. We have successfully developed and continue to maintain a 5-year plan for future road repairs, presenting it annually to the Select Board. The DPW has collaborated with Mass DOT in addressing repairs, notably contributing to the ongoing restoration of the Williamsville Bridge through the State Bridge program. Additionally, general road maintenance will be conducted on various roads as time permits.

Cooperation with other Town Boards and Departments

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

The DPW will work hard for the Town and to make the roads the best they can be. We urge residents to call 978-928-1408 with questions, concerns, or ideas. We will do our best to address them promptly and to your satisfaction. You can also follow and like us on Facebook to see what is going on with projects, important information, and road closures.

INVENTORY

2023 Ford F250 (Director Vehicle)
2021 Ford F550 with dump body, angle plow, and stainless spreader
2020 KM8000TEDD Hotbox
2019 20-foot BWISE tilt deck trailer
2018 Freightliner M2 with all season body and power angle plow
2016 16-foot Carry on Trailer
2015 John Deere Loader 544K
2015 Freightliner M2 with all-season body and power angle plow
2015 Carmate Enclosed Utility Trailer
2014 John Deere Z290 Mower
2014 HAMM HD13 Roller
2014 Ford F-450 with dump body and plow
2012 Freightliner 6-wheel dump truck with slide in sander and power angle plow
2010 Utility trailer (Cemetery)
2009 Sterling 6-wheel dump truck with all-season body and power angle plow
2007 Volvo Road Grader with wing plow
2007 Case Backhoe
2005 Volvo EW55B Mini-Excavator
2005 Trackless MT5T Combination Sidewalk plow machine
2005 Elgin SE Pelican sweeper
2001 Morbark wood chipper
2001 John Deere M665 Mower
1997 Oshkosh P Model with a stainless all-season body and poly power angle plow
1997 New Holland tractor with flail & rotary heads
1995 Oshkosh P2528 with a stainless spreader body, stainless power angle plow with stainless wing plow
1984 Hough 540 Loader
1983 International combination spray/brine/water truck

Respectfully submitted,

Travis Brown
DPW Director

REPORT OF THE FINANCE COMMITTEE
February 2024

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

As of this writing the Finance Committee is not fully constituted, having only three members. The financial challenges the Town faces increase each year as we confront the structural deficit and struggle to live within our means, and I am grateful to all who serve and thankful to have the help of such smart and dedicated individuals. The Town faces important decisions at all times of the year, but particularly at budget time, and serving on the Finance Committee is a great opportunity to participate in our Town government in a meaningful way.

As in prior years, we welcome input from all, and we look forward to participation in the coming fiscal year's budget process. However, as predicted in last year's report, the pressures on the Town's operating budget continue to build; we are currently facing a proposed 16% increase in our school assessments for Fiscal Year 2025, and yet our non-school services needs and capital needs cannot be ignored without potential risk. In this cycle, then, voters will be asked to make difficult decisions. We need your attention and consideration in this 2025 budget process; please take advantage of the wealth of information on the Town's website, ask questions, and come to, or watch, our meetings so that you can cast an informed vote at Town Meeting.

Respectfully submitted,

Susan Rayne, Chair

LIBRARY DEPARTMENT

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

The staff, trustees and supporters of the Hubbardston Public Library continues their endeavors to promote and support the habit of reading as a source of personal growth, education, and delight for the residents of Hubbardston.

The library was once again certified by the Massachusetts Board of Library Commissioners as meeting the minimum standards for Massachusetts Public Libraries for 2023.

The Hubbardston Public Library was founded in 1872, and originally housed its collection of books in the local Mechanics Hall. The building is 148 years old. It was built by Jonas Clark and opened in 1875.

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

The third, fourth and fifth grade classes of the Hubbardston Center School visit the library every other week during the school year with a total of 1,853 visits.

We hired a Storytime leader in February and now offers two Storytimes! One on Monday at 1:00 pm and one on Wednesday at 10:00 am, with occasional special Storytimes on Saturday at 10:00.

We also hired a new assistant librarian, who is handling the front desk and a host of other projects for the library.

We now have a mascot! We are thrilled to introduce Page. Page is a frequent visitor to Storytime and is planning some exciting trips in 2024.



The Summer Reading program this year was "All Together Now". We offered Book Bingo Cards for patrons this year. 31 cards were passed out, and for each person who completed a row, they got to pick from our prize bucket. We had three patrons complete ALL the book choices on the cards and they were entered into a drawing for a \$25 Barnes & Noble Gift Card.

The Library Trustees hired a preservation architect to evaluate the library building and determine what repairs are needed and in what priority. This was completed in December 2023. The trustees are also reviewing library policies and gearing up for creating an updated Strategic Plan for 2024 to 2029.

In 2023, 1,509 Hubbardston residents were library card holders. We had 2,568 visitors to the library during open hours. There was a total of 15,371 items borrowed in 2023 in the library, which saved our patrons \$226,223 by borrowing rather than buying. The all-in cost of the library is \$86,638, resulting in \$2.61 return on every dollar spent.

Attendance at our 117 library programs was 1,493. The library offers 1 laptop, 1 adult use tablet, and 2 children's tablets for public use as well as 24/7 Wi-Fi access. 1,008 wireless sessions were logged on the library's wireless. The library's website was recently updated and can be found at <http://hubbardstonpubliclibrary.org/> The Library also has a Facebook page <https://www.facebook.com/Hubbardston-Public-Library-117758304919799> and on Instagram at [hubpublib](#)

Using Hubbardston Cultural Council Grants, library donations, and state funding, the library was able to offer the following program during Calendar Year 2023:

- ***Pastel Painting Workshop***: Greg Maichack returned to teach students how to draw A Rose with pastels.
- ***Jafar Mansell and the Wendell Warriors*** also returned with their workshop on West African Drumming
- ***All About Bees*** with Mary Vartaresian and Donna Farrell from Bee Nice Farms in July.
- ***The History of the Red Sox*** by sports writer Marty Gitlin
- ***Two Poets, Abraham Lincoln and the Civil War***
- ***Colored Pencil Drawing Workshop*** with Mathilde Duffy
- ***Seed Exchange*** a civics project for a Hubbardston student
- ***Journey to Iwo Jima*** a talk hosted by Hubbardston resident Bill Shea.
- ***The Senior Book Club*** which is a collaboration with the Senior Center meets on the fourth Wednesday of the month at 11:00 a.m. where seniors get together and discuss the selected book for the month.
- ***"Not Just Knitting"*** is a get together offered twice a month.

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 26th Annual Library Road Race, whose proceeds help to support our historic building and its needs. With the support of the sponsors, volunteers, organizers and

participants this year's race was another success. We are grateful for your support and hope to see you next year for the 27th!

- Our library volunteers, who logged 149 total hours of helping out in the library.

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

Respectfully Submitted,
Christine Barbera
Hubbardston Public Library

Open Space Committee 2023 Annual Report

The Open Space Committee’s mandate is to manage, care for, and augment the town’s protected conservation areas. We had a very busy 2023 with some important initiatives that bode well for our continuing efforts to improve and maintain these important and popular Hubbardston resources.

Activities

One significant opportunity arose with the ARPA Committee and Select Board award of \$16,000 from the town’s ARPA funds to be put towards an ‘all-persons accessible’ trail at our Malone Conservation Area that can serve those with mobility challenges as well as the general public. While this amount is not sufficient in itself to create the trail, it will serve to leverage a Mass Trails Grant of \$85,000 in additional funding. This significant trail would be built in accordance with the specifications of Forest Service Trail Accessibility and the Architectural Barriers Act (ABA) guidelines for ADA compliance and lead visitors to the spectacular Dottie Rock overlook. Committee member Mark Kresge wrote a compelling grant proposal that will hopefully lead to an award in late spring of 2024. He also created a grant proposal to install flashing yellow beacons warning approaching Burnshirt Road motorists of Ware River Rail Trail travelers crossing at their intersection, thus alleviating a dangerous situation.

Work also began at the new Hidden Meadow Conservation Area on Lombard Road. Following approval of East Quabbin Land Trust’s Land Management Plan, they created a parking area, erected a kiosk, and cut a new mountain bike trail there with help from local volunteers. Additional trails are in the planning stages.

The committee also formed the “Hubbardston Hikers” program led by committee member Tim Hawley. He organized and led enthusiastic hikers on educational walks for National Trails Day at Mount Jefferson Conservation Area, a guide to Hemlock trees on the Ware River Rail Trail, and accompanied a group on the DCR sponsored ‘Forestry Walk’ at the Barre Heathlands. Look for information on future walks on the town website – all are welcome!

Administration

Land conservation planning is an important function of the committee that supports Hubbardston’s efforts to protect our valuable, local natural resources. The committee continued work creating a comprehensive prioritization process for evaluating existing open land that will provide the town with the detailed information to assist our boards and committees in making decisions on available open land.

We also began work on the required five-year update of Hubbardston’s Open Space and Recreation Plan (OSRP) that expired this past Spring. This important document assists in developing the town’s Master Plan and establishes goals for the next seven years. It is also an important element for consideration of the town’s eligibility for many grant programs and independent project funding. Rick and Tim led an Ad hoc committee consisting of town committee members and residents and conducted a town public survey to obtain input from residents for its creation. The Plan will be submitted for approval by the state early in 2024.

Maintenance

Another primary committee task is management of the town’s conservation areas and open spaces. Removing the previous winter’s trail-blocking tree falls and widening trails from encroaching saplings is an annual event. This year Stephanie and Bob were fortunate to get help from local school youth and riders at their equestrian barn while Stephanie and Rick mowed brush overgrowth at Malone. A shout-out goes to Travis Brown’s stalwart DPW crew for keeping the meadow walks at Mt. Jefferson and Malone Conservation Areas neatly mowed.

The Hubbardston Open Space Committee

Bob Hatch, Chair

Stephanie Frend

Mark Kresge

Todd Livdahl

Susan Worth

Rick Jones

Dave Marsh

Tim Hawley

Annual report for Special Events 2023

Our 5th annual Frozen Assets event started off our year with some winter time fun. In the month of January, people were able to make 5 guesses of when the 2D outhouse would fall through the ice. The outhouse is placed on the pond located at 5 Williamsville Rd at The Country Hen property in the beginning of February. All guess forms were submitted by February 1st. Forms were found at local shops in town. This event encourages residents to go to the local stores and eateries in the hardest month of the year for shop owners. Frozen Assets also gives residents something to do in the dead of winter when not much else is going on in town along with helping to raise funds for Special Events.

The outhouse officially sunk on 2/10/23 12:23:51pm
Closest 1st guess was Marie Langevin with a guess of 2/12/23 11:10:00am. Closest 2nd place guess was Jane Frederico with a guess of 2/13/23 5:40:13am. Closest 3rd place guess was Mary Blanchard with a guess of 2/7/23 5:15:12pm. Closest 4th place guess was Jane Frederico with a guess of 2/7/23 3:40:10am

In April we had Keep Hubbardston Beautiful Day at the Rec Field. The Girl Scouts were there with a bottle & can drive and the Boy Scouts were there with an Electronics Fundraiser. A large dumpster was provided for residents to bring trash they picked up along the sides of the road.

In June we had our 7th Annual Hubbardston Fair at the Rec Field from 9-2. We had a wide array of vendors in attendance including crafters, artisans, local businesses, food trucks and the Neon Alley Band playing all day in the bandstand. This year the weather was perfect and everyone that came out to the rec field enjoyed the day. There was a large turnout of people attending and was a great day for the Town of Hubbardston.

This year a Summer Concert Series was added. We had 4 separate concerts at the Rec Field on Saturday's in July & August. Giacomo's Gourmet Foods joined us to have a food option at these concerts. The Girl Scouts & Boy Scouts also joined us to have games to play and cookies for sale. Plainview Farm & Reptile Show even came on different concert nights to bring some animals for the kids.

August brought us our 6th Annual Dinghy Dash. We had 11 cardboard boats enter for this year's regatta of all different shapes and sizes. The weather was perfect for this "must see" event! We changed up the competition this year and made 3 categories

to enter. Single occupant vessel youth (under 18yrs), Single occupant adult (18+) or Group vessel (2-4 people any age).

Most Creative Vessel: Usain Boat: Captain Braden Fauteux with Logan Halloway helping with vessels creation. Extended Voyage: The Waterwheel ~ Summer Young. Best Sink: Kitchen Sink ~ Tat Yuen

Single Occupant Youth:

1. Garden Pest - Tiny Young ~ 6:47:13
2. Mad Cow - Summer Young ~ 8:31:97

Single Occupant Adult:

1. EQLT Soars - Mike Stoll ~ 2:48:50
2. Liki Tiki - Sharon Manty ~ 12:19:28

Group Vessel:

The Sinking 'Merica - made by Gobar Timberworks and crew - Jase Gobar, Kyler Leslie & Ryker Leslie ~ 4:15:25

This year Special Events took on the Town Wide Yard Sale. Town Wide was held on September 23rd starting at 7 am. We had 46 addresses on the list and unfortunately it did rain starting around noon, the morning was good for the event.

In October we had our 2nd Annual Nonesuch Night. This was held at the Rec Field starting at 4 pm on October 8th. Unfortunately, it was raining on the 8th so we did have to postpone to the rain date of October 9th. We had ASB playing in the bandstand for entertainment along with Giacomo's Gourmet Foods to get a bite to eat. Girl Scouts and Boy Scouts were also there selling cookies, S'mores & popcorn. We had a bunch of fire pits going to stay warm. At sunset we showed a movie on a huge outdoor screen. This year we played The Lego Movie.

November 26th we had our annual Tree Lighting Ceremony on the Town Common. As always we had hot cocoa, cookies and caroling with The Greens & The Swinging Singing Senior's. We even had Santa join us on the Common for this festive event. We caroled together until it was time to turn on the lights. We started with the Christmas Tree & Menorah, then turned on the herd of deer, and last this year we turned on our up lighting that was on all the large Oak & Maple trees on the Common. Everyone there enjoyed kicking off the holiday season.

December was the 6th Annual Brunch with Santa held in the Hubbardston Center School Cafeteria. There was a huge turnout. The event offered a photo opportunity with Santa and his helper elves, some fun craft projects for the kids to make and brunch style food that everyone enjoyed. Food was provided mostly by Stars & Stripes Diner and Giacomo's Gourmet Foods. This event is always heart-warming for all the family's that attend.

In December we held the 7th Annual Hubbardston Light Fight with the event held the first three weekends in December. Spectators followed an interactive map or a paper map which led them to the houses and businesses that entered. Hubbardston saw lots of traffic on the back roads in town not only on the weekends but also during week nights. This event definitely helps put Hubbardston on the map.

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

Traditional/Classic category: 1st place ~ 17 Twin Hill Rd, 2nd place ~ 7 Main St PD and 3rd place ~ 16 New Templeton Rd

Go Big or Stay Home category: 1st place ~ 47 New Templeton Rd, 2nd place ~ 36 Geordie Ln and 3rd place ~ 38 Main St FD

Brightest Bulb Award goes to: Stars & Stripes Diner ~ 32 Main St

Katie Young
Special Events Advisor to the Town of Hubbardston



Hubbardston
Massachusetts

PUBLIC SAFETY

REPORT OF BOARD OF HEALTH

The mission of the Board of Health is to promote and protect the public health of all residents in the Town 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 services, pools and camps. It is also responsible for the surveillance and reporting of communicable disease and the State Environmental Code for wells, septic systems, lead and asbestos abatement and ground water protection, as well as, the elimination of nuisances. These requirements reflect the principle that many critical health problems are best handled by local officials familiar with local conditions. The Board of Health updated and approved the BOH regulations this year. The Hubbardston Board of Health is an active member of the Leominster Tobacco Control Alliance (LTCA); the purpose of this alliance is to monitor and prevent youth access to tobacco products. The BOH handled 14 town-wide complaints of various kinds.

The Hubbardston Board of Health consists of five members who are residents of the town; these are elected positions, and each serve a three-year term. Nancy Perron is the Administrative Assistant for Board of Health and Building Departments.

Inspections are done by:

Phil Leger: Sanitarian

Cathy Hansgate: Housing, complaints and food/campground/pool inspections

Judie O'Donnell: Maven reporting

Laurie DeMalia: School illness reporting

The following permits/reviews were presented to the Board of Health from 1/1/2023 to 12/31/2023:

2 Septic Hauler permits	1 Residential and Com. Refuse Collection permit
2 Trash Hauler permits	7 Well permits
39 Title 5 reviews	17 Installer permits
31 Food permits	1 Tobacco permit
48 Water Report reviews	2 Campground permits
34 Septic permits	1 Primitive Campground permit
8 Waste Water test reviews	

The Board of Health meets twice per month on the second and fourth Tuesday at 7:00 pm. Meetings are held in the Slade Building Conference Room. The Board of Health falls under the Land Use Department. Board of Health hours are as follows: Mondays 1:00 pm – 6:00 pm, Tuesdays 8:00 am – 1:00 pm, first and third Thursdays from 8:00 am to 1:00 pm and second and fourth Thursdays from 8:00 am to 11:00 am. You can reach Nancy at the Board of Health via email: inspect@hubbardstonma.us or telephone: 978-928-1400 ext. 215.

Respectfully submitted,

Cathy Hansgate – Chair

Laurie DeMalia – Vice Chair

Judie O'Donnell

Elizabeth Putelis

Report of the Fire Department

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2023. Department members devoted thousands of hours both paid and unpaid, to provide high quality fire, rescue, and emergency medical services to the Town. 2023 proved to be the busiest year in the history of the Fire Department, with 789 emergency responses throughout the year. The Fire Department is truly an “all hazards” response department, responding to not only fires but motor vehicle accidents, hazardous material incidents, elevator entrapments, search and rescues, medical emergencies and much more. On top of the emergency calls for service department members were responsible for code enforcement, permitting as well as public outreach and education.

Emergency medical responses represent roughly 65% of the department’s call volume and this year we were able to replace an aging and unreliable 2005 Ford/Osage ambulance with a new 2022 Ford F450/Demurs ambulance. This ambulance was purchased using ARPA funds as well as funding appropriated at Town Meeting. This will allow us to rotate between both of our ambulances which will prolong the useable lifespan of both vehicles and save in maintenance costs.

As call volume increases so too does the demands placed on both our full time firefighter/paramedics who staff the station daily between 7am and 10pm and our call firefighters who respond as needed during the day as well as during the overnight hours. There is a nationwide shortage of call firefighters and Hubbardston unfortunately is not immune to that issue as well, however we were fortunate enough to hire 2 new call firefighters who graduated the Massachusetts Firefighting Academy Call/Volunteer recruit program in 2023, earning their Firefighter I/II certifications after hundreds of hours of intense classroom and practical sessions. The department is always looking for residents who are looking to serve the town as on call firefighters and we hope to continue recruiting efforts in the next year.

The department pursued grant opportunities in 2023, being awarded \$12,500 by the Massachusetts Firefighter Safety Equipment Grant program which was used to purchase new portable radios.

Training continued to be a major focus of the department, with members spending many hours drilling on both fire and EMS related duties. This year we were able to collaborate with

many outside agencies to enhance our training opportunities, including with our local and regional partners UMass Lifelight and the District 8 Hazardous Materials Response Team.

I would like to thank all of the town officials, as well as members of the police and highway departments, it once again was a pleasure working with you throughout the year. I would also like to thank the town residents for their support of the department. 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 Hayes Jr.
Fire Chief

Hubbardston Fire Department-Personnel

Officers:

Robert Hayes	Chief	Paramedic (FT)
Troy Casey	Captain	Paramedic (FT)
James Dixson	Lieutenant	EMT
Erik Ares	Lieutenant	Paramedic

Fire/EMS Personnel:

James Ares	Firefighter	Paramedic (FT)
Jeremy Goscila	Firefighter	EMT (FT)
Taylor Wilkinson	Firefighter	Paramedic (FT)
Tina Dixson	Firefighter	Advanced EMT
Michael Parker	Firefighter	EMT
John DeMalia	Firefighter	EMT
Bryan Colwell	Firefighter	EMT
Phillip Theriault	Firefighter	EMT
Izaiah Gonzalez	Firefighter	1st Responder
John Hulette	Firefighter	EMT

Apparatus Inventory

Engine 1- 2019 KME Engine

Engine 2- 2001 KME Engine/Tanker

Engine 3- 2007 Spartan Rescue/Engine

Truck 4- 2003 5 ton Military Brush Unit

Truck 5- 2022 Ford 550 Brush Unit

Ambulance 1- 2016 Ford 550 Class I Ambulance

Ambulance 2-2022 Ford 450 Class I Ambulance

Car 1- 2020 Chevy Tahoe Command Unit

Car 2- 2007 Ford 250 Pickup

Boat 1- 2004 Mercury Inflatable Boat

Trailer- 1999 AMC Haz Mat trailer

POLICE DEPARTMENT

As the Police Chief for this department, I am pleased to submit the 2023 annual report for the Town of Hubbardston Police Department.

During 2023 an effort was made to fill vacancies in the department. We needed to fill two full-time police officer positions and a vacant Sergeant position. After an extensive promotional process Sgt. Donald Blood was promoted in August and has been attending specialized training to sharpen his skills in leadership. We also were able to tentatively fill a full-time position. The candidate for that position is processing out of the Army and once that has been completed an offer of employment will be made and he will attend the police academy prior to joining our ranks.

The department has increased its community engagement by becoming more active on social media in order to get information out to the public. We increased our presence at community events like Hubbardston Field Day, Halloween Block Party, Boy Scouts fun run, Easter Egg Hunt at the Curtis Rec Field, and the Hubbardston Fair. We also held a R.A.D. (Rape Aggression and Defense) training in partnership with the Rutland Police Department.

The department received a grant from the Governors Highway Safety Bureau. This grant is for a municipal road safety initiative. Officers working under this grant will be focusing on enforcing traffic laws regarding Operating Under the Influence or drugs or alcohol, Seatbelt violations, crosswalk violations, hands free violations, and child safety violations. This enforcement runs from fiscal year 2024 and will run into fiscal year 2025.

In December of 2023 a livescan machine was installed in the police station. This machine allows us to process fingerprints digitally for firearms licensing and persons arrested. Training and installation were provided at no cost to the town.

In 2024 we will be continuing work under the Governors Highway Safety Bureau Road Safety Grant and conducting enforcement during certain times of year following the parameters outlined by the state. This will include bicycle and pedestrian safety as well as handsfree violations and violations of Operating Under the Influence or drugs or alcohol.

Community engagement will also be a priority once again in 2024. I have assigned Sgt. Blood as a liaison for the department and we will be working on several projects so that we will remain available to the public and continue to have a good relationship with our residents.

OUR MISSION STATEMENT

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

Respectfully submitted,
Chief Ryan P. Couture

2023 Police Department Personnel



Chief of Police

Ryan P. Couture

Administrative Assistant

Nancy Perron

Full-Time Officers

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

Part-Time Police Officers

Officer James Halkola
Officer Robert Champagne
Officer Shaun Siequist

	2021	2022	2023
Total Calls for Service	8444	8138	10003
Criminal Offenses	205	345	334
Motor Vehicle Accidents	64	72	71
Motor Vehicle Citations	387	167	183
Stolen Motor Vehicles	0	5	0
Larceny/Fraud	30	30	33
Break & Entering	1	2	2
Disturbances	62	35	52
Domestic Disputes/Assaults	28	42	38
Restraining/209A Orders	18	26	18
Restraining Order Violations	8	13	6
Vandalism	8	6	2
Suspicious Activity	101	23	23
Fire Arms Permits	146	168	197
Narcotic Violations	5	14	3
Animal Complaints	75	80	70
Burglar Alarms	69	95	114
Medical Emergencies	190	355	234
Juvenile Runaways	3	1	2
Building/House Checks	3872	4588	6342
Assist Other Police Departments	99	81	83
Mental Health Calls	28	48	18
Missing Persons	3	3	3
Warrants Served	18	18	7
Summons Served	15	15	21
Total Criminal Arrests/Complaints	262	116	84

POLICE EQUIPMENT

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



Hubbardston
Massachusetts

PLANNING

REPORT OF THE PLANNING BOARD FOR 2023

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

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

- ANR Plans
- General Special Permits
- Earth Removal Permits
- Reclamation Plans
- Floodplain Special Permits
- Wireless Comm Special Permits
- Aquifer Protection Special Permits
- Senior Residential Development Special Permit
- Large-Scale Solar Special Permits
- Marijuana Special Permits
- Site Plan Reviews
- Environmental and Community Impact Analysis Plans
- Subdivision Plans
- Scenic Road Applications
- The Planning Board previously dealt with affordable housing issues but has transferred that responsibility to a new Affordable Housing Committee, effective 2023.

ANR Plans Endorsed

- Winridge Holdings, Worcester Road
- Wood, Underwood Road
- Sahagian, Ragged Hill Road
- D2 Builders, Inc., Ragged Hill Road
- Green, Old Westminster Road

Scenic Road Applications Approved

- None Heard

Special Permits Approved

- Special Permit application, Industrial Tower LLC, cell tower construction

Amendments to Town of Hubbardston Zoning Bylaws Completed

- Major updates to the zoning bylaws to improve consistency
- Allowance by right for childcare centers, school-aged child care program, family child care home, or large family child care home, as defined in Massachusetts General Law Chapter 15D Section 1A in all zones.

- Updates and revision to the Article regulating Use of Large-Scale Solar Photovoltaic Installations

Amendments to Town of Hubbardston Zoning Bylaws In-Progress

- Development of new Agricultural Accessory Use bylaw
- Updating of open space residential development rules
- Updating of Article 18, Wireless Communications Facility bylaw
- Streamlining and updating of special permit and site plan review process

Other Planning Issues

- Ongoing work on Master Plan chapters
- Lot 57 Pitcherville Rd (the former Town gravel pit) is being evaluated for development. An environmental investigation of lead contamination in the soil was completed and options are being reviewed for site remediation.

Gravel Pit Report

No permitted large-scale earth removal operations exist in town.

New Land Use Clerk

The Planning Board extends its heartfelt thanks to Mark Kresge for his steadfast support as the Land Use Clerk. Mark's meticulous attention to detail, professionalism, and readiness to help have significantly benefited both the Planning Board and the broader community. His expertise and guidance have earned the appreciation of colleagues and community members alike. We also warmly welcome Patricia Lowe as the new Land Use Clerk and believe she will make a positive contribution to our department and the community.

Board Members

Planning Board member Many members of the Planning Board also serve on other Boards and Committees for the town of Hubbardston or as representatives to regional planning agencies. Additionally, Planning Board members regularly participate in continuing education such as Citizen Planner Training Collaborative.

Kristofer Munroe, Chair – MRPC, EDC, WRWTC

Francois Steiger – CIPC

William Homans – ZBA

John DeMalia

Erica Dack – Affordable Housing

Peter Russell, Alternate Member – CIPC

Report of the Zoning Board of Appeals

The Board of Appeals comprises five members appointed by the Board of Selectmen for terms lasting five years. Additionally, an associate member may be appointed annually, possessing full voting rights in the absence of any regular member. Empowered by the Hubbardston Zoning Bylaws, Article 12, Section 12.2, the Board holds authority to arbitrate appeals, deliberate petitions for variances, and act as the granting authority for Comprehensive Permits under M.G.L. Chapter 40B, Section 21. The current members are:

Scott Janssens, Chair

Albert Alfonso

Bill Homans

David Leger

Gail Orciuch

Regarding variances, the Board of Appeals is vested with the authority to grant exceptions from the Hubbardston Zoning Bylaws concerning specific land or structures. Pursuant to M.G.L. Chapter 40A, Section 10, a petitioner must demonstrate significant hardship arising from particular circumstances to qualify for a variance. Notably, a zoning variance cannot be approved for a use not permitted by right or through special permit in the respective zoning district.

Concerning appeals, individuals who believe they have been unjustly denied a permit or issued an enforcement order have the option to appeal to the Board of Appeals. In accordance with M.G.L. Chapter 40A, Section 8, such appeals must be filed with the Town Clerk within 30 days of the denial or enforcement order. For both appeals and variances, petitioners must submit an "Application for a Public Hearing Before the Board of Appeals" to the Town Clerk's office, along with requisite supporting documents and fees. The application form and guidelines can be obtained from the Town Clerk's office or online at www.hubbardstonma.us. Upon receipt of a complete application package, a public hearing is scheduled in compliance with state regulations.

Respectfully Submitted,

Patricia Lowe, Land Use Clerk



Hubbardston
Massachusetts

EDUCATION

Quabbin Regional School District

Annual Report School Year 2022-2023

During the 2022-23 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.

District and School Configuration

The 2022-2023 school year brought several changes to the middle/high school building. Grade 6 students and staff are now permanently part of the middle school. Efforts were made to more fully integrate the new grade level into the school. One significant change to address this goal was re-organization of the school offices, administration, support and counseling staff. Staff supporting students in grades 6 through 9 are now located in the blue office and staff supporting students in grades 10-12 are located in the gold office. Student support teams consisting of an assistant principal, counselor and adjustment counselor are now devoted to smaller cohorts of students in order to increase personalization and communication with students and their families.

Our postgraduate students had a wonderful year in their new home at the New Braintree School. The new space allowed our students to invite peers from other school districts to join them for social and recreational activities. The students were also able to expand the variety of experiences in the work environment by engaging with several local businesses and with departments of the Town of New Braintree. The highlight of their year was organizing and sponsoring the first town-wide yard sale in New Braintree's history; an event that they hope will take place annually.

Curriculum and Instruction

All educators in the QRSD engage in a cycle of continuous professional learning each year. Educator goals are established at the beginning of each school year, and professional growth is supported by online professional learning opportunities provided during early release days, professional days, after school sessions twice per month and during the summer. In the 2022-2023 school year the two primary focus areas for professional learning were: Culturally Responsive and Equitable Teaching Practices and Effective Literacy Instruction.

Educators across the district engaged in professional learning sessions that help them to make their classrooms, our schools and our district more responsive to cultural and linguistic differences. The professional learning was based on the work of Dr. Sharroky Hollie, an esteemed author and educator who is widely known for his research on Culturally and Linguistically Responsive Teaching and Learning.

With the adoption and implementation of a new literacy curriculum for grades K-10, Quabbin teachers of literacy worked with trainers from Houghton Mifflin Harcourt to learn the “nuts and

bolts” of the program, and participated in professional learning with HILL for Literacy consultants to learn the science of reading. This professional learning focused on brain research and helped educators to better understand how changes in instruction strategies support deeper student understanding. Educators were also supported by HILL consultants in reviewing student literacy assessment data to determine student strengths and areas for growth.

In addition to new literacy curricula, the district expanded Social Emotional Learning lessons to students in grades 6-12 in the 2022-2023 school year, and added a digital literacy course for students in grades 7 and 8. Students in grades 8 and high school each completed civics projects and showcased their work for their families and the community at evening events in the spring.

The decennial accreditation visit from the New England Association of Schools and Colleges (NEASC) took place in December. The visit was a culmination of months of reflection and evaluation by the high school faculty. The visit was highly successful. NEASC Issued its final report which included many commendations. As expected, recommendations made by the NEASC visiting committee were aligned areas of growth already identified by the high school faculty.

Expanded Programing/District Partnerships

The QRSD began a partnership with Champions to offer before school, after school and school vacation programming at each elementary school and the middle school this year. The enrollment at the middle school remained low throughout the school year so we bused students from middle school to Ruggles Lane School to access the program this year. If middle school enrollment increases next year, programming will be offered at the middle school as well. Feedback from families, students and school staff has been very positive, and enrollment in the Champions program continues to increase across the district.

Quabbin’s partnership with CAPS Collaborative expanded this year as well. CAPS provides educational programming for students with disabilities who live in many central Massachusetts communities. CAPS had been leasing space in Hubbardston Center School and the middle high school previously, but due to increased enrollment is now leasing three additional classrooms in our district at Ruggles Lane School. Our partnership with CAPS is a wonderful asset to our district. Most importantly, locating CAPS classrooms in our district allows students who reside in our communities and who need the services of the CAPS program to attend school in one of our district schools. Secondly, the rent that CAPS pays helps defray some of our costs.

Students in middle school had an opportunity to engage in an intensive virtual tutoring program this year. Students were selected to participate in this program based on previous MCAS scores, indicating that they may have some learning gaps. This type of tutoring is sometimes called “high dosage” tutoring, and is well supported by research indicating it is an effective way to close learning gaps.

QRSD began to implement the first year of transition of our autism classrooms from New England Center for Children (NECC) partnership classrooms to QRSD autism classrooms. The QRSD autism program is called Soar. In the 2022-2023 school year our elementary autism classrooms located in Ruggles Lane School became Soar classrooms, and next year we plan to

transition our middle/high school classrooms from NECC to Soar. We value our long standing partnership with the New England Center for Children, and we will continue to collaborate with NECC to support our students and staff in the future.

Unified athletic opportunities were expanded this year as well. Last year we established a highly successful unified track and field team, and this year we were able to add unified bocce and unified basketball. Unified athletics pair students with and without disabilities on the same team. The addition of these teams to our athletic department has increased opportunities for many students to participate as members of an athletic team.

Quabbin offers Innovation Pathways courses to high school students in Information Technology (IT), Advances Manufacturing and Business. Opportunities in these programs continued to grow in the 2022-2023 school year. We have increased our partnerships with local businesses to support student internships and revised our courses to meet current workforce needs and industry standards.

Summer programming for students increased this year as well. In the summer of 2023 we offered a new in-person credit recovery program for middle-high school students. This program is designed to help students who have fallen behind in credits during the previous school year to work at an accelerated pace with support and make-up classes that they failed and to keep on track to graduate. We have also received grant funding to offer our summer STEM (science, technology, engineering and math) camp for a second year. In this program students engage in fun learning activities that help them learn STEM concepts and use their innovation skills to solve interesting real world problems.

Mr. Gregory Devine now holds the position of District Director of Guidance for External Partnerships. This position was created as a result of the elimination of the Middle High School Director of Guidance position at the end of the 2021-2022 school year. Mr. Devine has helped with the establishment of several partnerships that support our post-graduate program, our innovations Pathways programs. Additionally Mr. Devine has launched the process of establishing QRSD as a DESE designated Early College District in partnership with Worcester State University.

With the expansion of work based learning opportunities for our students the district faced a transportation challenge. The expense of hiring a transportation contractor to move individual or small groups of students from their school to a work-based learning site was prohibitive and availability of transportation options was very limited. We were able to purchase four vans with our rural schools funding to help meet this need. The vans have been in constant use since they arrived on campus. We not only use them for transporting students to work-based learning sites, but they are also used for many other things including transporting small athletic teams to contests and small groups of students to field trip sites.

Buildings and Grounds

Regular maintenance needs and implementation of energy efficiency strategies for our aging school buildings were ongoing during the 2022-2023 school year. One major capital project was completed in the summer of 2023, the replacement of the chiller, part of the HVAC system at

the middle high school. We appreciate the support of our communities in authorizing this project, the cost of which is shared by our five member towns, per the terms of the QRSD Regional Agreement.

The security camera system at the middle high school was replaced this year. State funding for rural schools supported this capital investment, saving member towns from having to contribute to the cost of this project. The old system had been in disrepair and was so old that it was no longer possible to get parts to repair components that failed. Our new system is state-of the art and greatly increases camera coverage in the interior and exterior of the building.

The District accepted the very generous donation of a 110” x 32” building from Northfield Mount Hermon School in the spring of 2022. Northfield Mount Hermon had purchased that building for use during the COVID-19 pandemic and no longer needed it. Our Buildings and Ground team was able to disassemble the building and transport it to the District. They will reassemble the building to be used for athletics and building and ground storage in the fall of 2023.

District Future

Strategic Plan

The QRSD adopted a new strategic plan in June of 2023. This plan was developed over the course of several months with input from over 400 district stakeholders. The plan will guide the work of the district for the next three years.

District Communication and Branding

We began work on a new Quabbin website in the 2022-2023 school year and Quabbin adopted a new image for its mascots and a new logo in 2022-2023 as part of a district branding campaign intended to increase consistent use of images that are associated with the school district and to ensure that we communicate effectively with all stakeholder groups and continue to build Quabbin pride with our students, our families and our communities.

A fundraising campaign to help pay for the costs of expanding our athletic complex was launched in the 2022-2023 school year. The district has a longstanding need to improve the bleacher space on Alumni Field to improve visibility for fans at athletic contests and to add a press-box, which is sorely needed. Many fundraising events were held. We will continue to fund raise to support this project in the future with a goal of completing the project in the 2023-2024 school year.

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

On July 1, 2023, Colleen Mucha took the reins as Interim Superintendent of Schools. The end of the 2022/2023 school year marked the end of my twenty-three year career with the Quabbin Regional School District. It has been a privilege and an honor to work in the district where my husband and I were educated, where our children were educated and where I had the opportunity to work with individuals dedicated to the education of the children in the Quabbin Regional School District.

Respectfully submitted,

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

QUABBIN REGIONAL HIGH SCHOOL
END OF YEAR REPORT
2022-2023

Quabbin Regional Middle High School is a collaborative learning community where all students have opportunities to achieve personal excellence in a safe and accepting environment. QRMHS is committed to creating future community leaders and citizens that embody the characteristics of our District's Vision of the Graduate: **Innovation, Resiliency, Respect, and Responsibility.**

The 2022-2023 school year marked my inaugural year as Principal of QRMHS. This year was filled with significant reflection and change beginning with the creation of the Blue and Gold House structures: Blue House for students in grades 6-9 and Gold House for students in grades 10-12. Additionally, the new organizational structure delineated the specific staff responsible for students in grades 6 & 7, 8 & 9, and 10 - 12. The restructuring prompted improved communication, efficiency, accountability, and school climate.

As of October 1, 2023, Quabbin Regional High School enrollment remained similar to the previous school year with a slightly larger student body when compared to the 2021-2022 school year: 136 Seniors, 122 Juniors, 131 Sophomores, and 177 Freshmen. There were 99 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.

