

TOWN REPORT

Groveland, Massachusetts



2019

**IN MEMORIAM
OF
THOSE WHO SERVED OUR TOWN**



Patsy “Pat” Schena

Born: November 24, 1936

Died: June 21, 2019

Pat Schena joined the Town of Groveland in 1979 as the part-time Building Inspector and continued in that role until he retired on July 31, 2015. Pat was well-known and respected by the community and we were deeply shocked and saddened by his tragic death on June 21, 2019.

Pat’s personality was as big as his smile and he will be fondly remembered as a true gentleman full of kindness and grace.

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Local Municipal Information and Statistics

- Groveland was settled in 1630, and was part of Rowley until 1675, then part of Bradford from 1675 until 1850
- Incorporated on September 9th, 1850 as “The Town of Groveland” (known as Groveland Day)
- Located in Essex County, Massachusetts (zip code 01834) (area code 978)
- Surrounding cities and towns include: West Newbury, Haverhill, Georgetown and Boxford, as well as the banks of the Merrimack River
- Total area is 9.4 square miles, land area is 8.9 square mi and water area is 0.5 square mi.
- Total miles of roadways: 44 miles
- The town consists of two precincts: Groveland and South Groveland
- The form of government consists of a 5-member Board of Selectmen and Open Town Meeting
- Schools include Dr. Elmer S. Bagnall Elementary School and Pentucket Regional Middle and High Schools
- Website: www.grovelandma.com

**APPOINTED
POSITIONS,
BOARDS AND
COMMITTEES**

Annually Appointed Town Officers

Fiscal 2019

<u>Position</u>	<u>Name</u>
ADA Coordinator.....	Sam Joslin
Animal Control Officer.....	Stephen M. Sargent
Assistant Treasurer/Collector	Kaitlin Gilbert
Building Inspector.....	Sam Joslin
Burial Agent.....	Anne Brodie
Dock Master.....	Robert Raimondi
Dock Master.....	Nick Toleos
Earth Removal Enforcement Officer/ Site Inspector.....	Robert Arakelian
Emergency Management Director.....	Stephen Sargent
Assistant Emergency Management Director.....	Jeffrey T. Gillen
Assistant Emergency Management Director.....	Edwin L. Fournier
Finance Director (3 Year Appointment July 1, 2017 – June 30, 2020).....	Denise Dembkoski
Forest Fire Warden.....	Vacant
Election Constable.....	Dave Tuttle
Harbormaster.....	Michael Vets
Merrimack Valley Planning Commissioner.....	Rebecca Oldham
Merrimack Valley Planning Alternate Commissioner.....	Robert Arakelian
Plumbing/ Gas Inspector.....	Gerald Viens
Assistant Plumbing/ Gas Inspector.....	Richard K. Danforth
Right to Know Officer.....	Vacant

Superintendent Insect Pest Control.....Mark Parenteau

Town AccountantEllen Petrillo

Town Counsel.....KP Law, P.C.

Town Planner Rebecca Oldham

Veteran’s Agent..... Michael Ingham

Wire InspectorZaven Gostanian

Zoning Enforcement Officer.....Sam Joslin



Tel. (978) 521-1212
Fax (978) 374-7676

Groveland Police Department

JEFFREY T. GILLEN
Chief of Police

181 MAIN STREET
Groveland, MA 01834



jgillen@grovelandpolice.com

To: Honorable Board of Selectmen

From: Chief Jeffrey T. Gillen

Date: June 14, 2019

Subject: Appointments

I respectfully request that you accept my recommendation to appoint the following individuals to the indicated position effective July 1, 2019 thru June 30, 2020.

Lieutenant

Dwight P. McDonald

Sergeant

Eric C. Ryan
Eric B. Gorski
Heather A. Riley

Full-time Patrol Officers

Steven C. Petrone
Joshua A. Sindoni
Christopher A. Ertos
Adam R. Sanborn
Christopher B. L'Italien
*Joseph H. McMains

Reserve Patrol Officers

Edwin L. Fournier
Paul A. Pierce
Robert A. Richards Jr.
Michael Fornesi

Stephen M. Sargent
Joel Henriquez
Garrett M. Greer
Bret L. Moyer
Loralee S. Pomilla
Kyle A. Elardo

Full-time Dispatcher/Lockup Keeper

Cynthia L. Batista
Edwin L. Fournier
Stephen M. Sargent
Katelyn F. Trudell

Reserve Dispatcher/Lockup Keeper

Debra A. Munoz
Bret L. Moyer
Loralee S. Pomilla
Kyle A. Elardo

Animal Control Officer

Stephen M. Sargent

Harbormaster:

Michael J. Vets

Dock Keeper

Robert J. Raimondi
Nicholas RC. Toleos

Constable

Edward W. Reed
Carlos Husak

* One Year Probationary Appointment for New Full-Time Officer.



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Groveland Police Department

JEFFREY T. GILLEN
Chief of Police

181 MAIN STREET
Groveland, MA 01834



jgillen@grovelandpolice.com

To: Honorable Board of Selectmen

From: Chief Jeffrey T. Gillen

Date: June 14, 2019

Subject: New full-time officer

I respectfully request that you appoint Joseph McMains as a full-time officer for a probationary period effective July 1, 2019 through June 30, 2020. Joseph is a current employee in good standing. He has been employed as a Groveland Reserve Police Officer and Dispatcher since December 2016.

Joseph holds an Associate's Degree from Northern Essex Community College. Most recently, Joseph self-sponsored at the Northern Essex Community College Police Academy. He graduated on April 12, 2019 with the Class 2018 M.P.O.C. 04 Basic Training Course for Police Officers to certify as a full-time police officer.

Please find a copy of Joseph's resume attached.

Appointed Town Boards and Committees

Fiscal 2019

Affordable Housing Committee (5 members, 1 year terms)

- vacant, vacant, vacant, vacant, vacant

Board of Registrars (3 members, 3 year terms)

-Susan D'Angelo (Republican), Kathy Greaney (Unenrolled), vacant

Cable TV Advisory Board (5 members, 1 year terms)

- Tracy Gilford, Ed Watson, Carl Judson, Rob Carbone, Elizabeth Rose

Capital Improvement Committee (5 members and ex-officio, 3 year terms)

- vacant, vacant, vacant, vacant, vacant, and Denise Dembkoski (ex-officio)

Conservation Commission (7 members, 3 year terms)

-Frederick O'Connor, John Gebauer, Michael Dempsey, Heather Meninger, Bill Formosi, Terry Grim, Thomas Schaefer

Council on Aging (5 members, 3 year terms)

-Dorothy DiChiarra, Ronald Mertens, Frank Sadowski, Laurel Puchalski, Kathryn Alesse

Cultural Council (5 members, 6 year terms)

-Gail Dennig, Susan D'Angelo, Larry Elardo, Leeah Crane, Jane Jennings

Elm Square Committee (7 members, 1 year terms)

- Mike Dempsey, Elizabeth Gorski, Gregory Stark, Jr, Brian Connell, Lee Yang, vacant, vacant

Finance Board (7 members, 3 year terms)

-James Scanlon, Kathleen Kastrinelis, Theresa Dunn, Ruth Rivard, Joe D'Amore, vacant, vacant

Historical Commission (5 members, 3 year terms)

-Carroll Gustafson, Claire Walsh, Linda Friel, Patricia Denn, vacant

Open Space and Trails Committee (5 members, 1 year terms)

- Jennifer Cadigan, Michael Cordaro, Michael Davis, Michael Meagher, vacant

Personnel Advisory Board (5 members, 1 year terms)

- Stan Tuniski, Michael Bacher, Lynne Stanton (employee representative), vacant, vacant

Recreation Committee (7 members, 1 year terms/ 3 alternate members)

-Alese Hunt, Lauren King, Daniel Stewart, Michael Houghton, Pamela Blaquiere, Ché Condon, vacant

Stormwater Management Committee (3 members, 1 year terms)

-vacant, vacant, vacant

Zoning Board of Appeals (5 members, 3 year terms/ 3 alternates, 1 year terms)

-Kacy Bailey, Kathleen Franson, Jason Normand, John Stokes, Chris Goodwin, vacant

ACCOUNTANT'S REPORT

TOWN OF GROVELAND, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2019
(Unaudited)

	Governmental Fund Types		Proprietary Fund Types	Fiduciary Fund Types	Account Groups	All Fund Types
	General	Special Revenue	Capital Projects	Trust and Agency	Long-term Debt	Total
<u>ASSETS</u>						
Cash and cash equivalents	1,731,464	4,515,714	59,615	2,560,555		13,056,127
Receivables:						
Personal property taxes	5,976					5,976
Real estate taxes	30,122	940				31,062
Allowance for abatements and exemptions	(305,370)					(305,370)
Betterments			172,851			172,851
Tax liens	572,729					572,729
Motor vehicle excise	116,954					116,954
User fees			192,679			192,679
Amounts to be provided - payment of bonds		181,685	3,530,000		3,665,000	7,376,685
Amounts to be provided - payment of easements		34,978				34,978
Amounts to be provided - deposit refunds			168,599	2,074		170,673
Total Assets	2,151,874	4,516,654	8,252,907	2,562,629	3,665,000	21,425,343
<u>LIABILITIES AND FUND EQUITY</u>						
Liabilities:						
Accounts payable						0
Warrants payable	103,141	58,689	7,906			227,588
Accrued payroll and withholdings	89,111	24,440	20,909			134,461
Other liabilities			168,599	2,074		205,651
Agency Funds						0
Deferred revenue:						
Real and personal property taxes	(269,272)	940				(268,332)
Betterments			172,851			172,851
Tax liens	572,729					572,729
Motor vehicle excise	116,954					116,954
User fees			192,679			192,679
Bonds payable		181,685	3,530,000		3,665,000	7,376,685
Total Liabilities	612,663	84,069	4,142,890	2,074	3,665,000	8,731,266
Fund Equity:						
Reserved for encumbrances	6,031		36,000			42,031

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Fund Types	Account Groups	All Fund Types
	General	Special	Capital				
			Revenue		Projects	Enterprise	Trust and Agency
Reserved for expenditures	454,408	344,000		81,958			880,366
Reserved for continuing appropriations		337,532					337,532
Reserved for petty cash	400			650			1,050
Reserved for System Development				178,087			178,087
Reserved for Sewer Capital Maintenance				3,000			3,000
Reserved for Habitat Mgmt Fund				15,874			15,874
Reserved for debt service			181,685	73,567			255,252
Reserved for premiums		44,957					44,957
Reserved Fund Balance			34,978	168,599	2,074		205,651
Designated: CPA Open Space		205,200					205,200
Designated: CPA Historical		41,978					41,978
Designated: CPA Community Housing		662,695					662,695
Designated: Depreciation Fund				3,396,507			3,396,507
Designated: Stabilization Fund				1,328,811	1,545,068		2,873,879
Designated: OPEB Liability Fund				74,319	281,638		355,957
Undesignated fund balance	1,078,372	2,796,223	(164,954)	(1,636,509)	731,775		2,804,908
Unreserved retained earnings				389,154			389,154
Total Fund Equity	1,539,211	4,432,585	51,709	4,110,018	2,560,555	0	12,694,078
Total Liabilities and Fund Equity	2,151,874	4,516,654	276,278	8,252,907	2,562,629	3,665,000	21,425,343

TOWN OF GROVELAND
COMBINED STATEMENT OF ACTIVITIES - ALL FUND TYPES AND ACCOUNT GROUPS
FOR THE FISCAL YEAR ENDED JUNE 30, 2019
(Unaudited)

	Governmental Fund Types		Proprietary Fund Types	Fiduciary Fund Types	All Fund Types
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency
					Total
<u>REVENUES</u>					
Personal Property Taxes	343,147				343,147
Real Estate Taxes	14,074,084				14,074,084
Excise Taxes	1,087,210				1,087,210
Community Preservation Taxes		325,858			325,858
Penalties and interest on taxes	119,059				119,059
Payments in lieu of taxes	36,735				36,735
Charges for Services				7,417,862	7,417,862
Other Department Revenue	246,561				246,561
Licenses and Permits	199,449				199,449
State Revenue	937,579	230,890	493,966		1,662,435
Fines and Forfeitures	58,845				58,845
Miscellaneous Revenues	37,161	460,267	20	127,222	796,669
Earnings on Investments	22,123	56,396		231,614	380,869
Bond Proceeds			181,685		181,685
Total Revenues	17,161,953	1,073,411	675,671	7,776,698	26,930,468
<u>EXPENSES</u>					
Salaries and Wages	2,719,313	180,165		1,255,950	4,155,428
Expenditures	13,598,654	1,075,338	437,257	5,989,401	21,174,318
Debt Service	391,763			382,204	773,967
Other Financing Uses				157,240	157,240
Total Expenses	16,709,730	1,255,503	437,257	7,784,795	26,260,953
Transfers, Net	(47,857)	(50,812)	(37,256)	10,000	-
<u>CHANGE IN NET POSITION</u>					
	404,366	(232,904)	201,158	1,903	669,515
<u>NET POSITION:</u>					
Beginning of Year	1,134,845	4,665,489	(149,449)	4,108,115	12,024,563
End of Year	\$ 1,539,211	\$ 4,432,585	\$ 51,709	\$ 4,110,018	\$ 12,694,078