In the 2022-2023 school year, Quabbin Regional High School completed the NEASC accreditation evaluation cycle and was recognized for strengths in programming, student support resources, and teacher professional development opportunities. The rich and varied programming and services maintained by QRHS included successful Advanced Placement (AP), International Baccalaureate (IB), and extensive elective programs, classes, opportunities: including learning opportunities in Music, Innovation Pathways, Navy Junior Reserve Officers Training Corp (NJROTC), Dual Enrollment/Off-campus learning, and both on-campus and off-campus internships.

It is important to note that in addition to offering a wide range of learning opportunities, student success also depends on a learning community's ability to support the diverse needs of students. To that end, QRMHS maintained special education programming with study skills and learning center courses that offered academic support, specialized programming, substantially separate life skills programs (ex. Project Involve and SOAR), and Therapeutic Classroom Programs. In addition to the special education support and services, QRMHS has also initiated a variety of intervention programs such as Grade 6 ELA and Math targeted intervention, flex block clubs and assistance programs, NHS Peer Tutoring, MCAS "boot camps," and a variety of summer school and extended school year programs.

In terms of athletics, 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), Cheerleading, and Wrestling. The Quabbin Regional High

School also participates in an ice hockey cooperative program through Gardner High School for boys and Leominster for girls.

The 2022-23 school year saw the second season of the varsity Unified Track and Field team (spring) and the first season of the varsity Unified Basketball team (fall). Unified Sports bring together athletes with and without intellectual disabilities to train and compete on the same team. Participants improve their physical fitness, sharpen their skills and learn acceptance and inclusion while participating in Unified Sports. Primary goals of Unified Sports are to equalize the ability level of Special Olympics athletes with their partners and to promote inclusion through team practice and competition. Amazingly, we had 26 participants for Unified Track and Field in its second season and 20 participants for Unified Basketball in its first year.

Following a COVID modified athletic schedule in 2021-22, participation increased for the 2022-23 school year. Through strong school choice numbers, student athletes from 23 different towns participated in the athletic program with 331 fall, 150 winter and 308 spring athletes across middle school, junior varsity, and varsity teams.

In addition, the National Honor Society had many notable moments. In the fall, Senior Members were able to participate in a field trip to the Isabella Gardner Museum in Boston, where they learned a great deal about diverse artistic works throughout history. In addition, they put on “Family Feud” in November to raise funds for the Winter Wishlist Project. During this fundraising event, students raised nearly \$800 that we spent purchasing gifts and clothing for children in need within the Quabbin Community who were identified by building counselors, teachers or principals. Senior members of the NHS went to Target in Leominster, where we purchased gifts based on the identified wants/needs of the children, then returned to Quabbin to organize, wrap and deliver the gifts back to schools. In the Spring, we had two very successful fundraiser events that were completely student-organized and run. One event was organized by Kelsey Marsh which raised \$400 to be donated to the MS Foundation. Olivia Bettencourt organized a calendar raffle which raised \$1,000 to donate to Second Chance Animal Shelter. Throughout the entirety of the school year, all members of the NHS participated in our tutoring program, where they were assigned to specific teachers at request to help students with the guidance of the teacher.

In terms of our rich variety of extracurricular clubs and activities, during the 2022-23 school year QRHS offered regular club/activity meetings every Friday during flex block, for example the Lego, D&D, and International Clubs. The performing arts continued to thrive at QRMHS as the Drama Club performed two plays, while the Music Department offered their annual Winter and Spring concerts. The success of the clubs and activities continued to increase the number of available clubs, activities, leadership opportunities, and overall student engagement.

It was definitely an amazing year for students and staff! For more information on data regarding Quabbin Regional High School, please visit the below resources:

Respectfully submitted,

Purinma DeMorais, Principal
Quabbin Regional Middle-High School

QUABBIN REGIONAL MIDDLE SCHOOL
END OF YEAR REPORT
2022-2023

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

The school year began with students integrating into the House Structure that began the previous year, which links common supports for all 6th and 7th grade students and all 8th and 9th grade students.

For the 2022-2023 school year, there were a total of 518 students. This number includes all students in grades 6-8. In addition to the core subjects, English, Math, Social Studies, and Science, students are enrolled into different “Specials,” as determined by their grade. Students in 6th grade had six Specials including: Music, STEM, Art, Physical Education, Digital Literacy and Healthy Habits. Seventh grade student Specials included: Project Lead the Way (PLTW), Physical Education and Introduction to Innovative Pathways (IP). Eighth grade student Specials included: Spanish, PLTW, and Physical Education. Our Special Education programs included: Study Skills for academic support, a special education and reading specialist in English classes, and Project Involve, a substantially separate life skills program and SOAR, which is a substantially separate program for students with exceptional needs. Furthermore, all students had Social Emotional Learning Lessons (SEL) on a weekly basis, which worked to build social skills and mental health strategies in support of student’s wellbeing.

The Middle-High school academic departments worked together to increase vertical alignment of curriculum and coordinate teaching pedagogy. The math department began implementing a new curriculum, which is increasing higher order thinking skills in the math classroom. The science department updated its curriculum to Open SciEd, which also deepens critical thinking skills. Technology was used in class on a daily basis, with teachers utilizing google classroom and students benefiting from a 1:1 Chromebook program. Students and parents continued to be able to access grades and assignments online through the parent/student portal in real time.

The middle school has an active student council with representatives from both grades, as well as a chapter of the National Junior Honor Society for eligible 8th grade students. In addition, students can participate in clubs on a biweekly schedule and our athletic teams participate in interscholastic competition in soccer, field hockey, cross country, basketball, softball, wrestling and baseball. Middle school students who choose to, may try out and participate in high school athletics.

Three major field trips usually happen each year. Last year, the 6th graders went to see the Worcester Bravehearts, a local baseball team during an academic day at the ballpark. This year, we are exploring the potential of visiting museums in Springfield for the 6th grade. The 7th grade goes to Boston in June and the 8th grade has a four-day trip to Washington, D.C in April.

For more information on data regarding Quabbin Regional Middle School, please refer to:

Our DESE School and District Profile [HERE](#)
Our newly designed website [HERE](#)

Respectfully submitted,

Purnima DeMorais
Principal
Quabbin Regional Middle High School

**Principal's Report
Hubbardston Center School
School Year Ending June 2023**

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 2022-23 no longer continued to be impacted by the COVID-19 pandemic. Hubbardston Center School returned to pre-pandemic procedures and protocols and distancing was no longer deemed necessary. The 6th grade staff and students continued to be housed at the Quabbin Middle/High School. In the cases of COVID-19 that did arise, students and staff continued to wear a mask for up to 5 days when returning to school after illness or exposure.

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

Enrollment history

2012-2013	336 students
2013-2014	325 students
2014-2015	320 students
2015-2016	313 students
2016-2017	320 students
2017-2018	315 students
2018-2019	309 students
2019-2020	302 students
2020-2021	247 in person students & 39 remote learning students (286 total)
2021-2022	305 students
2022-2023	319 students

Average class size and grade configuration

Sections and Average Class Size		
Grade	# of sections	Average Number of Students per class
K	2	22
1	2	19
2	2	25
3	2	24
4	2	23
5	2	26
PreK	many	42

Staffing

HCS teaching staff consists of 12 classroom teachers, 3 special education teachers, a half-time (.5) Intervention Specialist, 3 Intervention Tutors, and 4 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.

Mrs. Peterson, HCS principal, retired at the close of this school year. A new principal, Mrs. Erin Cook, will replace Mrs. Peterson. Two Intervention Tutors, (Katelyn McKeil and Suzanne Vashugan) resigned, and a third, (Allison Morin) has shifted into an open Special Education position. They were replaced with Jesse Tagan, Jamie McCaffrey, and Monica Cerezo. Mrs. Kelly, first grade teacher also resigned, and Sarah Ramsey, Special Education teacher moved into that general education classroom. Leah Towler, .5 Intervention Specialist, will be full-time at HCS.

Hubbardston Center School Parent/Teacher Organization

The Hubbardston Center School Parent/Teacher Organization, PTO, is the parent teacher organization for the Hubbardston Center School. They are a vital part of our school community, hosting monthly programs for students and community members. Monthly Meetings are noted on the HCS website and listed in the monthly school newsletter. If you would like more information about the PTO please contact the school.

Executive Board Members 2022-23
Co-chairs- Meg DeMalia and Deb Lindsay
Secretary- Erica McHugh
Treasurer- Monet Proulx

Hubbardston Center School Council

Meetings are held at 6-week intervals. The School Council was not active this past school year, with the exception of its initial meeting when the HCS School Improvement Plan was shared with parents at an open meeting. It will recruit new members in the 2023-24 school year.

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. Sean Kelly. An understanding of music is gained through sequential development of concepts based on the elements of music. These elements include rhythm, melody, harmony, timbre, form, expression, history and style and composition and performance

Chorus, Band and Orchestra – These activities once again took place for the full year, and were taught by Julia Tuttle, Rebecca Kelly, and Toni Brown.

Physical Education. Our physical education teacher is Mrs. Michelle Bowen. The program includes team building/social interaction skills, cognitive concepts linked to fitness, wellness skill development and social skills appropriate to each grade's developmental level. At HCS we believe the acquisition of fundamental motor skills are essential to improving one's overall fitness and key to leading an enjoyable, active life style.

Art – Ms. Teresa McCarthy continued to teach art at HCS. Ms. McCarthy continued to develop and strengthen students' specific art skills that included working with water-colors, sculpting, 3-D mediums, and the more traditional skills of drawing and sketching. Through the study of art, students develop creative and critical thinking skills that will help them be effective problem solvers both in and out of school.

STEM – Students in grades K-6 took part in STEM (Science, Technology, Engineering & Math) classes taught by Ms. Rebecca Vincent. This is a standards-based curriculum that has inquiry, research, and project-based learning as its core strategies for all learning. Students had multiple opportunities to develop and test hypothesis related to engineering and digital media, and to build, draw, research, and design a variety of prototypes and projects that supported mathematical and scientific theories of inquiry.

Extra-curricular Activities, Programs & Events

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

Champions! – Champions! has replaced The Hubbardston Center School Fun Frontier Extended Day program. This program houses a year-round before and after school

program, opening at 6:30 a.m. and closing at 6:00 p.m. including school vacations, as well as running week long summer camps throughout the summer. During the 2021-2022 school year, this program served over 85 students. The program provides a well-balanced, stimulating environment for all students.

Nature's Classroom – Fifth grade students at HCS attended Nature's classroom this year, in late November! Students attended the 5-day outdoor classroom at the Charlton campus, and despite the chilly temps, snow, rain, (as well as some lovely sunny days), it was a rewarding, fun, and a very educational time!

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

CAPS Program (Central Area Programs and Services)

Hubbardston Center School houses the Kelly Day School. The Kelly Day School is a part of CAPS Collaborative and provides public day school programs servicing students, age 3 – 16, with significant multiple disabilities, including sensory impairments and medical issues. Students are provided educational programming, based on the MA Curriculum Frameworks. Initially, a pre-school and 1 elementary class joined the HCS community, and they've since added a Kindergarten class. The upper elementary class moved to Ruggles Lane school this school year, bringing their total to 3 different classrooms as well as a therapy room. 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! I will miss this dynamic community of learners!*

Respectfully Submitted,

Jill Peterson
Principal, Hubbardston Center School



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
ADAMS, JAMIE C	HS Sped	\$82,938.56
ADAMS, JAMIE C	Stipend 240 S	\$5,320.00
ADAMS, JAMIE C	Sub HS Period	\$1,080.00
ADAMS, JAMIE C	Stipend - Curriculum	\$960.00
ADAMS, JAMIE C	Sub HS Period	\$880.00
ADAMS, JAMIE C	Stipend PD	\$600.00
ADAMS, JAMIE C	Stipend PD	\$90.00
ADAMS, JAMIE C	Stipend-117	\$80.00
ADAMS, LEAH M	Elem Teacher	\$74,900.00
ADAMS, LEAH M	Stipend Expanded Learning Time	\$1,196.25
ADAMS, MICHAEL D	Coaching (Winter)	\$6,042.18
ADAMS, NICHOLAS R	Strength and Conditioning Coach	\$2,447.38
ADOMAITIS, KELLY L	Aide Autism	\$13,399.30
ADOMAITIS, KELLY L	Sub Ruggles Lane	\$473.32
ADOMAITIS, KELLY L	Sub Aide Period	\$27.00
ALLEN, ANN M	Aide Sped	\$30,548.00
ALLEN, ANN M	Stipend 525 - Summer Early Lit & Stem Camp	\$1,573.00
ALLEN, ANN M	Longevity	\$1,000.00
ALLEN, ANN M	Sub Aide Period	\$114.75
ALLEN, ANN M	Sub Middle School	\$90.00
ALLEN, KELLEY L	ESL Teacher	\$84,301.00
ALLEN, KELLEY L	Stipend Athletics	\$1,820.00
ALLEN, KELLEY L	Stipend Expanded Learning Time	\$357.50
ALLEN, KELLEY L	Sub HS Period	\$189.00
AMIDIO, MARY C	Office Manager	\$54,397.00
AMIDIO, MARY C	Longevity	\$1,500.00
AMIDIO, MARY C	Employee Benefit	\$735.00
ANDREWS, ELICIA A	HS Science	\$79,462.00
ANDREWS, ELICIA A	Stipend - Curriculum	\$960.00
ANDREWS, ELICIA A	Stipend PD	\$600.00
ANDREWS, ELICIA A	Sub HS Period	\$324.00
ANDREWS, ELICIA A	Stipend Expanded Learning Time	\$275.00
ANDREWS, ELICIA A	Stipend Expanded Learning Time	\$81.00
ARMSTRONG, AMELIA M	Custodian	\$8,538.02
ARMSTRONG, AMELIA M	Custodian OT	\$9.22
ARNOLD, MICHELLE L	Elem Sped	\$93,815.00
ARNOLD, MICHELLE L	Stipend 121 - Summer Acc Academy	\$3,000.00
ARNOLD, MICHELLE L	Stipend Expanded Learning Time	\$889.35
ARNOLD, MICHELLE L	Longevity	\$750.00
ARSENAULT, EMILY B	Lunch Monitor	\$463.13
AUBIE, REBECCA L	Lunch Monitor	\$2,738.82
AUBIE, REBECCA L	Sub Hubbardston	\$1,395.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
AUBIN, GINA M	Lunch Monitor	\$4,191.75
AYER, DOROTHY M	Office Manager	\$40,476.00
AYER, DOROTHY M	Stipend Athletics	\$520.00
BAGDIS, TYLER C	Custodian	\$34,037.76
BAGDIS, TYLER C	Shoe Allowance	\$150.00
BAGDIS, TYLER C	Custodian OT	\$76.78
BAILEY, CONNER P	Technology	\$35,084.11
BAKER, KAYLEIGH E	HS English	\$66,547.00
BAKER, KAYLEIGH E	Stipend PD	\$600.00
BAKER, KAYLEIGH E	Sub HS Period	\$594.00
BAKER, KAYLEIGH E	Stipend Expanded Learning Time	\$467.50
BAKER, KAYLEIGH E	Sub MS Period	\$54.00
BAKER, KAYLEIGH E	Stipend Expanded Learning Time	\$27.00
BALSER, MELANIE A	Aide Sped	\$30,548.00
BALSER, MELANIE A	Separation Benefits	\$6,075.05
BALSER, MELANIE A	Stipend 240 S	\$1,798.50
BALSER, MELANIE A	Sub Middle School	\$1,366.20
BALSER, MELANIE A	Longevity	\$1,000.00
BALSER, MELANIE A	Sub Aide Period	\$610.90
BARKER-BERLO, DONNA	HS Science	\$91,630.00
BARKER-BERLO, DONNA	Separation Benefits	\$11,161.75
BARKER-BERLO, DONNA	Advisor HS	\$932.55
BARKER-BERLO, DONNA	Sub HS Period	\$783.00
BARKER-BERLO, DONNA	Longevity	\$750.00
BARKER-BERLO, DONNA	Sub MS Period	\$27.00
BARRETT, DEBRA M	Aide Sped	\$28,529.91
BARRETT, DEBRA M	Sub Middle School	\$540.00
BARRINGER, EVAN M	MS Social Studies	\$88,290.00
BARRINGER, EVAN M	Coaching (Winter)	\$5,492.89
BARRINGER, EVAN M	Longevity	\$1,000.00
BARRINGER, EVAN M	Employee Benefit	\$870.00
BARRINGER, EVAN M	Sub MS Period	\$108.00
BARRINGER, JANIS A	MS Sped	\$89,435.00
BARRINGER, JANIS A	Longevity	\$750.00
BARRINGER, JANIS A	Stipend Expanded Learning Time	\$701.25
BARRINGER, JANIS A	Stipend PD	\$600.00
BARRINGER, JANIS A	Employee Benefit	\$432.00
BARRINGER, JANIS A	Stipend Athletics	\$120.00
BARRINGER, JANIS A	Stipend-117	\$80.00
BARRY, SHAWN D	Custodian	\$44,482.56
BARRY, SHAWN D	Custodian OT	\$1,252.73
BARRY, SHAWN D	Accrued Payroll-FY22 paid in FY23	\$680.22



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
BARRY, SHAWN D	Shoe Allowance	\$150.00
BATES, NITA	Secretary	\$57,648.99
BATES, NITA	Longevity	\$1,000.00
BATES, NITA	Stipend Advanced Degree	\$500.00
BATTISTA, MARK G	Coaching (Spring)	\$5,046.16
BEARD-BLAKE, ELIZABETH	LTS - HS World Language	\$33,918.72
BEARD-BLAKE, ELIZABETH	Separation Benefits	\$8,503.00
BEARD-BLAKE, ELIZABETH	HS World Language	\$1,393.93
BEARD-BLAKE, ELIZABETH	IB Consulting Stipend	\$70.00
BEARD-BLAKE, ELIZABETH	Sub HS Period	\$27.00
BEARD-BLAKE, ELIZABETH	Longevity	\$12.30
BEAUDET, KRISTINE A	Elem Sped	\$98,227.00
BEAUDET, KRISTINE A	Stipend Expanded Learning Time	\$3,368.75
BEAUDET, KRISTINE A	Longevity	\$2,000.00
BEAUDET, KRISTINE A	Stipend Mentor Program	\$525.00
BELLINO, CHRISTINE K	Lunch Monitor	\$5,769.97
BELLUARDO-COBB, SUZANNE E	Aide Autism	\$15,799.64
BENNETT, JESSICA A	Executive Assistant Superintendent	\$70,463.70
BENNETT, JESSICA A	Executive Secretary School Committee	\$3,375.00
BENNETT, JESSICA A	Longevity	\$750.00
BENNETT, RYA M	School Nurse	\$64,609.00
BENNETT, RYA M	Stipend 240 S	\$3,609.78
BENNETT, RYA M	Stipend Natures Classroom	\$622.92
BENNETT, RYA M	Stipend 525 - Summer Early Lit & Stem Camp	\$300.00
BERGER, BRITTANY A	Coaching (Spring)	\$2,397.32
BERGER, BRITTANY A	Lunch Monitor	\$1,743.19
BERGMAN, JASON C	HS Business	\$80,927.00
BERGMAN, JASON C	Stipend Expanded Learning Time	\$4,000.00
BERGMAN, JASON C	Stipend PD	\$400.00
BERGMAN, JASON C	Sub HS Period	\$378.00
BERGMAN, JASON C	Stipend Expanded Learning Time	\$27.00
BERLO, PETER I	Sub Cust	\$942.17
BERNER, JESSICA N	Elem Teacher	\$76,739.00
BERNER, JESSICA N	Stipend 121 - Summer Acc Academy	\$3,000.00
BERNER, JESSICA N	Stipend Teacher Leader	\$1,500.00
BERNER, JESSICA N	Stipend Expanded Learning Time	\$1,141.25
BERRIOS, BOBBIE JO	School Nutrition Supervisor	\$22,467.07
BERRIOS, BOBBIE JO	SN Catering	\$197.34
BERTHIAUME, GAIL L	Accrued Payroll-FY22 paid in FY23	\$7,954.66
BERTHIAUME, GAIL L	Lunch Monitor	\$1,235.55
BERTHIAUME, GAIL L	Accrued Payroll-FY22 paid in FY23	\$730.08
BERTHIAUME, GAIL L	Sub Teacher ALL	\$585.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
BESAW, MICHAEL E	MS Math	\$57,901.00
BESAW, MICHAEL E	Coaching (Spring)	\$2,997.84
BESAW, MICHAEL E	Sub MS Period	\$297.00
BESAW, MICHAEL E	Stipend Expanded Learning Time	\$27.00
BIBIK, KAITLYN L	Extended Day Staff	\$3,049.50
BIGGS, BRIANNA M	Elem Sped	\$58,371.00
BIGGS, BRIANNA M	Tutor	\$1,540.00
BIGGS, BRIANNA M	Stipend Expanded Learning Time	\$508.75
BIGGS, BRIANNA M	Stipend-117	\$80.00
BISCEGLIA, EMILY J	Aide Autism	\$25,652.56
BISCEGLIA, EMILY J	Sub Aide Period	\$121.50
BISCEGLIA, EMILY J	Sub Ruggles Lane	\$45.00
BISSONNETTE, CANDICE C	Lunch Monitor	\$352.69
BLACK, JEAN M	Aide Sped	\$31,829.51
BLACK, JEAN M	Stipend 240 S	\$2,267.10
BLACK, JEAN M	Longevity	\$550.00
BLISS, KRISTI L	Elem Teacher	\$75,804.00
BLISS, KRISTI L	Stipend 121 - Summer Acc Academy	\$3,000.00
BLISS, KRISTI L	Stipend Expanded Learning Time	\$1,081.85
BOISVERT, EMILY R	Intervention Tutor	\$33,133.86
BOISVERT, EMILY R	Permanent Sub	\$4,936.96
BOLGER, BRENT A	HS Technology	\$91,630.00
BOLGER, BRENT A	Employee Benefit	\$1,890.00
BOLGER, BRENT A	Stipend Expanded Learning Time	\$1,200.00
BOLGER, BRENT A	Longevity	\$1,000.00
BOLGER, BRENT A	Stipend PD	\$960.00
BOLGER, BRENT A	Sub HS Period	\$108.00
BOSTOCK, EMILY A	Speech	\$30,091.80
BOUCHER, JACOB T	Sub Teacher ALL	\$300.00
BOUCHER, JACOB T	Lunch Monitor	\$96.18
BOUCHER, RENEE M	Athletic Trainer	\$47,378.61
BOUCHER, RENEE M	Employee Benefit	\$1,200.00
BOUCHER, RENEE M	Longevity	\$750.00
BOUCHER, RENEE M	Stipend CPR - First Aid Training	\$129.47
BOUCHER, RENEE M	Stipend Athletics	\$100.00
BOUCHER, THERESA L	Tech Integration Spec	\$88,582.57
BOUCHER, THERESA L	Longevity	\$750.00
BOUCHER, THERESA L	Stipend Expanded Learning Time	\$110.00
BOURGEOIS, SAMANTHA N	School Nutrition	\$14,260.17
BOURQUE, SARAH E	Aide Sped	\$21,017.63
BOURQUE, SARAH E	Sub Aide Period	\$388.14
BOURQUE, SARAH E	Sub Middle School	\$346.50



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
BOURQUE, SARAH E	Sub MS Period	\$40.50
BOUVIER, NANCY L	Aide - Therapeutic Prog	\$17,008.47
BOUVIER, NANCY L	Sub Aide Period	\$1,566.02
BOUVIER, NANCY L	Sub Aide Period	\$27.00
BOWEN, MICHELLE L	Elem PE	\$70,600.00
BOYD, JOANNE	Aide Kindergarten	\$28,967.32
BOYD, JOANNE	Sub Teacher ALL	\$585.00
BOYD, JOANNE	Longevity	\$550.00
BOYD, JOANNE	Sub Aide Period	\$131.63
BOYER, CORICE M	Aide Autism	\$16,672.45
BRADY, ANDREA M	School Nutrition	\$1,208.22
BRAY, AILI D	Sub Teacher ALL	\$630.00
BRAY, AILI D	Stipend 240 S	\$603.00
BRAY, ELECIA C	Elem Teacher	\$93,815.00
BRAY, ELECIA C	Employee Benefit	\$2,002.50
BRAY, ELECIA C	Longevity	\$1,500.00
BRAY, ELECIA C	Stipend Teacher Leader	\$1,500.00
BRAY, ELECIA C	Stipend Expanded Learning Time	\$1,237.50
BRAY, ELECIA C	Stipend Mentor Program	\$500.00
BRAY, ELECIA C	Stipend Natures Classroom	\$467.19
BREEDS, CONNER B	Summer Cust	\$2,098.88
BREEDS, CONNER B	Accrued Payroll-FY22 paid in FY23	\$326.25
BRENNOCK, DANIEL J	NJROTC	\$96,218.87
BRENNOCK, DANIEL J	Longevity	\$750.00
BRENNOCK, DANIEL J	Stipend Teacher Leader	\$600.00
BRENNOCK, DANIEL J	Sub HS Period	\$54.00
BRENNOCK, DANIEL J	Stipend Expanded Learning Time	\$27.00
BRETON, JENNIE M	Guidance	\$57,404.00
BRETON, JENNIE M	Stipend Expanded Learning Time	\$385.00
BREWER, JULIE A	Special Education Chair	\$89,435.00
BROOKS, MICHAEL A	Technology	\$83,419.66
BROOKS, MICHAEL A	Longevity	\$750.00
BROWN, JULIE M	Elem STEM	\$67,775.00
BROWN, JULIE M	Stipend Mentor Program	\$500.00
BROWN, JULIE M	Stipend Natures Classroom	\$467.19
BROWN, TONI	Elem Music	\$87,227.00
BROWN, TONI	Advisor HS	\$3,000.18
BROWN, TONI	Coaching (Fall)	\$2,637.05
BROWN, TONI	Stipend Academic Coordinator	\$2,500.00
BROWN, TONI	Advisor MS	\$1,757.97
BROWN, TONI	Longevity	\$1,000.00
BROWN, TONI	Stipend Mentor Program	\$500.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
BROWN, TONI	Stipend Mentor Program	\$200.00
BROWN, TONI	Stipend Mentor Program	\$75.00
BROWNE, KIM A	Elem Sped	\$88,290.00
BROWNE, KIM A	Separation Benefits	\$14,926.50
BROWNE, KIM A	Longevity	\$2,000.00
BROWNE, KIM A	Stipend Mentor Program	\$625.00
BUCKLEY, ALYSSA C	Lunch Monitor	\$3,565.22
BUCKLEY, ALYSSA C	Sub Ruggles Lane	\$2,106.00
BULGER, CASSIDY S	Elem Teacher	\$54,579.00
BULGER, CASSIDY S	Stipend Natures Classroom	\$467.19
BULGER, CASSIDY S	Stipend Expanded Learning Time	\$343.75
BULGER, CASSIDY S	Sub Oakham	\$40.00
BURKE, TINA M	School Nutrition	\$18,685.00
BURKE, TINA M	Longevity	\$450.00
BURKLE, SHERRY L	HS Math	\$89,435.00
BURKLE, SHERRY L	Stipend Teacher Leader	\$1,790.00
BURKLE, SHERRY L	Stipend - Curriculum	\$960.00
BURKLE, SHERRY L	Advisor HS	\$931.97
BURKLE, SHERRY L	Sub HS Period	\$920.00
BURKLE, SHERRY L	Longevity	\$750.00
BURKLE, SHERRY L	Stipend Flex Block Committee	\$600.00
BURKLE, SHERRY L	Stipend Flex Block Committee	\$600.00
BURKLE, SHERRY L	Stipend PD	\$600.00
BURKLE, SHERRY L	Sub HS Period	\$243.00
BURKLE, SHERRY L	Employee Benefit	\$217.50
BURKLE, SHERRY L	Tutor	\$170.00
BURKLE, SHERRY L	Sub HS Period	\$160.00
BURKLE, SHERRY L	Stipend-117	\$80.00
BURTON, ERIC J	LTS - HS English	\$12,824.57
BUTLER, SHEENA M	Elem Sped	\$74,900.00
BUTLER, SHEENA M	Stipend 121 - Summer Acc Academy	\$3,000.00
BUTLER, SHEENA M	Stipend Expanded Learning Time	\$944.35
BUTLER, SHEENA M	Longevity	\$750.00
BUTLER, SHEENA M	Stipend Mentor Program	\$500.00
CALLAHAN, ERIKA K	Aide Sped	\$23,537.28
CALLAHAN, ERIKA K	Coaching (Fall)	\$1,000.00
CALLAHAN, ERIKA K	Coaching (Spring)	\$1,000.00
CALLAHAN, ERIKA K	Sub Aide Period	\$162.01
CALLAHAN, ERIKA K	Stipend Athletics	\$120.00
CALLAHAN, ERIKA K	Stipend Athletics	\$60.00
CAMDEN, CHRISTOPHER W	Custodian	\$15,525.43
CAMDEN, CHRISTOPHER W	Accrued Payroll-FY22 paid in FY23	\$524.16



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
CAMDEN, CHRISTOPHER W	Custodian OT	\$278.54
CAMDEN, CHRISTOPHER W	Shoe Allowance	\$150.00
CAMMUSO, NICHOLAS J	Adjustment Counselor	\$62,727.00
CAMPIONE, KRISTIN M	Director of Student Services	\$129,821.28
CAMPIONE, KRISTIN M	Separation Benefits	\$11,030.77
CAMPIONE, KRISTIN M	Travel	\$2,000.00
CAMPIONE, KRISTIN M	Stipend Advanced Degree	\$1,500.00
CAMPIONE, KRISTIN M	Longevity	\$750.00
CAPURSO, JANE M	Elem Teacher	\$98,227.00
CAPURSO, JANE M	Longevity	\$1,500.00
CAPURSO, JANE M	Stipend Expanded Learning Time	\$999.35
CARLSON, CHRISTOPHER B	Principal	\$107,710.66
CARLSON, CHRISTOPHER B	Employee Benefit	\$1,912.50
CARLSON, CHRISTOPHER B	Longevity	\$1,000.00
CARLSON, LILY M	Stipend 525 - Summer Early Lit & Stem Camp	\$2,257.50
CARON, ELAINE A	Plant & Facilities Administrative Support	\$51,599.04
CARR, CHRISTINE M	HS Social Studies	\$66,194.00
CARR, CHRISTINE M	Advisor HS	\$1,172.77
CARR, CHRISTINE M	Stipend 589 - Civics	\$750.00
CARR, CHRISTINE M	Stipend Expanded Learning Time	\$632.50
CARR, CHRISTINE M	Stipend 589 - Civics	\$600.00
CARR, CHRISTINE M	Stipend PD	\$600.00
CARR, CHRISTINE M	Sub HS Period	\$486.00
CARR, CHRISTINE M	Sub HS Period	\$340.00
CARTER, APRIL R	HS Math	\$77,148.00
CARTER, APRIL R	Stipend - Curriculum	\$960.00
CARTER, APRIL R	Sub HS Period	\$432.00
CARTER, APRIL R	Stipend Expanded Learning Time	\$54.00
CASS, BETH A	Elem Sped	\$40,452.79
CASS, BETH A	Stipend Expanded Learning Time	\$1,100.00
CASTRIOTTA, MATTHEW	MS Social Studies	\$98,227.00
CASTRIOTTA, MATTHEW	Coaching (Spring)	\$4,434.62
CASTRIOTTA, MATTHEW	Coaching (Winter)	\$3,990.24
CASTRIOTTA, MATTHEW	Coaching (Fall)	\$2,661.02
CASTRIOTTA, MATTHEW	Longevity	\$1,500.00
CASTRIOTTA, MATTHEW	Stipend Expanded Learning Time	\$770.00
CASTRIOTTA, MATTHEW	Employee Benefit	\$747.00
CASTRIOTTA, MATTHEW	Sub MS Period	\$486.00
CASTRIOTTA, MATTHEW	Stipend 589 - Civics	\$480.00
CASTRIOTTA, MATTHEW	Stipend Expanded Learning Time	\$27.00
CASTRIOTTA, SHEA A	Extended Day Staff	\$4,082.63
CASTRIOTTA, SHEA A	Sub Cust	\$1,419.19



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
CASTRIOTTA, WENDY B	Kindergarten Teacher	\$88,290.00
CASTRIOTTA, WENDY B	Stipend 121 - Summer Acc Academy	\$3,000.00
CASTRIOTTA, WENDY B	Stipend Expanded Learning Time	\$2,516.25
CASTRIOTTA, WENDY B	Longevity	\$1,500.00
CASTRIOTTA, WENDY B	Stipend Teacher Leader	\$1,500.00
CASTRIOTTA, WENDY B	Stipend 525 - Summer Early Lit & Stem Camp	\$1,300.00
CEREZO, MONICA I	LTS - Elem Teacher	\$54,579.00
CEREZO, MONICA I	Stipend Expanded Learning Time	\$770.00
CEREZO, ROMAN B	Extended Day Staff	\$3,690.76
CEREZO, SIMEON B	Extended Day Staff	\$4,656.20
CHAFFEE, KATELYN M	Behavior Support Interventionist	\$41,817.22
CHISHOLM, PAMELA R	HS Art	\$56,216.00
CHISHOLM, PAMELA R	Stipend Expanded Learning Time	\$2,800.00
CHISHOLM, PAMELA R	Sub HS Period	\$1,593.00
CHISHOLM, PAMELA R	Stipend PD	\$240.00
CHISHOLM, PAMELA R	Sub MS Period	\$81.00
CHOBOT, WAYNE	Custodian	\$13,970.15
CHOBOT, WAYNE	Custodian OT	\$658.52
CHOBOT, WAYNE	Shoe Allowance	\$150.00
CHOQUETTE, JEAN M	School Nutrition	\$820.85
CHOQUETTE, KENNETH STEVEN	Sub Cust	\$129.58
CHRISTENSEN, RONALD P	Treasurer	\$16,060.18
CHRISTIE, CAMERON J	MS Science	\$54,579.00
CHRISTIE, CAMERON J	Stipend - Curriculum	\$960.00
CHRISTIE, CAMERON J	Stipend PD	\$600.00
CHRISTIE, CAMERON J	Sub MS Period	\$324.00
CHRISTIE, CAMERON J	Stipend-332	\$240.00
CHRISTIE, CAMERON J	Stipend Expanded Learning Time	\$220.00
CHRISTIE, CAMERON J	Stipend-117	\$80.00
CHURCHILL, JENNIFER E	Elem Teacher	\$91,630.00
CHURCHILL, JENNIFER E	Longevity	\$1,000.00
CHURCHILL, JENNIFER E	Stipend Expanded Learning Time	\$990.00
CIFIZZARI, JACOB W	Coaching (Fall)	\$3,263.17
CIFIZZARI, JACOB W	Coaching (Spring)	\$3,263.17
CIFIZZARI, JACOB W	Coaching (Winter)	\$3,263.17
CLARK, BLYTHE L	Elem Teacher	\$98,227.00
CLARK, BLYTHE L	Stipend Expanded Learning Time	\$1,178.10
CLARK, BLYTHE L	Longevity	\$1,000.00
CLARK, KEVIN R	Plant & Facilities Manager	\$104,040.00
CLARK, KEVIN R	Vacation Buyback	\$4,001.50
CLARK, KEVIN R	Travel	\$3,000.00
CLEAVES, WENDY P	Math Coach	\$99,013.88



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
CLEAVES, WENDY P	Stipend Expanded Learning Time	\$825.00
CLEAVES, WENDY P	Stipend Mentor Program	\$250.00
COATES, MARIE A	Kindergarten Teacher	\$75,242.00
COATES, MARIE A	Stipend Expanded Learning Time	\$2,062.50
COATES, MARIE A	Longevity	\$1,000.00
COFFILL, GINA L	HS English	\$66,547.00
COFFILL, GINA L	Stipend PD	\$600.00
COFFILL, GINA L	Stipend PD	\$600.00
COFFILL, GINA L	Stipend Expanded Learning Time	\$233.75
COFFILL, GINA L	Sub HS Period	\$135.00
COLLETTE, ANDREA L	Elem Teacher	\$74,059.00
COLLETTE, ANDREA L	Stipend Expanded Learning Time	\$948.75
COLLETTE, ANDREA L	Sub Oakham	\$60.00
CONATY, BRIAN T	Summer Tech Assistant	\$13,627.50
CONSOLMAGNO, TERESA J	Office Manager	\$54,397.00
CONSOLMAGNO, TERESA J	Employee Benefit	\$2,647.50
CONSOLMAGNO, TERESA J	Longevity	\$1,500.00
COOK, JAMIE M	Coaching (Fall)	\$4,954.41
COOK, JAMIE M	Coaching (Winter)	\$2,397.32
COOK, TAMMRA L	Elem Art	\$62,727.00
COOK, TAMMRA L	Stipend Expanded Learning Time	\$55.00
COOLEY, REBECCA M	HS World Language	\$76,280.00
COOLEY, REBECCA M	Sub HS Period	\$2,079.00
COOLEY, REBECCA M	Advisor HS	\$775.95
COOLEY, REBECCA M	Sub HS Period	\$660.00
COOLEY, REBECCA M	Stipend Mentor Program	\$150.00
COOLEY, REBECCA M	Stipend Mentor Program	\$150.00
COOLEY, REBECCA M	Stipend Expanded Learning Time	\$108.00
COOLEY, REBECCA M	Stipend Expanded Learning Time	\$54.00
COOLEY, REBECCA M	Sub MS Period	\$27.00
COONS, KRISTEN D	MS English	\$93,815.00
COONS, KRISTEN D	Separation Benefits	\$13,375.25
COONS, KRISTEN D	Longevity	\$2,000.00
COONS, KRISTEN D	Stipend Expanded Learning Time	\$701.25
COONS, KRISTEN D	Sub MS Period	\$243.00
COPPOLINO SR, PETER J	Project Engineer	\$77,757.68
COPPOLINO SR, PETER J	Employee Benefit	\$7,121.25
COPPOLINO SR, PETER J	Longevity	\$1,500.00
COPPOLINO SR, PETER J	Shoe Allowance	\$150.00
CORDEIRO, MADISON A	Lunch Monitor	\$2,929.21
CORDEIRO, MADISON A	Sub Ruggles Lane	\$2,632.50
CORMIER, ROSELYNN R	Extended Day Staff	\$1,984.31