TOWN OF GROVELAND
GENERAL FUND APPROPRIATIONS VS. EXPENDITURES
FOR THE FISCAL YEAR ENDED 06/30/2019

Line Item	Appropriated FY'19	Budgetary Transfers FY'19	Expended FY'19	Unexpended FY'19
GENERAL GOVERNMENT				
MODERATOR				
Stipend	100	-	-	100
1 Total Moderator Budget	\$ 100	\$ -	\$ -	\$ 100
SELECTMEN				
Selectmen's Stipend	7,500	-	5,250	2,250
Admin. Asst. Salary	9,568	-	6,760	2,808
2 Total Salaries	\$ 17,068	\$ -	\$ 12,010	\$ 5,058
Town Audit	25,000	-	25,000	-
Consulting Services	10,000	4,250	14,250	-
Reserve Fund	25,000	(7,974)	-	17,026
Association Fees	1,750	-	1,312	438
Town Reports	1,700	-	1,498	202
Minutes Clerk	4,000	-	1,418	2,582
Expenses	850	-	809	41
3 Total Expenses	\$ 68,300	\$ (3,724)	\$ 44,287	\$ 20,288
Total Selectmen	\$ 85,368	\$ (3,724)	\$ 56,297	\$ 25,347
FINANCE DEPARTMENT				
Finance Director's Salary (inc. T/C)	111,427	-	111,427	-
Asst. Treasurer/Collector's Salary	53,113	-	43,167	9,946
Treasury/Collection Clerk	22,324	(4,000)	16,029	2,295
4 Total Salaries	\$ 186,864	\$ (4,000)	\$ 170,623	\$ 12,241
Tax Title Treasury/Collection	750	750	1,410	90
Education and Association Fees	3,000	-	2,998	2
Postage	13,000	2,000	14,744	256
Pavroll Fees	4,800	-	4,118	682
Office Expense	2,500	2,660	5,159	1
Personnel Expenses	350	-	225	125
5 Total Expenses	\$ 24,400	\$ 34,064	\$ 29,810	\$ 1,156
Total Finance Department	\$ 211,264	\$ 30,064	\$ 200,433	\$ 13,398
TOWN ACCOUNTANT				
Accountant's Salary	62,973	-	62,852	121
Office Expenses	1,500	-	640	860
Education and Association Fees	2,000	-	823	1,177
7 Total Town Accountant	\$ 66,473	\$ -	\$ 64,316	\$ 2,157
BOARD OF ASSESSORS				
Assessor's Stipends	1,500	-	1,000	500
Assessors' Manager's Salary	52,455	-	52,455	-
8 Total Salaries	\$ 53,955	\$ -	\$ 53,455	\$ 500
Expenses	3,000	-	1,251	1,749
Revaluation Maintenance	39,240	-	37,240	2,000
Software & Licenses	6,570	-	6,570	-
Maps - Updating	7,500	-	6,748	752
9 Total Expenses	\$ 56,310	\$ -	\$ 51,809	\$ 4,501
Total Board of Assessors	\$ 110,265	\$ -	\$ 105,264	\$ 5,001
TOWN COUNSEL				
Legal Expense	65,000	(19,135)	38,595	7,270
10 Total Town Counsel	\$ 65,000	\$ (19,135)	\$ 38,595	\$ 7,270
TECHNOLOGY				
Computer Hardware Maint & Lic Fees	27,000	-	26,635	365
Hardware & Software Expense	6,500	-	5,853	647
11 Total Technology Department	\$ 33,500	\$ -	\$ 32,488	\$ 1,012
TOWN CLERK				
Town Clerk's Salary	60,060	-	59,945	115
Poll Workers	5,300	-	3,660	1,640
12 Total Salaries	\$ 65,360	\$ -	\$ 63,605	\$ 1,755
Election Expenses	10,131	(5,000)	4,973	158
Office Expenses & Supplies	3,062	11,653	14,715	0
13 Total Expenses	\$ 13,193	\$ 6,653	\$ 19,688	\$ 158
Total Town Clerk	\$ 78,553	\$ 6,653	\$ 83,292	\$ 1,914
CONSERVATION COMMISSION				
Conservation Agent - Part-Time (TM Transfer)	13,770	(1,500)	11,296	974
Stipends	1,400	(1,400)	-	-
14 Total Salaries	\$ 15,170	\$ (2,900)	\$ 11,296	\$ 974

Line Item	Appropriated FY'19	Budgetary Transfers FY'19	Expended FY'19	Unexpended FY'19
Expenses	3,275	2,900	5,984	191
15 Total Conservation Commission	\$ 18,445	\$ -	\$ 17,281	\$ 1,164
PLANNING				
Planning Members' Stipends	1,800	-	800	1,000
Town Planner	45,000	-	37,198	7,802
16 Total Salaries	46,800	-	37,998	8,802
Expenses	6,000	-	5,203	797
Merrimack Valley Planning Assessment	2,500	-	2,415	85
17 Total Expenses	8,500	-	7,618	882
Total Planning and Engineering	\$ 55,300	\$ -	\$ 45,615	\$ 9,685
ZONING BOARD OF APPEALS				
Contracted Services & Expenses	2,500	-	1,570	930
18 Total ZBA	\$ 2,500	\$ -	\$ 1,570	\$ 930
MUNICIPAL BUILDINGS				
Custodian/Facilities Salaries	39,600	-	36,884	2,716
19 Total Salaries	39,600	-	36,884	2,716
Lawn & Grounds	17,000	-	10,887	6,113
Public Relations - Town Wide	7,200	-	5,011	2,189
Utilities	106,000	5,772	111,772	0
Copier Lease & Supplies	8,750	-	6,655	2,095
Town Decor (Winter & Spring)	6,500	-	6,018	482
Repairs & Maintenance	40,000	-	36,649	3,351
Supplies	10,000	2,500	9,248	3,252
20 Total Expenses	195,450	8,272	186,239	17,483
Total Municipal Buildings	\$ 235,050	\$ 8,272	\$ 223,123	\$ 20,199
INSURANCE				
Property & Casualty Insurance	170,000	5,000	172,688	2,312
Employee Group Life Insurance	3,000	-	2,443	557
Employee Group Health Insurance	400,000	4,750	404,740	10
21 Total Insurance	\$ 573,000	\$ 9,750	\$ 579,871	\$ 2,879

TOTAL GENERAL GOVERNMENT	\$ 1,534,818	\$ 31,879	\$ 1,448,146	\$ 91,054
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PUBLIC SAFETY

POLICE DEPARTMENT

Chief's Salary	125,516	-	125,516	-
Deputy Chief's/Lieutenant's Salary	87,684	-	87,360	324
Sergeant's Salary	228,312	306	228,618	0
Patrolmen's Salary	349,599	62	349,661	0
Communication Salary	267,670	-	259,520	8,150
Training	17,237	-	16,022	1,215
Reserves	107,812	-	98,156	9,656
Overtime	31,496	1,000	32,495	1
Education Incentives	91,811	14	91,824	1
22 Total Salaries	\$ 1,307,137	\$ 1,382	\$ 1,289,170	\$ 19,349
Harbormaster Expenses	1,000	-	-	1,000
Expenses	3,762	-	2,372	1,390
Supplies	8,900	-	8,189	711
Vehicle Maintenance	12,000	-	10,562	1,438
Equipment Maintenance	17,700	-	17,510	190
Firearms	3,500	-	3,499	1
Clothing Allowance	15,250	-	14,294	956
Association Fees	2,500	-	1,839	661
Communication Expenses	3,200	-	1,518	1,682
Training	10,170	-	8,729	1,441
Fuel	25,150	-	23,130	2,020
23 Total Expenses	\$ 103,132	\$ -	\$ 91,643	\$ 11,489
Total Police	\$ 1,410,269	\$ 1,382	\$ 1,380,813	\$ 30,838

PARKING CLERK

Expense	100	-	15	85
24 Total Parking Clerk Budget	\$ 100	\$ -	\$ 15	\$ 85

FIRE DEPARTMENT

Chief's Salary	29,333	-	28,173	1,160
Firefighter Call Wages	108,983	-	95,862	13,121
Inspector's Salary	5,000	100	5,100	-
Company Reporting	7,000	9,400	13,360	3,040
Drill Wages	49,459	(7,000)	38,186	4,273
25 Total Salaries	\$ 199,775	\$ 2,500	\$ 180,683	\$ 21,592
Communications	7,579	-	5,050	2,529
Training Expense	3,000	(3,000)	-	-
Fire Equipment & Supplies	35,000	-	25,916	9,084

Line Item	Appropriated FY'19	Budgetary Transfers FY'19	Expended FY'19	Unexpended FY'19
Fuel	6,120	-	6,018	102
Association Dues	3,200	600	3,184	616
Annual Testing & Inpecting	20,000	-	11,968	8,032
Medical Supplies	8,000	-	7,786	214
Vehicle & Equipment Maintenance	15,000	-	14,811	189
26 Total Expenses	\$ 97,899	\$ (2,400)	\$ 74,734	\$ 20,765
Total Fire	\$ 297,674	\$ 100	\$ 255,416	\$ 42,358
BUILDING DEPARTMENT				
Wiring Inspector	9,180	-	9,180	-
Plumbing & Gas Inspector	10,200	-	10,200	-
Building Inspector	48,938	-	48,844	94
27 Total Salaries	\$ 68,318	\$ -	\$ 68,224	\$ 94
Continuine Education	1,000	-	935	65
Materials	2,200	-	2,190	10
Reimburesements (Mileage & Cell Phone)	1,000	-	984	16
Sealer of Weights & Measures	750	-	750	-
Permit Software Expanse	7,000	-	5,900	1,100
Building Inspector Expenses	2,300	-	1,453	847
28 Total Expenses	\$ 14,250	\$ -	\$ 12,213	\$ 2,037
Total Inspectors	\$ 82,568	\$ -	\$ 80,437	\$ 2,131
EMERGENCY MANAGEMENT				
Director's Stinend	3,060	-	3,016	44
Expenses	1,025	-	467	558
29 Total Emergency Management	\$ 4,085	\$ -	\$ 3,483	\$ 602
TOTAL PUBLIC SAFETY	\$ 1,794,696	\$ 1,482	\$ 1,720,164	\$ 76,014
EDUCATION				
Pentucket Base Assessment	8,991,562	-	8,991,562	0
Pentucket Capital Assessment	548,110	-	548,110	0
Essex Tech	250,000	(33,250)	190,653	26,097
Whittier Vocational/Technical Assessment	865,260	-	865,256	4
30 Total Education	\$ 10,654,932	\$ (33,250)	\$ 10,595,581	\$ 26,101
TOTAL EDUCATION	\$ 10,654,932	\$ (33,250)	\$ 10,595,581	\$ 26,101
PUBLIC WORKS				
TREE WARDEN				
Tree Warden Stipend	-	-	-	-
Expenses	5,000	-	5,000	-
31 Total Tree Warden	\$ 5,000	\$ -	\$ 5,000	\$ -
HIGHWAYS				
Road Commissioner's Salarv	84,245	(15,000)	66,782	2,463
Highway Salaries	234,375	-	231,473	2,902
Sick day buy back (Contractual)	2,200	-	-	2,200
Highwav Salarv - Part Time	7,000	(2,500)	4,116	384
Overtime	14,000	-	10,144	3,856
32 Total Salaries	\$ 341,820	\$ (17,500)	\$ 312,515	\$ 11,805
Highway Expense	8,500	-	6,409	2,091
Front End Loader (Lease)	37,000	(11,000)	25,580	420
Snow & Ice Removal	200,000	20,340	220,336	4
Road Machinerv Expense	53,000	2,899	55,784	115
Road Maintenance Expense	122,000	2,500	124,047	453
33 Total Expense	\$ 420,500	\$ 14,739	\$ 432,156	\$ 3,083
Total Highway	\$ 762,320	\$ (2,761)	\$ 744,671	\$ 14,888
RUBBISH COLLECTION				
Contract Administrator	11,228	-	11,207	21
Contract Expense	507,750	23,800	531,495	55
34 Total Rubbish Collection	\$ 518,978	\$ 23,800	\$ 542,702	\$ 76
CEMETERY				
Commissioner's Stipend	450	-	-	450
Full Time Wages	38,535	5,000	39,649	3,886
Part Time Wages	21,000	(5,000)	12,650	3,351
35 Total Salaries	\$ 59,985	\$ -	\$ 52,299	\$ 7,686
Supplies	4,500	425	4,920	5
Vehicle Fuel	1,500	-	1,037	463
Landscapine	800	-	700	100
Utilities	3,400	152	3,551	1
Parts	1,500	825	2,079	246
Expenses	2,500	6,000	7,813	687
36 Total Expenses	\$ 14,200	\$ 7,402	\$ 20,101	\$ 1,501
Total Cemetery	\$ 74,185	\$ 7,402	\$ 72,400	\$ 9,187