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
CORREIA, AMY L	School Nutrition	\$11,589.14
COSTELLO, SHAWN M	Sub Cust	\$9,174.32
COSTELLO, SHAWN M	Coaching (Fall)	\$3,495.91
COTE, ANGELINA M	Extended Day Staff	\$3,224.07
COTTRELL, ELIZABETH M	Elem Teacher	\$68,545.00
COTTRELL, ELIZABETH M	Stipend Teacher Leader	\$1,500.00
COTTRELL, ELIZABETH M	Stipend Expanded Learning Time	\$948.75
COUTSONIKAS, DANIELLE J	Permanent Sub	\$16,110.08
COUTSONIKAS, DANIELLE J	Sub Teacher ALL	\$1,500.00
CRAIG, SEAN W	Aide - Therapeutic Prog	\$26,449.00
CRAIG, SEAN W	Sub New Braintree	\$855.00
CRANSTON, ASHLEY B	Assistant Principal & Team Chair	\$98,815.00
CRANSTON, ASHLEY B	Longevity	\$1,000.00
CRANSTON, FRANCIS J JR	Coaching (Winter)	\$2,661.02
CRANSTON, KATHRYN A	Instructional Assistant Sped	\$38,841.80
CRANSTON, KATHRYN A	Sub Aide Period	\$2,750.63
CRANSTON, KATHRYN A	Longevity	\$1,000.00
CRANSTON, KATHRYN A	Sub Teacher ALL	\$713.00
CRANSTON, KATHRYN A	Sub MS Period	\$378.00
CSORBA, ASHLEY E	Guidance	\$74,059.00
CSORBA, ASHLEY E	Stipend SEL/Mental Health	\$1,400.00
CSORBA, ASHLEY E	Stipend Expanded Learning Time	\$660.00
CSORBA, ASHLEY E	Advisor HS	\$627.59
CSORBA, ASHLEY E	Stipend Teacher Leader	\$600.00
CSORBA, ASHLEY E	Stipend Mentor Program	\$250.00
CSORBA, ASHLEY E	Stipend PD	\$60.00
CULVER, CASSIDY R	Sub Teacher ALL	\$900.00
D'AMATO, JASKA L	Sub Café All	\$1,023.30
D'AMICO, NICOLE J	Purchasing & Payables Coordinator	\$38,831.54
D'AMICO, NICOLE J	Receptionist	\$2,598.65
DANIELS, MEAGHAN R	Intervention Tutor	\$41,817.22
DANIELS, MEAGHAN R	Stipend Natures Classroom	\$467.19
DANIELS, MEAGHAN R	Stipend Expanded Learning Time	\$394.35
DAUKSEWICH, CHERYL L	Stipend 240 S	\$195.03
DEGNAN, ANASTASIA	School Nutrition	\$10,499.86
DEGRAVE, SUSAN V	HS World Language	\$23,135.98
DEGRAVE, SUSAN V	Sub HS Period	\$432.00
DEGRAVE, SUSAN V	Sub MS Period	\$81.00
DEGRAVE, SUSAN V	Stipend Expanded Learning Time	\$55.00
DEMALIA, MEGAN L	Sub Teacher ALL	\$1,100.00
DEMALIA, MEGAN L	Lunch Monitor	\$569.82
DEMORAIS, PURNIMA	Principal	\$137,500.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
DEMORAIS, PURNIMA	Vacation Buyback	\$2,644.25
DEMORAIS, PURNIMA	Stipend Mentor Program	\$500.00
DEPASQUALE, MARK S	HS Social Studies	\$84,301.00
DEPASQUALE, MARK S	Longevity	\$750.00
DEPASQUALE, MARK S	Sub HS Period	\$405.00
DEPASQUALE, MARK S	Stipend PD	\$150.00
DEPASQUALE, MARK S	Stipend Expanded Learning Time	\$27.00
DESAUTELS, MELISSA A	BCBA	\$96,637.10
DESAUTELS, MELISSA A	Stipend Mentor Program	\$500.00
DESAUTELS, MELISSA A	Stipend Mentor Program	\$250.00
DESKINS, JILL A	Intervention Tutor	\$41,817.22
DESKINS, JILL A	Stipend Expanded Learning Time	\$174.35
DEVINE, GREGORY J	Guidance Director for External Partnerships	\$137,174.70
DEVINE, GREGORY J	Employee Benefit	\$3,285.00
DEVINE, GREGORY J	Longevity	\$1,500.00
DEVINE, GREGORY J	Fixed Benefit Life/Disability	\$1,200.00
DEXTRADEUR, DENNIS M	Coaching (Winter)	\$6,097.11
DEXTRADEUR, DENNIS M	Sub Teacher ALL	\$1,815.00
DICKSON, PAMELA J	Coaching (Fall)	\$3,327.60
DICKSON, PAMELA J	Coach Field Hockey Camp	\$300.00
DIETRICH, JENNIFER L	Speech/Language Pathologist Assistant	\$5,880.00
DILLON, NOREEN E	Psychologist	\$89,777.00
DOBLE, ANNE M	Accrued Payroll-FY22 paid in FY23	\$3,961.50
DOWGIELEWICZ, JILL M	Special Education Chair	\$98,227.00
DOWGIELEWICZ, JILL M	Longevity	\$1,500.00
DOYLE, EMMA J	Sub Teacher ALL	\$1,620.00
DOYLE, KIMBERLY J	Elem Teacher	\$93,815.00
DOYLE, KIMBERLY J	Longevity	\$2,000.00
DOYLE, KIMBERLY J	Stipend Expanded Learning Time	\$1,897.50
DOYLE, KIMBERLY J	Stipend Teacher Leader	\$1,500.00
DOYLE, KIMBERLY J	Stipend Natures Classroom	\$622.92
DOYLE, THOMAS C	Sub Teacher ALL	\$450.00
DRISCOLL, AMY L	Extended Day Staff	\$1,632.00
DUBOIS-GOULD, KERI A	School Nutrition Director	\$89,746.10
DUBOIS-GOULD, KERI A	Travel	\$2,500.00
DUBOIS-GOULD, KERI A	Stipend Advanced Training	\$1,000.00
DUBOIS-GOULD, KERI A	Fixed Benefit Life/Disability	\$359.60
DUBRULE, PATRICIA A	School Nutrition	\$11,426.26
DUCOS, PATRICIA	Culture Support Intervention	\$24,295.08
DUCOS, PATRICIA	Lunch Monitor	\$1,107.96
DUCOS, PATRICIA	Lunch Monitor	\$213.75
DUNIGAN, PAMELA J	Elem Teacher	\$57,666.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
DUNIGAN, PAMELA J	Stipend Expanded Learning Time	\$1,388.75
DUNIGAN, PAMELA J	Longevity	\$750.00
DUVAL, ANN C	MS Science	\$95,366.00
DUVAL, ANN C	Longevity	\$750.00
DUVAL, ANN C	Sub MS Period	\$567.00
DUVAL, CHERYL A	Director of Administrative Services	\$151,925.58
DUVAL, CHERYL A	Vacation Buyback	\$5,843.30
DUVAL, CHERYL A	Fixed Benefit Life/Disability	\$1,186.82
DUVAL, CHERYL A	Longevity	\$1,000.00
DUVAL, CHERYL A	Travel	\$1,000.00
ELMORE, TAYLOR M	Aide Autism	\$32,279.90
ELMORE, TAYLOR M	Sub Aide Period	\$141.75
ERICKSON, BRITTNEY S	School Nutrition	\$9,320.85
ERICKSON, TRISIA L	Literacy Coach	\$94,322.16
ERICKSON, TRISIA L	Stipend Expanded Learning Time	\$1,686.85
ERICKSON, TRISIA L	Longevity	\$1,000.00
ESPOSITO, OSCAR P	HS PE	\$57,901.00
ESPOSITO, OSCAR P	Coaching (Fall)	\$2,997.83
ESPOSITO, OSCAR P	Sub HS Period	\$560.00
ESPOSITO, OSCAR P	Sub HS Period	\$324.00
ESPOSITO, OSCAR P	Sub MS Period	\$135.00
ESPOSITO, OSCAR P	Stipend Expanded Learning Time	\$55.00
EVERITT, LAURA J	Aide Autism	\$35,478.39
EVERITT, LAURA J	Stipend Xtra Hours	\$894.75
EVERITT, LAURA J	Longevity	\$550.00
EVERITT, LAURA J	Sub Middle School	\$450.00
EWART, JOCELYN R	MS Sped	\$61,925.00
EWART, JOCELYN R	Stipend 240 S	\$2,200.00
EWART, JOCELYN R	Stipend SEL/Mental Health	\$1,400.00
EWART, JOCELYN R	Stipend - Curriculum	\$880.00
EWART, JOCELYN R	Stipend PD	\$600.00
EWART, JOCELYN R	Stipend Teacher Leader	\$600.00
EWART, JOCELYN R	Stipend MCAS Alt	\$300.00
EWART, JOCELYN R	Stipend-332	\$240.00
EWART, JOCELYN R	Stipend Expanded Learning Time	\$233.75
EWART, JOCELYN R	Stipend-117	\$40.00
EWART, JOCELYN R	Sub HS Period	\$27.00
EWING, DENIEL E	Permanent Sub	\$23,515.52
EYLER-PELLETIER, AMY L	MS Social Studies	\$89,435.00
EYLER-PELLETIER, AMY L	Advisor MS	\$1,255.16
EYLER-PELLETIER, AMY L	Advisor MS	\$1,255.16
EYLER-PELLETIER, AMY L	Advisor MS	\$753.58



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
EYLER-PELLETIER, AMY L	Longevity	\$750.00
EYLER-PELLETIER, AMY L	Stipend Expanded Learning Time	\$605.00
EYLER-PELLETIER, AMY L	Stipend 589 - Civics	\$600.00
EYLER-PELLETIER, AMY L	Sub MS Period	\$135.00
FABRIZIO, JENNIFER E	Guidance	\$93,815.00
FABRIZIO, JENNIFER E	Longevity	\$750.00
FALVEY, SARAH E	Intervention Specialist	\$75,499.56
FALVEY, SARAH E	Stipend 525 - Summer Early Lit & Stem Camp	\$6,720.00
FALVEY, SARAH E	Stipend Expanded Learning Time	\$811.25
FARRAJ, LORI J	Aide Autism	\$38,125.00
FARRAJ, LORI J	Longevity	\$1,000.00
FARRELL, MATTHEW J	Elem PE	\$87,227.00
FARRELL, MATTHEW J	Longevity	\$1,500.00
FARRELL, MATTHEW J	Stipend Natures Classroom	\$467.19
FARRELL, NICHOLAS J	Sub Ruggles Lane	\$360.00
FAUTEUX, CHRISTINE E	Elem Teacher	\$98,227.00
FAUTEUX, CHRISTINE E	Stipend Expanded Learning Time	\$1,040.60
FAUTEUX, CHRISTINE E	Longevity	\$1,000.00
FAUTEUX, CHRISTINE E	Stipend Natures Classroom	\$467.19
FERRAGAMO, SARAH L	Secretary	\$42,292.31
FERRAGAMO, SARAH L	Stipend Co-Administrative Assistant	\$1,000.00
FERRAGAMO, SARAH L	Stipend Advanced Degree	\$500.00
FERRAGAMO, SARAH L	Stipend Co-MS Events	\$375.00
FERRAGAMO, SARAH L	Stipend Athletics	\$140.00
FIKE, HEATHER M	Intervention Tutor	\$40,674.82
FLAGG, MASON W	Custodian	\$5,983.20
FLAGG, MASON W	Shoe Allowance	\$150.00
FLAGG, MASON W	Custodian OT	\$17.70
FLAMAND, ELIZABETH M	Aide Autism	\$1,538.53
FLEMING, MARY E	Elem Teacher	\$82,147.22
FLEMING, MARY E	Stipend Teacher Leader	\$1,500.00
FLEMING, MARY E	Stipend Expanded Learning Time	\$783.75
FLEMING, MARY E	Longevity	\$750.00
FLEMING, MARY E	Stipend Mentor Program	\$150.00
FLEMING, SETH E	Custodian	\$49,269.38
FLEMING, SETH E	Custodian OT	\$8,607.63
FLEMING, SETH E	Accrued Payroll-FY22 paid in FY23	\$783.25
FLEMING, SETH E	Shoe Allowance	\$150.00
FLYNN, TERESA R	Permanent Sub	\$23,775.36
FOLEY, CAROLYN G	Elem Teacher	\$98,227.00
FOLEY, CAROLYN G	Separation Benefits	\$11,874.70
FOLEY, CAROLYN G	Longevity	\$750.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
FOLEY, CAROLYN G	Stipend Expanded Learning Time	\$110.00
FORD, LINDA J	Elem Teacher	\$93,815.00
FORD, LINDA J	Longevity	\$750.00
FORD, LINDA J	Stipend Expanded Learning Time	\$687.50
FORD, LINDA J	Stipend Mentor Program	\$250.00
FORDE, EMERSYN C	Extended Day Staff	\$3,355.90
FORS, COLLEEN Y	Clinician	\$62,727.00
FORS, COLLEEN Y	Stipend Mentor Program	\$500.00
FORSYTH, JESSICA L	Extended Day Staff	\$3,733.50
FOSTER, CAITLIN E	Guidance	\$70,600.00
FOSTER, CAITLIN E	Coaching (Fall)	\$2,397.32
FOSTER, CAITLIN E	Stipend SEL/Mental Health	\$1,400.00
FOSTER, CAITLIN E	Stipend Natures Classroom	\$467.19
FRAPPIER, JENNIFER	Aide Autism	\$32,729.95
FRAPPIER, JENNIFER	Stipend 240 S	\$3,237.30
FRAPPIER, JENNIFER	Longevity	\$550.00
FROST, ALICIA L	HS World Language	\$88,290.00
FROST, ALICIA L	Stipend Academic Coordinator	\$2,500.00
FROST, ALICIA L	Stipend Additional Classes	\$886.25
FROST, ALICIA L	Advisor HS	\$775.95
FROST, ALICIA L	Longevity	\$750.00
FROST, ALICIA L	Sub HS Period	\$459.00
FROST, ALICIA L	Interpretive Services	\$150.00
FRYDEL, KATHLEEN A	NJROTC	\$96,766.62
FRYDEL, KATHLEEN A	Advisor HS	\$2,397.32
FRYDEL, KATHLEEN A	Longevity	\$750.00
FRYDEL, KATHLEEN A	Advisor HS	\$466.28
GAGE, TANYA D	School Nutrition	\$15,482.32
GALLERY, ABIGAIL B	Stipend 525 - Summer Early Lit & Stem Camp	\$2,325.00
GARDNER, EMILY A	Speech	\$33,564.07
GARDNER, EMILY A	Stipend Expanded Learning Time	\$55.00
GARDNER, KATHLEEN	MS Digital Wellness	\$86,370.00
GARDNER, KATHLEEN	Coaching (Fall)	\$2,445.27
GARDNER, KATHLEEN	Advisor HS	\$1,035.00
GARDNER, KATHLEEN	Longevity	\$750.00
GARDNER, KATHLEEN	Sub MS Period	\$648.00
GARDNER, PAUL A	Custodian	\$19,024.71
GARDNER, PAUL A	Accrued Payroll-FY22 paid in FY23	\$286.61
GARDNER, PAUL A	Shoe Allowance	\$150.00
GARDNER, PAUL A	Custodian OT	\$94.59
GARREPY, HEATHER L	Certified Nurse Assistant	\$27,192.61
GARZA, MARJORIE-ANN M	Stipend 525 - Summer Early Lit & Stem Camp	\$3,311.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
GARZA, MARJORIE-ANN M	Stipend 525 - Summer Early Lit & Stem Camp	\$260.00
GASPAR, MARY-CATHERINE	Guidance	\$79,040.00
GASPAR, MARY-CATHERINE	Longevity	\$750.00
GASPAR, MARY-CATHERINE	Stipend Expanded Learning Time	\$385.00
GASPAR, MARY-CATHERINE	Stipend PD	\$60.00
GENDRON, CASSANDRA L	Payroll Coordinator	\$24,140.14
GENDRON, CASSANDRA L	Separation Benefits	\$1,620.52
GENDRON, CASSANDRA L	Temp Office Staff	\$292.50
GENDRON, CASSANDRA L	Stipend Advanced Degree	\$207.69
GIESE, ANDREW E	STEM Coach	\$86,758.25
GIESE, ANDREW E	Stipend - Curriculum	\$1,920.00
GIESE, ANDREW E	Stipend Expanded Learning Time	\$110.00
GILLON, JORDYN M	Extended Day Staff	\$5,557.50
GILMARTIN, JASON M	Assistant Principal	\$121,984.67
GILMARTIN, JASON M	Fixed Benefit Life/Disability	\$1,200.00
GILMARTIN, JASON M	Longevity	\$750.00
GLIDDEN, ERIN L	Aide Sped	\$31,312.00
GLIDDEN, ERIN L	Sub Ruggles Lane	\$1,035.00
GLIDDEN, ERIN L	Longevity	\$550.00
GLIDDEN, ERIN L	Sub Aide Period	\$499.51
GLOVER, KRISTEN M	Secretary	\$31,014.47
GLOVER, KRISTEN M	Stipend Guidance Events	\$1,500.00
GLYNN, KELLIE S	Satellite School Nutrition Coordinator	\$2,548.67
GOEWY, PAUL N	HS Math	\$93,815.00
GOEWY, PAUL N	Coaching (Fall)	\$4,394.67
GOEWY, PAUL N	Longevity	\$750.00
GOEWY, PAUL N	Sub HS Period	\$243.00
GOEWY, PAUL N	Stipend Expanded Learning Time	\$27.00
GOOCH-ZEBAL, SHARON I	Educational Accountability Coordinator	\$11,956.64
GOOCH-ZEBAL, SHARON I	Separation Benefits	\$54.35
GOTHING, STEVEN P	Custodian	\$37,301.19
GOTHING, STEVEN P	Custodian OT	\$2,864.69
GOTHING, STEVEN P	Accrued Payroll-FY22 paid in FY23	\$562.35
GOTHING, STEVEN P	Shoe Allowance	\$150.00
GOUDREAU, RODNEY A	Security Monitor	\$5,740.00
GRAVES, BROOKE E	Elem Sped	\$77,148.00
GRAVES, BROOKE E	Stipend Natures Classroom	\$467.19
GREGOIRE, TYLER P	Aide Sped	\$6,730.15
GREGOIRE, TYLER P	Coaching (Spring)	\$1,000.00
GREGOIRE, TYLER P	Sub Middle School	\$135.00
GREGOIRE, TYLER P	Sub Aide Period	\$13.50
GRIFFIN, PATRICIA L	Aide Sped	\$30,548.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
GRIFFIN, PATRICIA L	Employee Benefit	\$1,327.50
GRIFFIN, PATRICIA L	Longevity	\$1,000.00
GRIFFIN, PATRICIA L	Sub Aide Period	\$195.76
GRIFFIN, PATRICIA L	Sub High School	\$135.00
GRONER, MICHAEL H	MS Social Studies	\$88,290.00
GRONER, MICHAEL H	Coaching (Spring)	\$2,541.15
GRONER, MICHAEL H	Longevity	\$1,000.00
GRONER, MICHAEL H	Sub MS Period	\$243.00
GRYSZOWKA, MATTHEW J	Sub Cust	\$6,591.08
GRYSZOWKA, MATTHEW J	Summer Cust	\$553.13
GRYSZOWKA, MATTHEW J	Accrued Payroll-FY22 paid in FY23	\$240.00
GUTHRIE, SAVANNAH S	Stipend 525 - Summer Early Lit & Stem Camp	\$2,137.50
HALEY, CHRISTOPHER P	HS Math	\$88,290.00
HALEY, CHRISTOPHER P	Employee Benefit	\$1,642.50
HALEY, CHRISTOPHER P	Longevity	\$1,500.00
HALEY, CHRISTOPHER P	Sub HS Period	\$432.00
HALEY, CHRISTOPHER P	Sub HS Period	\$60.00
HALL, MICHELLE L	MS World Language	\$88,290.00
HALL, MICHELLE L	Employee Benefit	\$1,905.00
HALL, MICHELLE L	Longevity	\$1,000.00
HALL, MICHELLE L	Sub MS Period	\$243.00
HANSON, DONNA T	Purchasing & Payables Coordinator	\$10,879.61
HANSON, DONNA T	Separation Benefits	\$9,456.16
HANSON, DONNA T	Longevity	\$265.38
HARDING, BRANDYN J	Custodian	\$35,612.60
HARDING, BRANDYN J	Custodian OT	\$2,478.18
HARDING, BRANDYN J	Accrued Payroll-FY22 paid in FY23	\$539.52
HARDING, BRANDYN J	Shoe Allowance	\$150.00
HARDING, BRANDYN J	Custodian OT	\$25.71
HARDING, CHRISTOPHER C	Maintenance	\$50,170.06
HARDING, CHRISTOPHER C	Maintenance OT	\$3,141.96
HARDING, CHRISTOPHER C	Accrued Payroll-FY22 paid in FY23	\$775.19
HARDING, CHRISTOPHER C	Longevity	\$550.00
HARDING, CHRISTOPHER C	Shoe Allowance	\$150.00
HARDING, MADISYN L	Summer Cust	\$2,781.12
HARDING, MADISYN L	Accrued Payroll-FY22 paid in FY23	\$460.38
HARDING, TAWNYA L	Aide Sped	\$30,548.00
HARDING, TAWNYA L	Sub Oakham	\$630.00
HARDING, TAWNYA L	Longevity	\$550.00
HARDING, TAWNYA L	Sub Aide Period	\$371.25
HARDING, TAWNYA L	Stipend Expanded Learning Time	\$96.25
HARPER, TAMI L	Elem Teacher	\$68,857.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
HARPER, TAMI L	Stipend Expanded Learning Time	\$1,306.25
HARRIS, SHANNON L	Adjustment Counselor	\$66,547.00
HARRIS, SHANNON L	Advisor MS	\$849.52
HARRIS, SHANNON L	Stipend Expanded Learning Time	\$357.50
HARRIS, SHANNON L	Stipend-332	\$240.00
HART, MELISSA L	MS Sped	\$56,216.00
HART, MELISSA L	Stipend PD	\$600.00
HART, MELISSA L	Stipend-117	\$80.00
HART, MELISSA L	Stipend Expanded Learning Time	\$27.00
HARVEY, REBECCA B	Tech Integration Spec	\$83,809.59
HARVEY, REBECCA B	Sub HS Period	\$5,960.00
HARVEY, REBECCA B	Advisor MS	\$2,001.70
HARVEY, REBECCA B	Stipend Additional Classes	\$1,604.20
HARVEY, REBECCA B	Stipend PD	\$1,600.00
HARVEY, REBECCA B	Stipend SEL/Mental Health	\$1,400.00
HARVEY, REBECCA B	Stipend Flex Block Committee	\$600.00
HARVEY, REBECCA B	Stipend Flex Block Committee	\$420.00
HARVEY, REBECCA B	Stipend Expanded Learning Time	\$357.50
HARVEY, REBECCA B	Stipend Expanded Learning Time	\$27.00
HAUPT, KRISTI K	Elem Sped	\$91,630.00
HAUPT, KRISTI K	Stipend 121 - Summer Acc Academy	\$3,000.00
HAUPT, KRISTI K	Stipend Expanded Learning Time	\$1,796.85
HAUPT, KRISTI K	Longevity	\$750.00
HAYES, KEARA A	Elem Teacher	\$70,600.00
HAYES, KEARA A	Stipend Expanded Learning Time	\$1,498.75
HEBERT, MATTHEW R	Custodian	\$33,732.22
HEBERT, MATTHEW R	Custodian OT	\$737.70
HEBERT, MATTHEW R	Accrued Payroll-FY22 paid in FY23	\$524.16
HEBERT, MATTHEW R	Shoe Allowance	\$150.00
HEBERT, RENEE M	RN/Receptionist	\$42,927.35
HEBERT, RENEE M	Van Monitor	\$530.63
HELSTOSKY CREMINS, JANE E	Clinical Coordinator	\$89,435.00
HELSTOSKY CREMINS, JANE E	Separation Benefits	\$8,943.50
HELSTOSKY CREMINS, JANE E	Longevity	\$750.00
HENO, CASSANDRA N	Student Services Admin Assist.	\$9,308.05
HEPPENSTALL, NANCY H	Elem Teacher	\$93,815.00
HEPPENSTALL, NANCY H	Stipend 121 - Summer Acc Academy	\$3,000.00
HEPPENSTALL, NANCY H	Stipend 240 S	\$1,600.00
HEPPENSTALL, NANCY H	Longevity	\$1,500.00
HEPPENSTALL, NANCY H	Stipend Expanded Learning Time	\$55.00
HICKS, JANET E	Assistant Principal	\$110,335.10
HICKS, JANET E	Stipend Advanced Degree	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
HOBSON, MELISSA S	Kindergarten Teacher	\$72,718.00
HOBSON, MELISSA S	Stipend 121 - Summer Acc Academy	\$3,500.00
HOBSON, MELISSA S	Stipend Expanded Learning Time	\$2,456.85
HOBSON, MELISSA S	Stipend Teacher Leader	\$1,500.00
HOLBROOK, LAURA L	Educational Accountability Coordinator	\$39,323.62
HOLBROOK, LAURA L	Special Services Coordinator	\$17,477.12
HOLBROOK, LAURA L	Stipend Xtra Hours	\$4,997.73
HOLBROOK, LAURA L	Longevity	\$750.00
HOLBROOK, PAYTON L	Sub Cust	\$4,400.93
HOLBROOK, PAYTON L	Summer Cust	\$491.25
HOLBROOK, PAYTON L	Accrued Payroll-FY22 paid in FY23	\$485.63
HOLLAND, ALYSSA K	Summer Cust	\$2,191.50
HOLLAND, ALYSSA K	Accrued Payroll-FY22 paid in FY23	\$225.00
HOLLAND, SOPHIA L	Sub Cust	\$1,054.50
HOLLAND, SOPHIA L	Accrued Payroll-FY22 paid in FY23	\$360.00
HOLLAND, SOPHIA L	Summer Cust	\$120.00
HOWE-LORICCO, TARA M	Aide Sped	\$21,341.00
HOWE-LORICCO, TARA M	Sub Middle School	\$227.70
HOWE-LORICCO, TARA M	Sub Aide Period	\$23.63
HUARD, JENNIFER A	Elem Teacher	\$93,815.00
HUARD, JENNIFER A	Stipend 121 - Summer Acc Academy	\$3,000.00
HUARD, JENNIFER A	Employee Benefit	\$2,733.75
HUARD, JENNIFER A	Longevity	\$2,000.00
HUARD, JENNIFER A	Stipend Teacher Leader	\$1,500.00
HUARD, JENNIFER A	Stipend Natures Classroom	\$467.19
HUARD, JENNIFER A	Stipend Expanded Learning Time	\$110.00
HUBBARD, DONNA I	Guidance	\$91,630.00
HUBBARD, DONNA I	Longevity	\$2,000.00
HUBBARD, DONNA I	Employee Benefit	\$1,965.00
HUBBARD, DONNA I	Stipend Expanded Learning Time	\$330.00
HUBBARD, HARRY J	Permanent Sub	\$23,775.36
HUBBARD, HARRY J	Sub MS Period	\$297.00
HUBBARD, HARRY J	Sub HS Period	\$67.50
HUGHES, ANDREA L	Elem Teacher	\$87,227.00
HUGHES, ANDREA L	Longevity	\$1,000.00
HUGHES, ANDREA L	Stipend Natures Classroom	\$467.19
HUGHES, ANDREA L	Stipend Expanded Learning Time	\$27.50
HUME, STEPHANIE D	Intervention Tutor	\$41,520.20
HUYNH, JENNIFER	Lunch Monitor	\$5,094.72
HUYNH, JENNIFER	Lunch Monitor	\$3,334.50
HUYNH, JENNIFER	Sub Ruggles Lane	\$135.00
HUYNH, JENNIFER	Stipend Vector Training	\$54.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
JABLONSKI, MICHAEL J	HS Social Studies	\$98,227.00
JABLONSKI, MICHAEL J	Longevity	\$1,000.00
JABLONSKI, MICHAEL J	Employee Benefit	\$978.75
JABLONSKI, MICHAEL J	Accrued Payroll-FY22 paid in FY23	\$300.00
JABLONSKI, MICHAEL J	Stipend Mentor Program	\$250.00
JABLONSKI, MICHAEL J	Sub HS Period	\$243.00
JACKSON, CHARLENE L	Aide Autism	\$25,937.11
JACKSON, JANTA	Sub Café All	\$9,499.80
JENNETTE, NATALIE A	Speech	\$62,727.00
JENNETTE, NATALIE A	Stipend Mentor Program	\$500.00
JOHNSON, DANIEL F	Grounds Maintenance	\$57,136.78
JOHNSON, DANIEL F	Maintenance OT	\$4,711.18
JOHNSON, DANIEL F	Accrued Payroll-FY22 paid in FY23	\$890.10
JOHNSON, DANIEL F	Shoe Allowance	\$150.00
JOHNSON, MICHELLE L	LPN	\$41,817.27
JOHNSON, MICHELLE L	Van Monitor	\$74.25
JONES, MELISSA J	Elem Teacher	\$54,579.00
JONES, MELISSA J	Stipend Expanded Learning Time	\$1,746.25
JOSEPHSON, KELLIE A	Intervention Specialist	\$101,273.32
JOSEPHSON, KELLIE A	Longevity	\$1,500.00
JOSEPHSON, KELLIE A	Stipend 525 - Summer Early Lit & Stem Camp	\$1,240.00
JOSEPHSON, KELLIE A	Stipend Mentor Program	\$250.00
JOSEPHSON, KELLIE A	Stipend Expanded Learning Time	\$229.35
KAIJALA, SARA A	Sub Hubbardston	\$4,625.00
KAIJALA, SARA A	Sub Hubbardston	\$1,980.00
KAIJALA, SARA A	Lunch Monitor	\$1,378.69
KAIJALA, SARA A	Sub Ruggles Lane	\$630.00
KANE, TIMOTHY DANIEL	Elem Music	\$13,209.22
KEAGLE, NOAH C	Extended Day Staff	\$2,778.75
KELLY, REBECCA M	Elem Music	\$23,526.23
KELLY, REBECCA M	Stipend 525 - Summer Early Lit & Stem Camp	\$3,212.00
KELLY, REBECCA M	Stipend Expanded Learning Time	\$55.00
KELLY, SEAN T	MS & Elem Music	\$61,427.00
KELLY, SEAN T	Stipend Additional Classes	\$3,545.00
KELLY, SEAN T	Stipend Additional Classes	\$3,545.00
KELLY, SEAN T	Stipend Additional Classes	\$1,772.50
KELLY, SEAN T	Advisor HS	\$1,757.97
KELLY, SEAN T	Advisor MS	\$1,757.97
KENNEDY, MEGHAN E	Elem Teacher	\$56,216.00
KENNEDY, MEGHAN E	Stipend Expanded Learning Time	\$96.25
KESLAKE, KAREN M	Admin Support	\$24,701.65
KEVILLE, SHAELIN R	Elem Teacher	\$57,666.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
KEVILLE, SHAE LIN R	Stipend Expanded Learning Time	\$838.75
KEVILLE, SHAE LIN R	Sub Oakham	\$80.00
KILMONIS, CHRISTINE M	HS Sped	\$88,431.00
KILMONIS, CHRISTINE M	Sub HS Period	\$1,053.00
KILMONIS, CHRISTINE M	Stipend Flex Block Committee	\$600.00
KILMONIS, CHRISTINE M	Stipend Flex Block Committee	\$600.00
KILMONIS, CHRISTINE M	Stipend PD	\$600.00
KILMONIS, CHRISTINE M	Sub HS Period	\$380.00
KILMONIS, CHRISTINE M	Stipend Mentor Program	\$250.00
KILMONIS, CHRISTINE M	Stipend-332	\$240.00
KILMONIS, CHRISTINE M	Stipend-117	\$80.00
KILMONIS, CHRISTINE M	Sub MS Period	\$27.00
KOVACH, CYNTHIA M	Summer Cust	\$4,432.20
KOWAL, SHAWNA L	Aide Sped - Create	\$30,548.00
KOWAL, SHAWNA L	Sub Oakham	\$1,620.00
KOWAL, SHAWNA L	Longevity	\$1,000.00
KOWAL, SHAWNA L	Sub Aide Period	\$114.76
LALIBERTE, OLIVIA R	Stipend 525 - Summer Early Lit & Stem Camp	\$3,168.00
LAMBERT, AMANDA L	Speech	\$91,630.00
LAMBERT, AMANDA L	Stipend Mentor Program	\$300.00
LAMBERT, AMANDA L	Stipend Mentor Program	\$200.00
LAMBURN, MATTHEW R	Coaching (Fall)	\$3,495.91
LANDRY, NANCY A	Human Resources Manager	\$98,391.11
LANGELIER, MICHELLE B	School Nutrition	\$613.23
LANGLEY, AIDAN D	Extended Day Staff	\$4,431.75
LANGLOIS, JILL E	Special Education Chair	\$81,413.00
LANGLOIS, JILL E	Stipend Academic Coordinator	\$2,500.00
LANGLOIS, JILL E	Stipend SEL/Mental Health	\$1,400.00
LANGLOIS, JILL E	Stipend 240 S	\$1,380.00
LANGLOIS, JILL E	Stipend Mentor Program	\$200.00
LAPATI, JESSLYN L	Secretary	\$57,648.99
LAPATI, JESSLYN L	Stipend Co-Administrative Assistant	\$1,000.00
LAPATI, ROBERT M	Custodian	\$42,004.30
LAPATI, ROBERT M	Custodian OT	\$1,051.34
LAPATI, ROBERT M	Accrued Payroll-FY22 paid in FY23	\$636.19
LAPATI, ROBERT M	Shoe Allowance	\$150.00
LAPORTE, CORINNA K	Custodian	\$38,318.08
LAPORTE, CORINNA K	Accrued Payroll-FY22 paid in FY23	\$572.80
LAPORTE, CORINNA K	Custodian OT	\$354.75
LAPORTE, CORINNA K	Shoe Allowance	\$150.00
LAPORTE, FRANCIS G	Custodian	\$48,558.08
LAPORTE, FRANCIS G	Accrued Payroll-FY22 paid in FY23	\$725.44



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
LAPORTE, FRANCIS G	Custodian OT	\$232.25
LAPORTE, FRANCIS G	Shoe Allowance	\$150.00
LAUGHLIN, KAYLEIGH E	Kindergarten Teacher	\$68,545.00
LAUGHLIN, KAYLEIGH E	Stipend 240 S	\$1,600.00
LAUGHLIN, KAYLEIGH E	Stipend Teacher Leader	\$1,500.00
LAUGHLIN, KAYLEIGH E	Stipend Expanded Learning Time	\$1,251.25
LAUNDIS, CLAUDIA C	School Nutrition	\$10,862.57
LAUNDIS, JEFFREY J	Custodian	\$10,836.24
LAUNDIS, JEFFREY J	Shoe Allowance	\$150.00
LAUNDIS, JEFFREY J	Accrued Payroll-FY22 paid in FY23	\$149.59
LAUNDIS, JEFFREY J	Custodian OT	\$67.46
LAVALLEY, AUDREY G	Stipend 240 S	\$281.71
LAVENTURE, REBECCA A	School Nutrition	\$11,098.33
LAVIOLETTE, JAMES G	Custodian Team Leader	\$53,637.12
LAVIOLETTE, JAMES G	Custodian OT	\$3,624.21
LAVIOLETTE, JAMES G	Accrued Payroll-FY22 paid in FY23	\$768.83
LAVIOLETTE, JAMES G	Longevity	\$550.00
LAVIOLETTE, JAMES G	Shoe Allowance	\$150.00
LAZAR, CHLOE F	Elem Sped	\$57,404.00
LAZAR, CHLOE F	Stipend Expanded Learning Time	\$1,961.85
LAZARICK, JESSIE I	Intervention Tutor	\$40,789.06
LEAHY, DAVID M	Advisor HS	\$719.38
LEAHY, DAVID M	Advisor HS	\$708.75
LEBEAU, DENNIS P	Private Music Instructor	\$5,120.00
LEBLANC, JOANNE M	Secretary	\$38,702.88
LEBLANC, JOANNE M	Advisor HS	\$2,351.99
LEBLANC, JOANNE M	Longevity	\$1,500.00
LEBLANC, JOANNE M	Stipend Athletics	\$680.00
LEBLANC, JOANNE M	Stipend Co-MS Events	\$375.00
LEBLANC, TRACY A	Security Monitor	\$13,870.00
LEGARE, ALLY E	Extended Day Staff	\$2,543.64
LEROUX, ANDREA P	MS Math	\$93,815.00
LEROUX, ANDREA P	Stipend 525 - Summer Early Lit & Stem Camp	\$3,080.00
LEROUX, ANDREA P	Stipend 121 - Summer Acc Academy	\$3,000.00
LEROUX, ANDREA P	Employee Benefit	\$2,452.50
LEROUX, ANDREA P	Longevity	\$1,000.00
LEROUX, ANDREA P	Stipend - Curriculum	\$960.00
LEROUX, ANDREA P	Sub MS Period	\$540.00
LEROUX, ANDREA P	Stipend Mentor Program	\$250.00
LETOURNEAU, KRISTIN M	School Nutrition	\$13,484.46
LEWIS, HARRISON K	Private Music Instructor	\$1,000.00
LEWIS, KAREN A	Aide Sped - Create	\$24,474.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
LEWIS, KAREN A	Sub New Braintree	\$855.00
LEWIS, PETER B	Accrued Payroll-FY22 paid in FY23	\$1,617.50
LIMA, CAITLYN A	Aide Sped	\$1,250.32
LINDSAY, JAIME	Lunch Monitor	\$4,330.14
LINDSEY, ERICA L	Aide Autism	\$20,209.05
LINDSEY, ERICA L	Coaching (Fall)	\$1,000.00
LINDSEY, ERICA L	Sub High School	\$450.00
LINDSEY, ERICA L	Sub Middle School	\$270.00
LINDSTEN, RICHARD	Coaching (Spring)	\$4,394.67
LJUNGBERG, BRITTANY B	HS Math	\$62,727.00
LJUNGBERG, BRITTANY B	Coaching (Spring)	\$1,000.00
LJUNGBERG, BRITTANY B	Stipend - Curriculum	\$960.00
LJUNGBERG, BRITTANY B	Advisor HS	\$931.97
LJUNGBERG, BRITTANY B	Sub HS Period	\$918.00
LJUNGBERG, BRITTANY B	Advisor HS	\$775.95
LJUNGBERG, BRITTANY B	Stipend Expanded Learning Time	\$357.50
LJUNGBERG, BRITTANY B	Stipend PD	\$90.00
LJUNGBERG, BRITTANY B	Stipend Expanded Learning Time	\$27.00
LJUNGBERG, DAVID E	HS Comp Science/Technology	\$56,216.00
LJUNGBERG, DAVID E	Stipend 305 - PLTW	\$1,540.00
LJUNGBERG, DAVID E	Coaching (Fall)	\$1,000.00
LJUNGBERG, DAVID E	Stipend Expanded Learning Time	\$800.00
LJUNGBERG, DAVID E	Advisor HS	\$586.39
LJUNGBERG, DAVID E	Sub HS Period	\$270.00
LOS, REBECCA L	School Nutrition Driver	\$1,710.70
LUDWIG, CAROLINE S	Elem Teacher	\$67,668.00
LUDWIG, CAROLINE S	Stipend Expanded Learning Time	\$976.25
LUDWIG, CAROLINE S	Stipend Mentor Program	\$500.00
LUDWIG, CAROLINE S	Sub Oakham	\$40.00
LYONS, DIANE M	Literacy Coach	\$98,941.50
LYONS, DIANE M	Stipend Expanded Learning Time	\$96.25
MACKAY, BRIAN D	Custodian	\$42,198.58
MACKAY, BRIAN D	Accrued Payroll-FY22 paid in FY23	\$640.59
MACKAY, BRIAN D	Custodian OT	\$599.28
MACKAY, BRIAN D	Shoe Allowance	\$150.00
MACKAY, CAROL-ANN P	Secretary	\$2,646.38
MADDEN, JILLIAN K	Reading Specialist	\$74,059.00
MADDEN, JILLIAN K	Stipend 121 - Summer Acc Academy	\$3,500.00
MADDEN, JILLIAN K	Stipend Expanded Learning Time	\$935.00
MADDEN, JILLIAN K	Stipend Flex Block Committee	\$600.00
MADDEN, JILLIAN K	Stipend PD	\$600.00
MADDEN, JILLIAN K	Stipend Flex Block Committee	\$420.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
MADDEN, JILLIAN K	Sub MS Period	\$81.00
MADDEN, JILLIAN K	Stipend-117	\$80.00
MADSEN, EMILY J	Elem Sped	\$87,527.60
MAILLOUX, JAMIE L	Extended Day Staff	\$2,671.89
MAILLOUX, JAMIE L	Private Music Instructor	\$840.00
MAIO, CHRISTINE M	Aide Kindergarten	\$30,548.00
MAIO, CHRISTINE M	Longevity	\$1,000.00
MAIO, CHRISTINE M	Sub Oakham	\$495.00
MAIO, CHRISTINE M	Stipend Expanded Learning Time	\$96.25
MAJKA, NYCOLE S	Aide Autism	\$33,915.24
MAJKA, NYCOLE S	Sub Middle School	\$1,350.00
MAJKA, NYCOLE S	Sub High School	\$90.00
MALLETT, ELIZABETH C	HS Sped	\$88,962.00
MALLETT, ELIZABETH C	Tutor	\$1,860.00
MALLETT, ELIZABETH C	Stipend Teacher Leader	\$895.00
MALLETT, ELIZABETH C	Sub HS Period	\$621.00
MALLETT, ELIZABETH C	Stipend Expanded Learning Time	\$233.75
MALLETT, ELIZABETH C	Stipend Expanded Learning Time	\$27.00
MALLOZZI, NICHOLAS C JR.	Sub Cust	\$13,255.91
MALLOZZI, NICHOLAS C JR.	Accrued Payroll-FY22 paid in FY23	\$262.50
MARGOLA, ANN M	Aide Autism	\$33,836.30
MARGOLA, ANN M	Sub Ruggles Lane	\$1,410.00
MARGOLA, ANN M	Longevity	\$550.00
MARGOLA, ANN M	Sub Aide Period	\$81.00
MARINELLI, ELENI	HS English	\$78,079.00
MARINELLI, ELENI	Advisor HS	\$1,863.94
MARINELLI, ELENI	Stipend PD	\$600.00
MARINELLI, ELENI	Stipend Expanded Learning Time	\$233.75
MARINELLI, ELENI	Sub HS Period	\$189.00
MARINELLI, ELENI	Sub MS Period	\$27.00
MARLEY, ASHLEY M	Aide Sped	\$27,638.19
MARLEY, ASHLEY M	Sub Oakham	\$1,525.00
MARLEY, ASHLEY M	Sub Aide Period	\$729.01
MARLEY, ASHLEY M	Stipend Expanded Learning Time	\$96.25
MARSDEN, DAWN M	School Nutrition	\$20,589.37
MARSDEN, DAWN M	Longevity	\$650.00
MARSDEN, DAWN M	SN Catering	\$346.50
MARSHALL, GLEN P	Custodian	\$37,212.16
MARSHALL, GLEN P	Accrued Payroll-FY22 paid in FY23	\$561.05
MARSHALL, GLEN P	Shoe Allowance	\$150.00
MARSHALL, GLEN P	Custodian OT	\$58.05
MARSHALL, WHITNEY E	HS English	\$53,413.61



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
MARSHALL, WHITNEY E	Stipend PD	\$320.00
MARSHALL, WHITNEY E	Stipend Expanded Learning Time	\$233.75
MARTINELLI, DENISE A	Sub Teacher ALL	\$440.00
MARTONE, MEGHAN E	Permanent Sub	\$23,677.92
MARTONE, MEGHAN E	Sub HS Period	\$54.00
MCCAFFREY, JAIME C	Stipend 240 S	\$2,200.00
MCCARTHY, KATHLEEN	Aide Sped	\$30,548.00
MCCARTHY, KATHLEEN	Employee Benefit	\$2,258.70
MCCARTHY, KATHLEEN	Longevity	\$1,000.00
MCCARTHY, KATHLEEN	Sub Hardwick	\$540.00
MCCARTHY, KATHLEEN	Sub Aide Period	\$141.76
MCCARTHY, MATTHEW D	Maintenance	\$52,551.68
MCCARTHY, MATTHEW D	Maintenance OT	\$3,335.83
MCCARTHY, MATTHEW D	Employee Benefit	\$1,265.70
MCCARTHY, MATTHEW D	Longevity	\$1,000.00
MCCARTHY, MATTHEW D	Accrued Payroll-FY22 paid in FY23	\$840.84
MCCARTHY, MATTHEW D	Shoe Allowance	\$150.00
MCCARTHY, MATTHEW D	SLB	\$127.50
MCCARTHY, RACHEL L	School Nutrition	\$12,640.42
MCCARTHY, TERESA A	Elem Art	\$81,413.00
MCCORMICK, RACHEL C	Aide Autism	\$35,380.30
MCCORMICK, RACHEL C	Sub Aide Period	\$101.25
MCGINN, CHRISTOPHER G	Technology	\$65,933.42
MCGINN, CHRISTOPHER G	Longevity	\$750.00
MCGRATH, KEVIN M	School Nutrition Driver	\$12,678.67
MCGRATH, KEVIN M	SN Holiday Pay	\$1,460.24
MCHUGH, ERICA L	Sub Teacher ALL	\$2,105.00
MCHUGH, ERICA L	Lunch Monitor	\$518.07
MCHUGH, ERICA L	Temp Office Staff	\$450.00
MCKIEL, KATELYN G	Intervention Tutor	\$41,817.22
MCKINSTRY, DANIELLE M	Aide Sped	\$25,645.23
MCMORROW, DIANE K	HS Science	\$96,026.00
MCMORROW, DIANE K	Longevity	\$1,000.00
MCMORROW, DIANE K	Stipend Teacher Leader	\$895.00
MCMORROW, DIANE K	Stipend Teacher Leader	\$600.00
MCMORROW, DIANE K	Sub HS Period	\$243.00
MCMORROW, DIANE K	Stipend Expanded Learning Time	\$54.00
MCNIFF, PAUL S	Stipend Natures Classroom	\$467.19
MCNIFF, PAUL S	Sub Ruggles Lane	\$440.00
MEDEIROS, CARLA M	Elem Teacher	\$87,227.00
MEDEIROS, CARLA M	Stipend Expanded Learning Time	\$1,306.25
MEDEIROS, CARLA M	Longevity	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
MEDEIROS, RYAN N	Technology	\$2,747.23
MELANSON, KRISTY E	Behavior Support Interventionist	\$28,792.18
MELANSON, KRISTY E	Sub Hubbardston	\$4,140.00
MELLANSON, JOAN C	School Nutrition	\$6,194.88
METCALF, KERRY D	Administrative Assistant	\$13,078.15
METZGER, NATALIE W	Psychologist	\$101,046.00
METZGER, NATALIE W	Sub Period	\$1,377.00
METZGER, NATALIE W	Longevity	\$750.00
METZGER, NATALIE W	Stipend Mentor Program	\$250.00
MIKNAITIS, STANLEY J	Sub Cust	\$8,800.93
MIKNAITIS, STANLEY J	Accrued Payroll-FY22 paid in FY23	\$114.75
MILES, KATHLEEN A	School Nutrition Supervisor	\$21,969.28
MILES, KATHLEEN A	SN Holiday Pay	\$31.42
MILLER, KAREN A	Elem Teacher	\$91,630.00
MILLER, KAREN A	Employee Benefit	\$4,140.00
MILLER, KAREN A	Longevity	\$1,500.00
MILLER, KAREN A	Stipend Expanded Learning Time	\$1,443.75
MILLER, KAREN A	Stipend Natures Classroom	\$467.19
MILLER, KAREN A	Stipend Mentor Program	\$250.00
MILLER, KAREN A	Sub Oakham	\$60.00
MINTON, AARON P	HS Social Studies	\$77,148.00
MINTON, AARON P	Stipend Additional Classes	\$3,393.50
MINTON, AARON P	Stipend 589 - Civics	\$750.00
MINTON, AARON P	Stipend Expanded Learning Time	\$632.50
MINTON, AARON P	Sub HS Period	\$54.00
MINTON, CHRISTY L	Media	\$70,600.00
MINTON, CHRISTY L	Stipend Media Director	\$7,060.00
MINTON, CHRISTY L	Stipend Teacher Leader	\$1,790.00
MINTON, CHRISTY L	Stipend PD	\$600.00
MISTLER, ERIC	Grounds Maintenance	\$44,892.16
MISTLER, ERIC	Maintenance OT	\$2,055.98
MISTLER, ERIC	Accrued Payroll-FY22 paid in FY23	\$694.63
MISTLER, ERIC	Shoe Allowance	\$150.00
MIVILLE, MARK A	Athletic Director	\$95,455.00
MIVILLE, MARK A	Accrued Payroll-FY22 paid in FY23	\$1,200.00
MONTAGNA, LAURA L	Aide Media	\$33,885.00
MONTAGNA, LAURA L	Stipend 240 S	\$1,116.96
MONTAGNA, LAURA L	Sub Aide Period	\$621.01
MONTAGNA, LAURA L	Longevity	\$550.00
MONTAGNA, LAURA L	Sub High School	\$19.80
MONTAGUE, JENNIFER M	School Nutrition	\$123.92
MONTGOMERY, KERI LYN	Sub Teacher ALL	\$1,080.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
MONTIVERDI, DANTE J	Summer Tech Assistant	\$1,845.00
MONTIVERDI, DANTE J	Accrued Payroll-FY22 paid in FY23	\$270.00
MORAN, LINDA M	Payroll Coordinator	\$3,461.54
MOREY, JEANMARIE	Temp Office Staff	\$1,655.00
MORIN, ALLISON M	Intervention Tutor	\$41,817.22
MORRIS, VERONICA E	Custodian	\$20,194.96
MORRIS, VERONICA E	Custodian OT	\$637.84
MORRIS, VERONICA E	Accrued Payroll-FY22 paid in FY23	\$617.74
MORRIS, VERONICA E	Shoe Allowance	\$150.00
MORRISSETTE, STEPHANIE L	BCBA	\$74,900.00
MORRISSETTE, STEPHANIE L	Tutor	\$3,450.00
MORRISSETTE, STEPHANIE L	Stipend 240 S	\$3,150.00
MORRISSETTE, STEPHANIE L	Coaching (Spring)	\$1,000.00
MOTYKA, ELIZABETH M	Intervention Tutor	\$41,817.22
MOTYKA, ELIZABETH M	Stipend Expanded Learning Time	\$137.50
MUCHA, COLLEEN M	Director of Teaching, Learning & Support	\$129,821.29
MUIR, SHEILA A	Superintendent	\$190,847.33
MUIR, SHEILA A	Separation Benefits	\$51,894.33
MUIR, SHEILA A	Travel	\$2,000.00
MUIR, SHEILA A	Fixed Benefit Life/Disability	\$1,200.00
MUIR, SHEILA A	Longevity	\$750.00
MUIR, SHEILA A	Fixed Benefit Life/Disability	\$348.00
MULLINS, RYAN J	Grounds Maintenance	\$57,310.34
MULLINS, RYAN J	Maintenance OT	\$4,657.88
MULLINS, RYAN J	Accrued Payroll-FY22 paid in FY23	\$884.12
MULLINS, RYAN J	Shoe Allowance	\$150.00
MURPHY, KELLEEE J	Elem Teacher	\$88,290.00
MURPHY, KELLEEE J	Longevity	\$2,000.00
MURPHY, KELLEEE J	Stipend Expanded Learning Time	\$1,645.60
MURRAY, EMILY C	Sub Teacher ALL	\$180.00
MURRAY, GEORGE V JR	Project Engineer	\$77,757.68
MURRAY, GEORGE V JR	Employee Benefit	\$4,777.50
MURRAY, GEORGE V JR	Longevity	\$1,000.00
MURRAY, GEORGE V JR	Shoe Allowance	\$150.00
MURRAY, SHAWN G	Custodian	\$20,218.30
MURRAY, SHAWN G	Custodian OT	\$1,963.83
MURRAY, SHAWN G	Sub Cust	\$920.25
MURRAY, SHAWN G	Shoe Allowance	\$150.00
MUSNICKI, SUSANNE R	Principal Consulting Stipend	\$21,050.00
MUSNICKI, SUSANNE R	Sub Principal	\$5,100.00
NAGLE, KRISTY L	School Nutrition	\$11,401.70
NAHKALA, JESSICA A	Sub Nurse	\$125.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
NAMEIKA, ALISON M	MS Sped	\$74,059.00
NAMEIKA, ALISON M	Stipend 525 - Summer Early Lit & Stem Camp	\$6,320.00
NAMEIKA, ALISON M	Stipend PD	\$600.00
NAMEIKA, ALISON M	Stipend-332	\$240.00
NAMEIKA, ALISON M	Stipend Expanded Learning Time	\$233.75
NAMEIKA, ALISON M	Sub MS Period	\$108.00
NAMEIKA, ALISON M	Stipend-117	\$80.00
NAMEIKA, DAVID F	Stipend 525 - Summer Early Lit & Stem Camp	\$4,720.00
NEWTON, EDWARD R	Separation Benefits	\$13,318.00
NEWTON, EDWARD R	MS Math	\$12,017.05
NEWTON, EDWARD R	Longevity	\$196.72
NICHOLSON, CYNTHIA F	Lunch Monitor	\$1,514.44
NICORA, STEVEN P JR	Dean for Student Success	\$78,873.37
NOEL, DANIEL D	Sub Cust	\$2,740.65
NOEL, ROBERT E	Custodian	\$48,558.08
NOEL, ROBERT E	Longevity	\$1,000.00
NOEL, ROBERT E	Accrued Payroll-FY22 paid in FY23	\$725.44
NOEL, ROBERT E	Custodian OT	\$431.74
NOEL, ROBERT E	Shoe Allowance	\$150.00
NOGUEIRA, THERESA D	School Nutrition	\$4,500.42
NORMAND, MADELINE M	Intervention Tutor	\$34,097.21
NORMAND, MADELINE M	Permanent Sub	\$4,287.36
NORMAND, MADELINE M	Stipend Xtra Hours	\$179.20
NORMAND, MADELINE M	Stipend Expanded Learning Time	\$96.25
NOSEK, CHRISTOPHER W	MS Math	\$73,348.00
NOSEK, CHRISTOPHER W	Coaching (Spring)	\$4,587.41
NOSEK, CHRISTOPHER W	Coaching (Winter)	\$3,295.74
NOSEK, CHRISTOPHER W	Sub MS Period	\$999.00
NOSEK, CHRISTOPHER W	Stipend - Curriculum	\$960.00
NOSEK, CHRISTOPHER W	Longevity	\$750.00
NOSEK, CHRISTOPHER W	Advisor HS	\$586.39
NOSEK, CHRISTOPHER W	Stipend Expanded Learning Time	\$135.00
NOSEK, CHRISTOPHER W	Sub HS Period	\$27.00
O'BRIEN, JOLENE T	Culture Support Intervention	\$12,645.90
O'DONNELL, JUSTINA M	Lunch Monitor	\$4,162.17
O'DONNELL, JUSTINA M	Sub Ruggles Lane	\$1,050.30
O'DONNELL, JUSTINA M	Stipend PD	\$42.75
O'HARA, CHLOE B	Certified Nurse Assistant	\$16,826.37
O'HARA, CHLOE B	Coaching (Spring)	\$1,997.57
OLIVER, JESSICA J	MHS Special Education Teacher	\$29,526.34
OLIVO, MICHAEL THOMAS	Custodian	\$40,812.98
OLIVO, MICHAEL THOMAS	Custodian OT	\$12,650.12



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
OLIVO, MICHAEL THOMAS	Accrued Payroll-FY22 paid in FY23	\$665.35
OLIVO, MICHAEL THOMAS	Shoe Allowance	\$150.00
OLSON, BETHANY G	MS Teacher	\$98,227.00
OLSON, BETHANY G	Stipend 121 - Summer Acc Academy	\$3,000.00
OLSON, BETHANY G	Longevity	\$1,500.00
OLSON, BETHANY G	Stipend PD	\$600.00
OLSON, BETHANY G	Stipend Athletics	\$500.00
OLSON, BETHANY G	Stipend Mentor Program	\$500.00
OLSON, BETHANY G	Sub MS Period	\$243.00
OLSON, BETHANY G	Stipend Expanded Learning Time	\$165.00
OLSON, BETHANY G	Sub Hubbardston	\$140.00
OLSON, BETHANY G	Stipend-117	\$80.00
OLSON, BETHANY G	Sub Oakham	\$60.00
ORNE, KERI A	Aide Media	\$34,390.00
ORNE, KERI A	Advisor HS	\$2,351.99
ORNE, KERI A	Stipend 240 S	\$850.32
ORNE, KERI A	Longevity	\$550.00
ORNE, KERI A	Sub Aide Period	\$536.63
ORNE, KERI A	Sub High School	\$26.60
ORNE, KRISTA M	School Nutrition	\$16,918.95
ORSINI, AMY	Student Services Admin Assist.	\$9,951.92
ORSZULAK, JAMIE K	Aide Sped	\$32,923.00
ORSZULAK, JAMIE K	Sub New Braintree	\$1,800.00
ORSZULAK, JAMIE K	Longevity	\$550.00
ORTOLINO, SHANNON M	Elem Teacher	\$87,227.00
ORTOLINO, SHANNON M	Longevity	\$1,500.00
ORTOLINO, SHANNON M	Stipend Natures Classroom	\$622.92
ORTOLINO, SHANNON M	Stipend Expanded Learning Time	\$110.00
PAAKKONEN, LISA B	HS Math	\$89,435.00
PAAKKONEN, LISA B	Coaching (Fall)	\$3,995.15
PAAKKONEN, LISA B	Stipend Academic Coordinator	\$3,750.00
PAAKKONEN, LISA B	Coaching (Spring)	\$2,997.83
PAAKKONEN, LISA B	Coaching (Winter)	\$2,397.32
PAAKKONEN, LISA B	Stipend - Curriculum	\$1,920.00
PAAKKONEN, LISA B	Sub HS Period	\$756.00
PAAKKONEN, LISA B	Stipend Flex Block Committee	\$600.00
PAAKKONEN, LISA B	Stipend Flex Block Committee	\$480.00
PAGE, WAYNE W	Coaching (Fall)	\$6,391.30
PARADISE, NADINE A	Aide Kindergarten	\$27,222.30
PARADISE, NADINE A	Sub Hubbardston	\$1,800.00
PARADISE, NADINE A	Stipend 525 - Summer Early Lit & Stem Camp	\$1,300.00
PARADISE, NADINE A	Longevity	\$550.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
PARADISE, NADINE A	Sub Aide Period	\$526.51
PARENT, TYLER M	LTS - Custodian	\$8,882.94
PARENT, TYLER M	Custodian	\$6,315.60
PARENT, TYLER M	Custodian	\$5,624.20
PARENT, TYLER M	Shoe Allowance	\$150.00
PARENT, TYLER M	Custodian OT	\$3.15
PARKER, MADISON J	Elem Teacher	\$54,579.00
PARKER, MADISON J	Stipend 525 - Summer Early Lit & Stem Camp	\$6,400.00
PARKER, MADISON J	Stipend Expanded Learning Time	\$1,086.25
PARKER, MADISON J	Sub Oakham	\$40.00
PARKINSON, JEREMY S	Coaching (Spring)	\$2,397.32
PASCALE, HEATHER L	Aide Autism	\$28,864.00
PASCALE, HEATHER L	Coaching (Spring)	\$1,000.00
PASCALE, HEATHER L	Sub Middle School	\$540.00
PASCALE, OLIVIA R	Aide Sped	\$18,234.78
PATTI, AMANDA K	HS Sped	\$70,600.00
PATTI, AMANDA K	Stipend 240 S	\$2,160.00
PATTI, AMANDA K	Sub HS Period	\$1,539.00
PATTI, AMANDA K	Tutor	\$1,034.00
PATTI, AMANDA K	Stipend 121 - Summer Acc Academy	\$750.00
PATTI, AMANDA K	Accrued Payroll-FY22 paid in FY23	\$120.00
PATTI, AMANDA K	Sub MS Period	\$54.00
PATTI, AMANDA K	Stipend Expanded Learning Time	\$27.00
PAYNE, LISA A	MS Art	\$91,083.00
PAYNE, LISA A	Advisor HS	\$1,471.84
PAYNE, LISA A	Stipend PD	\$960.00
PAYNE, LISA A	Longevity	\$750.00
PAYNE, LISA A	Stipend-Musical Director	\$600.00
PAYNE, LISA A	Sub MS Period	\$324.00
PAYNE, LISA A	Stipend Expanded Learning Time	\$108.00
PAYNE, LISA A	Sub HS Period	\$27.00
PERRAULT, KRISTEN M	Intervention Tutor	\$22,902.24
PERRAULT, KRISTEN M	LTS - Elem Teacher	\$18,788.63
PERRAULT, KRISTEN M	Aide Autism	\$7,919.67
PERRAULT, KRISTEN M	Stipend SEL/Mental Health	\$1,400.00
PERRAULT, KRISTEN M	Stipend Expanded Learning Time	\$421.85
PERRON, HANNAH P	Extended Day Staff	\$5,272.50
PETERSON, JILL A	Principal	\$115,379.66
PETERSON, KAITLYN R	Elem Teacher	\$56,216.00
PETERSON, KAITLYN R	Stipend Expanded Learning Time	\$1,136.85
PETERSON, KAITLYN R	Stipend Natures Classroom	\$467.19
PETERSON, KARLA V	Private Music Instructor	\$2,040.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
PETERSON, KARLA V	Accrued Payroll-FY22 paid in FY23	\$475.00
PIERCE, JEREMY E	Guidance	\$60,901.00
PIERCE, JEREMY E	Stipend Natures Classroom	\$467.19
PIERCE, NICHOLAS M	Technology	\$54,944.52
PIMENTAL, JOHN J JR	Project Engineer	\$77,757.68
PIMENTAL, JOHN J JR	Employee Benefit	\$5,182.50
PIMENTAL, JOHN J JR	Longevity	\$1,000.00
PIMENTAL, JOHN J JR	Shoe Allowance	\$150.00
PLACIDE, JEAN D	HS World Language	\$21,805.62
PORELL, GARY C	School Nutrition	\$7,943.33
POTTER, JENNA L	Kindergarten Teacher	\$68,545.00
POTTER, JENNA L	Stipend Expanded Learning Time	\$1,521.85
POULIN, JILL K	Elem Teacher	\$89,435.00
POULIN, JILL K	Stipend Additional Classes	\$1,974.40
POULIN, JILL K	Stipend Expanded Learning Time	\$935.00
POULIN, JILL K	Sub MS Period	\$837.00
PRENTISS, MICHELLE K	MHS Special Education Teacher	\$14,634.20
PRUNESTI, TIFFANY K	Aide Sped	\$17,810.87
PRUNESTI, TIFFANY K	Sub Oakham	\$360.00
PURDY-VASHUGIN, SUZANNE F	Intervention Tutor Day	\$37,601.28
PYTEL, JENNIFER R	Aide Autism	\$25,229.03
QUIGLEY, MEGAN M	Intervention Tutor	\$41,817.22
RAMSEY, SARAH E	Elem Sped	\$58,430.48
RAMSEY, SARAH E	Stipend 240 S	\$1,740.00
RAMSEY, SARAH E	Stipend Expanded Learning Time	\$247.50
RAPP, KAREN A	MS Science	\$79,462.00
RAPP, KAREN A	Sub MS Period	\$243.00
RAYMOND, AMANDA F	Speech	\$70,600.00
REED, LAURIE J	Payroll Coordinator	\$22,038.96
REED, LAURIE J	Administrative Assistant	\$15,693.76
REED, VIRGINIA S	Elem Sped	\$38,119.84
REED, VIRGINIA S	Separation Benefits	\$14,177.00
REED, VIRGINIA S	Stipend 240 S	\$2,080.00
REED, VIRGINIA S	Longevity	\$852.46
RICCHIAZZI, NICOLE K	Elem Teacher	\$83,855.00
RICCHIAZZI, NICOLE K	Stipend 240 S	\$1,920.00
RICCHIAZZI, NICOLE K	Stipend Expanded Learning Time	\$1,370.60
RICCHIAZZI, NICOLE K	Longevity	\$750.00
RICE, JESSICA M	Aide Sped	\$31,312.00
RICE, JESSICA M	Longevity	\$1,000.00
RICE, JESSICA M	Sub Oakham	\$765.00
RICE, JESSICA M	Employee Benefit	\$225.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
RICE, JESSICA M	Stipend Expanded Learning Time	\$96.25
RICE, JESSICA M	Sub New Braintree	\$45.00
RICE, NIKKI J	Kindergarten Teacher	\$68,182.00
RICE, NIKKI J	Stipend 121 - Summer Acc Academy	\$3,000.00
RICE, NIKKI J	Stipend Teacher Leader	\$1,500.00
RICE, NIKKI J	Stipend Expanded Learning Time	\$1,246.85
RICE, NIKKI J	Longevity	\$750.00
RICHARDS, REBECCA L	Elem Sped	\$68,545.00
RICHARDS, REBECCA L	Longevity	\$750.00
RICHARDS, REBECCA L	Stipend Natures Classroom	\$622.92
RICHARDS, REBECCA L	Employee Benefit	\$577.50
RICKERT-JENKINS, NATELLEN	DFC Commuity Grant Program Director	\$60,900.00
RICKERT-JENKINS, NATELLEN	Stipend Flex Block Committee	\$600.00
RIENDEAU, ANGELINA M	Private Music Instructor	\$1,090.00
RIGNEY, RICHARD B	Coaching (Fall)	\$2,997.83
RILEY, FIONA C	Extended Day Staff	\$3,580.32
RIOPEL, SADIE M	Aide Sped	\$22,809.37
RIOPEL, SADIE M	Stipend 240 S	\$825.83
RIVARD, JEREMEY A	Coaching (Fall)	\$2,397.32
ROACH, JAMES R	Sub Oakham	\$6,921.00
ROACH, JAMES R	Sub Ruggles Lane	\$3,800.00
ROBBINS, THOMAS E	LTS - Custodian	\$1,222.80
ROBILLARD, CHRISSY M	Elem Teacher	\$81,844.00
ROBILLARD, CHRISSY M	Stipend Expanded Learning Time	\$1,086.25
ROBILLARD, CHRISSY M	Longevity	\$750.00
ROBILLARD, CHRISSY M	Stipend Mentor Program	\$500.00
ROBILLARD, CHRISSY M	Sub Oakham	\$40.00
ROGERS, WILLIAM W JR	School Nutrition	\$3,238.33
ROGOWSKI, LINDA M	Aide Sped	\$30,548.00
ROGOWSKI, LINDA M	Separation Benefits	\$5,541.05
ROGOWSKI, LINDA M	Longevity	\$1,000.00
ROGOWSKI, LINDA M	Sub Aide Period	\$118.13
ROGOWSKI, NANCY R	Aide Sped	\$32,094.00
ROGOWSKI, NANCY R	Sub Ruggles Lane	\$720.00
ROGOWSKI, NANCY R	Longevity	\$550.00
ROGOWSKI, NANCY R	Sub Aide Period	\$37.13
ROLLINS, LISA M	Custodian	\$11,926.06
ROLLINS, LISA M	Longevity	\$550.00
ROLLINS, LISA M	Stipend Athletics	\$270.00
RONDEAU, TASHA L	MS Sped	\$47,768.24
RONDEAU, TASHA L	Stipend 525 - Summer Early Lit & Stem Camp	\$5,780.00
RONDEAU, TASHA L	Stipend 121 - Summer Acc Academy	\$3,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
RONDEAU, TASHA L	Advisor MS	\$931.97
RONDEAU, TASHA L	Sub MS Period	\$108.00
ROSARIO, EDWIN	Aide Autism	\$28,455.61
ROSEBERRY, ALICIA L	Aide Autism	\$22,456.74
ROSEBERRY, ALICIA L	Sub Ruggles Lane	\$270.00
ROSEBERRY, ALICIA L	Sub Aide Period	\$226.13
ROTTI, JANICE E	Office Manager	\$54,397.00
ROTTI, JANICE E	Longevity	\$1,500.00
ROTTI, JANICE E	Employee Benefit	\$896.25
ROTTI, JANICE E	Stipend Advanced Degree	\$500.00
ROURKE, GINA M	Aide Autism	\$32,052.12
ROURKE, GINA M	Sub Middle School	\$720.00
ROURKE, GINA M	Sub High School	\$90.00
ROUSSEAU, SUSAN M	Elem Teacher	\$95,366.00
ROUSSEAU, SUSAN M	Stipend Expanded Learning Time	\$1,141.25
ROUSSEAU, SUSAN M	Longevity	\$750.00
ROUSSEAU, SUSAN M	Stipend Mentor Program	\$500.00
ROUTHIER, LU-ANN	Aide Sped	\$30,548.00
ROUTHIER, LU-ANN	Longevity	\$1,000.00
ROUTHIER, LU-ANN	Sub Aide Period	\$907.90
ROUTHIER, LU-ANN	Sub High School	\$197.10
ROWELL, KEVIN F	HS Science	\$62,727.00
ROWELL, KEVIN F	Sub HS Period	\$243.00
ROY, ASHLEY C	Employment & Community Specialist	\$62,251.77
ROY, NANCEE J	MS English	\$98,227.00
ROY, NANCEE J	Stipend 121 - Summer Acc Academy	\$3,000.00
ROY, NANCEE J	Advisor MS	\$1,037.35
ROY, NANCEE J	Longevity	\$1,000.00
ROY, NANCEE J	Sub MS Period	\$324.00
ROY, NANCEE J	Stipend Expanded Learning Time	\$165.00
SACRAMONE, BENJAMIN A	Extended Day Staff	\$5,532.00
SACRAMONE, JASON D	MS English	\$93,815.00
SACRAMONE, JASON D	Employee Benefit	\$2,955.00
SACRAMONE, JASON D	Longevity	\$1,000.00
SACRAMONE, JASON D	Stipend Expanded Learning Time	\$165.00
SACRAMONE, JASON D	Sub MS Period	\$162.00
SACRAMONE, KARI M	Extended Day Coordinator	\$11,590.12
SACRAMONE, KARI M	Lunch Monitor	\$3,322.69
SACRAMONE, KARI M	Separation Benefits	\$1,909.44
SACRAMONE, KARI M	Longevity	\$126.92
SAINT DENIS, LINDA R	Aide Sped - Involve	\$30,548.00
SAINT DENIS, LINDA R	Longevity	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
SAINT DENIS, LINDA R	Sub Aide Period	\$371.26
SAINT DENIS, LINDA R	Sub High School	\$270.00
SALVADORE, AUSTIN T	Summer Cust	\$6,548.43
SALVADORE, AUSTIN T	Accrued Payroll-FY22 paid in FY23	\$242.88
SALVADORE, BENJAMIN D	Sub Teacher ALL	\$540.00
SALVADORE, HANNAH C	Aide Sped	\$20,025.00
SALVADORE, HANNAH C	Aide Sped	\$3,417.60
SALVADORE, HANNAH C	Stipend 240 S	\$1,258.62
SALVADORE, HANNAH C	Sub Middle School	\$100.00
SALVADORE, LUKE D	Summer Cust	\$2,832.58
SALVADORE, LUKE D	Accrued Payroll-FY22 paid in FY23	\$326.25
SALVADORE, THERESE L	Innovative Pathways Teach & Community Engagement	\$83,855.00
SALVADORE, THERESE L	Community Engagement Coordinator-Summer	\$8,380.00
SALVADORE, THERESE L	Stipend Expanded Learning Time	\$3,000.00
SALVADORE, THERESE L	Stipend Academic Coordinator	\$2,500.00
SALVADORE, THERESE L	Stipend PD	\$960.00
SALVADORE, THERESE L	Longevity	\$750.00
SALVADORE, THERESE L	Sub HS Period	\$594.00
SALVADORE, THERESE L	Stipend Mentor Program	\$500.00
SALVADORE, THERESE L	Stipend Expanded Learning Time	\$108.00
SANDMAN, SHANE A	Custodian	\$43,313.10
SANDMAN, SHANE A	Custodian OT	\$8,512.15
SANDMAN, SHANE A	Accrued Payroll-FY22 paid in FY23	\$637.66
SANDMAN, SHANE A	Shoe Allowance	\$150.00
SANDS, WALTER E	School Nutrition	\$12,760.75
SANELLI, DIANA L	Special Services Coordinator	\$39,323.08
SANSOUCY, ELIZABETH A	Copy Center Assistant	\$10,744.00
SANTIAGO, ANTHONY	Adjustment Counselor	\$56,670.00
SANTIAGO, ANTHONY	Stipend-332	\$240.00
SAVARD, JOSEPH R JR	Sub Cust	\$2,463.75
SCHROEDER, JOSHUA J	HS Science	\$74,900.00
SCHROEDER, JOSHUA J	Stipend Additional Classes	\$3,393.50
SCHROEDER, JOSHUA J	Sub HS Period	\$2,152.00
SCHROEDER, JOSHUA J	Stipend Expanded Learning Time	\$1,553.75
SCHROEDER, JOSHUA J	Sub HS Period	\$621.00
SCHROEDER, JOSHUA J	Stipend Mentor Program	\$250.00
SCHWARTZ, ASHLEY M	Aide Autism	\$28,518.70
SCOTT, LYNN A	School Nutrition	\$3,507.09
SCZUCKA, MOLLY R	HS Social Studies	\$65,169.00
SCZUCKA, MOLLY R	Stipend Civics Project Coord	\$1,800.00
SCZUCKA, MOLLY R	Sub HS Period	\$540.00
SCZUCKA, MOLLY R	Stipend Expanded Learning Time	\$357.50



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
SCZUCKA, MOLLY R	Stipend Mentor Program	\$250.00
SEITZ, MICHAEL J	Sub Teacher ALL	\$6,000.00
SHELDON, ARTHUR G	MS PE	\$89,435.00
SHELDON, ARTHUR G	Coaching (Winter)	\$3,990.24
SHELDON, ARTHUR G	Longevity	\$1,500.00
SHELDON, ARTHUR G	Employee Benefit	\$1,350.00
SHELDON, ARTHUR G	Stipend Mentor Program	\$1,000.00
SHELDON, ARTHUR G	Stipend PD	\$320.00
SHELDON, ARTHUR G	Sub MS Period	\$189.00
SHELDON, ARTHUR G	Stipend Expanded Learning Time	\$27.00
SHELDON, LAURIE A	Elem Teacher	\$91,630.00
SHELDON, LAURIE A	Stipend 121 - Summer Acc Academy	\$3,000.00
SHELDON, LAURIE A	Stipend Expanded Learning Time	\$1,315.60
SHELDON, LAURIE A	Longevity	\$1,000.00
SHERBLOM, MACKENZIE DJ	Stipend 525 - Summer Early Lit & Stem Camp	\$2,325.00
SIMEONE, THERESE E	Aide Autism	\$35,353.47
SIMEONE, THERESE E	Sub Aide Period	\$560.25
SIMONS, WILLIAM J	HS Art	\$89,435.00
SIMONS, WILLIAM J	Stipend Expanded Learning Time	\$2,200.00
SIMONS, WILLIAM J	Stipend PD	\$960.00
SIMONS, WILLIAM J	Longevity	\$750.00
SKERRY, STACEY L	Finance, Accounting, Transportation Manager	\$87,323.45
SKERRY, STACEY L	Stipend Xtra Hours	\$8,888.58
SKERRY, STACEY L	Employee Benefit	\$1,207.50
SKERRY, STACEY L	Fixed Benefit Life/Disability	\$1,200.00
SKERRY, STACEY L	Travel	\$1,000.00
SKERRY, STACEY L	Longevity	\$750.00
SMITH, OLIVIA J	Stipend 525 - Summer Early Lit & Stem Camp	\$1,155.00
SMITH, ROBERT E III	Stipend 240 S	\$1,939.47
SMITH, SLOANE E	Elem Sped	\$9,410.34
SNIFFEN, MATTHEW S	HS Science	\$91,083.00
SOPER, LORELAI M	Sub Teacher ALL	\$90.00
SOUSA, LAUREN J	Elem Social Worker	\$9,259.02
SPOONER, JOHN M	Elem Teacher	\$17,713.07
SPOONER, JOHN M	Separation Benefits	\$12,132.70
SPOONER, JOHN M	Longevity	\$360.66
SPRING, TRAVIS P	Security Monitor	\$7,590.00
ST. GEORGE, SHELLY A	Principal	\$120,814.22
ST. GEORGE, SHELLY A	Stipend Early Childhood Coordinator	\$2,500.00
STAGIAS, CASANDRA S	Elem Teacher	\$64,609.00
STAGIAS, CASANDRA S	Stipend Teacher Leader	\$1,500.00
STAGIAS, CASANDRA S	Stipend Expanded Learning Time	\$976.25