Line Item	Appropriated FY'19	Budgetary Transfers FY'19	Expended FY'19	Unexpended FY'19
TOTAL PUBLIC WORKS	\$ 1,360,483	\$ 28,441	\$ 1,364,773	\$ 24,151
HUMAN SERVICES				
BOARD OF HEALTH				
Health Members' Stipends	900	-	900	-
Health Nurse Wages	12,011	-	7,018	4,994
Health/Sanitation Agent Wages	22,486	101	22,587	0
Part-time Clerk Wages	16,463	-	16,431	32
37 Total Salaries	\$ 51,860	\$ 101	\$ 46,936	\$ 5,025
38 Expenses	2,614	-	1,404	1,210
Total Board of Health	\$ 54,474	\$ 101	\$ 48,339	\$ 6,236
COUNCIL ON AGING				
Director's Salary	54,673	-	54,673	-
Program Coordinator	34,749	-	34,745	4
Outreach Worker	8,603	-	8,338	265
Part Time Van Driver	19,686	-	19,485	201
39 Total Salaries	\$ 117,711	\$ -	\$ 117,241	\$ 470
Elder Services of Merrimack Valley Assessment	-	-	-	-
Expenses	8,000	-	7,323	677
40 Total Expenses	\$ 8,000	\$ -	\$ 7,323	\$ 677
Total Council on Aging	\$ 125,711	\$ -	\$ 124,564	\$ 1,147
VETERANS				
Veterans' Agent Salary	8,670	-	7,784	886
Veterans' Benefits	33,000	-	21,210	11,790
41 Total Veterans	\$ 41,670	\$ -	\$ 28,994	\$ 12,676
TOTAL HUMAN SERVICES	\$ 221,855	\$ 101	\$ 201,896	\$ 20,060
LIBRARY				
Library Director's Salary	63,464	-	63,464	-
Library Staff Wages	110,932	-	109,541	1,391
Part Time Wages	8,976	-	8,510	466
42 Total Salaries	\$ 183,372	\$ -	\$ 181,515	\$ 1,857
Library Materials	46,829	-	46,829	0
Technology	1,020	-	1,020	0
Programs	1,020	-	995	25
Dues	18,389	-	18,389	-
Training	1,500	-	1,500	-
Supplies	4,162	-	4,162	0
43 Total Expenses	\$ 72,920	\$ -	\$ 72,894	\$ 26
Total Library	\$ 256,292	\$ -	\$ 254,409	\$ 1,883
TOTAL LIBRARY	\$ 256,292	\$ -	\$ 254,409	\$ 1,883
DEBT SERVICE				
Principal	265,000	-	265,000	-
Interest	127,000	-	126,763	238
44 Total Debt	\$ 392,000	\$ -	\$ 391,763	\$ 238
TOTAL DEBT SERVICE	\$ 392,000	\$ -	\$ 391,763	\$ 238
UNCLASSIFIED				
Essex County Retirement Contribution	492,313	-	492,313	(0)
Unemployment Compensation	3,000	-	1,819	1,181
Medicare Tax	65,000	-	39,377	25,623
OPEB Trust Fund (Other Post Employment Benefits)	85,000	-	85,000	-
Memorial Day Services	500	-	500	-
Street Lighting	33,000	-	33,000	-
45 Total Unclassified	\$ 678,813	\$ -	\$ 652,009	\$ 26,804
TOTAL UNCLASSIFIED	\$ 678,813	\$ -	\$ 652,009	\$ 26,804
GRAND TOTAL	\$ 16,893,889	\$ 28,654	\$ 16,628,742	\$ 266,304

TOWN OF GROVELAND
WATER & SEWER DEPARTMENT APPROPRIATIONS VS. EXPENDITURES
FOR THE FISCAL YEAR ENDED 06/30/2019

Line Item	Appropriated FY'19	Budgetary Transfers FY'19	Expended FY'19	Unexpended FY'19
WATER DEPARTEMENT				
Commissioner's Stipend	1,260	-	1,050	210
Superintendent's Salary	66,926	-	58,285	8,640
Office Manager's Salary	43,720	-	43,720	-
Laborers' Wages	126,958	-	127,651	(694)
Part-Time Help	9,280	-	-	9,280
Overtime	33,385	-	24,038	9,347
Total Salaries	\$ 281,528	\$ -	\$ 254,745	\$ 26,783
Expenses	324,900	-	261,768	63,132
Health	62,255	-	34,495	27,759
Retirement	59,674	-	59,674	-
Emergency Funds	50,000	-	-	50,000
Bond Debt & Interest	279,825	-	279,825	-
Total Expenses	\$ 776,654	\$ -	\$ 635,762	\$ 140,892
Total Water Department	\$ 1,058,182	\$ -	\$ 890,507	\$ 167,675
SEWER DEPARTEMENT				
Commissioner's Stipend	540	-	450	90
Superintendent's Salary	28,617	-	26,071	2,546
Office Manager's Salary	18,737	-	18,737	-
Laborers' Wages	54,411	-	54,708	(297)
Part-Time Help	2,792	-	-	2,792
Overtime	8,968	-	6,714	2,254
Total Salaries	\$ 114,065	\$ -	\$ 106,680	\$ 7,385
Expenses	99,700	-	64,620	35,080
Health	27,293	-	14,784	12,509
Retirement	29,837	-	29,837	-
Bond Debt & Interest	102,379	-	102,379	-
Emergency Funds	25,000	-	-	25,000
Haverhill Wastewater	172,500	-	97,401	75,099
Haverhill Capital Bond	52,835	-	52,835	-
Total Expenses	\$ 509,544	\$ -	\$ 361,855	\$ 147,688
Total Sewer Department	\$ 623,609	\$ -	\$ 468,536	\$ 155,073

**TOWN OF GROVELAND
ANNUAL TOWN MEETING ARTICLE APPROPRIATIONS VS. EXPENDITURES
FOR THE FISCAL YEAR ENDED 06/30/2019**

Line Item	Appropriated FY'19	Expended FY'19	Unexpended FY'19
ANNUAL TOWN MEETING 4/30/2018			
Amounts Voted to be Raised & Appropriated:			
Article 3: William R. Dewhirst, Jr. Post 7366, expenses for use and maintenance of meeting space	900	900	-
Article 24: Riverview Cemetery Engineering Study	4,000	4,000	-
Total Amounts Raised & Appropriated	4,900	4,900	-
Amounts Voted to be Raised from Borrowing:			
Article 22: Borrowings for Capital Outlay:			
Highway Department Radios	19,966	19,966	-
Police Department Radios	20,203	20,203	-
Police Department Replacement of Line Cruiser	43,516	43,503	13
Fire Department EMS Vehicle to replace Squad 1	65,000	60,905	4,095
Fire Department Replace Radio System	33,000	33,000	-
Total Amounts Raised from Borrowing	\$ 181,685	\$ 177,577	\$ 4,108
Amounts Voted to be Appropriated from Conservation Fees:			
Article 25: For Conservation Commission Salary	13,770	11,296	2,474 *
Article 26: For Conservation Commission Expenses	2,000	2,000	- *
Total Conservation Fees Appropriated	15,770	13,296	2,474
Free Cash Amounts Voted to be Appropriated:			
Article 29: To Fund Operating Budget	85,000	85,000	-
Article 30: Transfer to Stabilization Fund	75,000	75,000	-
Article 31: Transfer to Capital Stabilization Fund	50,000	50,000	-
Article 32: To Fund Fire SCBA Grant	31,325	31,000	325
Article 33: To Fund Sidewalk Plow Lease	67,373	67,184	189
Total Free Cash Appropriations	\$ 308,698	\$ 308,184	\$ 514
Water Enterprise Retained Earnings Voted to be Appropriated:			
Article 34: 23 School Street Renovations	140,000	82,329	57,671
Article 36: Purchase 2018 F350 4x4 with tow & plow	34,650	34,650	-
Total Water Enterprise Retained Earnings Appropriations	\$ 174,650	\$ 116,979	\$ 57,671
Sewer Enterprise Retained Earnings Voted to be Appropriated:			
Article 35: 23 School Street Renovations	60,000	35,713	24,287
Article 37: Purchase 2018 F350 4x4 with tow & plow	14,850	14,850	-
Total Sewer Enterprise Retained Earnings Appropriations	\$ 74,850	\$ 50,563	\$ 24,287
Community Preservation Funds Voted to be Appropriated:			
Article 16: Updating Open Space & Recreation Plan	30,000	16,200	13,800
Article 17: Roadway Improvements at Veasey Park	106,000	106,000	-
Article 18: Window Solar Control and Parking Lot Improvements at Washington Hall	24,140	3,840	20,300
Article 20: Vote to Reserve from CPA Funds to CPA Reserves the Following Amounts for Future Projects/Expenses:			
Admin Expenses	20,000	20,000	-
Open Space Reserves	50,000	50,000	-
Historic Resources Reserves	50,000	50,000	-
Community Housing Reserves	50,000	50,000	-
Total Community Preservation Fund Appropriation	330,140	296,040	34,100
Total All Voted Appropriations	\$ 1,090,693	\$ 967,539	\$ 123,154

* These amounts are also included in the General Fund Appropriations Vs. Expenditures Schedule under General Government/Conservation Commission

**TOWN OF GROVELAND
STATEMENT OF INDEBTEDNESS
FOR THE FISCAL YEAR ENDED 06/30/2019**

Long Term Debt	Outstanding July 1, 2018	New Debt Issued	Debt Retirements	Outstanding June 30, 2019	Interest Paid in FY2019
Fire Truck	690,000		40,000	650,000	19,450
Police Console	120,000		40,000	80,000	2,400
Land, Center Street	3,120,000		185,000	2,935,000	104,913
Water	3,065,000		190,000	2,875,000	89,825
Sewer	735,000		80,000	655,000	22,379
Bagnall School Addition	5,774,000		170,000	5,604,000	140,673
					*
TOTAL Long Term Debt	13,504,000	-	705,000	12,799,000	379,639

Bond Anticipation Note (Short Term Borrowing)					
Purpose	Date of Vote	Article Number	Amount Authorized	- Issued - Retired - Rescined	= Unissued 6/30/2019
Highway Radios	4/30/2018	22	19,966	-	19,966
Police Radios	4/30/2018	22	20,203	-	20,203
Police Cruiser	4/30/2018	22	43,516	-	43,516
Fire EMS Vehicle	4/30/2018	22	65,000	-	65,000
Fire Radio System	4/30/2018	22	33,000	-	33,000
TOTAL Short Term Debt					181,685

* Bagnall School Addition Payments are included in the Pentucket Regional School Capital Assessment paid to the Pentucket Regional School District monthly and budgeted under the Education section in the Annual Town Meeting budget article each year.

**FINANCE
DIRECTOR/
TREASURER/
COLLECTOR'S
REPORTS**



Town of Groveland

Office of the Finance Director

183 Main Street
Groveland, MA 01834
Tel: 978-556-7204
Fax: 978-469-5000

Denise M. Dembkoski
Finance Director & Personnel Director
ddembkoski@grovelandma.com

Fiscal 2019 Annual Report of the Finance Director

Fiscal Year 2019 was a good year for the Town finances. Once again, we were able to increase budgets more than the previous fiscal years and departments did a great job sticking to needs and not wants. We had \$24,293 in excess levy capacity in fiscal 2019 and finished the year with \$760,265 certified in free cash. We have continued to add to our reserves, ending the fiscal year with more than \$1.4M in Stabilization Funds and \$265k in our OBEP Trust Fund.

Ellen Petrillo, our Town Accountant, dedicated time and energy to continue addressing the deficiencies of the general ledger. As a result of her hard work and dedication, the fiscal year 2019 books were closed, free cash was certified, and the Schedule A report was submitted, in record time, before the end of September 2018. Cash between the Treasurer and Accountant is reconciled on a monthly basis, as are all the tax receivables.

In January 2019, Kaitlin Gilbert was promoted from the Treasury/Collections Clerk to the Assistant Treasurer/Collector replacing Patricia E. Rogers, who retired in November 2018. Kaitlin took on this new role full of energy and positivity. She handles all collections and assists with the maintenance of the cash book and reconciliations. In addition, she processes payroll seamlessly every other week. Her upbeat and pleasant attitude has been a welcome addition to the office, as she personally greets all in-person taxpayers.

With regards to our collections, at the end of Fiscal Year 2019, I am proud to say I have a 99.8% collection rate with regards to real estate and personal property taxes. During Fiscal Year 2019, I placed eleven properties, with unpaid taxes, into tax title for Fiscal Year 2018. For motor vehicle taxes, I hold a 94.8% collection rate. With all past due bills going into demand, then warrant, then marked at the Registry until payment is received in full.

On the following pages, you will find the budget documents presented to the Board of Selectmen and Finance Board to assist them in voting on the FY19 Budget, as well as the trust fund balances, and town salaries. I hope you will find these documents provide a snapshot as to our financial health.

Finally, I would like to thank the Board of Selectmen and Finance Board, for their overwhelming support of my financial goals for the town. It has been a blessing to work with such dedicated volunteers. And to the residents of Groveland, thank you for your continued support and your passion to make Groveland a better place to live and work.

Very truly yours,

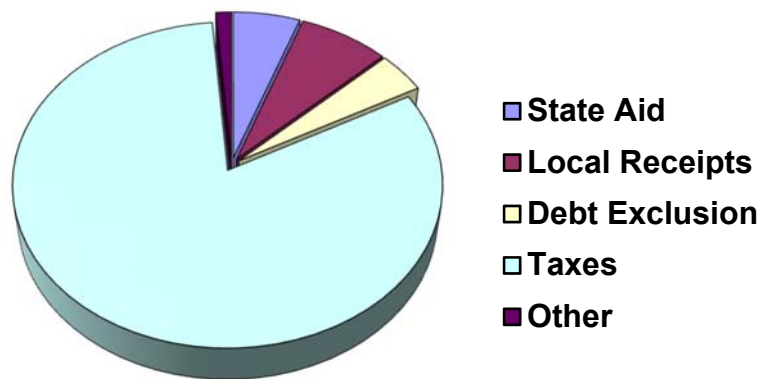
Denise M. Dembkoski
Finance & Personnel Director

FY19 Overall Summary of the Town Budget

The FY19 Budget requests for General Fund services totals \$16.89 million to support traditional municipal services such as Police, Public Works, Fire, Library, School estimates (at 2%) and Non-Appropriated Expenses (i.e. Cherry Sheet Assessments and Assessor's Overlay Provisions).