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
STAGIAS, CASANDRA S	Sub Oakham	\$20.00
STAITI, KIM S	School Nurse	\$82,218.00
STAITI, KIM S	Employee Benefit	\$5,482.50
STAITI, KIM S	Stipend Xtra Hours	\$4,492.60
STAITI, KIM S	Longevity	\$1,500.00
STAITI, KIM S	Stipend Nurse Leader	\$1,500.00
STAITI, KIM S	Stipend SEL/Mental Health	\$1,400.00
STAITI, KIM S	Accrued Payroll-FY22 paid in FY23	\$1,289.19
STANKAITIS, DANIELLE M	MS Math	\$96,026.00
STANKAITIS, DANIELLE M	Stipend - Curriculum	\$960.00
STANKAITIS, DANIELLE M	Employee Benefit	\$847.50
STANKAITIS, DANIELLE M	Longevity	\$750.00
STANKAITIS, DANIELLE M	Sub MS Period	\$540.00
STEKL, NANCY A	HS Science	\$91,630.00
STEKL, NANCY A	Longevity	\$1,500.00
STEKL, NANCY A	Sub HS Period	\$432.00
STEKL, NANCY A	Stipend Expanded Learning Time	\$81.00
STEKL, NANCY A	Stipend Expanded Learning Time	\$27.00
STEKL, NANCY A	Sub MS Period	\$27.00
STEWART, MICHAEL J	School Nutrition Supervisor	\$39,271.23
STEWART, MICHAEL J	SN Catering	\$703.61
STEWART, MICHAEL J	SN Holiday Pay	\$5.27
STOLGITIS, ASHLEY W	Intervention Tutor	\$41,817.22
STOLGITIS, ASHLEY W	Tutor	\$2,200.00
STOLGITIS, ASHLEY W	Stipend 240 S	\$840.00
STOLZ, PATRICIA A	Data Coordinator	\$64,260.00
STOLZ, PATRICIA A	Employee Benefit	\$1,605.00
STOLZ, PATRICIA A	Longevity	\$1,500.00
STOLZ, PATRICIA A	Stipend Advanced Degree	\$500.00
STUNDTNER, APRIL P	Aide Sped	\$15,818.02
STUNDTNER, APRIL P	Sub HS Period	\$7,571.87
STUNDTNER, APRIL P	Sub Aide Period	\$691.88
STUNDTNER, APRIL P	Sub HS Period	\$121.50
STUNDTNER, APRIL P	Sub Teacher ALL	\$52.00
STYMIEST, BRITTANY A	Extended Day Staff	\$2,547.19
SULLIVAN, JEANETTE M	Sub Ruggles Lane	\$9,500.00
SULLIVAN, JEANETTE M	Sub Teacher ALL	\$5,040.00
SULMASY, ELIJAH R	Coaching (Winter)	\$3,295.74
SZABADOS, VINCENT M	Intervention Tutor	\$41,817.22
TARQUINIO, AMY C	Lunch Monitor	\$5,326.15
TESCHNER, RACHEL N	Aide Sped	\$29,947.00
TESCHNER, RACHEL N	Longevity	\$550.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
TESCHNER, RACHEL N	Stipend Natures Classroom	\$467.19
THOMASIAN, NATASHA L	Elem Sped	\$51,687.20
THOMASIAN, NATASHA L	Stipend 240 S	\$1,460.00
THOMASIAN, NATASHA L	Stipend Expanded Learning Time	\$838.75
THOMASIAN, ROBIN J	Aide Autism	\$35,918.00
THOMASIAN, ROBIN J	Longevity	\$550.00
THUMANN, SIERRA N	Aide Autism	\$21,515.23
TOM, RAYMOND L	Aide Sped	\$6,103.12
TOOMEY, CHRISTINE M	Aide Sped	\$30,548.00
TOOMEY, CHRISTINE M	Longevity	\$1,000.00
TOOMEY, CHRISTINE M	Sub Ruggles Lane	\$900.00
TOOMEY, CHRISTINE M	Stipend 240 S	\$863.28
TOOMEY, CHRISTINE M	Sub Aide Period	\$405.01
TOPPER, LISA A	Elem Art	\$10,117.77
TOPPER, LISA A	Separation Benefits	\$7,714.80
TOPPER, LISA A	Longevity	\$98.36
TOWLER, LEAH L	Intervention Specialist	\$92,856.01
TOWLER, LEAH L	Stipend Expanded Learning Time	\$261.25
TREMBLAY, MARTIN	Coaching (Fall)	\$3,643.09
TREMBLAY, NOREEN B	School Nurse	\$85,030.00
TREMBLAY, NOREEN B	Stipend 240 S	\$7,003.09
TREMBLAY, NOREEN B	Stipend 121 - Summer Acc Academy	\$960.00
TREMBLAY, NOREEN B	Longevity	\$750.00
TREMBLAY, NOREEN B	Stipend 525 - Summer Early Lit & Stem Camp	\$450.00
TRIFILO, LAUREN MARIE	Sub Teacher ALL	\$1,935.00
TROMBLY, LAUREN R	Elem Teacher	\$56,216.00
TROMBLY, LAUREN R	Stipend Expanded Learning Time	\$151.25
TRUMBULL, REGINA Q	HS Math	\$79,040.00
TRUMBULL, REGINA Q	Sub HS Period	\$3,780.00
TRUMBULL, REGINA Q	Coaching (Spring)	\$2,397.32
TRUMBULL, REGINA Q	Advisor HS	\$1,035.00
TRUMBULL, REGINA Q	Stipend - Curriculum	\$960.00
TRUMBULL, REGINA Q	Advisor HS	\$775.95
TRUMBULL, REGINA Q	Longevity	\$750.00
TRUMBULL, REGINA Q	Sub HS Period	\$513.00
TRUMBULL, REGINA Q	Stipend Expanded Learning Time	\$316.25
TRUMBULL, REGINA Q	Sub MS Period	\$27.00
TUCKER, EVAN M	Aide Autism	\$11,833.42
TUTTLE, DIANA L	School Nurse	\$73,348.00
TUTTLE, DIANA L	Van Monitor	\$10,650.41
TUTTLE, DIANA L	Longevity	\$750.00
TUTTLE, JULIA H	Elem Music	\$57,901.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
TUTTLE, JULIA H	Advisor HS	\$2,591.61
TUTTLE, JULIA H	Private Music Instructor	\$2,360.00
TUTTLE, JULIA H	Advisor MS	\$1,757.97
TUTTLE, JULIA H	Advisor HS	\$1,471.84
TUTTLE, JULIA H	Stipend-Musical Director	\$600.00
TUTTLE, JULIA H	Sub MS Period	\$27.00
TWAROG, JESSE L	Coaching (Spring)	\$1,997.58
TYLER, DEBORAH A	Elem Sped	\$84,301.00
TYLER, DEBORAH A	Stipend Expanded Learning Time	\$481.25
URE, ANDREA L	Aide Sped	\$20,643.20
URE, ANDREA L	Sub Hubbardston	\$360.00
URE, ANDREA L	Sub Aide Period	\$155.25
VACHON, ERIN P	MS English	\$72,718.00
VACHON, ERIN P	Stipend PD	\$600.00
VACHON, ERIN P	Stipend Expanded Learning Time	\$165.00
VACHON, ERIN P	Sub MS Period	\$108.00
VACHON, ERIN P	Stipend-117	\$80.00
VAILLANCOURT, SASHA L	Elem Sped	\$88,290.00
VAILLANCOURT, SASHA L	Stipend 240 S	\$1,600.00
VAILLANCOURT, SASHA L	Longevity	\$1,500.00
VAILLANCOURT, SASHA L	Stipend Expanded Learning Time	\$55.00
VALARDI JR, EDWARD J	Plant & Facilities Supervisor	\$54,312.96
VALARDI JR, EDWARD J	Employee Benefit	\$1,560.00
VALARDI JR, EDWARD J	Longevity	\$1,500.00
VALARDI JR, EDWARD J	Accrued Payroll-FY22 paid in FY23	\$832.00
VALARDI JR, EDWARD J	Shoe Allowance	\$150.00
VALARDI, BRENDA J	School Nutrition	\$17,936.61
VALARDI, BRENDA J	Longevity	\$525.00
VALARDI, BRENDA J	SN Catering	\$306.62
VARNEY, KAREN M	Permanent Sub	\$17,409.28
VASSEUR, CARRIE A	Literacy Coach	\$93,263.30
VASSEUR, CARRIE A	Stipend Academic Coordinator	\$3,750.00
VASSEUR, CARRIE A	Stipend Teacher Leader	\$1,790.00
VASSEUR, CARRIE A	Stipend Additional Classes	\$987.20
VASSEUR, CARRIE A	Stipend Additional Classes	\$987.20
VASSEUR, CARRIE A	Stipend 589 - Civics	\$820.00
VASSEUR, CARRIE A	Stipend Additional Classes	\$802.10
VASSEUR, CARRIE A	Longevity	\$750.00
VASSEUR, CARRIE A	Stipend PD	\$600.00
VASSEUR, CARRIE A	Stipend PD	\$600.00
VASSEUR, CARRIE A	Stipend Expanded Learning Time	\$481.25
VASSEUR, CARRIE A	Stipend-117	\$80.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
VASSEUR, CARRIE A	Sub HS Period	\$54.00
VAZQUEZ, ASHLEY	Aide Autism	\$35,564.30
VAZQUEZ, ASHLEY	Sub Aide Period	\$84.38
VERHAM, MICHELLE L	School Nutrition Supervisor - Interim	\$22,587.40
VERHAM, MICHELLE L	School Nutrition	\$387.60
VERROCHI, EDWARD R III	MS English	\$91,630.00
VERROCHI, EDWARD R III	Sub MS Period	\$1,026.00
VERROCHI, EDWARD R III	Longevity	\$750.00
VERROCHI, EDWARD R III	Stipend Expanded Learning Time	\$330.00
VERROCHI, EDWARD R III	Stipend Expanded Learning Time	\$189.00
VILLANOVA, CAROL-ANNE	HS English	\$89,435.00
VILLANOVA, CAROL-ANNE	Stipend Additional Classes	\$1,295.70
VILLANOVA, CAROL-ANNE	Advisor HS	\$753.58
VILLANOVA, CAROL-ANNE	Longevity	\$750.00
VILLANOVA, CAROL-ANNE	Stipend Expanded Learning Time	\$233.75
VILLANOVA, CAROL-ANNE	Sub HS Period	\$189.00
VINCENT, REBECCA T	Elem STEM	\$68,182.00
VOILAND, COURTNEY K	Lunch Monitor	\$5,329.33
VYCE, JANICE A	MS Science	\$91,630.00
VYCE, JANICE A	Longevity	\$1,000.00
VYCE, JANICE A	Stipend - Curriculum	\$960.00
VYCE, JANICE A	Employee Benefit	\$937.50
VYCE, JANICE A	Sub MS Period	\$351.00
WADSWORTH, DALE G	MS Math	\$68,545.00
WADSWORTH, DALE G	Stipend - Curriculum	\$960.00
WADSWORTH, DALE G	Stipend Expanded Learning Time	\$165.00
WADSWORTH, DALE G	Sub MS Period	\$162.00
WAGNER, ANDREW W	Guidance	\$80,927.00
WAGNER, ANDREW W	Stipend 240 S	\$2,353.08
WAGNER, ANDREW W	Longevity	\$750.00
WAGNER, ANDREW W	Stipend Natures Classroom	\$467.19
WALKUP, ANDREA N	Sub Teacher ALL	\$800.00
WALSH, ANDREW A	Director of Technology	\$114,422.58
WALSH, ANDREW A	Vacation Buyback	\$4,400.90
WALSH, ANDREW A	Travel	\$2,000.00
WALSH, ANDREW A	Longevity	\$750.00
WARD-LEIGHTON, SHANNON M	Elem Music	\$30,765.36
WARNER, TAMI E	Aide Autism	\$6,917.03
WATSON, MELISSA A	Aide Sped	\$25,065.98
WATSON, MELISSA A	Sub Aide Period	\$418.51
WEEKS, SARAH N	Clinician	\$68,545.00
WEEKS, SARAH N	Stipend Expanded Learning Time	\$55.00



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
WEIDERMAN, GARTH R	HS Sped	\$88,962.00
WEIDERMAN, GARTH R	Coaching (Spring)	\$3,995.15
WEIDERMAN, GARTH R	Stipend - Curriculum	\$880.00
WEIDERMAN, GARTH R	Stipend - Curriculum	\$280.00
WEIDERMAN, GARTH R	Stipend Expanded Learning Time	\$233.75
WEIDERMAN, GARTH R	Accrued Payroll-FY22 paid in FY23	\$200.00
WEIDERMAN, GARTH R	Sub HS Period	\$189.00
WEIDERMAN, KELLY A	HS English	\$89,435.00
WEIDERMAN, KELLY A	Stipend Additional Classes	\$1,110.60
WEIDERMAN, KELLY A	Stipend Expanded Learning Time	\$467.50
WEIDERMAN, KELLY A	Sub HS Period	\$135.00
WELCH, JOANNE L	Aide Sped	\$29,106.18
WELCH, JOANNE L	Sub Hubbardston	\$2,632.50
WELCH, JOANNE L	Longevity	\$550.00
WELCH, JOANNE L	Sub Aide Period	\$486.01
WHEELER, JAMES D III	HS Social Studies	\$61,925.00
WHEELER, JAMES D III	Stipend 589 - Civics	\$750.00
WHEELER, JAMES D III	Stipend Expanded Learning Time	\$632.50
WHEELER, JAMES D III	Sub HS Period	\$540.00
WHEELER, JAMES D III	Stipend Expanded Learning Time	\$54.00
WHEELER, JAMES D III	Stipend Expanded Learning Time	\$27.00
WHITCOMB, MARISOL T	Intervention Tutor	\$41,817.22
WHITCOMB, MARISOL T	Longevity	\$750.00
WHITCOMB, MARISOL T	Stipend 121 - Summer Acc Academy	\$750.00
WHITCOMB, MARISOL T	Stipend Expanded Learning Time	\$357.50
WHITE, JOSEFINA C	HS World Language	\$59,639.00
WHITE, JOSEFINA C	Advisor HS	\$932.55
WHITE, JOSEFINA C	Sub HS Period	\$243.00
WHITELAW, MARY E	Youth Engagement Coordinator	\$16,852.50
WHITELAW, ROBERT B JR	HS PE	\$28,108.00
WHITELAW, ROBERT B JR	Sub HS Period	\$3,500.00
WHITELAW, ROBERT B JR	Coaching (Spring)	\$2,997.83
WHITELAW, ROBERT B JR	Sub HS Period	\$1,053.00
WHITELAW, ROBERT B JR	Sub MS Period	\$108.00
WHITNEY, CAROL W	School Nutrition	\$11,015.55
WILCOX, ASHLEY L	Aide Autism	\$26,257.11
WILSON, KYLIE T	Elem Therapeutic Classroom Teacher	\$62,727.00
WILSON, KYLIE T	Stipend Expanded Learning Time	\$770.00
WINE, RYAN R	Coaching (Fall)	\$5,046.16
WISEMAN, JOHN J	Custodian	\$12,129.44
WISEMAN, JOHN J	Separation Benefits	\$810.98
WISEMAN, JOHN J	Accrued Payroll-FY22 paid in FY23	\$547.11



QUABBIN REGIONAL SCHOOL DISTRICT
2022/2023 Employee Salaries for Town Report

Name	Description	Amount FTD
WISEMAN, JOHN J	Custodian OT	\$420.90
WORTHINGTON, PATRICIA A	Principal	\$125,211.76
WORTHINGTON, PATRICIA A	Employee Benefit	\$7,995.00
WORTHINGTON, PATRICIA A	Stipend IEP Duties	\$4,000.00
WORTHINGTON, PATRICIA A	Longevity	\$2,000.00
WORTHINGTON, PATRICIA A	Stipend Advanced Degree	\$1,000.00
WYMAN, JOSEPH D	Assistant Director of Teaching, Learning & Support	\$103,020.00
WYMAN, JOSEPH D	Stipend 525 - Summer Early Lit & Stem Camp Coord	\$6,800.00
WYNNE, AILEY P	HS English	\$86,370.00
WYNNE, AILEY P	Longevity	\$750.00
WYNNE, AILEY P	Stipend PD	\$600.00
WYNNE, AILEY P	Stipend PD	\$520.00
WYNNE, AILEY P	Stipend Expanded Learning Time	\$467.50
WYNNE, AILEY P	Sub HS Period	\$324.00
WYNNE, AILEY P	Sub MS Period	\$27.00
YOUNG, BRIAN T	Coaching (Fall)	\$4,434.62
YOUNG, HUNTER A	Sub Cust	\$8,299.85
YOUNG, HUNTER A	Accrued Payroll-FY22 paid in FY23	\$348.00
YOUNG, JANE R	School Nurse	\$85,030.00
ZACEK, MARIE M	Kindergarten Teacher	\$81,844.00
ZACEK, MARIE M	Stipend Expanded Learning Time	\$2,021.25
ZACEK, MARIE M	Longevity	\$750.00
ZACEK, MARIE M	Sub Oakham	\$60.00
ZALNERAITIS, MICHELLE M	MS Math	\$93,815.00
ZALNERAITIS, MICHELLE M	Coaching (Fall)	\$5,092.04
ZALNERAITIS, MICHELLE M	Longevity	\$1,000.00
ZALNERAITIS, MICHELLE M	Stipend - Curriculum	\$960.00
ZALNERAITIS, MICHELLE M	Stipend PD	\$600.00
ZALNERAITIS, MICHELLE M	Coach Field Hockey Camp	\$450.00
ZALNERAITIS, MICHELLE M	Sub MS Period	\$243.00
ZALNERAITIS, MICHELLE M	Stipend Expanded Learning Time	\$165.00
ZALNERAITIS, MICHELLE M	Stipend-117	\$80.00
ZALNERAITIS, RICHARD P	MS Technology	\$85,030.00
ZALNERAITIS, RICHARD P	Coaching (Spring)	\$2,697.58
ZALNERAITIS, RICHARD P	Coaching (Fall)	\$2,657.71
ZALNERAITIS, RICHARD P	Employee Benefit	\$1,905.00
ZALNERAITIS, RICHARD P	Longevity	\$1,500.00
ZALNERAITIS, RICHARD P	Stipend Expanded Learning Time	\$800.00
ZALNERAITIS, RICHARD P	Sub MS Period	\$243.00



ANNUAL REPORT

2023

Montachusett Regional Vocational Technical School District
1050 Westminster Street
Fitchburg, MA 01420
www.montytech.net



Letter *from* Leadership



As a first-year Superintendent, I could not have asked for a better, more productive 2022-2023 school year. While I have been a part of this extraordinary educational community for ten years, the perspective from which I am now able to view our work, our accomplishments, and certainly our student achievements, has shifted and given me new purpose. I am honored and humbled to lead Montachusett Regional Vocational Technical School District, and am proud to share a few highlights in the following report.

Workforce training continues to be a priority at the local, state and federal levels, with additional funding meant to incentivize schools like Monty Tech to get creative, and develop new training programs for high school students and adult learners seeking a career change. Monty Tech School of Continuing Education has expanded outreach to market all-new, no-cost vocational training programs to unemployed or underemployed individuals. Having received more than \$1.6M in workforce training funds from Commonwealth Corporation to support this effort, the School of Continuing Education now offers free vocational training programs in Carpentry, CNC Operation, Culinary Arts, Electrical, HVAC Repair, Plumbing, and Welding. These programs are designed to provide participants with opportunities to earn valuable industry-recognized credentials, hands-on learning experiences, and job placement services upon program completion. At press, 42 adult learners have successfully completed their programs, been placed in jobs that align with their newfound skillset, and have been successfully employed for more than 3 months. This is an effort we continue to be so proud of.

While we have enjoyed expanding access to our instructional spaces, training equipment, and technology to serve our evening students, we remain committed to seeking competitive grant funding that will allow us to improve and update instructional spaces so that our high school students stay ahead of the curve in their training and career aspirations. With more than 230 students participating in the popular co-op program, working and learning from experienced tradesmen and women in our area, our commitment to align our training programs to serve the needs of our region's workforce has never been more important. In 2022-2023, we heard from a local metal fabrication employer who asked us to consider adding a specific certification to our curriculum, so our graduates would be better prepared to enter the workforce without a delay or need for additional training. So without hesitation, our instructors added the necessary lessons, and embedded an OSHA 10 Construction certification into the program. We heard from a local restaurant owner who asked if we could expand our training to include more sous vide preparation and improved knife skills to the students' training regimen. That request was honored immediately, and a student is currently working with that restaurant owner, demonstrating his improved skillset. We know that training students on new and improved equipment, while adapting and modifying our curriculum to address immediate workforce needs will, in the end, serve our students best – our ultimate goal. Monty Tech is steadfast in its commitment to providing a highly-skilled workforce to its industry partners throughout our region.

Finally, and perhaps the most transformative accomplishment in 2022-2023, is an innovation that does not serve the immediate Monty Tech school community, but rather will benefit high school students enrolled in Fitchburg, Gardner and Narragansett Regional School Districts. While we have significantly expanded and updated our training programs, there are still so many young people without access, who would benefit from meaningful career and technical education. To that end, we researched, applied for, and received a \$1.9M grant that will allow us to develop an all-new vocational training space, designed to serve high school students during the day, and even more adult learners in the evening. Dubbed the Montachusett Vocational Partnership (MVP) Academy, this new training space will open its doors to more than 80 students in Fall 2024. We are honored to lead this trailblazing partnership, and expect it to become a model other vocational schools will emulate in the coming years.

Thank you for your continued support of Monty Tech – a school that I am so honored to lead.

Respectfully submitted,

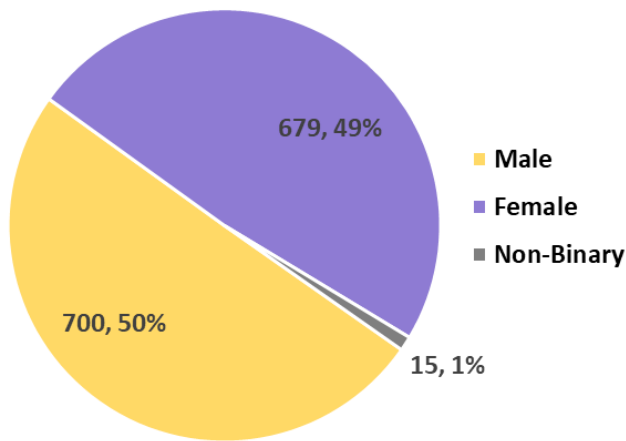
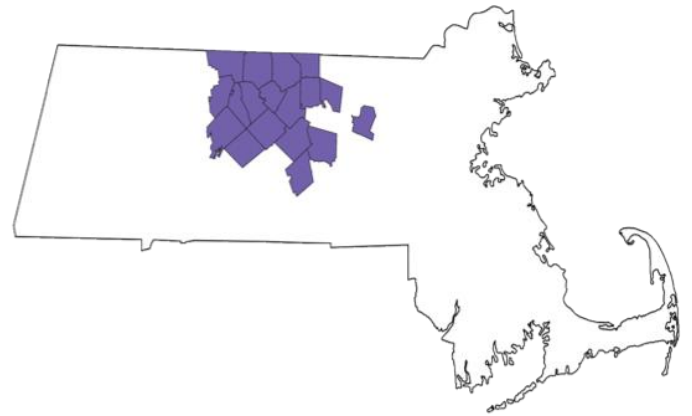
Thomas R. Browne, Superintendent-Director

Our School Community

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

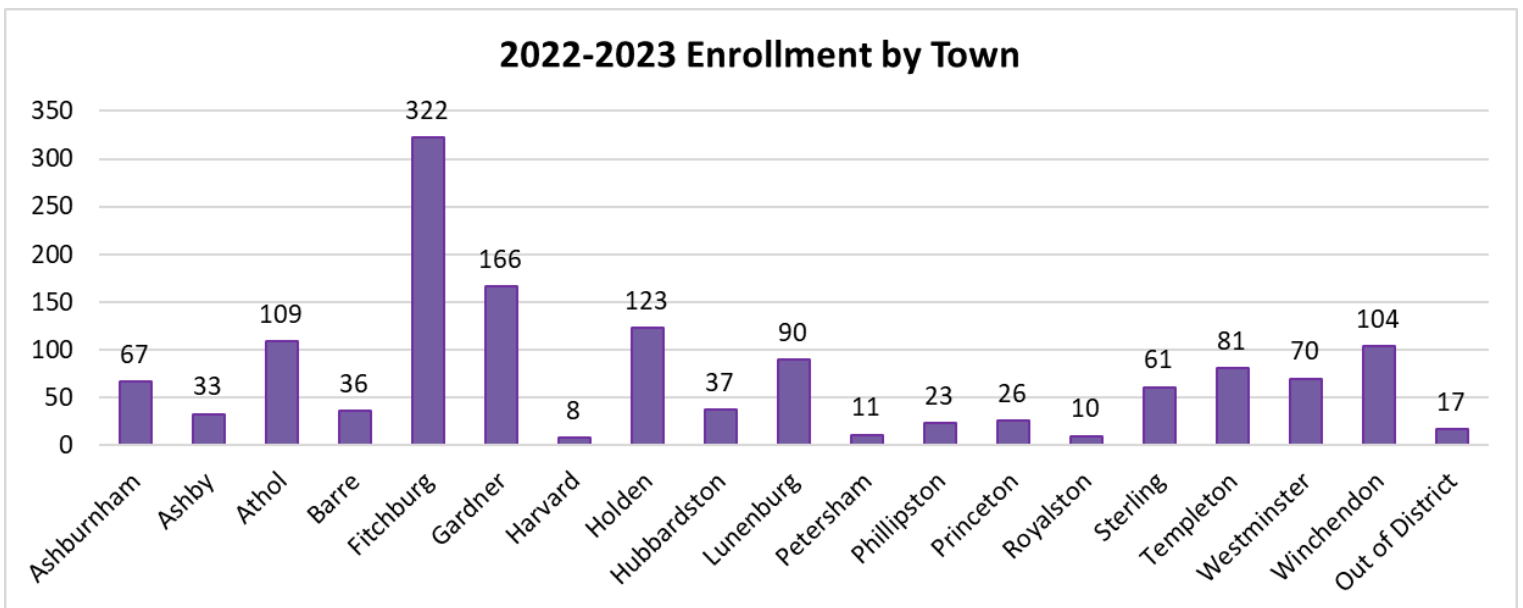
Ashburnham
 Ashby
 Athol
 Barre
 Fitchburg
 Gardner
 Harvard
 Holden
 Hubbardston

Lunenburg
 Petersham
 Phillipston
 Princeton
 Royalston
 Sterling
 Templeton
 Westminster
 Winchendon



On June 1, 2023, student enrollment at Monty Tech included 1,394 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 and female students, and each is prepared to explore an interest in one of the school's twenty-one rigorous vocational-technical programs. While the school currently offers only five non-traditional programs for male students, and twelve non-traditional programs 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.

2022-2023 Enrollment by Town



Financial Report

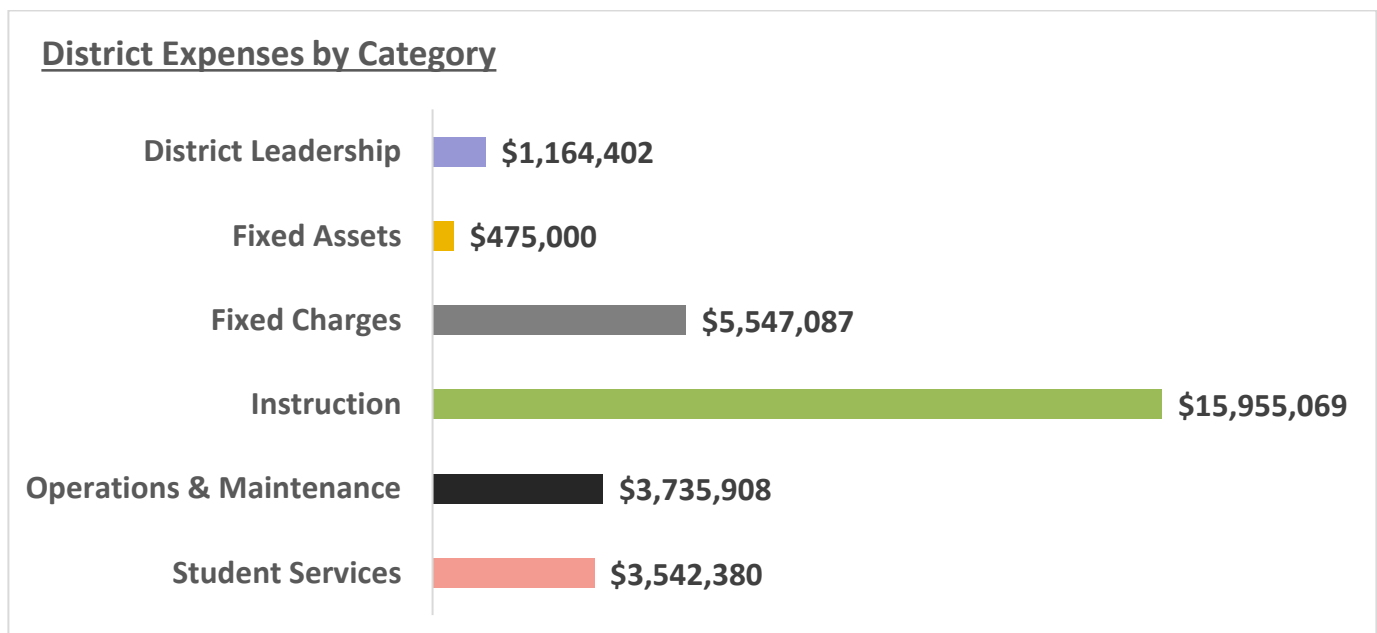


In an effort to develop a cost-effective budget for the fiscal year 2022-2023, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2022-2023 Educational Plan totaled \$30,796,896 which represents a 7.6% increase over the 2021-2022 Educational Plan which is driven largely in part by the 7.6% increase in the District's required minimum spending established by the Department of Elementary and Secondary Education. The District's FY23 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$60,000 or 0.20%.

To supplement the local budget, school officials pursue grant funding to provide valuable educational and social services to the diverse student population. For fiscal year 2023, state and federal grant sources provided the school with \$3,552,996. Programs funded by these grants include: Elementary and Secondary Schools Emergency Relief Funds, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Vocational Capital Equipment Initiatives, Life Sciences, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

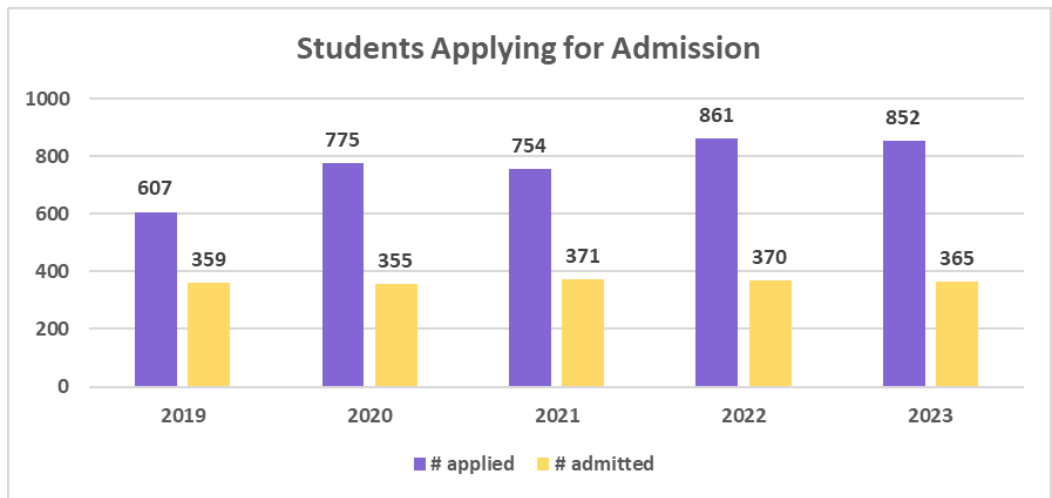
The District will participate in an annual financial audit, conducted by the accounting firm of Melanson, Heath and Co. from Greenfield, Massachusetts. School officials anticipate a good report.

Expenses for the 2022-2023 school year include:



Attending *Monty Tech*

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

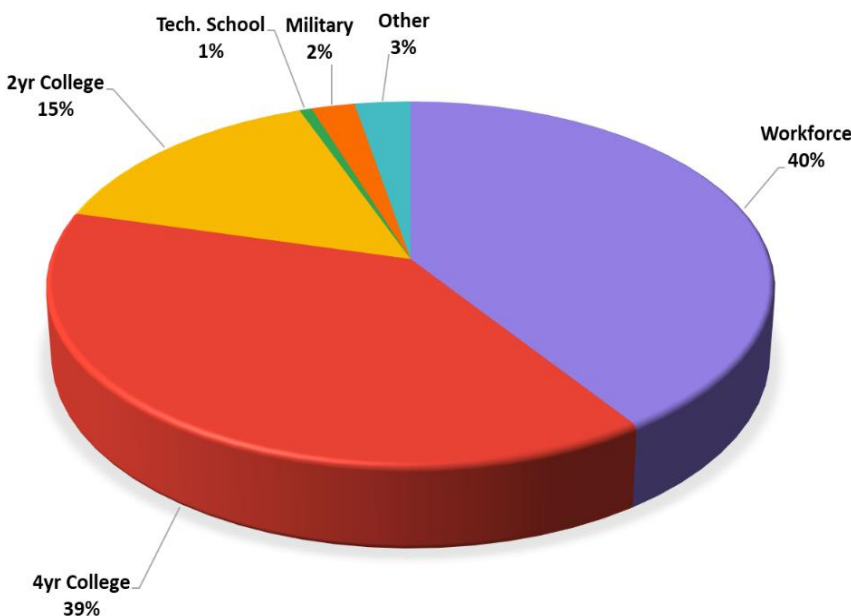


With seats available limited only by our building capacity, and a deep understanding of the increasing demand, school leaders continue to work with

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

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

CLASS OF 2023 POST GRADUATE PLANS



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



Academics

While students attending Monty Tech benefit from project-based, hands-on learning often associated with a vocational-technical high school experience, they must also complete all of the same academic requirements that their peers in comprehensive districts accomplish. At Monty Tech, we believe a well-rounded high school

experience includes rigorous and meaningful academic lessons. We are proud of our students' accomplishments in the classroom, as well as in their vocational shops.

During the Spring of 2023, 10th grade students took the Next Generation MCAS in English Language Arts, Mathematics, and Biology. Select 9th graders also sat for the Next Generation MCAS Biology exam. Students performed well across all subject areas, with remarkable passing rates of 98% in English Language Arts, 98% in Mathematics, and 98% in Biology.

Monty Tech's academic programs continue to evolve to prepare graduates for diverse and challenging college and career pathways, and are widely known to effectively prepare students at all levels to reach their goals. A focus in recent years has been the incorporation of new and updated materials and coursework to expand STEM opportunities for students. In FY23, Monty Tech was awarded a Massachusetts Life Science Center grant, developed in collaboration with our post-secondary partners at Fitchburg State University. Using the \$110,000 award, Monty Tech instructors worked collaboratively to align course expectations with FSU's Anatomy & Physiology class, laying a foundation for a first-ever articulation agreement with FSU. Additionally, students who successfully complete the course will earn 4 college credits at FSU, saving them time and as much as \$1,900 as they consider pursuing STEM college pathways. This grant has also provided funds to help modernize another science lab classroom to meet 21st Century lab requirements.

	2019	2020	2021	2022	2023
Total AP Students	113	106	142	120	184
Number of Exams	148	146	189	162	244
AP Students with Scores 3+	69	75	61	82	104
% of Total AP Students with Scores 3+	61.06%	70.75%	42.96%	68.33%	56.52%

In May of 2023, our students participated in Advanced Placement (AP) exams and student performance showed outstanding results. A record number of students (184) participated in AP Exams, taking 244 AP Exams collectively. 104 of these students were eligible to receive college credit with qualifying scores of 3+. Although the percentage of qualifying scores at 57% is lower than last year's percentage, the total number of students earning qualifying scores is the highest we've seen in 5 years. With regard to specific exams, AP Chemistry had the highest number of test takers in 5 years with 88% of students receiving a qualifying score (14 total). AP English Language and Composition had 72 test takers (an increase of 32 since 2022) and the highest number of exams since 2019. Finally, we had 17 AP Scholars - an AP Scholar earns a qualifying score on at least 3 AP exams.

To support the expansion of AP course offerings, Monty Tech added AP Seminar as an elective course for juniors. Notably, 94% of students who took the AP Seminar exam in 2023 earned qualifying scores (18 students) - outstanding results for the first year of implementation! Monty Tech continues to provide the following AP opportunities for students:

AP English Literature & Composition
 AP Language & Composition
 AP Calculus, AP Statistics

AP Environmental Science
 AP Chemistry
 AP Seminar

Vocational Training



Preparing students for high-skill, high-wage careers requires technical proficiency, an ability to break down complex lessons into “bite sized” concepts, and a lot of patience. Our team of vocational instructors are not only skilled tradesmen and women, they are patient, collaborative and talented teachers, responsible for training the next generation’s workforce. Their commitment to student achievement, community service, and advanced technical knowledge and skills is unmatched, and we are so grateful that they have chosen this profession, sharing their expertise with our students. 2022-2023 was a busy year across the District, with students working and learning in shops, on off-campus construction sites, and with area business leaders, refining their skills. We are proud to highlight some notable accomplishments.

Advanced Manufacturing: Advanced Manufacturing students now work and learn in a state-of-the-art machine shop, and may earn a number of industry-recognized credentials to demonstrate their technical capacity. All 15 Junior students completed NC3 Precision Measurement Instruments (PMI) training and earned 6 stackable credentials in measurement. The program’s 6 Seniors earned an additional 6 credentials in Advanced Measuring Instrument (AMI), demonstrating expertise in advanced measuring skills. All 14 Sophomores passed MACWIC level 1, while all Freshman students successfully completed safety training, earning an OSHA 10-hour general industry certification. Six Seniors and eleven Juniors earned co-op placements, working and learning in area machine shops. (Total student enrollment: 52)

Auto Body Collision Repair Technology: Monty Tech Auto Body students earned valuable industry credentials in the 2022-2023 School year. Students earned the OSHA 10 hour general industry card, EPA 6H spray certification, and MACS Air Conditioning Certificates. Seniors completed I-Car Pro Level One in Refinishing and in Non-Structural Repair. Two Seniors earned co-op placements, and were reported to be valuable contributors in local repairs shops. At the SkillsUSA District Competition, Sophomore students won 1st, 2nd & 3rd in collision repair, and one advanced to the state competitions, taking home a bronze medal. The program’s training equipment was upgraded, with the replacement of the frame measuring system, now allowing students to learn on the latest technology, which will lead to more career opportunities. (Total student enrollment: 65)

Automotive Technology: Ten Seniors in Automotive Technology earned their NC3/Snap On Apollo D8 Scan Tool Certification, and all Juniors earned the NC3/Snap on 525F Digital Multimeter certification. The Sophomores received the NC3 Shopkey Pro Service & Repair Information Level 2, while the program’s Freshmen earned the OSHA 10 Safety Certification & the NC3 Shopkey Pro Service & Repair Information Level 1 certification. These industry-recognized credentials will demonstrate the students' level of competency within the automotive industry for years to come. Eight Seniors and six Juniors earned co-op placements. The program serviced, repaired, and diagnosed four hundred vehicles throughout the year, with work including basic maintenance, inspections, alignments, brakes, exhaust, tires, and advanced electric diagnosis. (Total student enrollment: 66)

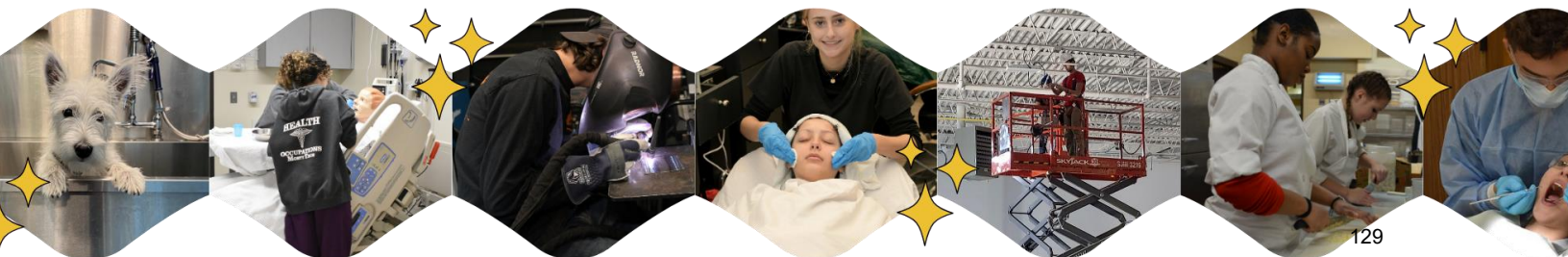


Business Technology: Monty Tech’s Business Technology program continues to benefit from the financial literacy initiative. All Juniors and Seniors earned a financial literacy certificate from the MassMutual Foundation FutureSmart program. Instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. The latest agreement with Mount Wachusett Community College will provide qualified students with college credits at no cost to the student. Students are eligible to receive 9 credits in the college’s Business Administration Career program and 12 credits in the Administrative Assistant Certification program. Students were exposed to rebranding, marketing and retail experiences, as the school store underwent a complete renovation. Students were trained in the effective use of a new and streamlined point of sales system, and the daily/weekly/monthly financial report features associated with store sales. The Greenhouse opened in May, and Business Technology students handled all financial transactions professionally. Four of the program’s students placed in the Technical Computer Applications competition for SkillsUSA, two students placed in the Customer Service competition, and one placed in the Employment Application competition – all advanced to compete at the District and State levels. Five Seniors & seven Juniors earned co-op placements during the 2022-2023 school year. (Total student enrollment: 58)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects small and large, across the campus and beyond. During the 2022-2023 school year, students completed projects that included: designing and installing a custom kitchen in the Ritter Memorial building for the Town of Lunenburg, cutting and assembling 120 trophies for MWCC’s Arts Department, and fabricating maple benches for the locker rooms at Winchendon’s Clark Memorial YMCA. Along with the community projects, students built new downdraft tables and custom cabinetry for the school’s Dental Assisting program, storage cabinets and countertops for the Business Office, custom display cases and service counters for the Monty Tech School Store, and also built and installed new handicapped accessible cabinetry and storage for the Early Childhood program and Child Care Center. Five Seniors and nine Juniors earned co-op placements, representing the program so well. Sophomores and Freshmen completed important safety training exercises, earning OSHA Construction 10-hour and OSHA Careersafe 10-hour certifications, respectively. (Total student enrollment: 66)

CAD/Drafting & Design: In 2022-2023, five Monty Tech CAD/Drafting & Design Senior students and six Juniors earned co-op placements. Students achieved a number of valuable industry-recognized certifications including AutoCAD, Inventor, Revit, and Solidworks Part 1 & 2. Freshmen students completed safety training, and earned valuable OSHA CareerSafe credentials. The shop completed a variety of signs, banners, and posters for the school and non-profit organizations including: MVP Academy renovation layout work, Lunenburg Senior Center kitchen layout, and cabinetry planning for the improved Early Childhood Education training space. (Total student enrollment: 65)

Cosmetology: The Monty Tech Cosmetology program is one of the only programs that students may leave and directly enter the industry, fully-licensed and ready for a career. The state-approved program is rigorous and provides students with countless opportunities to refine their cosmetology skills on clientele who understand and appreciate the learning environment. During the 2022-2023 school year, the Senior class collectively earned 25 trade-specific certifications in advanced nails, hair cutting and coloring techniques from BehindtheChair.com, Pravana.com, CND.com and Barbacide.com. Instructors signed articulation agreements with Mount Wachusett Community College, Quinsigamond Community College, and Keene State College, resulting in three college credits in Business at MWCC and QCC and nine general elective credits at Keene



State. All students participated in Beauty School Battles at Franklin County Technical School in Turners Falls, MA. One Freshman received 1st place in formal style, one Junior placed 2nd place for textured hair style, and two Seniors placed in fantasy hair style and formal nails. Seniors and Juniors also participated in Mental Health Day, providing spa services to teachers/staff/students to raise funds for awareness. Finally, all 12 Seniors earned their cosmetology licenses – a wonderful testament to the program’s talented students and instructors! (Total student enrollment: 80)



Culinary Arts: Monty Tech Culinary Arts students and instructors operate a full-service restaurant and bakery, serving 70-90 patrons daily. The FY23 school year began with a Welcome Back/New Teachers reception, where students prepared and served hors d’oeuvres and mini pastries for 60 guests. Students were asked to prepare a luncheon for Principals and Counselors Day for 30 school leaders in October, and were asked to prepare dinner for both of the school’s Program Advisory meetings, serving more than 380 at each event. Baking students prepared 200 apple pies for the Lunenburg Lions club, catered an offsite Christmas buffet luncheon for 107 people at the Westminster Senior Center for the Ryan Patrick Jones Foundation, and continued to donate leftover baked goods to Our Father's House in Fitchburg. Students prepared and served delicious meals/treats for onsite MAVA Directors meetings and lunch for a statewide Masonry competition, as well as for National Honor Society events and our own high school graduation ceremony. Throughout the year, the busy restaurant hosted several groups that

included: Gardner AARP, Towns of Phillipston, Ashby, Barre, Templeton, and Rindge, NH, and Fitchburg State University. Two students earned co-op placements, and all students sat for the ServSafe Manager exam, earning valuable industry-recognized credentials. (Total student enrollment: 71)

Dental Assisting: Monty Tech Dental Assisting instructors have emphasized the need for students to earn valuable industry-recognized credentials, as a means to demonstrate technical skill and proficiency. As a result, all students work and prepare for Dental Assisting National Board (DANB) certification exams. In 2022-2023, 93% of students passed the DANB Radiology exam. This outstanding pass rate is a true testament to the high quality instruction in the Monty Tech Dental Assisting program, and something the school continues to be so proud of. A total of nine Seniors and 3 Juniors earned co-op placements, while the remaining Juniors and Seniors earned experience in affiliation/externship experiences in area dental clinics and offices. All Seniors and Sophomores earned American Red Cross for Basic Life Support CPR/AED certifications. Demonstrating a commitment to community service, the program enjoyed collaborating with local dental practitioners through the Community Health Connections Caring for Kids Program. While qualified Monty Tech students received free dental cleaning, radiographs, and sealants, Dental Assisting students assisted “chairside” in these procedures. (Total student enrollment: 58)

Early Childhood Education: Seven Seniors and one Junior in the school’s popular Early Childhood Education program earned co-op placements, gaining valuable experience working with young children in local childcare centers. Three Seniors and four Juniors also gained experience on externships. All Sophomore and Senior students completed First Aid/CPR training and earned this valuable certification. Eight Seniors also earned the Child Development Associate National certification. Instructors are proud to report that all 12 Seniors applied for the MA Department of Early Education and Care Teacher certification, while Juniors planned a mock baby shower, donating diapers, wipes and clothing to the Montachusett Opportunity Council to benefit families in our region. The Monty Tech Child Care Center continues to provide all students enrolled in the Early Childhood Education program with meaningful hands-on learning opportunities, giving them a glimpse into the day-to-day job functions of early education and care teachers. (Total student enrollment: 48)

Electrical: Throughout 2022-2023, students and instructors in the Monty Tech Electrical program wired numerous machines, equipment, computers, cameras and lights throughout the school. Fifteen Seniors and fifteen Juniors earned co-op placements, which allowed them to gain important on-the-job skills and additional training in the industry. Instructors collaborated with trade partners to obtain critical support for a Lab Modernization Grant application, which was submitted and approved in the amount of \$1.8M. These funds will allow the school to replicate the excellent training happening in our Electrical program, expanding access to students from Fitchburg, Gardner and Narragansett schools. With guidance from program instructors, students performed all wiring services at the Habitat for Humanity house building project in Fitchburg, while others were asked to wire the Lunenburg Town Hall break room. Instructors are pleased to report the program continues to be a highly sought-after experiences, with 24 Freshmen students choosing Electrical as their top choice! All 24 successfully completed the 10-hour OSHA training and certification. (Total student enrollment: 95)

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. Instructors continue to add creative “benchwork” or hands-on activities to supplement the curriculum, so that students can put their theoretical learning into practice. The program’s automation, 3D printing lab area and the Amatrol software continue to support all areas of the Engineering Frameworks. Seven Seniors and four Juniors earned co-op placements, while all 16 Freshmen completed the OSHA 10-hour General Industry training and certification program. (Total student enrollment: 61)

Graphic Communications: Throughout the 2022-2023 school year, students in the Graphic Communications program produced numerous projects for our district cities and towns, and a variety of non-profit organizations within the district. Students worked diligently to complete four middle school yearbooks for schools in our sending district. Students also completed a tourist map for the town of Sterling and printed Oakmont’s Graduation Programs. Two Seniors earned co-op placements, which allowed them to continue their on-the-job training in a real-world work setting. Graphics students consistently perform well at SkillsUSA competitions, and this year was no exception. The program is proud of its Gold Medal winners in the State Pin Design and National T-shirt Design contests. (Total student enrollment: 85)



Health Occupations: The Health Occupations program continues to be one of the more competitive programs here at Monty Tech, providing a rigorous education grounded in current medical knowledge and practice, balanced by hands-on learning opportunities in the on-site Sim Lab and through the use of state-of-the-art Anatomage technology. We continue to improve the instructional spaces, technology and equipment for student training purposes. 19 Seniors were partnered with area clinics, through the co-op program, where they continued to learn and flourish in their chosen field, while back on campus, students focused on achieving important industry-recognized credentials. 25 students passed their Certified Medical Assistant exam to become nationally certified medical assistants. All students passed their Nurse Aide Exam, and 6 students passed the Home Health Aide exam. All Sophomores obtained their CPR, First Aid, and Alzheimer’s Association certifications, while all Freshmen completed safety training and earned an OSHA certification. Two students received silver medals at the SkillsUSA State competition (in Basic Healthcare and Nursing Assisting), and another received a bronze medal in Nurse Assisting. Finally, five Seniors received their Phlebotomy Technician certification, a valuable industry-recognized credential. (Total student enrollment: 107)

House Carpentry: The Monty Tech House Carpentry program completed a number of projects, large and small during this 2022-2023 school year. Juniors and Seniors were proud to work on a single family residence for Habitat for Humanity in Fitchburg, where they completed all framing, roofing and exterior trim details, and installed all exterior doors and windows. Students worked with instructors to complete exterior renovations to a barn for the Town of Hubbardston Highway Department, a full kitchen renovation for the Town of Lunenburg, exterior weatherization for the Town of Barre Fire Station, and covered a bus stop unit for the City of Fitchburg (MART). Prioritizing community service, House Carpentry students supported local charitable organizations with donations of our Adirondack chairs built by Freshmen students in the program. Eighteen Sophomores received their OSHA safety credentials. 15 Juniors and 11 Seniors received their Hot Works Certification, while six Seniors and three Juniors were working and learning side-by-side with area carpenters and construction professionals through the popular co-op program. (Total student enrollment: 62)

HVAC & Property Maintenance: 2022-2023 was the first year that a Monty Tech student competed in the Facilitron, Leadership in Facilities Management competition for the SkillsUSA competition, and remarkably, the student was awarded a gold medal and advanced to the state competition. Six Seniors and four Juniors earned co-op placements in area businesses, and one top student received a PHCC Award as the Outstanding HVAC student, receiving more than \$400 in tools. 11 Juniors earned the EPA Universal License to work with HVAC Refrigerants, while the program's Sophomore and Freshmen students earned important OSHA safety credentials. Students and instructors also assisted in the construction of a Habitat for Humanity house in Fitchburg, applying energy auditing and building envelope concepts learned using the new energy audit trainer and equipment that was purchased with a recent grant award. This equipment and the students' new skillset allowed students to complete a comprehensive energy audit for the Town of Lunenburg Municipal Building, as well. (Total student enrollment: 58)

Information Technology: The Information Technology program continues to offer students opportunities to earn a wide range of industry-recognized certifications that affirm the technical skill proficiency needed for entry-level careers in networking and information technology. In 2022-2023, all Freshmen completed the OSHA 10-hour General Industry training, while Sophomore students earned Test-out PC Pro, Cisco IT Essentials, and Cisco Introduction to Networking credentials. Juniors and Seniors participated in the CyberStart America Cybersecurity competition, which resulted in one Senior and five Juniors qualifying for scholarships. Two Juniors and one Senior passed the CompTIA A+ Exams. Four students earned co-op placements, applying their technical skills in area businesses. In total, approximately 100 hours of technical support were completed at the program's Help Desk, where students worked on hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 36)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as projects that were completed during the 2022-2023 school year include: concrete sidewalk repairs at Fitchburg High School and brick repairs at Fitchburg South Street School. Students placed and finished a concrete slab in Phillipston for an Eagle Scout project, and completed brick repairs at the Ritter Building in Lunenburg. The Monty Tech campus also benefitted from the work of our talented Masonry students, who constructed a block wall in the boys' locker room, replaced the paver floor in the Greenhouse, and installed concrete pads for the new ticket booth and ROTC storage pods. Sophomores received valuable safety training and earned the 10-hour OSHA Construction certification, while Freshmen completed the 10-hour General Industry certification. Seven Seniors earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. (Total student enrollment: 48)



Plumbing: The 2022-2023 school year began with Plumbing students rough plumbing at the single family house building project for the Habitat for Humanity Program. Students and instructors also installed a new kitchen sink, utility sink and a kick-space heater at the Lunenburg Town Hall break room. On campus, numerous plumbing issues including leaks, drain cleaning, water heater repair and replacement, water cooler replacements, faucet replacements, and gas leaks were addressed in a timely and professional manner by the students. Juniors successfully completed their HotWorks safety training and earned that important credential. Freshmen also completed the 10-hour OSHA General Industry safety training, while Sophomore students completed the 10-hour OSHA Construction safety training and certification. Ten Seniors and two Juniors earned co-op placements, which allowed them to continue to grow in the trade, working with plumbing professionals in the area. Sophomores and Seniors were trained in Viega PEX/copper press, earning another valuable certification. One Senior earned the Plumbing All Star Award given by the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, and was given a scholarship for his continuing education. Another talented student was awarded the Central Mass Plumbing & Gas Inspectors Association Scholarship, which will assist in his continuing education. (Total student enrollment: 68)

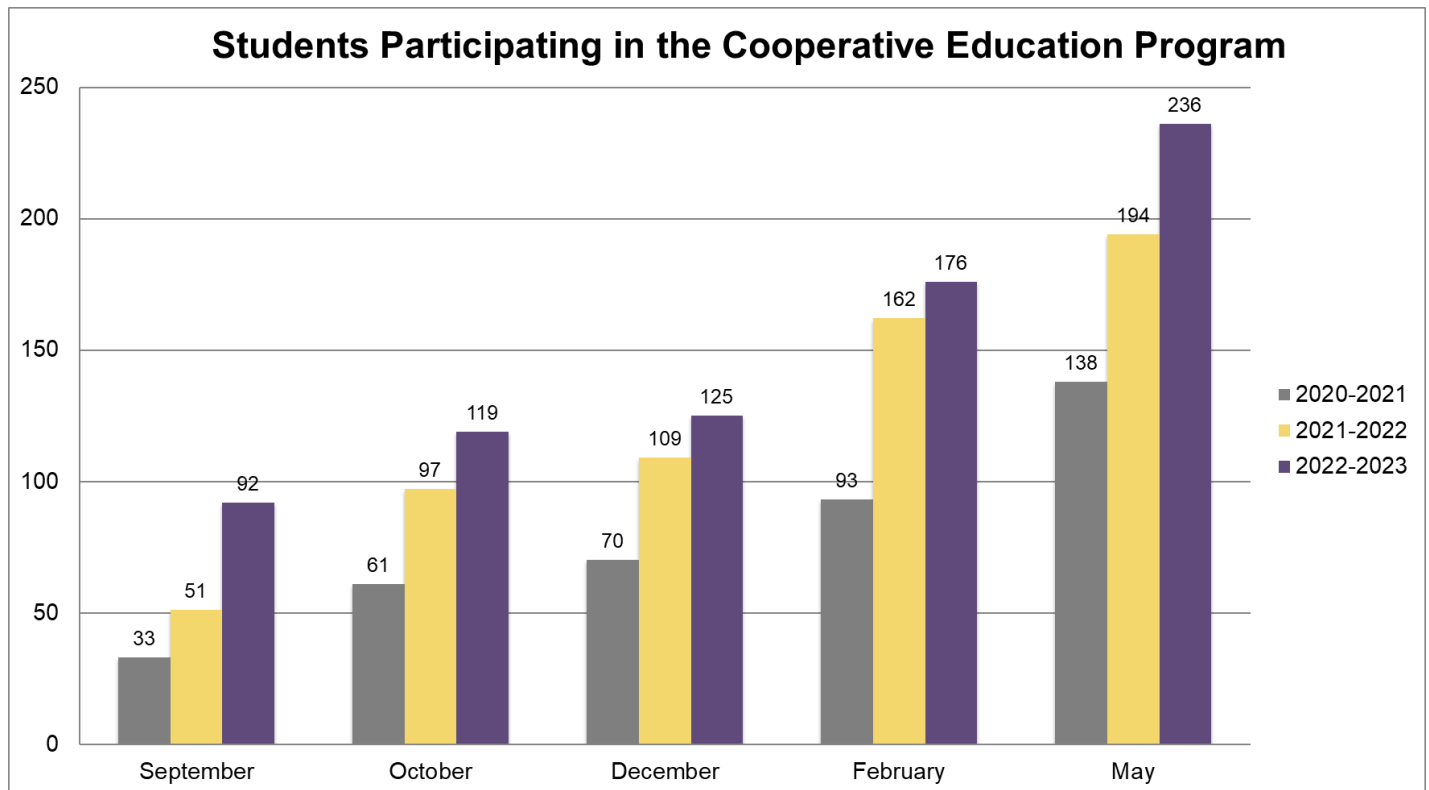
Veterinary Science: For the 2022-2023 school year, the Monty Tech Veterinary Clinic completed 1,200 appointments, of which 222 were grooming services. 750 pets from 260 underserved families in our sending districts were provided high quality veterinary care. All Juniors earned the CVA (Certified Veterinary Assistant) certification, with a 100% pass rate on this important national exam. All Freshmen completed OSHA 10-hour Healthcare training and certification. Three Juniors were able to attend the USDA AgDiscovery Camp, which is a free summer outreach program to help teenagers explore careers in agricultural sciences, learning from university professors and USDA experts and gaining hands-on experience. Finally, ten Seniors and four juniors earned co-op placements, working in local clinics, shelters and animal hospitals, applying the skills gained in this popular vocational training program. (Total student enrollment: 80)

Welding/Metal Fabrication: The Welding/Metal Fabrication program completed more than 30 community service projects in the 2022-2023 school year, including the fabrication and installation of metal shoes for trail maps at Coggshall Park in Fitchburg, fabricating stainless steel legs for the locker benches at the YMCA in Winchendon, and creating a metal archway for the entrance at the Music Pavilion in Winchendon. In-house projects included repairing the school plow for the school's maintenance team and repairing the floor in the warehouse. Students fabricated and installed hanging metal racks for the Plumbing Department to help organize their storage unit and cylinder mounts for their propylene tank, as well as more than 10' of floor covers for the hydraulic system in Auto Technology. Four students participated in the Notch Pipe Welding Challenge, and two Seniors were asked to collaborate on a project with WPI Engineering students at the New England Regional Competition. The program is proud to offer students at all levels opportunities to earn industry-recognized credentials. In 2023, Freshmen completed OSHA 10-hour General Industry training and certification requirements, Juniors completed the Hot Works Certification, and all students completed the OSHA 10-hour Construction Certification. All Juniors also earned the AWS D1.1 FCAW 1G Limited Certification while Seniors earned the AWD D1.1 SMAW 3G Limited Certification. A total of 15 students (4 Juniors and 11 Seniors) earned co-op placements. (Total student enrollment: 64)



Cooperative Education

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



The Cooperative Education Program is beneficial for both student and employer. For the student, it is a chance to gain on-the-job training that improves both their technical proficiency and employability skills, and making industry connections enhances post-graduate employment opportunities. The Co-op Program also allows students to earn while they learn, which has allowed many students to learn valuable life skills, financial literacy skills, and gain a deeper understanding of the importance of career advancement and self-advocacy.

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

In 2022-2023, the school saw a return to the workplace, and significant increases in the number of students placed in this valuable training program. With approximately 100 area employers participating in Cooperative Education, providing valuable experience to 236 students by the end of the 2022-2023 school year, school officials remain grateful for their continued support, and look forward to future collaborations. .

Student Support Services



Monty Tech's Department of Student Support Services has prioritized the district's effort to educate the whole child, ensuring the young adults we serve have access to support in academic and vocational programming, as well as services related to social and emotional wellness. We have focused support around the growing concerns and struggles with age appropriate interactions, use of social media and need for meaningful connections. Creating safe and supported opportunities, we have embraced themes and models that challenge our students to reflect, grow, and learn in all areas of their experiences. The department continues its important mission to break the stigma of mental health, shifting our perspective to find balance and mental wellness. This unified approach, support, and collaboration helps our student body display resilience, grow individually and meet success.

At Monty Tech, we strive to implement thoughtful tiered services that promote a feeling of comfort for students when accessing this support. In addition to the department's current school-based counseling services, Monty Tech and LUK, Inc. collaborated throughout 2022-2023 with the Department of Public Health to provide services to at-risk students and their families. The district also partnered with LUK to create a direct pipeline for telehealth referrals and increased access to counseling support, beyond the traditional school day. Programs such as the Hope Matters, a peer to peer mental wellness and suicide prevention program, Project AMP, a program to prevent substance abuse among youth, and Students Taking A New Direction (STAND), a program to support students displaying at-risk behaviors, have all been implemented successfully. In 2022-2023, Monty Tech also joined forces with CareSolace, an organization committed to matching individuals with mental health and/or substance abuse counselors. CareSolace Coordinators address the growing need to locate support and match individuals with therapists saving students and families hours of time, phone calls, waitlists and frustration. CareSolace supports the matching process and follows up with individuals to ensure each connection was a success. Most importantly, CareSolace Match Services are FREE to our students, family, staff and community. <https://caresolace.com/site/montytech>

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

During the 2022-2023 school year, Montachusett Regional Vocational Technical School District provided specialized services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and approximately one hundred students adhering to individualized Section 504 plans. While the Student Support Services Department encompasses special education, the department provides support that is available to all Monty Tech students, who have access to direct tutoring both before and after school. School counselors are available to assist students with vocational placement and post-secondary planning, and are equipped with the skills to engage students in workshops and groups that support the development of social resilience and finding balance, for those experiencing struggles.

The Student Support Services department includes a full-time nursing staff that continues to respond to CDC advisories and noted trends, administers medications, performs state-mandated health screening exams, and

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

Technology @ Monty Tech

Technology and learning go hand-in-hand at Monty Tech, and 2022-2023 was no exception. Monty Tech's talented Technology Department led the transition to a new Student Information System – PowerSchool. The new system, coupled with the school's previous adoption of Performance Matters and Google Classroom has led to increased communications between school and home. For teachers, student outcomes are easier to track and analyze, while noted accomplishments and areas of concern can be brought to the attention of parents/guardians quite easily through these new technologies. The Director of Technology, School Principal, and Director of Academic Programs traveled to Nashville, TN to participate in training so that they could provide in-house support and important solutions, strategies, and techniques to the Monty Tech faculty and staff who would be new to this comprehensive new educational tool

The Technology Department was also called upon to work with the Dean's Office in an effort to mitigate vaping issues. Verkada vape sensors were installed, notifying the Deans and security personnel in the event a sensor is activated. Student safety efforts are ongoing and remain a priority for the technology team, who also installed a comprehensive guest registration system, which uses the guest's state issued ID to run a preliminary background check on any guest entering the school before he/she may be admitted. Interactive learning displays, all new computers in vocational areas, new fiber lines, and an upgraded phone system rounded out the team's 2022-2023 efforts, resulting in a more efficient, more secure working and learning environment for all.



Finally, Department personnel was expanded to include a second Educational Technologist to the team. The two technologists provide valuable, personalized instruction to both academic and vocational teachers, as they expand their instructional delivery models and rely on available technology to provide and deliver important school-to-home communications.

Service Learning



The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC), is a leadership program based on the foundations of instilling the values of citizenship, service, personal responsibility, and a sense of accomplishment. The program provides students with countless opportunities to serve as ambassadors in their communities, through the routine demonstration of student leadership development, volunteerism, perseverance, and dedication.

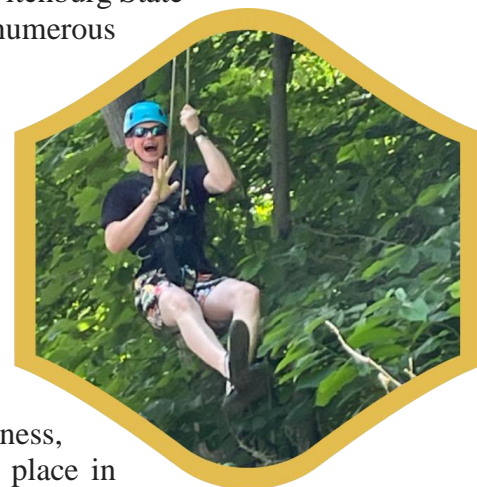
During the 2022 - 2023 school year, Monty Tech MCJROTC Cadets participated in more than 2,000 hours of community service and volunteerism. Cadets began the busy school year supporting two separate running events - the Fitchburg Veterans 5K and the Rock n Roll 5K at the Wachusett Brewery-providing assistance with vehicle parking, run route coordination, and vendor support. Another community event that was a highlight for our students was the Annual Blacksmith Festival held in Fitchburg, MA. Monty Tech cadets assisted competitors and vendors, and while doing so, learned a great deal about community volunteerism and the craft of blacksmithing as a fine art.

Cadets were able to sponsor and participate in a Veterans Day and Marine Corps Birthday Celebration. This event included a full USMC Birthday ceremony, marching in the USMC birthday cake cutting ceremony, and recognition of the guest of honor, Mr. Matt LaRose.

As in years past, Cadets were actively involved with assisting the Salvation Army, and proudly collected more than \$98,000 in donations throughout the 2023 holiday season. Their efforts greatly contributed to the much needed support of those less fortunate throughout the Monty Tech district. Cadets were also invited to participate in the Gardner Centennial Parade celebrating its 100th year as a city, and were asked to provide crowd and traffic control along various places of the parade route.

Assisting with color guards, presenting the Nation's Colors and the Marine Corps Battle Colors, is a particular honor and highlight for our young cadets. In 2022-2023, these special events were numerous, with as many as fifteen color guards to include all of the Monty Tech home football games, Fitchburg State graduate and undergraduate ceremonies, local civic ceremonies, as well as numerous veteran ceremonies in and around veteran holidays.

Finally, more than 150 Monty Tech cadets made their way to Fall River to experience Battleship Row. During this visit, cadets were able to walk on and around the USS Massachusetts and the maritime museum. Visits to local historic attractions are one of the many reasons cadets pursue this leadership program. In the Summer of 2023, 70 additional cadets travelled to Prince William Forest Campground located in Triangle, VA for a weeklong leadership trip that included team building skills, physical fitness, and visits to local area attractions. Additionally, 15 cadets attended three separate leadership trips where they learned basic aviation, Cyber/Stem awareness, and advanced leadership techniques. These week-long leadership trips took place in Boswell, PA and Fork Union, VA.



Evening Programs

In recent years, Monty Tech's popular School of Continuing Education, has been the recipient of more than \$1.5M in funding from Commonwealth Corporation, to provide unemployed or underemployed individuals with no-cost training and job placement services in the region's most critical industries/occupations. These grant-funded training opportunities are an example of the collaboration between the MassHire Workforce Investment Board, the Executive Office of Labor and Workforce Development, and generous sponsorship from Commonwealth Corporation, making it possible for Monty Tech to offer meaningful job readiness training in occupations with high demand and self-sustaining wages.

In 2022-2023, school leaders were pleased to offer 200 hour training programs in culinary, electrical, CNC operation, and welding, at no cost to qualified participants. These FY23 training cohorts resulted in 33 individuals having secured full-time employment in their chosen occupations. In addition to these grant-funded opportunities, the School of Continuing Education, continues to offer the area's most affordable and comprehensive cosmetology training program, effectively preparing participants to sit for the Massachusetts State Board examinations. In FY23, four cosmetology students graduated from the program, and all have passed the licensing exam.



Recognizing a need to support social emotional wellness of our non-traditional students, many of whom would be returning to a classroom after many years of not participating in academic endeavors, program staff initiated a creative and beneficial monthly "Mental Health Breaktime," providing with food and community resources for enrolled students. This was a well-attended addition to the evening program, and is expected to become a regularly scheduled event in the coming years.

Finally, Monty Tech held its annual public job fair on May 4, 2023. The event was extremely well-attended, with more than sixty (60) area employers visiting on-site with both day and evening students seeking job opportunities. The strength of any Monty Tech training program is dependent upon mutually beneficial relationships between the school and our business partners. Serving more than 1,400 community members annually, the School of Continuing Education is proud to offer meaningful training to a non-traditional student population, while working to develop new and important relationships with business partners in need of a talented candidate pool.

The Montachusett Regional Vocational Technical School Practical Nursing Program strives to create and provide a high-quality educational experience to each individual student seeking to establish a successful career in nursing. 2023 marked the Practical Nursing Programs silver anniversary. Since its inception, the Montachusett Regional Vocational Technical School Practical Nursing Program has graduated more than 700 nursing professionals.

Our program stresses the importance of developing the clinical judgement and skills needed to function safely, effectively, and productively in an ever changing technical and diverse society. By providing our students with an exceptional nursing education, we graduate outstanding healthcare professionals with the ability to make a difference for our local communities and beyond.

Nurses at all levels play a vital role in providing care and compassion to patients in need. Monty Tech Practical Nursing Program graduates continue to seek admission to the "LPN to BSN (Bachelor of Science in Nursing)

Bridge” with Fitchburg State University (FSU). This opportunity provides a seamless pathway for our graduates to enhance their clinical skills, deepen their theoretical knowledge, and embrace leadership roles in the nursing profession.



The graduating class of 2023 volunteered for the United Way Days of Caring. The student nurses engaged in various community activities including painting playgrounds and community buildings, as well as neighborhood and garden clean-ups. The collaboration between student nurses and United Way exemplifies the spirit of altruism and the pursuit of practical knowledge in service to society. It's a reciprocal relationship enriching both the students' learning experiences and the communities served.

On June 22, 2023, a class of 30 students graduated ready to enter the nursing profession. The class of 2023 has achieved a 90% pass rate on the NCLEX-PN exam (National Council Licensure Examination for Practical Nurses). The 2023 program graduates are currently employed working in various health care settings, such as long-term care, sub-acute care, acute care, acute rehabilitation care, mental health/substance abuse facilities, physicians' offices, correctional medicine, pediatric extended care, and school nursing.

Looking Ahead

Monty Tech is known for its innovation and creative programs that prepare young people for high skill and high wage job opportunities. While we are so proud of our annual accomplishments, school leaders maintain an eye to the future – always seeking improvement. School leaders are confident that our efforts to develop and maintain a responsible local budget, coupled with our pursuit of competitive grant funding will ensure our training programs stay current and aligned with industry standards. Our relationships with area business leaders, community service agencies and post-secondary partners will improve student outcomes, whether our graduates choose college or career pathways upon graduation. Our endeavors, as the region's leading workforce training provider, to increase access to valuable training opportunities remain a top priority. A few of the more notable initiatives that we expect to have a positive impact on our school and students in the coming years include:

New partnerships to increase access to vocational programs: In FY23, Monty Tech proudly entered into a partnership with Fitchburg Public Schools, Gardner Public Schools, and Narragansett Regional School District, in an effort to provide students in those districts with meaningful vocational training opportunities. Monty Tech found and secured a vacant property close to campus, and was awarded a record-setting \$1.88M grant to renovate and equip the facility, turning it into a state-of-the-art training center for carpentry, electrical and plumbing occupations. Students and instructors are tasked with building out the new training spaces throughout the 2023-2024 school year, so that doors can open to the Montachusett Vocational Partnership (MVP) Academy in September 2024. School leaders will continue to promote the innovative partnership and modified “After Dark” schedule, as a model program that, if funded properly, could satisfy concerns for lack of access to vocational programming across the Commonwealth. Monty Tech officials look forward to



communicating with local and state leaders, advocating for increased funding for such endeavors, and building upon this exceptional partnership that is expected to serve as many as 125 students when all programs are in operation.

Grant funding to improve and expand training programs: In FY23, Monty Tech applied for its ninth Skills Capital Grant, in the amount of \$500,000. The school's Development Coordinator worked closely with Culinary Arts instructors to craft a comprehensive proposal that, if funded, will bring much needed improvements to the program. School leaders will be able to purchase commercial kitchen equipment that is updated, more efficient, and reflects the same equipment used in our partner's kitchens, and to purchase a food truck, which will allow instructors to develop all-new curricula in street food, quick service and community service opportunities. All equipment will be used to improve the existing day program, and to establish all-new, 100-hour evening training programs for adult learners. School officials look forward to award notification in 2023-2024 school year, with enhancements to the program beginning Fall 2024.

Monty Tech Leadership

The district continues to benefit from a talented leadership team whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

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

In addition, the Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2022-2023 School Committee for their outstanding service.

Eric Commodore, Gardner
Chair

John Columbus, Templeton
Vice Chair

Julie Marynok
Secretary

Jeffrey Gallant
District Treasurer

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

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



Respectfully Submitted By:

Thomas R. Browne, Superintendent-Director

January 31, 2024

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



Hubbardston
Massachusetts

TOWN CLERK

2023 REPORT OF THE TOWN CLERK

The Town Clerk's Office is often considered the core of local government, and serves as the central information point for local residents, boards, committees, government agencies and offices. Most of the duties of the Town Clerk are established by Massachusetts General Law; including (but not limited to) the issuance of state licenses and permits, including marriage licenses, business certificates (DBA's) and renewals, dog licenses, fuel storage licenses, raffles/bazaar permits and requests for public documents. The Town Clerk serves as the chief election official, and is responsible for conducting all elections in the Town of Hubbardston and handles all Hubbardston voter registrations. The Town Clerk is also the recording official, registrar of vital records (births, deaths and marriages), and public records official.