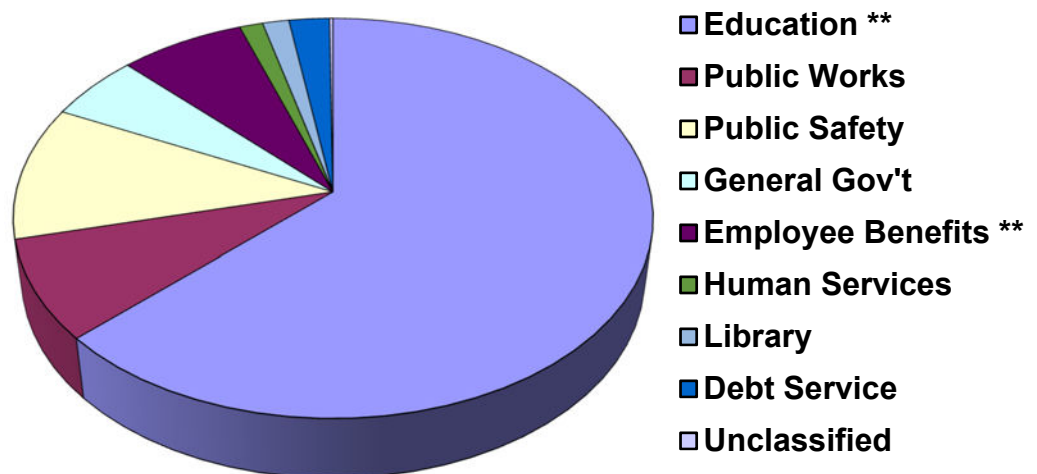
FY 19 Town-wide General Fund Revenues

\$16,407,751



FY 19 Town-wide General Fund Requested Expenditures

\$16,263,166



** Estimated

General Fund

The General Fund is the basic operating fund of the Town. It is used to account for all financial resources except those required to be accounted for in another fund (i.e. the Water and Sewer Enterprise Funds). The net available for the General Fund budget is \$16,769,867 which is the Town appropriation of \$16,991,746 less \$221,879 for Assessor's Overlay, Overlay Deficits and Cherry Sheet Assessments and Library State Aid Offsets. The Education budgets are estimated for planning purposes at a total of the three schools at \$10,675,962, which represents a 2% increase over last year. The town should receive the actual school assessments in February.

General Fund Budget. The General Fund requested budgets in FY19 totals \$16.89 million, which is a 3.48% increase over FY18 actual budget. This is net of the debt exclusion costs. All departments were instructed to add two percent to all personnel wages, contractual or otherwise.

Capital Budget and Debt Service. The FY19 Budget includes \$349,362 in debt exclusion, as a result of the vote to purchase the land on Center Street and to purchase a Fire Truck. In addition, \$310,672 of the Pentucket Budget is for the Bagnall School Addition, also as a debt exclusion. Finally, \$42,400 is in the budget for general debt service on the Police Dispatch Upgrades. There are \$268,685 in non-override capital articles approved by the Capital Improvement Committee, not yet included in the budget.

Stabilization Funds

Town Stabilization Fund

This fund is a statutory reserve account, which may be used for any municipal purpose. This fund requires a two-thirds affirmative vote by the Town Meeting to appropriate. As of now, the FY19 Budget does NOT make a contribution to this fund.

Fund balance as of June 30, 2017	\$ 1,050,167.83
FY18 revenues and other financing sources	\$ 181,000.00
	=====
Projected Fund Balance as of June 30, 2018	\$ 1,231,167.83
Projected FY19 Contribution & Interest	\$ 8,500.00
Projected FY19 Use of Fund	\$
	=====
Projected Fund Balance as of June 30, 2019	\$ 1,239,667.83

Town Capital Stabilization Fund

This fund is a statutory reserve account, which may be used for municipal capital purposes. This fund requires a two-thirds affirmative vote by the Town Meeting to appropriate. As of now, the FY19 Budget does NOT make a contribution to this fund.

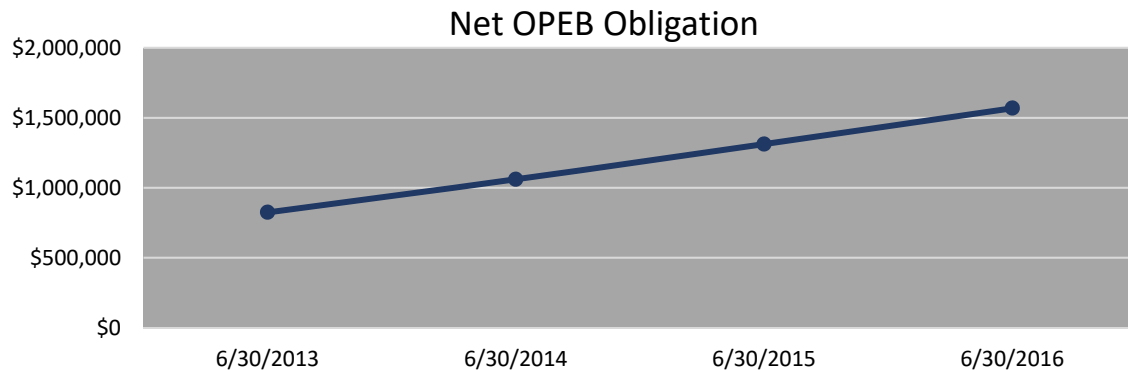
Fund balance as of June 30, 2016	\$ 75,540.10
FY18 revenues and other financing sources	\$ 75,500.00
	=====
Projected Fund Balance as of June 30, 2018	\$ 151,040.10
Projected FY19 Contribution & Interest	\$ 750.00
Projected FY19 Use of Fund	\$
	=====
Projected Fund Balance as of June 30, 2019	\$ 151,790.10

Other Post-Employment Benefits (OPEB)

Town OPEB Trust Fund

This fund is a trust fund, which is dedicated to paying OPEB benefits. As of June 30, 2015, the net OPEB Obligation for the Town of Groveland was \$1,311,619. The FY19 Budget has a request for an \$85,000 appropriation to this fund.

Fund balance as of June 30, 2016	\$ 87,902.33
FY18 revenues and other financing sources	\$ 88,000.00
=====	
Projected Fund Balance as of June 30, 2017	\$ 175,902.33
Projected FY19 Contribution & Interest	\$ 88,000.00
Projected FY19 Use of Fund	\$
=====	
Projected Fund Balance as of June 30, 2018	\$ 263,902.33



TAXES

Real and Personal Property Tax

Although the significance as a percentage of all revenues can greatly differ from community to community, a primary source of revenue for municipalities in the Commonwealth is real and personal property taxes. For purposes of taxation, real property includes land, buildings and improvements erected or affixed to land and personal property consists of stock, inventory, furniture, fixtures and machinery. The Town's Board of Assessors determines the value of all taxable land, which is revalued at fair market value every three years and updated every year. The Town's Board of Assessors is also responsible for determining the value of personal property through an annual review process.

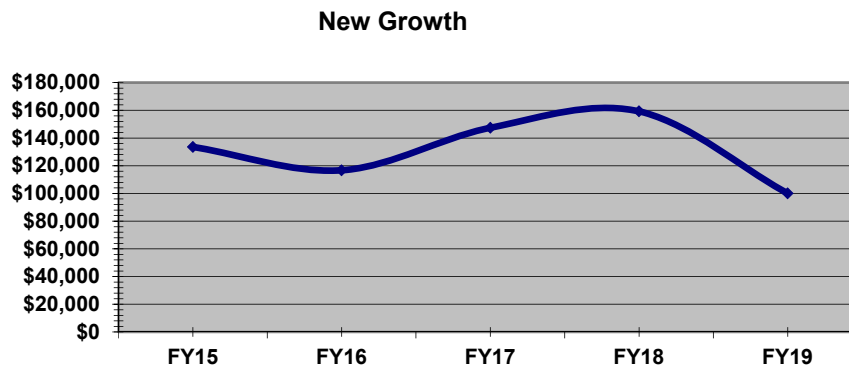
Major Changes:

There are three major factors that influence the amount of revenue generated by real and personal property taxes:

1. Automatic 2.5% Increase – The levy limit is the maximum amount that can be collected through real and personal property taxes by the municipality. Each year, a community's levy limit automatically increases by 2.5% over the previous year's levy limit. This increase, which does not require any action on the part of local officials, is estimated to be \$336,824 for FY 19.
2. New Growth – A community is able to increase its tax levy limit each year to reflect new growth in the tax base. Assessors are required to submit information on growth in the tax base for approval by the MA Department of Revenue as part of the tax rate setting process. In FY18, based on trends, we estimated the new growth at \$75,000, but took in \$159,268. We have assumed a conservative \$100,000 for a new growth increase for FY19.

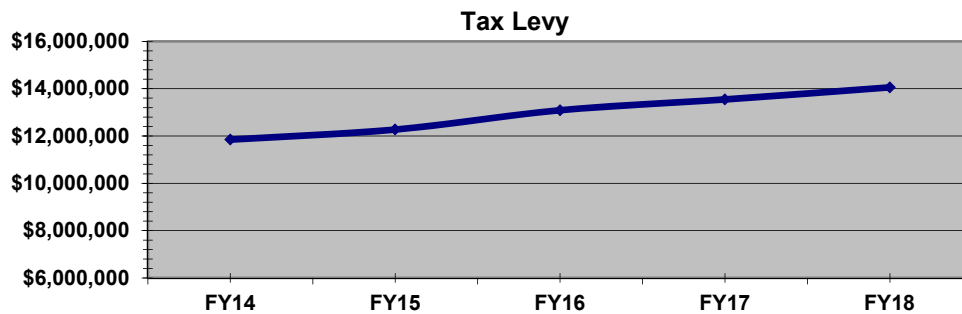
Year to Year Comparison	FY 15	FY 16	FY 17	FY 18	FY 19
New Growth	\$133,549	\$116,714	\$147,401	\$159,268	\$100,000 *

* Estimated



3. Overrides/Exclusions – A community can permanently increase its levy limit by successfully voting an override. Debt and Capital exclusions, on the other hand, are temporary increases in a community's levy limit for the life of the project or debt service. Only a Debt or Capital exclusion can cause the tax levy (the maximum amount a community can levy in a given year) to exceed the levy ceiling. The levy ceiling is 2.5% of the full and fair cash valuation of the community. The levy ceiling for the Town in FY18 was \$23,919,333. As the following shows, the Town's Tax Levy is substantially under its levy ceiling. However, we were almost at the Maximum Allowable Levy Limit. For FY18, we only had \$53,654.82 additional levy capacity.

Year to Year Comparison	FY 14	FY 15	FY 16	FY17	FY18
Tax Levy (per RECAP)	\$11,847,746	\$12,271,969	\$13,087,996	\$13,545,981	\$14,055,000



Motor Vehicle Excise Tax Receipts - State law (Proposition 2 ½) sets the motor vehicle excise rate at \$25 per \$1000 valuation. The Town collects these monies based on data provided by the Massachusetts Registry of Motor Vehicles. The Registry, using a statutory formula based on a manufacturer's list price and year of manufacture, determines valuations. The Town or town in which a vehicle is principally garaged at the time of registration collects the motor vehicle excise tax.

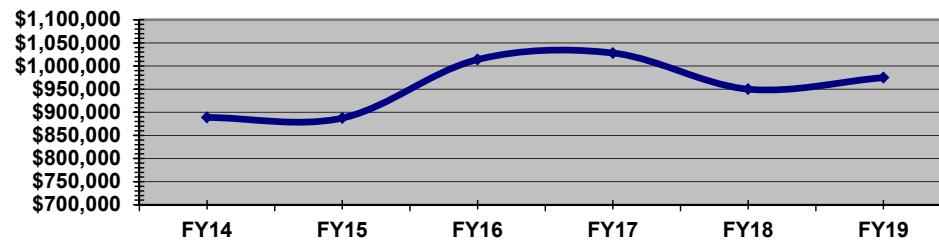
In January 1992, the Registry of Motor Vehicles implemented a new computer tracking system that will force auto owners to pay their excise taxes. Those who do not pay will not be allowed to renew registrations and licenses. Cities and towns must notify the Registry of delinquent taxpayers and the Town's Deputy Tax Collector marks all outstanding excise accounts at the Registry of Motor Vehicles.

Major Changes:

Excise receipts are expected to be slightly up in FY19. There has been an increase in new car purchases, and current interest rates may be more advantageous to consumers. However, financing costs may deter people from purchasing newer model vehicles.

Year to Year Comparison	FY 14	FY 15	FY 16	FY 17	FY18	FY19
Motor Vehicle Excise	\$888,723	\$887,454	\$1,014,040	\$1,028,063	\$950,000*	\$975,000*

*Estimated



Delinquent Interest and Penalty Charges - The Town receives interest on overdue taxes and excises. Interest rates for overdue real and personal property taxes are 14%, and for tax title accounts, 16%. The interest rate for delinquent excise tax accounts is 12% from the due date. If real and personal property taxes are not paid by May 1, in the year of the tax, a demand for payment notice (\$15) is sent to all delinquent taxpayers.

In Lieu Of Tax Payments - Many communities, Groveland included, are not able to put all the property within its borders to productive, tax generating uses. Federal, state and municipal facilities, hospitals, churches and colleges are examples of uses that are typically exempt from local property tax payments. The Town currently has one PILOT payment of approximately \$18,500 per year. It is with the Groveland Housing Authority and increases minimally each year.