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

TOWN MEETINGS HELD IN 2023

DATE	TYPE	VOTER TURNOUT
June 6	Annual	113
October 26	Special	83

ELECTIONS HELD IN 2023

DATE	TYPE	VOTER TURNOUT
June 13	Annual Town	148 (4.25%)
October 10	Special State Primary	251 (7%)
November 8	Special State Election	707 (19.9%)

Registered Voters: 3557

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

Public Records: A total of 37 public records requests were received and responded to during 2023.

Senior Work-Off Program: The Town Clerk's office continues to use the services of our senior population who qualify for the Senior Work-Off Program. This is a tremendous help with organizing and filing the huge amount of paperwork that comes into the office.

LICENSES

Business Certificates (DBA's)

Any person conducting business under a name other than their own is required by State Law to register with the Town. A total of 22 certificates were issued in 2023 to include new businesses and renewals. Business Certificates are valid for 4 years and essentially is a registration of the name of the

business, not permission to conduct business. See Mass. General Law Chapter 110, Section 5 and 6 for details.

Dog Licenses

Massachusetts General Laws require that all dogs over the age of 6 months must be licensed each year and have a current rabies vaccination. A kennel license is required for any household with more than 4 dogs. No new kennel by special permit was granted in 2023. The total dog licenses issued were:

- 812 Dog Licenses
- 4 kennel licenses for 4 dogs or less (personal kennel)
- 5 kennel licenses for 10 dogs or less

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 2023:

57	Births
43	Deaths
16	Marriages

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

Respectfully Submitted,


Hubbardston Town Clerk



Commonwealth of Massachusetts

Town of Hubbardston

Annual Town Meeting

Tuesday, June 6th, 2023 at 7:00pm

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator René Lafayette, Select Board members Jeffrey Williams (Chair), Kathryn (Katie) Young, Kris Pareago, Peter Walker, and Heather Munroe; Town Clerk Candace Livingston; Treasurer/Collector Mary Markowski, Finance Committee members Susan Rayne (Chair), Charles Reed, and Amit Kaul; Town Administrator, Nathan Boudreau; and representative for Town Counsel, Carolynn Murray and Connor Mullen.

A total of 113 registered voters were checked in by Lynn Wilkinson and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Before beginning the Annual Town Meeting and calling it to order, Moderator, René Lafayette, reviewed the procedure to address Town Meeting; Chapter II, Section 13 of the Hubbardston General Bylaws and reiterated that in order to be recognized by the Moderator, one must approach the microphone, address the chair, then give their first and last name, address and then when invited to, proceed, to address the article, amendment or motion. Mr. Moderator let the attendees know that the meeting was being recording and will be televised on YouTube. The Moderator then offered a reflection on this being the 79th anniversary of D-Day, the invasion of Europe on June 6th, 1944. Moderator, René Lafayette declared a quorum and called the meeting to order at 7:09pm. Official counters, Bella Kaldera and Maria Tourigny, were designated if necessary. The Chair led the Pledge of Allegiance.

As the first item of business, a procedural motion by Jeffrey Williams, moved that the June 2023 Annual Town Meeting authorize the Moderator to declare any vote requiring a 2/3 vote to be declared on a voice vote or show of cards/hands and dispense with the need for a counted vote, unless the Moderator is unable to make such a 2/3 declaration or Town Meeting members rise to question the vote.

Second: Kathryn Young

Motion Passes Unanimously

Motion, Jeffrey Williams, moved that the Town take up articles 1 through 5 under a consent agenda. This requires a unanimous vote of Town Meeting, and if passed, then we will vote on Articles 1 through 5 as a block under a single vote. If anyone objects to any single article being

included in the Consent Agenda, we will remove that article from the Consent Agenda and vote the remaining articles under the Consent Agenda.

Second: Kathryn Young

Motion Passes Unanimously

ARTICLE 1.

To choose all necessary officers.

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

ARTICLE 3.

To see if the Town will vote to authorize the Select Board 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, 2023; or take any other action relative thereto.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

ARTICLE 4.

To see if the Town will vote to accept educational grants and aid for Fiscal Year 2024, 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 Select Board)

(Finance Committee Recommends)

ARTICLE 5.

To see if the Town will vote to authorize the continuation of the Holden Hospital Account #2481-000-5780-0000 for Fiscal Year 2024, to be used for the purposes specified in the trust fund settlement; or take any other action relative thereto.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

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

Second: Kathryn Young

1 Opposed, Majority in Favor, **Motion Passes**

ARTICLE 6

To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2024 beginning on July 1, 2023, for the revolving funds established pursuant to Chapter IV, Section 6 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.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

<u>Revolving Fund</u>	<u>Department, Board, Committee or Officer</u>	<u>FY24 Spending Limit</u>
Con Com Fund	Conservation Committee	\$3,000
Temporary Driveway Permit Fund	DPW Director	\$2,500
Grave Fund	Cemetery Commission	\$10,000
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
Recycling Fund	Board of Health	\$5,000
Septic Fund	Board of Health	\$20,000

Motion, Kathryn Young moved that the Town fix the Fiscal Year 2024, beginning on July 1, 2023, spending limits for the revolving funds established in Chapter IV of the Hubbardston General By-Laws- in accordance with Massachusetts General Laws Chapter 44, Section 53E½ as printed in the warrant.

Second: Kris Pareago

Motion Passes Unanimously

ARTICLE 7

To see if the Town will vote to raise and appropriate from taxation, transfer from available funds, or otherwise provide the following sums of money to meet the salaries and compensation of Town Employees, and Town Officers, as provided by MGL Ch. 41 §108, 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 2024 (July 1, 2023 through June 30, 2024) as printed in the attached Appendix A, but not including funding for the Montachusett Regional Vocational Technical School District assessment or the Quabbin Regional School District budget and debt, 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	\$665,494.72

Public Safety	\$1,546,102.48
Public Works	\$911,953.82
Human Services	\$49,117.00
Culture and Rec	\$91,753.00
Debt	\$177,110.00
Indirect Costs	\$881,670.00
TOTAL	\$4,323,201.02

(Submitted and Recommended by Select Board)
(Finance Committee Recommends)

Motion, Heather Munroe moved that the Town appropriate the sum of \$4,323,201, of which the sum of \$91,039 shall be transferred from Free Cash and the balance raised in the tax levy 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 2024 (July 1, 2023 through June 30, 2024) as printed in the attached Appendix A, but not including funding for the Montachusett Regional Vocational Technical School District assessment or the Quabbin Regional School District budget and debt, and further, to accept and expend Federal and State Funds to offset certain salaries or expenses and outlay.

Second: Peter Walker

Motion Passes Unanimously

ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$447,411. for the Montachusett Regional Vocational Technical School District assessment for Fiscal year 2024; or to take any other action relative thereto.

(Submitted and Recommended by Select Board)
(Finance Committee Recommends)

Motion, Kris Pareago moved that the Town raise and appropriate \$447,411 for the Montachusett Regional Vocational Technical School District assessment for Fiscal Year 2024.

Second: Kathryn Young

majority in favor, 15 opposed, **Motion Passes**

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$5,750,424 to pay its share of the Quabbin Regional School District budget for FY 2024; or take any action relative thereto.

(Submitted and Recommended by Select Board)
(Finance Committee Recommends)

Motion, Kathryn Young moved that the Town raise and appropriate \$5,750,424.00 to pay the Town of Hubbardston's share of the Quabbin Regional School District budget for FY 2024.

Second: Kris Pareago, discussion had

Article 9 Amendment made by Mark Wigler, 5 Kruse Rd., moved that the Town raise and appropriate \$5,820,064. 79 to pay the Town of Hubbardston's share of the Quabbin Regional School District budget for FY 2024.

Second: Tim Hawley, 35 Mt. Jefferson Rd. 28 Yes and 74 No, **Article 9 Amendment fails**

Motion to approve Article 9 as presented; Majority in favor, 23 opposed
Original Motion passes

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$28,512 to pay its share of the Quabbin Regional School Debt for FY 2024; or take any action relative thereto.

(Submitted and Recommended by Select Board)
(Finance Committee Recommends)

Motion, Jeffrey Williams moved that the Town raise and appropriate \$28,512.00 to pay its share of the Quabbin Regional School Debt for FY 2024.

Seconded by Peter Walker, discussion followed

Amendment made by Debra Chamberlain, 7 Laurel St., motioned that the Town raise and appropriate \$30,225.49 to pay its share of the Quabbin Regional School Debt for FY 2024

Seconded 34 Yes and 37 No, **Amendment Fails**, further discussion had, in concurrence with the Town Counsel and the Select Board, to reconsider the vote on the amendment;

Motion, Jeffrey Williams moved to reconsider amendment, **seconded** by Francois Steiger, motion to reconsider prevails, **2/3 Majority vote passes**

Amendment Heather Munroe moved that the Town raise and appropriate \$30,225.49 of which \$1713.49 to be transferred from Free Cash with the remainder to be raised and appropriated from the tax levy to pay for share of the Quabbin Regional School Debt for FY 2024.

Second: Jeffrey Williams Majority in favor, 1 opposed, **Amendment passes**

ARTICLE 11

To see if the Town will vote to appropriate the sum of \$40,000 for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2024, and to meet said appropriation, that the sum of \$40,000 be transferred from the PEG Access and Cable Related Fund; or take any other action relative thereto.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

Motion, Kathryn Young moved to adopt Article 11 as printed in the Warrant.

Second: Kris Pareago majority in Favor, 1 opposed, **Motion passes**

ARTICLE 12

To see if the Town will vote to transfer the sum of \$390,000.00 from Free Cash to pay for the following Fiscal Year 2024 cash capital expenses, including all costs incidental and related thereto; or take any other action relative thereto.

New Obligations	Amount
Additional Roadway Repair	\$100,000
DPW Garage Roof Repair	\$85,000
DPW Director Vehicle	\$55,000
Ambulance 2 Replacement	\$125,000
Library Facilities Need	
Assessment	\$6,000
Town Office IT Replacements	\$19,000
TOTAL	\$390,000

(Submitted and Recommended by Select Board)

(Capital Improvement Committee Recommends)

(Finance Committee Recommends)

Motion, Heather Munroe moved that the Town transfer \$390,000.00 from Free Cash to pay for the Fiscal Year 2024 capital expenses, including all costs incidental and related thereto as delineated in Article 12 of the Warrant.

Second: Jeffrey Williams majority in Favor, 2 opposed, **Motions passes**

ARTICLE 13

To see if the Town will vote to transfer the sum of \$50,000.00 from Free Cash to pay for the replacement of a boiler at Hubbardston Center School, including all costs incidental and related thereto; or take any other action relative thereto.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

Motion, Kris Pareago moved that the Town approve Article 13 as printed in the warrant.

Second: Peter Walker majority in Favor, 1 opposed, **Motion passes**

ARTICLE 14

To see if the Town will vote to transfer the sum of \$12,000.00 from Free Cash for the purpose of purchasing brine pursuant to a municipal consortium with the Towns of Templeton and Winchendon to conserve prices of brine.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

Motion, Peter Walker moved that the Town approve Article 14 as printed in the Warrant.

Second: Jeffrey Williams **Motion Passes Unanimously**

ARTICLE 15

To see if the Town will vote to: (a) authorize the Select Board to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including, without limitation, for the construction, alteration, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, bridges, drainage, utilities, driveways, guardrails, slopes, grading, rounding, construction, landscaping, wetlands replication, and other appurtenances and/or facilities, to enable the Town to undertake the Williamsville Road Bridge Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Williamsville Road and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Williamsville Road (Bridge No. H-24-003) in the Town of

Hubbardston Worcester County,” prepared by Greenman Peterson, Inc., on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels; (b) raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund the foregoing and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; (c) enter into a Construction Access Permit or such other temporary occupancy agreement with the Department of Conservation and Recreation; and, further, (d) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any action relative thereto.

(Submitted and Recommended by Select Board)

(Finance Committee Recommends)

Motion, Heather Munroe moved that the that the Town authorize the Select Board to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including, without limitation, for the construction, alteration, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way as outlined in Article 15 of the June 6, 2023 Annual Town Meeting Warrant; and further (b) enter into a Construction Access Permit or such other temporary occupancy agreement with the Department of Conservation and Recreation; and further (c) authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes.

Second: Jeffrey Williams

Majority in favor, 2 opposed, **Motion passes**

ARTICLE 16

To see if the Town will vote to appropriate the sum of \$31,890 from accrued Community Preservation Act Undesignated Reserve to fund the FY2024 annual debt service obligation for the Rainbow’s End playground improvement project as previously approved under Article 18 of the June 23, 2020 Annual Town Meeting; or take any other action relative thereto.

(Submitted and recommended by Community Preservation Committee)

(Select Board Recommends)

(Finance Committee Recommends)

Motion, Kathryn Young moved that the Town appropriate the sum of \$31,890.00 from the Community Preservation Fund Undesignated Reserves for the purpose of funding the FY2024 annual debt service obligations for the Rainbow’s End playground improvement project, as previously approved under Article 18 of the June 23, 2020 Annual Town Meeting.

Second: Kris Pareago

Motion Passes Unanimously

ARTICLE 17

To see if the Town will vote to appropriate the sum of \$20,486.00 from accrued Community Preservation Act Historic Reserve to fund the FY2024 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. (This is the final appropriation for the roof project.

(Submitted and recommended by Community Preservation Committee)

(Select Board Recommends)

(Finance Committee Recommends)

Motion, Heather Munroe moved that the Town appropriate \$20,486.00 from accrued Community Preservation Act Historic Reserve to fund the FY2024 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.

Second: Kris Pareago

Motion Passes Unanimously

ARTICLE 18

To see if the Town will vote to appropriate or reserve from the Community Preservation estimated FY2024 annual revenue the amounts recommended by the Community Preservation Committee for committee administrative expenses, to set aside from the Community Preservation Fund estimated FY2024 annual revenue for later spending for historic resources, community housing, open space, and reserve any remaining FY2024 estimated annual revenues to the Undesignated Reserve so that the Town has access to those funds for community preservation projects and other expenses in Fiscal Year 2024, with each item to be considered a separate appropriation; or take any other action relative thereto.

Appropriations:

From FY 2024 estimated revenues for Committee Administrative Expenses (5%) \$5,000.00

Reserves:

From FY 2024 estimated revenues for Historic Resources (10%) \$10,000.00

From FY 2024 estimated revenues for Community Housing (10%) \$10,000.00

From FY 2024 estimated revenues Open Space Reserve (10%) \$10,000.00

From FY 2024 estimated revenues for Undesignated Reserve (65%) \$65,000.00

(Submitted and recommended by Community Preservation Committee)

(Select Board Recommends)

(Finance Committee Recommends)

Motion, Kathryn Young moved that the Town appropriate the sum of \$5,000 from the FY 2024 estimated Community Preservation Fund revenue for committee administrative expenses and reserve from the FY 2024 estimated Community Preservation Fund revenue for future appropriations the sum of \$10,000 for Historic Resources, the sum of \$10,000 for Community Housing, the sum of \$10,000 for Open Space and the sum of \$65,000 for the Undesignated Reserve, with each item to be considered a separate appropriation.

Second: Kris Pareago

Majority in favor, 1 opposed, **Motion Passes**

Article 19A

To see if the Town will vote, pursuant to Section 4-7-1 of Article 4 of the Hubbardston Town Charter, to change the Hubbardston Board of Health from elected to appointed as, at the last two consecutive elections for these multiple member bodies the number of candidates was less than or equal to the number of positions on the ballot or take any other action relative thereto.

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Motion, Heather Munroe moved that the Town adopt Article 19A as printed in the warrant.

Second: Jeffrey Williams

9 in Favor, Majority opposed, **Motion Fails**

The Chair asked for unanimous consent that Articles 19B, 19C and 19D be consolidated, and to address all three with one vote. The Moderator heard no objection.

Article 19B

To see if the Town will vote, pursuant to Section 4-7-1 of Article 4 of the Hubbardston Town Charter, to change Hubbardston Finance Committee from elected to appointed as, at the last two consecutive elections for these multiple member bodies the number of candidates was less than or equal to the number of positions on the ballot or take any other action relative thereto.

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Article 19C

To see if the Town will vote, pursuant to Section 4-7-1 of Article 4 of the Hubbardston Town Charter, to change the Hubbardston Parks and Recreation Commission from elected to appointed as, at the last two consecutive elections for these multiple member bodies the number of candidates was less than or equal to the number of positions on the ballot or take any other action relative thereto.

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Article 19D

To see if the Town will vote, pursuant to Section 4-7-1 of Article 4 of the Hubbardston Town Charter, to change the Hubbardston Cemetery Commission from elected to appointed as, at the last two consecutive elections for these multiple member bodies the number of candidates was less than or equal to the number of positions on the ballot or take any other action relative thereto.

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Motion, Jeffrey Williams moved that the Town adopt the change in Article 19B, 19C and 19D as printed in the warrant.

Second: Kathryn Young

Majority opposed, 5 in favor, **Motion Fails**

Article 19E

To see if the Town will vote to authorize the Select Board to petition the General Court for special legislation to amend the Town's Charter, Chapter 292 of the Acts of 2012, as set forth below, in order to formally amend the lists of elected and appointed boards to reflect the vote taken under Articles 19A through D, and, further, to authorize the General Court to make clerical or editorial changes of form only to the bill so submitted, unless the Selectboard approves amendments to the bill before enactment by the General Court; and further that the Selectboard is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any action related thereto.

(THE ACT CAN CHANGE BASED UPON THE CHOICES OF ARTICLES 19A – 19D.)

An Act concerning the Charter of the Town of Hubbardston

Section 1: Notwithstanding the provisions of sections 1 and 1B of chapter 40 of the general laws, or any other general or special law to the contrary, there shall be in the town of Hubbardston an appointed board of health, finance committee, park commission, and cemetery commission.

Section 2: Chapter 292 of the Acts of 2012, entitled "An act establishing a charter for the town of Hubbardston" shall hereby be amended by striking from the charter subsection 2 of section 1 of article 4 in its entirety and inserting in place thereof, the following:-

Unless modified under section 4-7-1 of this charter, the following boards, committees and officials shall be elected for staggered terms and under the conditions below:

(a) library trustees – 6 members for terms of 3 years;

- (b) planning board – 5 members for terms of 5 years;
- (c) housing authority – 5 members - 5 members for terms of 5 years; with 3 members elected and two appointed as required by section 5 of chapter 121B of the General Laws; and
- (d) board of assessors – 3 members for terms of 3 years.

Section 3: Said chapter 292 is hereby further amended by deleting in subsection 1 of section 2 of article 4 of the charter the words “board of selectmen” and inserting in place thereof the word: - Selectboard.

Section 4. Said subsection 1 of section 2 of article 4 of the charter established by chapter 292 of the acts of 2012 is hereby further amended by inserting, at the end of the text, the following: -

- (i) board of health – 5 members for terms of 3 years;
- (j) finance committee – 5 members for terms of 3 years;
- (k) parks commission – 5 members for terms of 3 years; and
- (l) cemetery commission – 3 members for terms of 3 years.

Section 5: Upon the effective date of this act, the elected board of health, finance committee, parks commission and cemetery commission shall be abolished and the terms of any elected incumbents terminated; provided, however, that the person elected to each of the multiple member bodies on June 13, 2023 shall serve only until an appointment is made, and, further, that all other elected incumbents shall serve as the first appointees to the positions and may serve an amount of time equal to the remainder of their respective elected terms or sooner vacating of office; thereafter, appointments to such multiple member bodies shall be made in accordance with of subsection 1 of section 2 of article 4 of the charter as amended.

Section 6. This act shall take effect upon its passage.

(Submitted and recommended the Select Board)
(Finance Committee Recommends)

Motion, Jeffrey Williams moved that the Town pass over article 19E.

Second: Kathryn Young

Motion Passes Unanimously

ARTICLE 20

To see if the Town will vote to:

1. Initiate a municipal aggregation program to aggregate the electrical load of interested consumers within the boundaries of the Town pursuant to M.G.L. c. 164, § 134, or any other enabling legislation; and

2. Authorize the Select Board to (i) enter into one or more agreements with one or more consultants to assist the Town with the development, implementation and administration of such aggregation program for a term of up to or more than 20 years, (ii) enter into one or more agreements with one or more electricity suppliers for terms of up to or more than 20 years for the purchase of electricity for the aggregation program, and (iii) take any actions and execute any other documents and ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing and to implement and administer the aggregation program and consultant/electricity supply agreements, which agreements and documents shall be on such terms and conditions and for such consideration as the Board of Selectmen/Select Board deems in the best interests of the Town.

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Motion, Jeffrey Williams moved that Article 20 be adopted as printed in the warrant

Second: Peter Walker

Motion Passes Unanimously

ARTICLE 21

To see if the Town will vote to amend the Town's General Bylaws by replacing:

- a. the words "Board of Selectmen," wherever they appear, with the word "Select Board;"
- b. the words "Selectman" or "Selectmen," wherever either appears, with the words "Select Board Member" or "Select Board Members," respectively; and
- c. the word "Chairman," wherever it appears, with the word "Chair;" and
- d. the words "Building Inspector", wherever they appear, with the words "Building Commissioner".

(Submitted and recommended the Select Board)

(Finance Committee Recommends)

Motion, Kris Pareago moved that the Town amend the Town's General Bylaws as printed in Article 21 of the warrant.

Second: by Kathryn Young

13 Opposed, Majority in Favor, **Motion Passes**

ARTICLE 22

To see if the Town will vote to amend the Town's Zoning Bylaws by replacing:

- a. the words "Board of Selectmen," wherever they appear, with the word "Select Board;"

- b. the words "Selectman" or "Selectmen," wherever either appears, with the words "Select Board Member" or "Select Board Members," respectively; and
- c. the word "Chairman," wherever it appears, with the word "Chair;" and
- d. the words "Building Inspector", wherever they appear, with the words "Building Commissioner".

(Submitted and recommended the Planning Board)

(Select Board Recommends)

(Finance Committee Recommends)

Motion, Heather Munroe moved that the Town amend the Town's Zoning Bylaws as printed in Article 22 of the warrant. (2/3 vote)

Second: Peter Walker

16 Opposed, 61 In favor, **Motion Passes**

ARTICLE 23

To see if the Town will vote to amend the Zoning Bylaws for clarity and consistency with Massachusetts General Laws by adding language (Underlined) and deleting language (~~Crossed Through~~) as follows:

1.1 Title.

These zoning bylaws shall be known as the Hubbardston Zoning Bylaws (revised ~~1989~~2023).

3.2 Zoning Map.¹

~~The official Zoning Map of the Town of Hubbardston is hereby made a part of these zoning bylaws and shall be on file with the Town Clerk. The official zoning map entitled "Zoning Districts" which was prepared by IEP, Inc. (1988) is hereby made a part of these zoning bylaws and shall be on file with the Town Clerk. All land currently designated within the Light Industrial District located on the east side of Gardner Road between High Street and Morgan Road and on the west side of Gardner Road between Ragged Hill Road and Pitcherville Road to be amended to be in the Residential-Agricultural District.~~

4.1 Uses Permitted By Right in Residential Districts.

Residential Districts are intended to be used primarily for personal residence, agriculture, conservation, recreation and open space maintenance. The following uses are permitted within these districts:

¹ Amended: December 1992

- a. Single-family residence, other than mobile homes.
- b. Two-family residence, other than mobile homes, provided that the minimum lot area requirement is increased over that required for a single-family dwelling by an additional 30,000 square feet for the additional unit and the lot frontage requirement is increased over that which is required for a single-family dwelling by an additional fifty (50') feet for the additional unit.
- c. Religious, sectarian or denominational uses.
- d. Conservation or open space area, recreation common or park land.
- e. Agriculture, horticulture, floriculture and viticulture.
- f. Nursery, orchard.
- g. Sale of farm, nursery, or orchard products which have been produced on the premises.
- h. Accessory uses on the same lot such as garages, stables, barns, tool sheds, farm buildings and enclosures, tennis courts, swimming pools.
- i. Cemetery.
- j. Public and Private non-profit educational museums.
- k. Municipal Uses.
- l. Home occupation, as defined in Article 2.
- m. Guest Houses, Bed and Breakfast Establishments.
- n. Educational Uses.
- o. Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.²
- p. Solar Photovoltaic Installations,³ including Grid-scale Battery Energy Storage Systems,⁴ subject to Articles 20 and 23.
- p-g. Child care center, school-aged child care program, family child care home, or large family child care home, as defined in Massachusetts General Law Chapter 15D Section 1A.

4.2 Uses Permitted By Special Permit in Residential Districts.

The following uses are permitted within Residential Districts subject to conditions and limitations contained in an Approved Site Plan (Article 9), Environmental & Community Impact Analysis (Article 8) and Special Permit (Article 7) issued by the Planning Board.⁵

- a. Library, health care facility, government building or facility.
- b. Public utility facility but not including generating units, new utility rights-of-way, or oil, gas, or propane storage tanks in excess of 5000 gallons.

² Added: 09/13/2022

³ Added: 6/1/2010

⁴ Added: 6/7/2023

⁵ Amended: 2/1/2000

c. Country club, tennis club, golf course.

~~d. Commercial greenhouse.~~

~~e.d.~~ Multi-Family Residence. Up to four family units may be constructed in areas not within the Aquifer Favorability Protection District (see Article 15) provided that the minimum lot area requirement is increased over that required for a single-family dwelling by an additional 30,000 square feet for each additional unit and the lot frontage requirement is increased over that which is required for a single family dwelling by an additional fifty (50') feet for each additional unit. The structure shall conform to the architectural style and scale of the residential area within which it is proposed.

~~f.e.~~ Radio, Television & Communication Transmission Towers ~~with a maximum height of 150', subject to all requirements of Article 18.~~⁶

~~g.f.~~ Nursing, Convalescent and Rest Homes.

~~h. Day Care center.~~

~~i.g.~~ Additions and/or alterations to existing non-conforming structure or use.^{7,8}

~~j.h.~~ Kennel for five (5) or more dogs, which are three months old or over; commercial riding stable.⁹

~~k.i.~~ Senior Residential Development.¹⁰

~~t.j.~~ Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.¹¹

~~m.k.~~ Open Space Residential Development.¹²

~~n.l.~~ Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 s.f.) (subject to Article 22).¹³

~~o.m.~~ Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and 10,000 s.f.) (subject to Article 22).¹⁴

4.3 Use Permitted By Right in the Town Center District.

The Town Center District is intended to be used for traditional Town center residential activities. The following uses are permitted within these districts:

- a. Single-family residence, other than mobile homes.
- b. Two-family residence, other than mobile homes, provided that the minimum lot area requirement is increased over that required for a single-family dwelling by an additional 30,000 square feet for the additional unit and the lot frontage requirement

⁶ Amended: Added: 02/12/2001, 6/2/2015

⁷ Amended: 6/21/1993

⁸ Amended: 6/3/2008 (Removed Earth Removal as a Commercial Operation)

⁹ Amended: 2/1/2000

¹⁰ Added: 10/28/2002

¹¹ Added: 09/13/2022 (replaced Accessory Apartment from 6/23/2003)

¹² Added: 6/16/2006

¹³ Added: 6/5/2018

¹⁴ Added: 6/5/2018

is increased over that which is required for a single family dwelling by an additional fifty (50') feet for the additional unit.

- c. Religious, sectarian or denominational uses.
- d. Conservation or open space area, recreation common or park land.
- e. Agriculture, horticulture, floriculture and viticulture.
- f. Nursery, orchard.
- g. Sale of farm, nursery, or orchard products which have been produced on the premises.
- h. Accessory uses on the same lot such as garages, stables, barns, tool sheds, farm buildings and enclosures, tennis courts, swimming pools.
- i. Cemetery.
- j. Public and Private non-profit educational museums.
- k. Municipal Uses.
- l. Library, government building or facility.
- m. Guest Houses, Bed and Breakfast Establishments.
- n. Educational Uses.
- o. Home occupation, as defined in Article 2.
- p. Accessory Dwelling Unit unless on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1, whether as part of new construction or as an addition, or to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house, in which a special permit is required.¹⁵
- q. Child care center, school-aged child care program, family child care home, or large family child care home, as defined in Massachusetts General Law Chapter 15D Section 1A.

4.3.1 Use Permitted by Special Permit in the Town Center District.¹⁶

The following uses are permitted within the Town Center District subject to conditions and limitations contained in an approved site plan (Article 9) and special permit (Article 7) issued by the Planning Board.

- a. Individual retail store or service establishment, market, delicatessen.
- b. Individual business, professional office.
- c. Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 s.f.) by special permit (subject to Article 22).¹⁷
- d. Accessory Dwelling Unit on a lot that does not conform to the dimensional regulations contained in Article 5, Section 5.1 whether as part of new construction or as an addition, and to build or add an Accessory Dwelling Unit above a garage that is detached from the single-family house.¹⁸

¹⁵ Added: 09/23/2022

¹⁶ Added: 6/23/2003

¹⁷ Added: 6/5/2018

¹⁸ Added: 09/13/2022

e. Radio, Television & Communication Transmission Towers, subject to all requirements of Article 18 Wireless Communication Facility.¹⁹

4.5 Uses Permitted by Special Permit in Commercial Districts.

The following uses are permitted within Commercial Districts subject to conditions and limitations contained in an approved site plan (Article 9), Environmental & Community Impact Analysis (Article 8), and a special permit (Article 7) issued by the Planning Board.²⁰

- a. All uses allowed by Special Permit under Section 4.2.
- b. Shopping center or complex of offices, businesses, or retail establishments not to exceed 50,000 square feet of gross floor area per lot.
- c. Motor vehicle service, repair, washing or fuel business, provided that, except for vehicles under repair, there will not be any exterior storage or placement of vehicles, equipment, discarded parts or tires.
- d. Hotel, motel, inn, campground.
- e. Sales of New or Used Motor Vehicles (Class 1 & 2, as defined by Massachusetts General Laws Chapter 140, only)
- f. Senior Residential Development.²¹

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

~~g-h.~~

mid-scale Battery Energy Storage Systems, subject to Article 23.²³

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16.8 Design Criteria

- a. Where the proposed development abuts a body of water, a portion of the shoreline, as well as reasonable access to it, shall be part of the common Open Space.
- b. Residences shall be grouped so that the greatest number of units can be designed to take advantage of solar heating opportunities; so that scenic views and long views remain unobstructed, particularly those seen from roads.
- c. Lots shall be laid out, to the greatest extent possible to achieve the following objectives:
 1. On the most suitable soils for subsurface septic disposal;
 2. On the least fertile soils for agricultural use;
 3. Within the woodland on the parcel, or along the far edges of open fields;
 4. So as to minimize the length of any common boundary between the new lots created by OSRD and lands preserved for agriculture;

¹⁹ Added: 02/12/2001, Amended 6/2/2015

²⁰ Amended: 2/1/2000

²¹ Added: 3/3/2003

²² Added 6/5/2018

²³ Added 6/7/2023

5. So that dwelling units and non-agricultural structures shall be located at a minimum of one hundred (100) feet from agricultural land and shall be separated, to the greatest extent possible, from the agricultural uses by a seventy-five (75) foot wide buffer strip of trees and native plantings sufficient to minimize conflicts between farming operations and residents.
- d. In areas greater than twenty (20) percent slope or upon hilltops and ridgelines, lots shall be laid out, to the greatest extent possible, to achieve the following objectives:
1. Building sites shall be located so that the silhouettes of structures will be below the ridgelines or hilltop or if the site is heavily wooded, the building silhouettes shall be at least ten (10) feet lower than the average canopy height of the trees on the ridge or hilltop.
 2. Where public views will be unavoidably affected by the proposed use, architectural and landscaping measures shall be employed so as to minimize significant degradation of the scenic or aesthetic qualities of the site.
 3. The removal of native vegetation shall be minimized.
 4. Any grading or earthmoving operation in conjunction with the proposed development shall be planned and executed in such a manner that the final contours are consistent with the existing terrain, both on and adjacent to the site.
 5. Safeguards shall be employed where needed to mitigate against environmental degradation from erosion, sedimentation, water pollution, or flooding.

ROADS: The principal roadway(s) serving the site shall be designed to conform to the standards of the Rules & Regulations of the Planning Board adopted February 1, 2000, as amended, and Chapter XVIII "Streets and Sidewalks" of the General Bylaws. Article 34, General By-law Roads, Streets and Ways

18.5 General Requirements

18.5.1 Purpose. This section will cover all requirements not listed in the previous sections.

18.5.2 Requirements.

- a. Applicant must perform a balloon test after a desired site location has been determined, unless the Planning Board determines it inappropriate or unnecessary with respect to Section 18.4.2.b. The balloon test shall be conducted continuously for 24 hours. The date, time, and location of this test must be advertised in a newspaper of general local circulation, 14 days prior to the test. In addition a mailer will be sent to each residence at the expense of the applicant, 14 days prior to the test.
- b. Applicant must prepare and perform a construction control certification. All submittals, dates and times of inspections, reports and discrepancies must be

reported to the Building Commissioner and the Planning Board. Failure to adhere to this requirement could significantly delay occupancy permits.

- c. Existing vegetation shall be preserved to the maximum extent possible.
- d. Any fencing used for a communications facility shall be a minimum of eight (8) feet in height and shall be of the wood stockade type.
- e. All access roads to a communications facility shall be twelve (12) feet to fifteen(15) feet in width, depending upon terrain, and shall be composed of twelve (12) inches of compacted gravel over which is laid down a three (3)-inch layer of crushed stone.
- ~~f. All drainage issues as a result of a communications facility must adhere to Section 7.10 of the Rules and Regulations Governing the Subdivision of Land in Hubbardston, Massachusetts, Dated 1988.~~
- ~~g. All utility installations as a result of a communications facility must adhere to Section 7.07 of the Rules and Regulations Governing the Subdivision of Land in Hubbardston, Massachusetts, Dated 1988.~~
- h.f. All drainage issues as a result of a communications facility must adhere to Section 7.10 of the Rules and Regulations Governing the Subdivision of Land in Hubbardston, Massachusetts, ~~Dated 1988, as amended.~~²⁴
- i.g. All utility installations as a result of a communications facility must adhere to Section 7.07 of the Rules & Regulations Governing the Subdivision of Land in Hubbardston, Massachusetts, ~~Dated 1988.~~
- j.h. An application shall be made by a licensed carrier or shall include documentation establishing that a licensed carrier has committed to locating antennae on the tower.²⁵
- k.i. A special permit as defined in zoning bylaw 7.1 -7.5 and an environmental impact study 8.1- 8.4.

22.4 General Zoning Districts for Marijuana Establishment and Restrictions Applicable to all Districts.

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

22.4.1 Marijuana Establishment allowed by Special Permit in Residential District:
Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf).

22.4.2 Marijuana Establishment allowed by Special Permit in Residential District:
Outdoor Marijuana cultivation establishments licensed for Tier 2 (between 5001 and 10,000 sf) by Special Permit.

22.4.3 Marijuana Establishment allowed by Special Permit in the Town Center District
Outdoor Marijuana cultivation establishments licensed for Tier 1 (up to 5,000 sf) by Special Permit.

22.4.4 Marijuana Establishment allowed in the Commercial District by Special Permit.
All Marijuana Establishments as defined by Massachusetts General Laws Chapter 94G are allowed by Special Permit.

²⁴ Amended:6/18/2002

²⁵ Amended:6/18/2002

22.4.5 Setbacks ~~and Lot Size Limit~~ Applicable to all Marijuana Establishments in All Districts.

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

(Submitted and recommended the Planning Board)

(Select Board Recommends)

(Finance Committee Recommends)

Motion, Kris Pareago moved that the Town amend the Zoning Bylaws as printed in Article 23 of the warrant. (2/3 vote required)

Seconded by Jeffrey Williams, discussion had, **Motion Passes Unanimously**

ARTICLE 24

To see if the Town will vote to amend Article 20 of the Zoning Bylaws by adding language (Underlined) and deleting language (~~Crossed Through~~) as follows:

Article 20

USE OF LARGE-SCALE SOLAR PHOTOVOLTAIC INSTALLATIONS²⁶

Section

- 20.1 Purpose
- 20.2 Definitions
- 20.3 General Requirements

20.1 Purpose

The purpose of this bylaw is to promote the creation of new large-scale ground-mounted solar photovoltaic installations by providing standards for the placement, design, construction, operation, monitoring, modification and removal of such installations, which standards address public safety and minimize impacts on scenic, natural and historic

²⁶ Amended 6/1/2010

resources and providing adequate financial assurance for the eventual decommissioning of such installations.

The provisions set forth in this section shall apply to the construction, operation, and/or repair of large-scale ground-mounted solar photovoltaic installations.

20.1.1 Applicability.

This section applies to large-scale ground-mounted solar photovoltaic installations proposed to be constructed after the effective date of this section. This section also pertains to physical modifications that materially alter the type, configuration, or size of these installations or related equipment.

20.2 Definitions

20.2.1 Siting, Construction, Regulation, Development, Generating and Distribution of Large-Scale Photovoltaic Installations: All installations shall be regulated by the Planning Board through Article 7-Special Permits, Article 8-Environmental and Community Impact Analysis, and Article 9-Site Plan Approval of the Town of Hubbardston Zoning Bylaws.²⁷

20.2.2 ~~Building Inspector~~Building Commissioner: The inspector of buildings, building commissioner, or local inspector, or person or board designated by local ordinance or bylaw charged with the enforcement of the Town's Zoning Bylaws

20.2.3 Building Permit: A construction permit issued by the ~~Building Inspector~~Building Commissioner; the building permit evidences that the project is consistent with the state and federal building codes as well as Town's Zoning Bylaws, which include those provisions governing ground- mounted large-scale solar photovoltaic installations.