INTERGOVERNMENTAL REVENUE

Cherry Sheet - State Cherry Sheet revenue funds are the primary intergovernmental revenue and in the case of many cities, Groveland included, the single largest source of annual revenue. Cherry Sheet revenue consists of local aid and specific reimbursements and distributions such as aid to public libraries, veteran's benefits, state owned land, and a number of other items. For the FY19 budget process, the figures were level funded, as there have not been any indications from the State as to the future outlook.

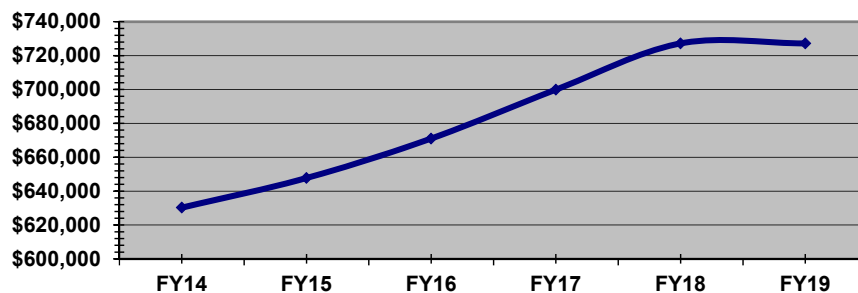
Every year the Commonwealth sends out to each municipality a "Cherry Sheet", named for the pink-colored paper on which it was originally printed. The Cherry sheet comes in two parts, one listing the State assessments to municipalities for MBTA, MAPC, air pollution control districts, and the other State programs; the other section lists the financial aid the Town will receive from the State for funding local programs. Each Cherry Sheet receipt is detailed on the following pages.

Local Aid - The major non-school state aid items are Lottery Aid and Additional Assistance. These funds are unrestricted and can therefore be used by the municipality for any municipal purpose.

Year to Year Comparison	FY 14	FY 15	FY 16	FY 17	FY18	FY19
Unrestricted General Gvt Aid	\$630,240	\$647,718	\$671,036	\$699,891	\$727,187*	\$727,187**

* Actual pending any 9C cuts

** Estimated



Veterans' Benefits and Aid to Needy Dependents of Veterans - Under Chapter 115, Section 6, municipalities receive a seventy-five percent State reimbursement on the total expenditures made on veterans' benefits. In FY19 Groveland expects to receive \$ 25,000 for Veterans' benefits.

Highway Fund Distribution - Chapter 81, Section 31, of the Mass. General Laws directs funds from the State's highway fund reimbursement municipalities for certain roadway projects.

Real Estate Abatements - The State Cherry Sheet reimburses the Town for loss of taxes due to real estate abatements to veterans, surviving spouses and the legally blind. The abatement categories are authorized by the State. The Town is not empowered to offer abatements in other categories. Under Chapter 59, Section 5, of the General Laws, municipalities are reimbursed for amounts abated in excess of \$175 of taxes of \$2,000 in valuation times the rate, whichever is greater. A qualifying veteran or their surviving spouse receives an abatement of \$175 or \$2,000 in valuation times the tax rate, whichever is the greater. Chapter 59, Section 5, Clause 17c, of the General Laws, as amended by Section 2, Chapter 653 of the Acts of 1982, provides a flat \$175 in tax relief to certain persons over seventy, minors, and widows/widowers. Chapter 59, Section 5, Clause 37a, of the General Laws as amended by Section 258 of the Acts of 1982 provides an abatement of \$500 for the legally blind.

Elderly Exemption - Under Chapter 59, Section 5, Clause 41b, of the General Laws as amended by Section 5, of Chapter 653 of the Acts of 1982, qualifying persons over seventy years of age are eligible to receive a flat tax exemption of \$500.

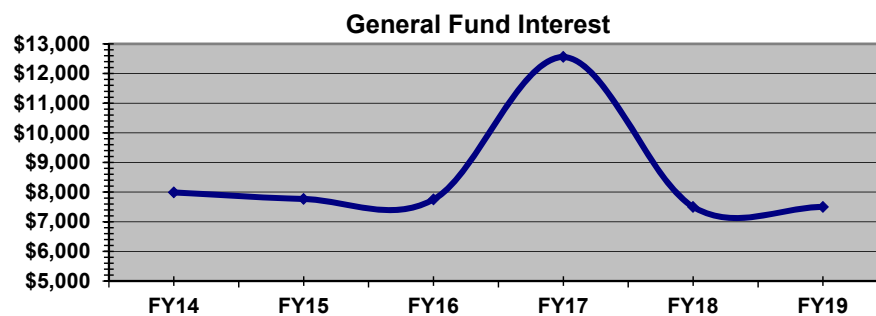
State Owned Land - The State reimburses communities in which certain types of state owned land is located. Payment is for the amount of tax on the land only if the parcel were held privately, not for buildings or any other improvements erected on or affixed to the land. For FY19, Groveland expects to receive \$103,000 in State Owned Land revenue.

INTEREST INCOME

Interest On Investments - Under Chapter 44 Section 55B of the Mass. General Laws, all monies held in the name of the Town which are not required to be kept liquid for purposes of distribution shall be invested in such manner as to require the payment of interest on the money at the highest possible rate reasonably available. The investment decision must take into account safety, liquidity and yield.

Year to Year Comparison	FY 14	FY 15	FY 16	FY 17	FY18	FY19
Interest on Investments	\$7,989	\$7,769	\$7,752	\$12,559	\$7,500*	\$7,500*

*Estimated



TRUST FUNDS
June 30, 2019

Library Trust Funds

Please refer to the Library Trustees Report for information on the Library Trust Funds

Scholarship Trust Funds

	Non-Expendable	Expendable
<u>AL Wales Scholarship Fund</u>		
Balance on Hand July 1, 2018	\$2,044.68	\$109.96
Plus Interest		\$50.75
Less Award		
Balance on Hand June 30, 2019	<u>\$2,044.68</u>	<u>\$160.71</u>
 <u>George Mitchell Scholarship</u>		
Balance on Hand July 1, 2018	\$5,295.57	\$559.73
Plus Interest		\$145.76
Less Award		
Balance on Hand June 30, 2019	<u>\$5,295.57</u>	<u>\$705.49</u>

Cemetery Trust Funds

	Non-Expendable	Expendable
<u>Woodburn Nichols Fund</u>		
Balance on Hand July 1, 2018	\$5,354.58	\$432.58
Plus Interest		\$170.68
Plus Deposits		
Less Withdrawals		
Balance on Hand June 30, 2019	<u>\$5,354.58</u>	<u>\$603.26</u>
 <u>Perpetual Care</u>		
Balance on Hand July 1, 2018	\$307,417.62	\$6,540.31
Plus Interest		\$6,825.19
Plus Deposits	\$6,800.00	
Less Withdrawals		<u>(\$4,550.81)</u>
Balance on Hand June 30, 2019	<u>\$314,217.62</u>	<u>\$8,814.69</u>

TRUST FUNDS
June 30, 2019

<u>Sale of Lots</u>	Non-Expendable	Expendable
Balance on Hand July 1, 2018		\$9,772.29
Plus Deposits		\$6,800.00
Less Withdrawals		(\$6,259.40)
Balance on Hand June 30, 2019		\$10,312.89
 <u>Langley Poor and Needy Fund</u>	 Non-Expendable	 Expendable
Balance on Hand July 1, 2018	\$78,675.88	\$123,088.06
Plus Interest		\$2,178.92
Balance on Hand June 30, 2019	\$78,675.88	\$125,266.98
 <u>Merrimack Park Fund</u>	 Non-Expendable	 Expendable
Balance on Hand July 1, 2018	\$1,669.80	\$2,739.09
Plus Interest		\$92.06
Balance on Hand June 30, 2019	\$1,669.80	\$2,831.15
 <u>Post War Rehabilitation Fund</u>	 Non-Expendable	 Expendable
Balance on Hand July 1, 2018	\$14,957.95	\$17,573.60
Plus Interest		\$679.12
Balance on Hand June 30, 2019	\$14,957.95	\$18,252.72

Respectfully Submitted:
Denise M. Dembkoski
Finance Director/Treasurer/Collector

Town of Groveland			
Fiscal Year 2019 Salaries			
July 1, 2018 to June 30, 2019			
<u>Employee</u>	<u>Location</u>	<u>Position</u>	<u>FY 2019 Gross Wages</u>
Arakelian, Robert	Highway	Road Commissioner	\$43,079.10
Bartolo, Steven	Fire Department	Call Firefighter	\$772.83
Batista, Cynthia	Police Department	Police Dispatch	\$55,352.48
Belfiore, Brian	Fire Department	Call Firefighter	\$4,258.45
Bentsen, Lori	Health Department	Administrative Assistant	\$27,672.97
Bode, Colin	Fire Department	Call Firefighter	\$247.95
Bosch, Alyssa	Fire Department	Call Firefighter	\$1,646.67
Bosch, Christopher	Fire Department	Call Firefighter	\$2,348.83
Briscoe, Daniel	Fire Department	Fire Lieutenant	\$3,098.07
Brodie, Anne	Town Clerk's Office	Town Clerk	\$53,344.24
Brown, Tyler	Fire Department	Call Firefighter	\$1,124.41
Burke, Nisha	Council on Aging	Program Coordinator COA	\$35,286.72
Burnell, Betty	Veterans	Clerical Support	\$2,951.04
Carroll, Renny	Highway	Highway Superintendent	\$23,702.33
Castonquay, Matthew	Summer Program	Summer Program Director	\$6,120.08
Chandler, Lisa	Planning Department	Board Member	\$300.00
Clark Iii, Richard	Electric Light Department	Electric Laborer	\$10,423.65
Collins, Stephen	Highway	Driver/Operator/Laborer	\$57,908.81
Credit, Allen	Fire Department	Call Firefighter	\$1,281.07
Cross, Kermit	Electric Light Department	Board Member	\$500.00
Croteau, Marilyn	Electric Light Department	Office Manager	\$74,329.68
Cunniff, Elizabeth	Town Clerk's Office	Town Clerk	\$6,686.12
Cusick Jr., Thomas	Water & Sewer	Water & Sewe Superintendent	\$89,260.20
Dalton, Jeffrey	Fire Department	Call Firefighter	\$3,021.11
Danforth, Peter	Highway	Driver/Operator/Laborer	\$55,276.06
D'Angelo, Susan	Town Clerk's Office	Poll Worker	\$300.00
Daniels, Stephen	Electric Light Department	Board Member	\$500.00
Darke, William	Assessor's Office	Board Member	\$500.00
Decie, Rosemary	Conservation	Conservation Agent	\$11,291.31
Dehullu, Stephen	Police Department	Police Reserve	\$377.28
Dembkoski, Denise	Finance Department	Finance & Personnel Director	\$111,372.03
Depaolo, Ryan	Summer Program	Summer Program Employee	\$3,164.17
Desrosiers Jr., Charles	Cemetery	Cemetery Superintendent	\$38,497.44
Dichiara, Dorothy	Town Clerk's Office	Poll Worker	\$150.00
Donovan, Cassandra	Summer Program	Summer Program Employee	\$2,734.89
Dube, Lisa	Selectmen's Office	Board Member	\$750.00
Dunn, William	Selectmen's Office	Board Member	\$1,500.00
Dusombre, Kenneth	Council on Aging	Van Driver COA	\$9,360.96
Dwyer, Reese	Summer Program	Summer Program Employee	\$1,754.50
Elkhoury, Nicholas	Summer Program	Summer Program Employee	\$1,794.38
Ertos, Christopher	Police Department	Police Officer	\$77,200.57
Evans, David	Fire Department	Call Firefighter	\$1,255.91
Evans, George	Fire Department	Call Firefighter	\$372.11
Evans, Lisa	Fire Department	Call Firefighter	\$924.60