20.2.4 Designated Location: Large scale ground mounted solar photovoltaic installations may be sited by Special Permit in all zoning districts in the Town of Hubbardston.²⁸

20.2.5 Large-Scale Ground-Mounted Solar Photovoltaic Installation: A solar photovoltaic system that is structurally mounted on the ground or a roof, with solar panels covering 20,000 square feet or more on one lot or minimum nameplate capacity of 250kW DC.²⁹ A Large-Scale Ground-Mounted Solar Photovoltaic Installation may also include a Battery Energy Storage System (BESS).

20.2.6 Battery Energy Storage System (BESS): A device that reserves energy for later consumption that is charged by a connected solar system. The stored electricity is consumed after sundown, during energy demand peaks, or during a power outage.

20.2.6-7 On-Site Solar Photovoltaic Installation: A solar photovoltaic installation that is constructed at a location where other uses of the underlying property occur.

²⁷ Amended 6/2/2015

²⁸ Amended 6/5/2018

²⁹ Amended 6/5/2018

20.2.7-8 Rated Nameplate Capacity: The maximum rated output of electric power production of the Photovoltaic system in Direct Current (DC).

20.2.8-9 Site Plan Review: review by the Site Plan Review Authority to determine conformance with the Town's Zoning Bylaws.

20.2.9-10 Site Plan Review Authority: For purposes of this bylaw, Site Plan Review Authority refers to the Planning Board.

20.2.10-11 Solar Photovoltaic Array: an arrangement of solar photovoltaic panels.

20.2.11-12 Zoning Enforcement Authority: The person or board charged with enforcing the zoning ordinances or bylaws.

20.2.12-13 Lot Size: A minimum of ~~80,000~~ five acres (217,800 square feet) will be required for lots to have large solar ground mounted panels facilities placed on them. ~~Lots must conform to zoning setbacks for each district they are located in. A minimum of one contiguous acre (43,560 square feet) must be available for siting.~~ No dwelling or other structures – except those structures that are part of the facility are allowed on designated parcel. The aggregation of parcels in order to create a parcel of sufficient size to construct a qualifying facility will be considered.

20.3 General Requirements

The following requirements are common to all solar photovoltaic installations to be sited in designated locations:

20.3.1 Compliance with Laws, Ordinances and Regulations

The construction and operation of all large scale solar photovoltaic installations, including BESS, shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable safety, construction, electrical, and communications requirements. All buildings and fixtures forming part of a solar photovoltaic installation shall be constructed in accordance with the State Building Code.

20.3.2 Building Permit and Building Inspection

No large scale solar photovoltaic installation shall be constructed, installed or modified as provided in this section without first obtaining a building permit.

20.3.3 Fees

20.3.3.1 The application for a building permit for a large scale solar photovoltaic installation must be accompanied by the fee required for a building permit.

20.3.3.2 The large Scale Solar Photovoltaic Installation Fee shall be \$2,000.00 which shall include the fees for the Special Permit and Site Plan Review applications.³⁰

³⁰ Amended 6/2/2015

20.3.3.3 All engineering fees, legal fees, publication fees, etc. incurred by the Planning Board during the application process and the Site Plan Review will be paid for by the applicant.

20.3.4 Site Plan Review

Large scale solar photovoltaic installations shall undergo site plan review by the Site Plan Review Authority, as set forth in this Section and Article 9 of the Zoning Bylaws prior to construction, installation or modification as provided in this section.³¹

20.3.4.1 General

All plans and maps shall be prepared, stamped and signed by a Professional Engineer licensed to practice in Massachusetts.

20.3.4.2 Required Documents

Pursuant to the site plan review process, the project proponent shall provide the following documents:

(a) A site plan showing:

- i. Property lines and physical features, including roads, for the project site;
- ii. Proposed changes to the landscape of the site, grading, vegetation clearing and planting, exterior lighting, screening vegetation or structures;
- iii. Blueprints or drawings of the solar photovoltaic installation signed by a Professional Engineer licensed to practice in the Commonwealth of Massachusetts showing the proposed layout of the system and any potential shading from nearby structures;
- iv. One- or three-line electrical diagram detailing the solar photovoltaic installation, associated components, and electrical interconnection methods, with all National Electrical Code compliant disconnects and overcurrent devices;
- v. Documentation of the major system components to be used, including the PV panels, mounting system, ~~and inverter~~ and BESS, with technical specifications of the major system components, including the solar arrays, mounting system, electrical equipment and other supporting equipment and structures;
- vi. Name, address, and contact information for proposed system installer;
- vii. Name, address, phone number and signature of the project proponent, as well as all co-proponents or property owners, if any;
- viii. The name, contact information and signature of any agents representing the project proponent; ~~and~~

a. Drawings, photographs and study showing:

³¹ Amended 6/5/2018

- ix. Color renderings not less than 1 inch = 50 feet showing site line views from abutting streets and properties of the proposed installation;
- b. Color aerial view both before and after proposed installation showing tree coverage and buffer zone not less than 1 inch = 50 feet;
- ~~a-c.~~ A glare analysis and proposed mitigation, if any, to minimize the impact of glare on affected properties and roads;
- (b) Documentation of actual or prospective access and control of the project site (see also Section 20.3.5);
- (c) An operation and maintenance plan (see also Section 20.3.6);
- (d) Zoning district designation for the parcel(s) of land comprising the project site (submission of a copy of a zoning map with the parcel(s) identified is suitable for this purpose);
- (e) Proof of liability insurance; ~~and~~
- (f) Description of financial surety that satisfies Section 3.12.3.2;
- (g) Decommissioning Plan³²

The Site Plan Review Authority may waive documentary requirements as it deems appropriate.

20.3.5 Site Control

The project proponent shall submit documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed solar photovoltaic installation. Any special permit issued under this section shall include a condition stating the above requirement and further stating that, in accepting the special permit the Applicant and Owner grant the Town permission to enter the property for the purpose of assessing and removing an abandoned or discontinued facility. This letter shall be signed and notarized by the applicant and owner.³³

20.3.6 Operation & Maintenance Plan

The project proponent shall submit a plan for the operation and maintenance of the large- scale ground-mounted solar photovoltaic installation, which shall include measures for maintaining safe access to the installation, storm water controls, as well as general procedures for operational maintenance of the installation. This plan shall include measures for maintaining year-round safe access for emergency vehicles, snow plowing, storm water controls, and general procedures for operating and maintaining the energy facility including the fencing, fire access roads and landscaping. Use of pesticides and herbicides is prohibited.

20.3.7 Utility Notification

No large-scale ground-mounted solar photovoltaic installation shall be constructed until evidence has been given to the Site Plan Review Authority that the utility company that

³² Added 6/2/2015

³³ Amended 6/5/2018

operates the electrical grid where the installation is to be located has been informed of the solar photovoltaic installation owner or operator's intent to install an interconnected customer-owned generator. Off-grid systems shall be exempt from this requirement.

20.3.8 Dimension and Density Requirements

20.3.8.1 Setbacks

For large - scale ground-mounted solar photovoltaic installations, front, side and rear setbacks shall be as follows:

(b) Front yard: The front yard depth shall be ~~distance allowed in zoning districts~~ at least 100 feet.

(c) Side yard. Each side yard shall have a depth at least 50-75 feet.

(d) Rear yard. The rear yard depth shall be at least 50-75 feet.

20

20.3.8.2 Solar Panels and Appurtenant Structures and Fencing³⁴

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

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

Fencing:

e. Shall be not greater than eight (8) feet in height and shall surround the entire field.

f. Shall be placed four (4) inches off the ground to allow migration of wildlife.

g. Solid fencing may also be required if necessary to adequately screen view of the facility.

e-h. Fencing shall consist of a commercial grade, high quality (HF40 or better) framework, galvanized chain link, ends, corners and posts. The Planning Board may require additional measures such as coated galvanized fencing and screening bands or aluminized chain link.

³⁴ Amended 6/5/2018

20.3.9 Design Standards

20.3.9.1 Lighting

Lighting of solar photovoltaic installations shall be consistent with local, state and federal law. All lighting on the premises shall be by motion activated devices and no all-night lighting will be allowed unless so allowed by Planning Board. Lighting of ~~other-all~~ parts of the installation, ~~such as including~~ appurtenant structures, shall be limited to that required for safety and operational purposes, ~~and shall be reasonably shielded from abutting properties, and shall comply with International Dark Sky Standards Fixture Seal of Approval Certification Requirements. Where feasible, lighting of the solar photovoltaic installation shall be directed downward and shall incorporate full cut-off fixtures to reduce light pollution. There shall be no illumination without personnel on site.~~

20.3.9.2 Signage

Signs on large- scale ground-mounted solar photovoltaic installations shall comply with the Town's Zoning Bylaws, Article 17-Signs. A sign consistent with a municipality's sign bylaw shall be required to identify the owner and provide a 24-hour emergency contact phone number.

Solar photovoltaic installations shall not be used for displaying any advertising except for reasonable identification of the manufacturer or operator of the solar photovoltaic installation.

20.3.9.3 Utility Connections

Reasonable efforts, as determined by the Site Plan Review Authority, shall be made to place all utility connections from the solar photovoltaic installation underground, depending on appropriate soil conditions, shape, and topography of the site and any requirements of the utility provider. Electrical transformers for utility interconnections may be above ground if required by the utility provider.

20.3.10 Safety and Environmental Standards

20.3.10.1 Emergency Services

The large scale solar photovoltaic installation owner or operator shall provide a copy of the project summary, electrical schematic, and site plan to the local Fire Chief. Upon request the owner or operator shall cooperate with local emergency services in developing an emergency response plan. All means of shutting down the solar photovoltaic installation shall be clearly marked. The owner or operator shall identify a responsible person for public inquiries throughout the life of the installation.

20.3.10.2 Land Clearing, Soil Erosion, Habitat Impact, Screening Requirements³⁵

- (a) Land clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the solar energy systems or otherwise prescribed by applicable laws, regulations and bylaws. Existing vegetation shall remain in required setback areas ~~except where such vegetation would shade the solar energy system. However, in no event shall~~

³⁵ Amended 6/5/2018

~~clearing of existing vegetation in setbacks exceed half the required setback width.~~ Adequate erosion control measures shall be provided for all proposed land clearing.

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

20.3.11 Monitoring and Maintenance

20.3.11.1 Solar Photovoltaic Installation Conditions

The large-scale ground-mounted solar photovoltaic installation owner or operator shall maintain the facility in good condition. Maintenance shall include, but not be limited to, painting, structural repairs, and integrity of security measures. Site access shall be maintained to a level acceptable to the Fire Chief and Emergency Medical Services. The owner or operator shall be responsible for the cost of maintaining the solar photovoltaic installation and any access road(s), unless accepted as a public way.

20.3.11.2 Modifications

All material modifications to a solar photovoltaic installation, including the addition of BESS made after issuance of the required building permit shall require approval by the Site Plan Review Authority.

20.3.12 Abandonment or Decommissioning

20.3.12.1 Removal Requirements

Any large-scale ground-mounted solar photovoltaic installation which has reached the end of its useful life or has reached the end of its useful life consistent with Section 3.12.2 of this bylaw shall be removed. The owner or operator shall physically remove the installation no more than 150 days after the date of discontinued operations. The owner or operator shall notify the Site Plan Review Authority by certified mail of the proposed date of discontinued operations and plans for removal. Removal shall consist of:

- (a) Physical removal of all large- scale ground-mounted solar photovoltaic installations, structures, equipment, BESS, security barriers and transmission lines from the site.
- (b) Disposal of all solid and hazardous waste in accordance with local, state, and federal waste disposal regulations.
- (c) Stabilization or re-vegetation of the site as necessary to minimize erosion. The Site Plan Review Authority may allow the owner or operator to leave landscaping or designated below-grade foundations in order to minimize erosion and disruption to vegetation.

20.3.12.2 Abandonment

Absent notice of a proposed date of decommissioning and removal or written notice of extenuating circumstances, the solar photovoltaic installation shall be considered abandoned when it fails to operate for more than six months without the written consent of the Site Plan Review Authority. If the owner or operator of the large-scale ground-mounted solar photovoltaic installation fails to remove the installation in accordance with the requirements of this section within 120 days of abandonment or the proposed date of decommissioning, the Town may enter onto the property and physically remove the installation.

20.3.12.3 Financial Surety³⁶

Proponents of large-scale ground-mounted solar photovoltaic projects shall provide surety in the form of cash or certified bank check, held by and for the Town of Hubbardston in an interest bearing account to cover the cost of removal in the event the Town must remove the installation and remediate the landscape, in an amount and form determined to be reasonable by the Planning Board, but in no event to exceed more than 125 percent of the cost of removal and compliance with the additional requirements set forth herein, as determined by the project proponent. This surety will be due and payable at the issuance of the building permit. Proof of payment in the form of a receipt from the Town Treasurer will be shown to the ~~Building Inspector~~Building Commissioner before the permits are issued. Such surety will not be required for municipally- or state-owned facilities. The project proponent shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The amount shall include a mechanism for calculating increased removal costs due to inflation. As a condition of approval, an applicant shall bind itself to grant the necessary license or easement to the Town to allow entry to remove the structure. The Town shall have the right, but not the obligation to remove the facility.

20.4 Certificate to Generate^{37,38}

No solar facility may sell or distribute generated power until all conditions of the issued permit and requirements of this bylaw are approved and certified at a

³⁶ Amended 6/2/2015

³⁷ Added 6/2/2015

³⁸ Amended 6/5/2018

meeting of the Planning Board, and the "Certificate to Generate" is issued and recorded in the Worcester Registry of Deeds.

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

20.5 Reporting Requirements³⁹

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

(Submitted and recommended the Planning Board)

(Select Board Recommends)

(Finance Committee Recommends)

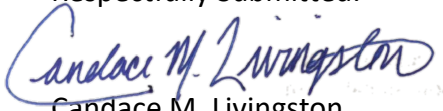
Motion, Heather Munroe moved that the Town amend the Zoning Bylaws as printed in Article 24 of the warrant. (2/3 vote required)

Second: Peter Walker

Opposed, Majority in Favor, **Motion Passes**

The Moderator declared the annual town meeting adjourned at 10:01pm

Respectfully Submitted:



Candace M. Livingston

Town Clerk



Commonwealth of Massachusetts
Town of Hubbardston
Special Town Meeting
Thursday, October 26th, 2023 at 7:00pm

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator René Lafayette, Select Board members Jeffrey Williams (Chair), Kathryn (Katie) Young, Kris Pareago, Peter Walker, and Heather Munroe; Town Clerk Candace Livingston; Treasurer/Collector Mary Markowski; Town Accountant Kelli Pontbriand; Finance Committee members Charles Reed, and Amit Kaul; Town Administrator, Nathan Boudreau; and representative for Town Counsel, Carolyn Murray.

A total of 83 registered voters were checked in by Lynn Wilkinson and Shonna Larson. A quorum of 50 voters was present throughout the meeting.

Before beginning the Special Town Meeting and calling it to order, Moderator, René Lafayette, reviewed the procedure to address Town Meeting; Chapter II, Section 13 of the Hubbardston General Bylaws and reiterated that in order to be recognized by the Moderator, one must approach the microphone, address the chair, then give their first and last name, address and then when invited to, proceed, to address the article, amendment or motion. Mr. Moderator let the attendees know that the meeting was being recording and will be televised on YouTube. Moderator, René Lafayette declared a quorum and called the meeting to order at 7:03pm. Official counters were designated if necessary. The Moderator then requested a moment of silence for the victims of violence and the efforts of all first responders. The Chair then led the Pledge of Allegiance.

ARTICLE 1.

To see if the Town will vote to amend the vote taken under Article 7 of the June 2023 Annual Town Meeting by increasing or decreasing the amounts to be appropriated for the various Town Departments , 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 2024 (July 1, 2023 through June 30, 2024) as printed in the attached Appendix A, but not including funding for the Montachusett Regional Vocational Technical School District assessment or the Quabbin regional School District budget, such that the total to be raised and appropriated from taxation is decreased to \$4,253,460.41 and the amount to be transferred from FY23 Free

Cash is decreased to \$92,752 , 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	\$663,494.72
Public Safety	\$1,544,102.48
Public Works	\$898,033.21
Human Services	\$35,117.00
Culture and Rec	\$91,753.00
Debt	\$127,110.00
Indirect Costs	\$893,850.00
TOTAL	\$4,253,460.41

Motion, Jeffrey Williams, moved that the Town vote to amend the vote taken under Article 7 of the June 2023 Annual Town Meeting by increasing or decreasing the amounts to be appropriated for the various Town Departments , as shown in the attached Appendix A, to meet the salaries and compensation of Town Employees, and Town Officers, 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 2024 (July 1, 2023 through June 30, 2024) such that the total appropriation is reduced from to \$4,323,460.41 to \$4,253,460.41 of which \$92,752 is transferred from Free Cash such that \$4,160,708.41 is being raised through taxation.

Second: Kathryn Young

No Discussion had

Motion Passes Unanimously

ARTICLE 2

To see if the Town will vote to amend the vote taken under Article 9 of the June 2023 Annual Town Meeting by increasing the amount raised and appropriated or transferred from available funds to **\$5,820,065** to pay its share of the Quabbin Regional School System District assessment for Fiscal Year 2024, or take any action relative thereto.

Motion, Kathryn Young moved that the Town vote to amend the vote taken under Article 9 of the June 2023 Annual Town Meeting by increasing the amount to be raised and appropriated by \$69,641 for a new total appropriation of \$5,820,065 to pay its share of the Quabbin Regional School System District assessment for Fiscal Year 2024.

Second: Kris Pareago Discussion had,

Dawn Raczka, 3 Williamsville Rd Cutoff, mentioned that this was her first Town meeting, and was questioning what the term “move funds around” meant. Town Administrator Nathan Boudreau explained that moving funds around is just reallocating money that was already set aside to spend. There are no additional monies being raised or spent, it is just being reallocated elsewhere.

Motion Passes Unanimously

ARTICLE 3

To see if the Town will vote to amend the vote taken under Article 11 of the June 2023 Annual Town Meeting by decreasing the sum appropriated for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2024 from \$40,000 to \$30,000, or take any other action relative thereto.

Motion, Heather Munroe moved that the Town vote to amend the vote taken under Article 11 of the June 2023 Annual Town Meeting by decreasing the sum appropriated from the PEG Access and Cable Related Fund for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2024 from, \$40,000 to \$30,000.

Second: Peter Walker No Discussion had **Motion Passes Unanimously**

ARTICLE 4

To see if the Town will vote to appropriate the sum of \$14,354.93 from the PEG Access and Cable Related Fund for the payment of prior year invoices for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2023; or take any other action relative thereto

Motion, Kris Pareago moved that the Town vote to appropriate the sum of \$14,354.93 from the PEG Access and Cable Related Fund for the payment of the prior year invoices for the salaries, benefits, committee stipends and other operating expenses of the Hubbardston Cable Advisory Committee for Fiscal Year 2023. **(9/10 vote required)**

Second: Heather Munroe No Discussion had **Motion Passes Unanimously**

ARTICLE 5

To see if the Town will vote to transfer the sum of \$6,991 from Free Cash to pay the Town’s share of a pump replacement at the Hubbardston Center School including all costs incidental and related thereto; or take any other action relative thereto.

Motion, Peter Walker moved that the Town vote to transfer the sum of \$6,991 from Free Cash to pay the Town's share of a pump replacement at the Hubbardston Center School including all costs incidental and related thereto.

Second: Jeffrey Williams

No Discussion had

Motion Passes Unanimously

ARTICLE 6

To see if the Town will vote to accept Massachusetts General Law Chapter 200A, Section 9A (Disposition of abandoned funds by city or town; notice of period during which funds may be claimed; city treasurer authorized to hear claims; appeal; disbursement), as printed below:

Section 9A. (a) In any city, town or district that accepts this section in the manner provided in section 4 of chapter 4, there shall be an alternative procedure for disposing of abandoned funds held in the custody of the city, town or district as provided in this section.

(b) Any funds held in the custody of a city, town or district may be presumed by the city, town or district treasurer to be abandoned unless claimed by the corporation, organization, beneficiary or person entitled thereto within 1 year after the date prescribed for payment or delivery; provided, however, that the last instrument intended as payment shall bear upon its face the statement "void if not cashed within 1 year from date of issue". After the expiration of 1 year after the date of issue, the treasurer of a city, town or district may cause the financial institution upon which the instrument was drawn to stop payment on the instrument or otherwise cause the financial institution to decline payment on the instrument and any claims made beyond that date shall only be paid by the city, town or district through the issuance of a new instrument. The city, town or district and the financial institution shall not be liable for damages, consequential or otherwise, resulting from a refusal to honor an instrument of a city, town or district submitted for payment more than a year after its issuance.

(c) The treasurer of a city, town or district holding funds owed to a corporation, organization, beneficiary or person entitled thereto that are presumed to be abandoned under this section shall post a notice entitled "Notice of names of persons appearing to be owners of funds held by (insert city, town or district name), and deemed abandoned". The notice shall specify the names of those persons who appear from available information to be entitled to such funds, shall provide a description of the appropriate method for claiming the funds and shall state a deadline for those funds to be claimed; provided, however, that the deadline shall not be less than 60 days after the date the notice was either postmarked or first posted on a website as provided in this section. The treasurer of the city, town or district may post such notice using either of the following methods: (1) by mailing the notice by first class mail, postage prepaid, to the last known address of the beneficiary or person entitled thereto; or (2) if the city, town or district maintains an official website, by posting the notice conspicuously on the website for not less than 60 days. If the apparent owner fails to respond within 60 days after the mailing or posting of the notice, the treasurer shall cause a notice of the check to be published in a newspaper of general circulation, printed in English, in the county in which the city or town is located.

(d) In the event that funds appearing to be owed to a corporation, organization, beneficiary or person is \$100 or more and the deadline as provided in the notice has passed and no claim for the funds has been made, the treasurer shall cause an additional notice, in substantially the same form as the aforementioned

notice, to be published in a newspaper of general circulation in the county in which the city, town or district is located; provided, however, that the notice shall provide an extended deadline beyond which funds shall not be claimed and such deadline shall be at least 1 year from the date of publication of the notice.

(e) Once the final deadline has passed under subsection (d), the funds owed to the corporation, organization, beneficiary or person entitled thereto shall escheat to the city, town or district and the treasurer thereof shall record the funds as revenue in the General Fund of the city, town or district and the city, town or district shall not be liable to the corporation, organization, beneficiary or person for payment of those funds or for the underlying liability for which the funds were originally intended. Upon escheat, the funds shall be available to the city, town or district's appropriating authority for appropriation for any other public purpose. In addition to the notices required in this section, the treasurer of the city, town or district may initiate any other notices or communications that are directed in good faith toward making final disbursement of the funds to the corporation, organization, beneficiary or person entitled thereto.

Prior to escheat of the funds, the treasurer of the city, town or district shall hear all claims on funds that may arise and if it is clear, based on a preponderance of the evidence available to the treasurer at the time the claim is made, that the claimant is entitled to disbursement of the funds, the treasurer shall disburse funds to the claimant upon receipt by the treasurer of a written indemnification agreement from the claimant wherein the claimant agrees to hold the city, town or district and the treasurer of the city, town or district harmless in the event it is later determined that the claimant was not entitled to receipt of the funds. If it is not clear, based on a preponderance of the evidence before the treasurer at the time of the claim that the claimant is entitled to disbursement of the funds, the treasurer shall segregate the funds into a separate, interest-bearing account and shall notify the claimant of such action within 10 days. A claimant affected by this action may appeal within 20 days after receiving notice thereof to the district, municipal or superior court in the county in which the city, town or district is located. The claimant shall have a trial de novo. A party adversely affected by a decree or order of the district, municipal or superior court may appeal to the appeals court or the supreme judicial court within 20 days from the date of the decree.

If the validity of the claim shall be determined in favor of the claimant or another party, the treasurer shall disburse funds in accordance with the order of the court, including interest accrued. If the validity of the claim is determined to be not in favor of the claimant or another party or if the treasurer does not receive notice that an appeal has been filed within 1 year from the date the claimant was notified that funds were being withheld, then the funds, plus accrued interest, shall escheat to the city, town or district in the manner provided in this section.

If the claimant is domiciled in another state or country and the city, town or district determines that there is no reasonable assurance that the claimant will actually receive the payment provided for in this section in substantially full value, the superior court, in its discretion or upon a petition by the city, town or district, may order that the city, town or district retain the funds.

Motion, Heather Munroe moved that the Town vote to accept Massachusetts General Law Chapter 200A, Section 9A, as printed in the Warrant of the October 26, 2023 Hubbardston Special Town Meeting.

Seconded by Kathryn Young discussion had,

Susan Flagg, 9 Evergreen Rd., was wondering if this included the abandoned homes in town that are falling apart. Carolyn Murry, town council, explained that this does not impact properties in Town, and that it only applies if someone has over paid a tax bill or a scenario where the Town now owes that person money. This Mass General Law only deals with cash reimbursements that the Town owes you, and making attempts to send you that money and haven't been able to reach you or the check has not been cashed.

Maria Tourigny, 40 Streeter Rd, mentioned that at present, this unclaimed money is turned over to the State, so it can be found eventually by whom it was owed, but if accepted, this would mean that the Town would claim the money if not claimed by whom it was owed. Town Council, Carolyn Murray, spoke to the legalities of the Statute, stating that accepting this Mass General Law, imposes a lengthy process for notification, in which the Town makes various attempts at notifying the beneficiary that there is money owed to them. Maria Tourigny wanted to clarify that once the Town does take these unclaimed monies over, that the beneficiary cannot come back to claim it. Carolyn Murray, said that is correct – assuming that the entire process has been followed, and that the money has now been put back into the general fund.

Heather Munroe, 59 Grimes Rd, asked a couple of questions:

As far as this process goes, what is the administrative benefit to having these tailings?

What is the average amount of the check that we have on the books right now?

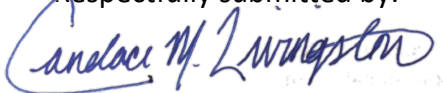
Once the money goes to the state, there is still an amount of time, or an expiration date, and that this money is not indefinitely owed to the beneficiary; that date is just not known at this time.

Mary Markowski, Tax Collector, mentioned that at this time, there is about \$25,000 that is considered tailings, with each check averaging at about \$100, which could go back to the town. The process takes about 2-3 years before the Town can send anything to the State level and then in return, the State would hold onto the money and there is no interest gained; Even at the State level there is an expiration date. Accepting this statute would allow the Town to recoup the funds.

Majority in favor, 5 Opposed, Motion Passes

The Moderator declared the Special Town Meeting adjourned at 7:22 pm.

Respectfully submitted by:



Candace M. Livingston
Hubbardston Town Clerk

**TOWN OF HUBBARDSTON
ANNUAL TOWN ELECTION**

Tuesday, June 13, 2023

OFFICIAL RESULTS

*=ELECTED

Total Registered Voters: 3,482	Total Ballots Cast:	148
Voter Turn out ≈ 4.25%		

Board of Selectmen (vote for 1)	Votes
Kathryn V. Young*	130
Write Ins	2
Blank	16
Total Votes:	148

Board of Assessors (vote for 1)	Votes
Albert Afonso*	135
Write Ins	1
Blank	12
Total Votes:	148

Planning Board 5yrs (vote for 1)	Votes
William J. Homans*	130
Write Ins	1
Blank	17
Total Votes:	148

Planning Board 2yrs (vote for 1)	Votes
Erica J. Dack*	125
Write Ins	1
Blank	22
Total Votes:	148

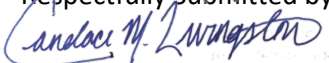
Board of Health 3yrs (Vote for 2)	Votes
Judith L. O'Donnell*	135
Write Ins (FAILURE TO ELECT)	3
Blank	158
Total Votes:	296

Board of Health 1yr (vote for 1)	Votes
Elizabeth Putelis - Write in*	5
Write Ins	3
Blank	140
Total Votes:	148

Quabbin Reg. School District School Committee 3yrs (vote for 1)	Votes
Debra A. Chamberlain*	129
Write Ins	0
Blank	19
Total Votes:	148

Quabbin Reg. School District School Committee 1yr (vote for 1)	Votes
Write Ins (FAILURE TO ELECT)	6
Blank	142
Total Votes:	148
Finance Committee 3yrs (vote for 1)	Votes
Charles E. Reed*	119
Write Ins	5
Blank	24
Total Votes:	148
Finance Committee 2yrs (vote for 2)	Votes
Amit Kaul - Write in*	6
Write Ins (FAILURE TO ELECT)	26
Blank	264
Total Votes:	296
Finance Committee 1yr (vote for 2)	Votes
Susan Rayne - Write in*	4
Write Ins (FAILURE TO ELECT)	8
Blank	284
Total Votes:	296
Cemetery Commission (vote for 1)	Votes
Raven Kaldera - Write in*	18
Write Ins	14
Blank	116
Total Votes:	148
Parks Commission 3yrs (vote for 2)	Votes
Write ins (FAILURE TO ELECT)	13
Write ins (FAILURE TO ELECT)	0
Blank	283
Total Votes:	296
Parks Commission 2yrs (vote for 2)	Votes
Joshua Tenpenny - Write In*	5
Write ins (FAILURE TO ELECT)	1
Blank	290
Total Votes:	296
Library Trustee (vote for 2)	Votes
Krista Fischelis Goguen*	127
Lucinda Oates - Write In*	9
Write Ins	3
Blank	157
Total Votes:	296
Total Registered Voters: 3,482	Total Ballots Cast: 148

Respectfully Submitted by:



Town Clerk

**TOWN OF HUBBARDSTON
SPECIAL STATE PRIMARY**

Tuesday, October 10, 2023

OFFICIAL RESULTS

Total Registered Voters: 3,556	Total Ballots Cast:	251
Voter Turn out ≈ 7%		

SENATOR IN GENERAL COURT

Republican	Votes
Bruce K. Chester	108
Peter J. Durant	97
Write Ins	0
Blank	0
Total Votes:	205

Democratic	Votes
Jonathan D. Zlotnik	45
Write Ins	0
Blank	0
Total Votes:	45

Libertarian	Votes
Write Ins	1
Blank	0
Total Votes:	1

Total Registered Voters:	Total Ballots Cast:	251
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Respectfully Submitted by:


Town Clerk

**TOWN OF HUBBARDSTON
SPECIAL STATE ELECTION**

Tuesday, November 7, 2023

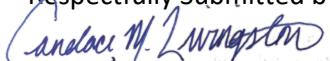
OFFICIAL RESULTS

Total Registered Voters: 3,556	Total Ballots Cast:	707
Voter Turn out \approx 19.9%		

SENATOR IN GENERAL COURT	Votes
Peter J. Durant	455
Jonathan D. Zlotnik	252
Write Ins	0
Blank	0

Total Ballots Cast:	707
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Respectfully Submitted by:


Town Clerk

CALENDAR 2023 TOWN OF HUBBARDSTON GROSS SALARIES			
Afonso	Albert	MART Van Driver	\$3,445.49
Afonso	Nancy	Senior Center Volunteer	\$500.00
Anderson	Richard	Senior Center Volunteer	\$1,000.00
Ares	Erik R	Fire	\$673.30
Ares	James P	Fire	\$81,019.76
Bailey	Cody	DPW	\$8,366.02
Barbera	Christine M	Library Director	\$30,694.40
Barry	Jasmine	DPW Admin	\$2,447.56
Begin	Betty	Election Worker	\$191.25
Bentley	Daniel	DPW	\$2,425.13
Bergeron	Christopher J	Police	\$151,545.03
Blood	Donald J	Police	\$185,347.68
Boudreau	Nathan	Town Administrator	\$106,896.58
Bourque	Jeffrey	Tree Warden	\$950.00
Bowley	David	MART Van Driver	\$8,448.17
Brady	Robert	DPW- Seasonal	\$8,756.69
Breagy	Richard	Bldg. Inspector	\$45.80
Breagy	Susan	Senior Center Volunteer	\$1,000.00
Bresciani	Andrew	Police	\$77,555.47
Brown	Travis M	DPW Director	\$90,570.40
Caruso	Michael	DPW	\$871.20
Casey	Troy A	Fire	\$92,952.19
Champagne	Robert	Police	\$26,669.25
Clapham Jr.	Richard	DPW	\$58,442.70
Colwell	Bryan R	Fire/ DPW Temp	\$19,909.46
Como	Jeanine	Senior Center Volunteer	\$500.00
Connery	Julia	Senior Center Volunteer	\$300.00
Coppola	Anthony	Plumbing Inspector	\$120.00
Cormier	Elizabeth	Sr. Tax Workoff	\$1,700.00
Couture	Ryan P	Police Chief	\$96,283.84
Cunningham	Bonnie	Sr Tax Workoff	\$200.00
Cunningham	Brian	Police	\$8,450.00
DeMalia	John A., Jr.	Fire	\$4,094.85
Dixson	James F	Fire	\$4,779.24
Dixson	Tina C	Fire	\$3,035.02
Forte	Robert K	Police	\$147,473.11
Foster	Kristin	Town Clerk/Registrar	\$15,133.96
Gallant	Edward R	MART Van Driver	\$3,245.20

Gemborys	Eric	Tree Warden	\$950.00
Goewey	Ann	Library	\$10,115.02
Goguen	Neil B	DPW	\$65,736.29
Goldsmith	Gregory	Wire Inspector	\$1,777.50
Gonzalez	Izaiah	FIRE	\$1,128.44
Goodband	Benjamin	DPW	\$2,630.80
Goscila	Jeremy D	Fire	\$76,217.11
Gosson	Edward R	Senior Center Volunteer	\$1,000.00
Gosson	Wendy	Senior Center Volunteer	\$500.00
Green	Joyce E	Election Worker/Asst. Town Clerk	\$348.75
Green	Richard	Planning	\$120.00
Hackett	Richard	Sr, Tax Workoff	\$200.00
Hakala	Jacob	DPW	\$62,973.34
Halkola	James F	Police	\$18,554.41
Hardaker	Sharon A	MART Dispatcher	\$5,694.00
Hawkins	Leroy	Police	\$13,200.00
Hayes Jr.	Robert	Fire Chief	\$94,244.40
Homans	William J	Police	\$61,975.00
Horvath	Kenneth	Senior Center Volunteer	\$500.00
Howlett	Marcia G	Cemetery Commission Secretary	\$136.67
Hulette	John A., Jr.	Fire	\$1,935.29
Jeneski	Linda	Senior Center Volunteer	\$300.00
Johnson	Robert A	Police	\$5,675.00
Johnson	Stanley H	MART Van Driver	\$874.53
Kaldera	Bella	Constable	\$216.15
Kohlstrom	Beverly	Senior Center Volunteer	\$1,000.00
Kresge	Mark	Land Use Clerk	\$12,919.84
LaBelle	Michael	DPW- Seasonal	\$635.80
LaFayette	Rene M	Moderator	\$100.00
Lamoureux	Patricia	Sr Tax Workoff/Volunteer	\$2,000.00
Lanciani	Robert	Building Commissioner	\$37,482.00
Larson	Shonna L	Election Worker	\$411.30
LeBlanc	Barbara	Senior Center Volunteer	\$1,500.00
LeBlanc	Wendy	DPW Admin	\$6,671.61
Listovitch	Cynthia	Sr Tax Workoff/Volunteer	\$2,000.00
Livingston	Candace	Town Clerk/Registrar/Assessing Clerk	\$33,548.74
Longeill	Zachary M	DPW	\$13,543.14
Lowe	Patricia	Library/Plan/Cable/ConCom/Zon	\$6,789.70
Mabardy	Mitchell F	Fire	\$128.48
Malcomson	Evonne	Senior Center Volunteer	\$200.00

Markowski	Mary	Treasurer/Collector	\$45,532.57
Mastrototero	Andrea L	Recording Asst.	\$244.86
Michaud	Richard	Senior Center Volunteer	\$1,000.00
Nason	Sandra E	Treas-Coll/Interim Town Admin	\$18,472.71
O'Donnell	Dennis	DPW Clerk/Emergency Mgmt. Dir	\$6,685.62
O'Donnell	Judith	MEMA	\$1,100.00
Page	Deborah	Senior Center Volunteer	\$200.00
Parker	Michael C	Fire	\$11,488.30
Payson	James	DPW - Seasonal	\$9,066.50
Perron	Nancy A	Admin Asst- Police/BOH/Build	\$35,066.93
Pervier	Florence	Sr Tax Workoff/Volunteer	\$2,000.00
Pervier	Paul F	Senior Center Volunteer	\$500.00
Pierce	Michael	Police	\$18,925.00
Pontbriand	Kelli J	Accountant	\$22,391.90
Provencal	Claudia G	Council on Aging Director	\$16,855.31
Robinson	Sam	DPW	\$1,874.40
Rogan	Nancy	Election Worker	\$198.75
Seitz	Benjamin	DPW	\$11,429.14
Shampine	Jeffrey	Police	\$18,137.50
Shaughnessy	Mary Ellen	Senior Center Volunteer	\$597.50
Siequist	Shaun	Police	\$3,869.98
Sweeney	Darrell	Electrical Inspector	\$20,565.57
Sweeney	Paul F	DPW - Seasonal	\$3,310.66
Theriault	Phillip J., Jr.	Fire	\$5,827.42
Thibault	Roberta A	Asst Treas/Coll	\$43,244.25
Tonet	Edward R	Plumbing Inspector	\$10,542.96
Vincent	James	Custodian	\$9,548.66
Vincent	Kathleen M	Election Worker	\$307.50
Walker	Antonette P	Library Staff/Administrative Asst.	\$29,869.63
Walker	Gabrielle	Library Staff/Bldg-BOH Clerk	\$1,433.72
Whitney	Brianna	Clock Winder	\$32.64
Whitney	Carol W	Election Worker	\$303.75
Wilkinson	Lynn R	Election Worker	\$546.30
Wilkinson	Taylor	Fire	\$74,080.54
Williams	Lorraine	Senior Center Volunteer	\$500.00
Withycombe	William	Police	\$57,750.00
Wolfe	Karen M	Sr Tax Workoff	\$1,500.00
Woodward	Patricia A	Sr Tax Workoff/Election Worker	\$2,000.00
Wright	Lauren	Veterans Agent	\$7,373.22