<u>Employee</u>	<u>Location</u>	<u>Position</u>	<u>FY 2019 Gross Wages</u>
Fandel, Emma	Library	Library Page	\$2,081.31
Favor, Bryanna	Summer Program	Summer Program Employee	\$8,400.00
Fisher, Amanda	Council on Aging	Outreach Worker COA	\$9,907.23
Fitzgerald, Kelsey	Library	Library Assistant	\$9,611.97
Fornesi, Michael	Police Department	Police Reserve	\$2,856.68
Fournier, Edwin	Police Department	Police Dispatch/Reserve Officer	\$61,839.73
Franson, Sergei	Library	Library Assistant	\$8,035.56
Freer, James	Planning Department	Board Member	\$200.00
Gilbert, Kaitlin	Finance Department	Assistant Treasurer/Collector	\$44,851.27
Gilford, Tracy	Fire Department	Call Firefighter	\$2,502.24
Gillen, Jeffrey	Police Department	Police Chief	\$133,131.61
Gilmore, Riley	Summer Program	Summer Program Employee	\$4,794.00
Gilmore, William	Summer Program	Summer Program Employee	\$2,695.62
Gorski, Eric	Police Department	Police Sergeant	\$91,597.76
Gostanian, Zaven	Building Department	Wiring Inspector	\$9,930.00
Grafton, Caitlyn	Summer Program	Summer Program Employee	\$2,883.55
Gray III, Phillip	Fire Department	Call Firefighter	\$2,814.67
Gray, John	Water & Sewer	Board Member	\$700.00
Greaney, Jake	Water & Sewer	Board Member	\$700.00
Greaney, Mary	Town Clerk's Office	Poll Worker	\$350.00
Greene Iv, William	Highway	Foreman/Mechanic/Operator	\$72,710.12
Greer, Garrett	Police Department	Police Reserve	\$10,631.22
Guy, Matthew	Fire Department	Call Firefighter	\$111.15
Hendry, Connor	Fire Department	Call Firefighter	\$532.31
Hendry, Kevin	Fire Department	Call Firefighter	\$2,323.64
Hendry, Stephen	Fire Department	Call Firefighter	\$10.05
Henriquez, Joel	Police Department	Police Reserve	\$7,401.12
Hicks, Jennifer	Fire Department	Call Firefighter	\$1,623.56
Hodges, Marion	Town Clerk's Office	Poll Worker	\$485.00
Hoffman, Robert	Fire Department	Call Firefighter	\$359.10
Hohenstein, Mary	Library	Library Page	\$4,571.52
Ingham, Michael	Veterans	Veterans Agent	\$4,832.88
Issa, Fadi	Fire Department	Call Firefighter	\$515.00
Jones, Owen	Fire Department	Call Firefighter	\$1,246.01
Joslin, Samuel	Building Department	Building Inspector	\$48,809.55
Kelley, James	Electric Light Department	Electric Laborer	\$102,246.09
Ketchen, Deborah	Health Department	Health Agent	\$22,601.57
Klosowski Iii, William	Electric Light Department	Electric Laborer	\$99,617.39
Komidar, Michael John	Fire Department	Office Manager	\$181.45
Kotuli, Jamie	Water & Sewer	Water & Sewer Laborer	\$64,763.34
Krenzer, Haylee	Summer Program	Summer Program Employee	\$2,409.00
Labelle, Sean	Electric Light Department	Board Member	\$500.00
Lacey, Myron	Library	Library Page	\$715.55
Lahiff, Allison	Summer Program	Summer Program Employee	\$4,449.75
Lawless, Michael	Fire Department	Fire Lieutenant	\$2,376.33
Leeman, Matthew	Police Department	Police Reserve	\$1,311.91
Lenzie, Jacqueline	Electric Light Department	Clerical Support	\$3,452.18

<u>Employee</u>	<u>Location</u>	<u>Position</u>	<u>FY 2019 Gross Wages</u>
Lepore, Darcy	Library	Library Director	\$63,311.84
Lesiczka, Madison	Summer Program	Summer Program Employee	\$2,791.74
Ligois, Alexandra	Summer Program	Summer Program Employee	\$4,411.50
Liquori, Chris	Cable	Cable Administrator	\$28,298.68
L'Italien, Christopher	Police Department	Police Officer	\$80,583.78
Lucier, William	Fire Department	Call Firefighter	\$927.79
Manning, Jeffrey	Fire Department	Call Firefighter	\$687.80
Mastrogiamo, Joshua	Summer Program	Summer Program Employee	\$478.50
Mccabe, Meghan	Library	Child & Youth Librarian	\$35,307.36
Mccandless, Joseph	Cemetery	Cemetery Seasonal Employee	\$60.00
Mcdonald, Dwight	Police Department	Police Lieutenant	\$107,637.17
Mcmains, Joseph	Police Department	Police Reserve	\$7,832.11
Mcneil Jr., Richard	Council on Aging	Van Driver COA	\$3,505.36
Mcperson, Steven	Facilities	Facilities Coordinator	\$36,142.07
Mendez, Charles	Cable	Cable Technician	\$15,400.45
Merrill Jr., Stephen	Fire Department	Call Firefighter	\$2,460.40
Modlish, Carolyn	Summer Program	Summer Program Employee	\$4,437.00
Modlish, Jeffrey	Summer Program	Summer Program Employee	\$2,904.44
Moody Sr., Neil	Assessor's Office	Board Member	\$500.00
Moyer, Bret	Police Department	Police Officer	\$5,109.78
Munoz, Debra	Police Department	Reserve Dispatcher	\$6,776.40
Nakanishi, Susan	Library	Adult Services Librarian	\$36,150.95
Neenan, Michael	Fire Department	Call Firefighter	\$3,571.35
Newell, Ashlyn	Summer Program	Summer Program Employee	\$2,846.25
O'Brien, Amelia	Summer Program	Summer Program Employee	\$2,877.94
Oldham, Rebecca	Planning Department	Town Planner	\$51,900.16
O'Neil, William	Selectmen's Office	Board Member	\$1,500.00
Ouellette, Ben	Summer Program	Summer Program Employee	\$2,307.25
Panaro, Cameron	Summer Program	Summer Program Employee	\$2,926.00
Panaro, Courtney	Fire Department	Call Firefighter	\$964.12
Parenteau, Mark	Highway	Driver/Operator/Laborer	\$54,465.18
Pennie, Patrick	Fire Department	Call Firefighter	\$611.20
Petrillo, Ellen	Finance Department	Town Accountant	\$62,825.58
Petrone, Steven	Police Department	Police Officer	\$94,523.40
Pierce, Paul	Police Department	Police Reserve	\$1,423.68
Polizzotti, Robert	Cemetery	Cemetery Seasonal Employee	\$12,535.50
Powell, Anne	Library	Library Assistant	\$2,644.56
Puchalski, Laurel Beth	Town Clerk's Office	Poll Worker	\$450.00
Quintiliani, Lynn	Electric Light Department	Clerical Support	\$65,195.82
Reed, Edward	Highway	Gate Keepers	\$2,592.00
Rhudick, Kenneth	Electric Light Department	Driver/Operator/Laborer	\$113,709.85
Richards, Robert	Police Department	Police Reserve	\$2,807.16
Richmond Jr., Daniel	Police Department	Police Dispatch/Reserve Officer	\$1,767.36
Riley, Heather	Police Department	Police Sergeant	\$98,447.18
Rogers, Patricia	Finance Department	Assistant Treasurer/Collector	\$32,924.66
Rogers, Patricia	Water & Sewer	Water & Sewer Manager	\$62,425.41
Ruchala, Grace	Summer Program	Summer Program Employee	\$2,178.00

<u>Employee</u>	<u>Location</u>	<u>Position</u>	<u>FY 2019 Gross Wages</u>
Ruchala, Kurt	Fire Department	Fire Captain	\$1,420.24
Ryan, Eric	Police Department	Police Sergeant	\$116,633.89
Sanborn, Adam	Police Department	Police Officer	\$79,585.84
Santapaola, Joseph	Fire Department	Fire Lieutenant	\$6,541.35
Santos, Cameron	Library	Library Page	\$2,429.13
Sapienti, Frank	Council on Aging	Van Driver COA	\$944.45
Sargent, Stephen	Police Department	Police Dispatch/Reserve Officer	\$62,402.58
Saunders, Ronald	Electric Light Department	Electric Laborer	\$129,463.64
Shea, Megan	Fire Department	Call Firefighter	\$974.85
Sheehan, James	Water & Sewer	Board Member	\$700.00
Silva, Matthew	Water & Sewer	Water & Sewer Laborer	\$56,447.37
Sindoni, Joshua	Police Department	Police Officer	\$81,642.77
Slaterry, Frances	Town Clerk's Office	Poll Worker	\$505.00
Snow, Kevin	Electric Light Department	General Manager	\$134,456.50
Sorenson, Walter	Planning Department	Board Member	\$300.00
Stanton, Lynne	Council on Aging	Council on Aging Director	\$54,856.34
Staton, Emily	Police Department	Police Dispatch/Reserve Officer	\$12,893.62
Stephenson, David	Council on Aging	Van Driver COA	\$5,666.72
Stokes, Colin	Water & Sewer	Water & Sewe Superintendent	\$60,035.40
Tibbetts, Gerard	Highway	Gate Keepers	\$2,100.00
Tine, Russell	Fire Department	Call Firefighter	\$165.24
Towler, Lauren	Library	Library Assistant	\$16,331.96
Trudell, Katelyn	Police Department	Police Dispatch	\$50,597.69
Tuttle, David	Town Clerk's Office	Poll Worker	\$450.00
Tuttle, Evelyn	Town Clerk's Office	Poll Worker	\$520.00
Vallone, Kristopher	Fire Department	Call Firefighter	\$1,646.67
Viens, Gerald	Building Department	Plumbing Inspector	\$11,033.37
Wallace, Jacob	Police Department	Police Dispatch/Reserve Officer	\$3,921.52
Walsh, Claire	Health Department	Public Health Nurse	\$6,807.50
Webster, Debra	Assessor's Office	Assessing Manager	\$52,430.83
Wilson, Emma	Summer Program	Summer Program Employee	\$1,009.25
Wolbach, Cameron	Summer Program	Summer Program Employee	\$4,951.25
Wolbach, Lucas	Summer Program	Summer Program Employee	\$1,828.75
Wood, Michael	Selectmen's Office	Board Member	\$1,500.00
York, Richard	Fire Department	Interim Fire Chief	\$26,898.50
Zudeck, Connor	Cemetery	Cemetery Seasonal Employee	\$816.00
			\$3,801,505.96

TOWN CLERK'S REPORT

TOWN CLERK

To the Honorable Board of Selectman and Citizens of Groveland,

It is my pleasure to submit the annual report for FY 2019 and the vital statistics for the calendar year of 2019. As the newly elected Town Clerk, it is my mission to provide the best customer service to all of our residents. I will continue to work to update the records and make the office the most efficient it can be. I am still learning this role. Each day is a challenge but I enjoy it very, very much. It is an honor to work for the residents of Groveland.

The Clerks' Office handled a busy fiscal year of elections with the 2018 State Primary, 2018 State Election, 2019 Special and Annual Town Meeting and the 2019 Town Election. Former Town Clerk, Anne Brodie, chose to retire in May, 2019. Please join me in wishing Anne well and thanking her for her dedication, compassion and service to the residents of Groveland.

Respectfully Submitted,

Elizabeth Cunniff, Town Clerk

CALENDAR YEAR 2019 VITAL STATISTICS

VITAL	TOTAL	MALES	FEMALES
BIRTHS	49	28	21
DEATHS	46	23	23
MARRIAGES	21		
DOG LICENSES	604		

POPULATON AND VOTER TOTALS AS OF 12/30/2019

GROVELAND POPULATION	6602
REGISTERED VOTERS	5145

SPECIAL AND ANNUAL TOWN MEETING	APRIL 29, 2019
ANNUAL TOWN ELECTION	MAY 6, 2019

ELECTION RESULTS

ASSESSOR	WILLIAM H. DARKE
BOARD OF HEALTH	MICHAEL MEAGHER
CEMETERY COMMISSION	RAYMOND S. DOWER III
HOUSING AUTHORITY	ELIZABETH A. GORSKI
LIBRARY TRUSTEE	JAY A. COLLINS
	BARBARA A. GAUVIN
	KATHLEEN M. PRUNIER
LIGHT COMMISSION	KERMIT K. CROSS
MODERATOR	WILLIAM H. DARKE
PLANNING BOARD	
SCHOOL COMMITTEE	RICHARD C. HODGES
SELECTMAN 1 YR	KATHLEEN KASTRINELIS
SELECTMAN 3 YR	WILLIAM G. O'NEIL
WATER/SEWER COMMISSION	
TOWN CLERK	ELIZABETH M. CUNNIFF
TREE WARDEN	

BALLOT QUESTIONS

1. SHALL THE TOWN OF GROVELAND BE ALLOWED TO EXEMPT FROM THE PROVISIONS OF PROPOSITION 2 ½. SO CALLED, THE AMOUNTS REQUIRED TO PAY THE TOWN'S ALLOCABLE SHARE OF THE BOND ISSUED BY THE PENTUCKET REGIONAL SCHOOL DISTRICT FOR THE PURPOSE OF PAYING COSTS OF THE CONSTRUCTION OF A NEW MIDDLE/HIGH SCHOOL.

QUESTION 1 PASSED

2. SHALL THE TOWN ADOPT THE BYLAWS TO PROHIBIT IN THE TOWN OF GROVELAND ALL "MARIJUANA ESTABLISHMENTS" AS THAT TERM IS DEFINED IN THE CODE OF MASSACHUSETTS REGULATIONS, 935 CMR 500.002.

QUESTION 2 PASSED

3. SHALL THE TOWN VOTE TO HAVE ITS ELECTED TREE WARDEN BECOME AN APPOINTED TREE WARDEN.

QUESTION 3 PASSED

FINANCE BOARD REPORT

Town of Groveland Finance Board



**Report to the Annual Town Meeting
On the Fiscal 2019 Budget Requests**

Town of Groveland
Finance Board Report to Annual Town Meeting
Table of Contents

Topic

Finance Board Letter to Annual Town Meeting

How Tax Dollars are Spent

Recommendation Regarding Road Commissioner

Contributions to Town Reserves

Community Preservation Articles and Recommendations

Capital Improvement Requests and Recommendations

Omnibus (Article 40) with Notations

Finance Board Membership Form

Town of Groveland
Finance Board Report to the Annual Town Meeting
For the Fiscal 2019 Budget

Our responsibility as the Groveland Finance Board is to consider all affairs and issues of the town which are included in town meeting warrants, to consider the question of the town's obligation, the administration of various departments, and make recommendations to the town by a majority vote of our members present. During our second year as a Finance Board we strove to improve the scope of our review and recommendations as advisory board on all things financial which concern our town. We are taxpayers just as you are and we undertook our responsibility to review these articles being presented to the Annual Town meeting with a seriousness and desire to ensure all financial issues were reviewed carefully and completely.

“We must consult our means rather than our wishes.”
--George Washington

We met monthly during the Summer and Fall and then transitioned to biweekly and then weekly meetings in order to meet with as many of the departments and committees submitting budgets and articles as was possible.

We strove to accomplish 3 goals:

- 1) **To recommend a “balanced budget”** to the town meeting.
- 2) **To strengthen the town's fiscal position by increasing reserves** in the town's Stabilization Funds--moving towards maintaining reserves of at least 10% of its operating budget to ensure our ability to maintain town services in the event of unforeseen financial costs.
- 3) **To continue to make payments to offset the significant deficit in the town's retirement fund** identified by town auditors. Projections show the town's OPEB obligation is between 1.2 and 1.4 million dollars, so **the town must continue to fund this important aspect of its budget.**

We are pleased to report that our recommendations to this year's town meeting accomplish all three goals while maintaining town services as well as including a 2% salary increases to all town employees.

To be transparent in our recommendations and to fully inform you, we compiled a list of noteworthy changes and tied these to the departments' budget requests (Article 40). We note overall percentage changes to departments and reference the list of notes where necessary. It is our hope that you will find the information in our booklet useful and easy to understand.

We would like to take this opportunity to thank all town employees, town leaders, department heads, school committee members and members of all town committees and boards for supporting us in our endeavors and especially, for their commitment to our town.

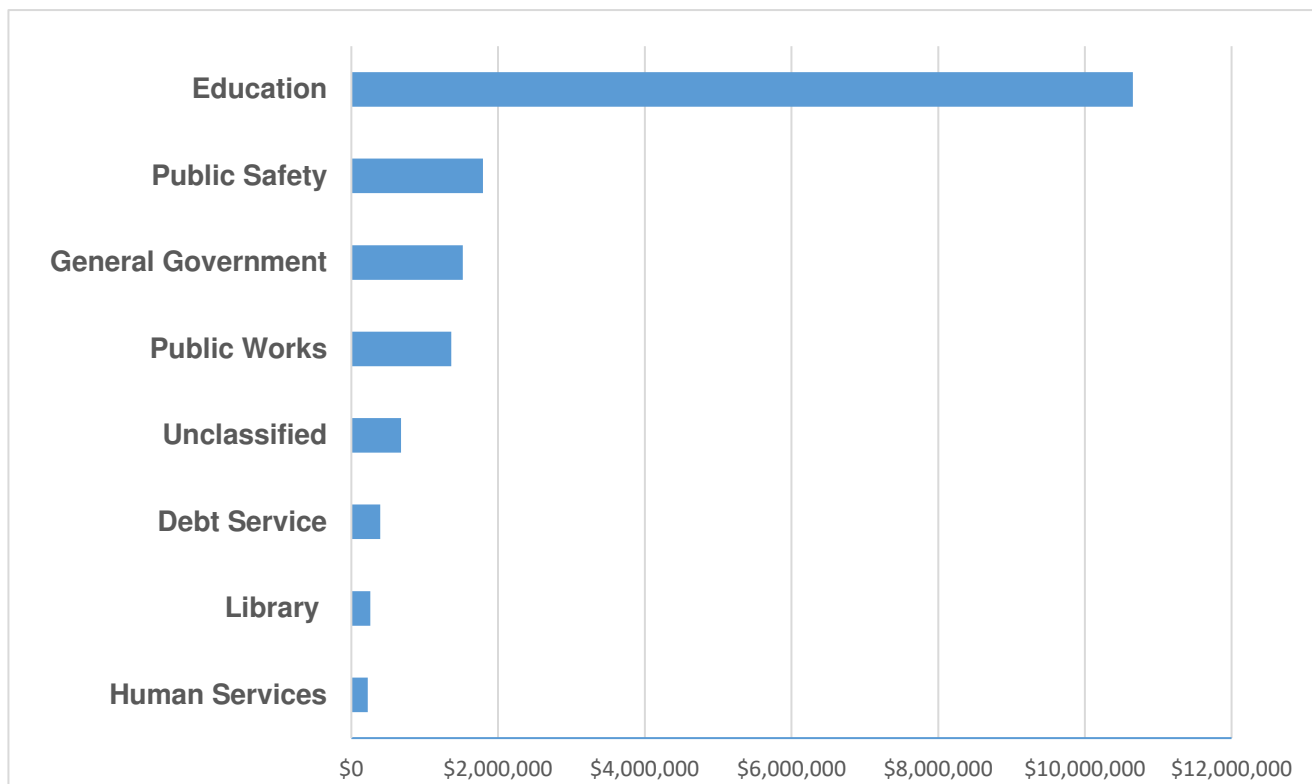
Representing you as Members of the Finance Committee are:

Kathleen Kastrinelis, Chairman
Ruth Rivard, Secretary
Joe D'Amore

James Scanlon, Vice Chairman
Theresa Dunn
Susan Yaskell, alternate member

How Tax Dollars Are Spent

Budget Category	Recommended Fiscal 2019	Percentage of Operating Budget
General Government	\$1,519,048	9.00%
Public Safety	\$1,794,697	10.63%
Education	\$10,654,932	63.13%
Public Works	\$1,360,482	8.06%
Human Services	\$221,854	1.31%
Library	\$256,292	1.52%
Debt Service	\$392,000	2.32%
Unclassified	\$678,813	4.02%
Total Recommended Budget	\$16,878,118	100.00%



Finance Board Recommendation to make elected Road Commissioner an appointed Highway Superintendent

On February 14, 2018, the Finance Board recommended placing an article for the FY 2019 Annual Town Meeting Warrant to change the **elected** Road Commissioner position to an **appointed** Highway Superintendent position, to be filled by appointment of the Board of Selectmen. The Board of Selectmen were in agreement. We have three primary reasons for this recommendation:

1. **Sound Financial Management:** At \$715,572 appropriated for FY2018, the Highway Department budget is the second highest department budget in town. Additionally, last year's Snow and Ice expense reached \$109,976 over this budget. Changing the head of the Highway Department to appointed would ensure that this department can be held to the financial management policies already in place for similarly sized department budgets.
2. **Accountability:** Currently, the Road Commissioner is an elected official and as such, he/she does not report to the Board of Selectmen and, further, does not have to hold public hours to meet with members of public, address concerns and/or respond to complaints. It is completely at the discretion of the Road Commissioner to decide whether he/she wishes to meet with the Board of Selectmen and/or publicly respond to our citizens. Thus, the managers of our town, the Board of Selectmen, have no oversight over this very important position.
3. **Expertise:** The job of the Road Commissioner continues to grow in responsibility and complexity. The Highway Superintendent must have the necessary training and background to understand municipal finance, state funds such as chapter 90 as well as state grants, interface with state officials on work that is done within our town on state highways, and other important topics. The election process provides very limited opportunities for the voters of the town to gain access to the training, education and background knowledge of individuals who decide to run for this crucial position. Changing this position to appointed would ensure that the town could choose the most qualified individual for this job from the pool of applicants.

For these reasons, we feel it is imperative that Groveland's Board of Selectmen have the responsibility to appoint the most qualified person possible for this position. Our Board did interview our long time current Road Commissioner, Robert Arakelian, and he is fully in support of this change.

Finance Board Recommendations for Contributions to Town Reserve Accounts

The table below summarizes our town's progress towards strengthening its fiscal position by increasing reserves in the town's Stabilization Funds. The overall goal is moving towards maintaining reserves of at least 10% of our operating budget to ensure the town's ability to maintain town services in the event of unforeseen financial costs.

This table also shows our continued progress to make payments to offset the significant deficit in the town's retirement fund identified by town auditors. Projections show our town's OPEB (Other Post-Employment Benefits) obligation is between 1.2 and 1.4 million dollars.

Town Reserve Accounts	Amount Contributed FY2018	Amount Recommended FY2019	New Balance (if recommendations are approved)	Percent of Operating Budget
OPEB	\$85,000	\$85,000	\$255,000	
Stabilization	\$175,000	\$75,000	\$1,300,000	
Capital Stabilization	\$75,000	\$50,000	\$200,000	
Total Reserves			\$1,500,000	8.9%

Finance Board recommendations on Articles submitted by the CPA Committee

As part of the budget review, the Finance Board carefully reviewed all proposals being submitted to the Annual Town Meeting warrant which are funded by the **Community Preservation Act (CPA)**. CPA funds are collected as a surcharge to the tax rate on an annual basis and may only be spent for specific purposes. The table below summarizes the Finance Board's recommendations on these articles.

Article Number	Description	Amount (\$)	Finance Board Recommendation	Explanation
16	Update Open Space and Recreation Plan	\$30,000	Favorable	Current plan expires in 2019. Grants may be awarded to the town as long as this plan is updated.
17	Roadway improvements at Veasey Park	\$106,000	Favorable	To ensure safe access to Veasey Park for passive recreation.
18	Window solar control and parking improvements at Washington Hall	\$24,140	Favorable	To provide protective shielding for historic items & to enlarge parking and improve safety.
19	Purchase property at 299-301 Main Street	\$250,000	Unfavorable	Cost to develop the property not included in proposal. Other uses for this property should be reviewed prior to purchase (ie commercial uses). Proposal can be brought back to the town at a future date when more is known.

Finance Board recommendations on Capital Improvements

As part of the budget review, the Finance Board carefully reviewed all proposals being submitted to the Annual Town Meeting by the Capital Improvement Committee (CIC). Historically, the town has struggled to keep pace with much needed capital improvements due to financial constraints. During its review of capital improvement articles, the Finance Board recommended to the Board of Selectmen that the town should borrow a reasonable sum of money to fund these capital requests without increasing the tax rate. The Board of Selectmen agreed and the table below summarizes the Finance Board's recommendations on capital improvements.

ARTICLE 22

Item	Description	Requested Amount (\$)	Finance Board Recommendation	Explanation
1	Highway Department Radios (Quantity = 11)	\$19,966	Favorable for \$19,966	Purchase of these radios would increase safety as it would improve communication within the Highway Department during severe weather.
2	Police Department Radios (Quantity = 27)	\$20,203	Favorable for \$20,203	Planned capital improvement to replace police radios.
3	Police Department – Replacement of Line Cruiser (Quantity = 1)	\$43,516	Favorable for \$43,516	Planned annual capital expense to replace 1 cruiser.
4	Fire Department – EMS Vehicle to replace Squad 1.	\$85,000	Favorable for \$65,000	Recommendation for \$65,000 based on last meeting. Recently, Fire Dept submitted a revised bid for \$65,000 for EMS Vehicle.
5	Fire Department – Replace/Repair Radio System	\$100,000	Favorable for \$33,000	Recommendation for \$33,000 based on information provided which showed that the Board of Selectmen in conjunction with Fire and Police personnel tested the radio system and determined that \$33,000 is needed for the most immediate repair/replacement to the radio system.

Finance Board Recommendations to the Omnibus

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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GENERAL GOVERNMENT

MODERATOR

Stipend	100	100	100	
Total Moderator Budget	\$100	\$100	\$100	

SELECTMEN

Selectmen's Stipend	7,500	7,500	7,500	
Admin. Asst. Salary	<u>9,380</u>	<u>9,568</u>	<u>9,568</u>	
Total Salaries	16,880	17,068	17,068	
Town Audit	25,000	25,000	25,000	
Consulting Services	0	0	10,000	(1)
Reserve Fund	20,000	25,000	25,000	
Association Fees	1,750	1,750	1,750	
Town Reports	1,700	1,700	1,700	
Minutes Clerk	4,000	4,000	4,000	
Expenses	<u>750</u>	<u>850</u>	<u>850</u>	
Total Expenses	53,200	58,300	68,300	
Total Selectmen Budget	70,080	75,368	85,368	21.8%

FINANCE DEPARTMENT

Finance Director's Salary (inc. T/C)	109,242	111,427	111,427	
Asst. Treasurer/Collector's Salary	52,072	53,114	53,114	
Treasury/Collection Clerk	<u>21,886</u>	<u>22,324</u>	<u>22,324</u>	
Total Salaries	183,200	186,865	186,865	
Tax Title Treasury/Collection	750	750	750	
Education and Association Fees	3,000	3,000	3,000	
Postage	12,500	13,000	13,000	
Payroll Fees	4,800	4,800	4,800	
Office Expense	2,200	2,500	2,500	
Personnel Expenses	<u>0</u>	<u>350</u>	<u>350</u>	
Total Expenses	23,250	24,400	24,400	
Total Finance Department Budget	206,450	211,265	211,265	2.3%

TOWN ACCOUNTANT

Accountant's Salary	68,000	62,973	62,973	
Office Expenses	1,000	1,500	1,500	
Education and Association Fees	0	2,000	2,000	(2)
Total Town Accountant Budget	69,000	66,473	66,473	-3.7%

Finance Board Notes

- (1) To pay for advisory services for Fire Dept needs
 (2) Training expense to gain municipal certification

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
<u>BOARD OF ASSESSORS</u>				
Assessor's Stipends	1,500	1,500	1,500	
Assessors' Manager's Salary	<u>51,426</u>	<u>53,985</u>	<u>52,455</u>	** Finance Board will propose this amendment
Total Salaries	52,926	55,485	53,955	
Expenses	3,000	3,000	3,000	
Revaluation Maintenance	39,240	39,240	39,240	
Software & Licenses	6,370	6,570	6,570	
Maps - Updating	<u>7,290</u>	<u>7,500</u>	<u>7,500</u>	
Total Expenses	55,900	56,310	56,310	
Total Board of Assessors Budget	108,826	111,795	110,265	1.3%
<u>TOWN COUNSEL</u>				
Legal Expense	65,000	65,000	65,000	
Total Town Counsel Budget	65,000	65,000	65,000	0.0%
<u>TECHNOLOGY</u>				
Computer Hardware Maint & Lic Fees	20,000	27,000	27,000	
Hardware & Software Expense	5,400	6,500	6,500	
Total Technology Department	25,400	33,500	33,500	31.9%
<u>TOWN CLERK</u>				
Town Clerk's Salary	58,883	60,060	60,060	
Poll Workers	1,125	3,800	5,300	(3)
Assistant Town Clerk	<u>0</u>	<u>5,720</u>	<u>0</u>	
Total Salaries	60,008	69,580	65,360	
Election Expenses	3,360	7,631	10,131	(4)
Office Expenses & Supplies	<u>3,000</u>	<u>3,062</u>	<u>3,062</u>	
Total Expenses	6,360	10,693	13,193	
Total Town Clerk Budget	66,368	80,273	78,553	18.4%
<u>CONSERVATION COMMISSION</u>				
Conservation Agent-Part time (TM Transfer)	13,000	0	0	(5)
Stipends	<u>1,400</u>	<u>1,400</u>	<u>1,400</u>	
Total Salaries	1,400	1,400	1,400	
Expenses	1,495	1,275	1,275	
Total Conservation Commission Budget	2,895	2,675	2,675	-7.6%

Finance Board Notes

- (3) To pay poll workers for 4 elections
- (4) To pay expenses for 4 elections
- (5) Conservation Agent funded from transfer at town meeting

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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PLANNING AND ENGINEERING

Planning Members' Stipends	1,800	1,800	1,800	
Town Planner	35,000	45,000	45,000	(6)
Total Salaries	36,800	46,800	46,800	
Expenses	6,000	6,000	6,000	
Contracted Services	0	0	0	
Merrimack Valley Planning Assessment	2,400	2,500	2,500	
Total Expenses	8,400	8,500	8,500	
Total Planning and Engineering Budget	45,200	55,300	55,300	22.3%

ZONING BOARD OF APPEALS

Zoning Members' Stipends	0	0	0	
Contracted Services & Expenses	4,000	4,500	2,500	
Total ZBA Budget	4,000	4,500	2,500	-37.5%

MUNICIPAL BUILDINGS

Custodian/Facilities Salaries	18,564	17,300	39,600	(7)
Total Salaries	18,564	17,300	39,600	
Lawn & Grounds	17,000	17,000	17,000	
Public Relations - Town-wide	0	0	7,200	(8)
Utilities	106,000	106,000	106,000	
Copier Lease & Supplies	8,000	8,750	8,750	
Town Decor (Winter & Spring)	6,500	6,500	6,500	
Repairs & Maintenance	32,000	35,000	40,000	
Supplies	9,000	10,000	10,000	
Total Expenses	178,500	183,250	195,450	
Total Municipal Buildings Budget	197,064	200,550	235,050	19.3%

INSURANCE

Property & Casualty Insurance	145,000	160,000	170,000	(9)
Employee Group Life Insurance	2,700	3,000	3,000	
Employee Group Health Insurance	385,000	400,000	400,000	
Total Insurance Budget	532,700	563,000	573,000	7.6%

TOTAL GENERAL GOVERNMENT	1,393,083	1,469,799	1,519,049	9.0%
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Finance Board Notes

- (6) Town Planner is being increased by \$10,000 and will be supplemented by \$20,000 from CPA to hire a full-time Planner
- (7) This was increased to support the recommendation for a full time Custodian/Facilities person
- (8) This will centralize the public relations for the town, instead of funding it through multiple departments (police/fire)
- (9) Increased insurance cost mainly due to increased insurance cost for Veasey Park buildings

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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PUBLIC SAFETY

POLICE DEPARTMENT

Chief's Salary	123,055	125,516	125,516	
Deputy Chief's/Lieutenant's Salary	85,965	87,684	87,684	
Sergeants' Salaries	164,158	228,312	228,312	(10)
Patrolmen's Salary	397,561	349,599	349,599	
Communication Salary	260,100	267,670	267,670	
Training	13,770	17,237	17,237	
Reserves	102,594	107,812	107,812	
Overtime	30,878	31,496	31,496	
Education Incentives	101,280	91,811	91,811	
Total Salaries	1,279,361	1,307,137	1,307,137	
Harbormaster Expenses	1,000	1,000	1,000	
Expenses	6,000	6,150	3,762	
Supplies	7,700	8,900	8,900	
Vehicle Maintenance	12,000	12,000	12,000	
Equipment Maintenance	15,300	17,700	17,700	
Firearms	3,060	3,500	3,500	
Clothing Allowance	11,775	15,250	15,250	(11)
Association Fees	2,450	2,500	2,500	
Communication Expenses	3,200	3,200	3,200	
Training	10,170	10,170	10,170	
Fuel	25,150	25,150	25,150	
Total Expenses	97,805	105,520	103,132	
Total Police Budget	1,377,166	1,412,657	1,410,269	2.4%

PARKING CLERK

Expense	100	100	100	
Total Parking Clerk Budget	100	100	100	0.0%

Finance Board Notes

(10) Increased to add a Sergeant position

(11) Increased to provide uniform expense for reserve officers

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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FIRE DEPARTMENT

Chief's Salary	28,758	29,333	29,333	
Firefighter Call Wages	100,855	102,872	108,983	(12)
Inspector's Salary	4,000	5,000	5,000	
Company Reporting Wages	0	0	7,000	(13)
Drill Wages	49,470	49,459	49,459	
Total Salaries	183,083	186,664	199,775	
Communications	9,772	9,967	7,579	
Training Expense	2,500	3,000	3,000	
Fire Equipment & Supplies	29,500	29,660	35,000	
Fuel	6,000	6,120	6,120	
Association Dues	2,800	3,200	3,200	
Annual Testing & Inspecting	16,805	17,141	20,000	(14)
Medical Supplies	5,500	5,610	8,000	
Vehicle & Equipment Maintenance	0	0	15,000	(15)
Total Expenses	72,877	74,698	97,899	
Total Fire Budget	255,960	261,362	297,674	16.3%

INSPECTORS

Wiring Inspector	9,000	9,180	9,180	
Plumbing & Gas Inspector	10,000	10,200	10,200	
Building Inspector	47,978	48,938	48,938	
Total Salaries	66,978	68,318	68,318	
Continuing Education	1,000	1,000	1,000	
Materials	2,200	2,200	2,200	
Reimburesements (Mileage & Cell Phone)	1,000	1,000	1,000	
Sealer of Weights & Measures	750	750	750	
Permit Software Expense	7,000	7,000	7,000	
Building Inspector Expenses	2,300	2,300	2,300	
Total Expenses	14,250	14,250	14,250	
Total Inspectors Budget	81,228	82,568	82,568	1.6%

EMERGENCY MANAGEMENT

Director's Stipend	3,000	3,060	3,060	
Expenses	1,000	1,025	1,025	
Total Emergency Management Budget	4,000	4,085	4,085	2.1%
TOTAL PUBLIC SAFETY	1,718,454	1,760,772	1,794,696	4.4%

Finance Board Notes

- (12) Increased due to additonal calls as trending
- (13) Firefighter pay for non-call duties
- (14) New line item for required testing & inspections
- (15) Separate expense line for vehicle & equipment maintenance

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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EDUCATION

Pentucket Base Assessment	8,707,958	8,991,562	8,991,562	
Pentucket Capital Assessment	559,928	548,110	548,110	
Essex Tech	210,000	250,000	250,000	
Whittier Vocational/Technical Assessment	953,645	865,260	865,260	
Total Education Budget	10,431,531	10,654,932	10,654,932	

TOTAL EDUCATION	10,431,531	10,654,932	10,654,932	2.1%
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PUBLIC WORKS

TREE WARDEN

Tree Warden Stipend	0	0	0	
Expenses	1,500	2,000	5,000	
Total Tree Warden Budget	1,500	2,000	5,000	233.3%

HIGHWAYS

Road Commissioner's Salary	82,593	84,245	84,245	
Highway Salaries	229,779	274,359	234,375	(16)
Sick day buy back (Contractual)	2,200	2,200	2,200	
Highway Salary - Part Time	7,000	7,000	7,000	
Overtime	12,000	14,000	14,000	
Total Salaries	333,572	381,804	341,820	
Highway Expense	8,000	8,500	8,500	
Front End Loader (Lease)	37,000	37,000	37,000	
Snow & Ice Removal	165,000	165,000	200,000	(17)
Road Machinery Expense	52,000	53,000	53,000	
Road Maintenance Expense	120,000	122,000	122,000	
Total Expense	382,000	385,500	420,500	
Total Highway Budget	715,572	767,304	762,320	6.5%

RUBBISH COLLECTION

Contract Administrator	11,008	11,228	11,228	
Contract Expense	491,790	507,750	507,750	
Total Rubbish Collection Budget	502,798	518,978	518,978	3.2%

Finance Board Notes

(16) Additional hours for maintenance of grounds included in Custodian/Facilities position

(17) Snow and ice removal increased to keep pace with current trend

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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CEMETERY

Commissioner's Stipend	450	450	450	
Full Time Wages	38,535	50,000	38,535	(18)
Part Time Wages	<u>9,000</u>	<u>9,000</u>	<u>21,000</u>	
Total Salaries	<u>47,985</u>	<u>59,450</u>	<u>59,985</u>	
Supplies	4,500	4,500	4,500	
Vehicle Fuel	1,500	1,500	1,500	
Landscaping	800	800	800	
Utilities	3,400	3,400	3,400	
Parts	1,500	1,500	1,500	
Expenses	<u>2,500</u>	<u>2,500</u>	<u>2,500</u>	
Total Expenses	<u>14,200</u>	<u>14,200</u>	<u>14,200</u>	
Total Cemetery Budget	<u>62,185</u>	<u>73,650</u>	<u>74,185</u>	19.3%

TOTAL PUBLIC WORKS	1,282,055	1,361,932	1,360,483	6.1%
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HUMAN SERVICES

BOARD OF HEALTH

Health Members' Stipends	900	900	900	
Health Nurse Wages	11,775	12,011	12,011	
Health/Sanitation Agent Wages	22,045	22,486	22,486	
Part-time Clerk Wages	<u>16,140</u>	<u>16,463</u>	<u>16,463</u>	
Total Salaries	<u>50,860</u>	<u>51,860</u>	<u>51,860</u>	
Expenses	2,550	2,614	2,614	
Total Board of Health Budget	<u>53,410</u>	<u>54,474</u>	<u>54,474</u>	2.0%

COUNCIL ON AGING

Director's Salary	53,601	54,673	54,673	
Program Coordinator	34,068	34,749	34,749	
Outreach Worker	8,435	8,603	8,603	
Part Time Van Driver	<u>19,300</u>	<u>19,686</u>	<u>19,686</u>	
Total Salaries	<u>115,404</u>	<u>117,711</u>	<u>117,711</u>	
Elder Services of Merrimack Valley	0	0	0	
Expenses	<u>7,600</u>	<u>8,000</u>	<u>8,000</u>	
Total Expenses	<u>7,600</u>	<u>8,000</u>	<u>8,000</u>	
Total Council on Aging Budget	<u>123,004</u>	<u>125,711</u>	<u>125,711</u>	2.2%

Finance Board Notes

(18) A portion of full time wages allocated for a part time position

Article 40: Town Operating Budget	Appropriated FY'18	Department Requested FY'19	Finance Board Recommends	Notes / % Change
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VETERANS

Veterans' Agent Salary	8,500	8,670	8,670	
Veterans' Benefits	32,000	35,000	33,000	
Total Veterans Budget	40,500	43,670	41,670	2.9%

TOTAL HUMAN SERVICES	216,914	223,855	221,855	2.3%
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LIBRARY

Library Director's Salary	62,220	63,464	63,464	
Library Staff Wages	107,200	110,932	110,932	
Part Time Wages	8,800	8,976	8,976	
Total Salaries	178,220	183,372	183,372	
Library Materials	45,681	46,829	46,829	
Technology	1,020	1,020	1,020	
Programs	1,020	1,020	1,020	
Dues	17,939	18,389	18,389	
Training	1,463	1,500	1,500	
Supplies	4,080	4,162	4,162	
Total Expenses	71,203	72,920	72,920	
Total Library Budget	249,423	256,292	256,292	

TOTAL LIBRARY	249,423	256,292	256,292	2.8%
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DEBT SERVICE

Principal	245,000	265,000	265,000	
Interest	148,713	127,000	127,000	
Total Debt Budget	393,713	392,000	392,000	

TOTAL DEBT SERVICE	393,713	392,000	392,000	-0.4%
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UNCLASSIFIED

Essex County Retirement Contribution Assessment	461,915	492,313	492,313	
Unemployment Compensation	3,000	3,000	3,000	
Medicare Tax	53,500	70,000	65,000	
OPEB Trust Fund (Other Post Employment Benefits)	85,000	85,000	85,000	
Memorial Day Services	500	500	500	
Street Lighting	40,000	33,000	33,000	
Total Unclassified Budget	643,915	683,813	678,813	

TOTAL UNCLASSIFIED	643,915	683,813	678,813	5.4%
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GRAND TOTAL	16,329,088	16,803,395	** 16,878,118	3.4%
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** This total is different from the total on Article 40 in the warrant book. The Finance Board will be proposing an amendment on Town Meeting floor to recommend the \$16,878,118.

FINANCE BOARD MEMBERSHIP FORM

We currently have vacancies on the Finance Board and would love to welcome new members!

For further information on how to join the Finance Board, you may visit www.grovelandma.com, you may complete the below form and leave it with any member of the Finance Board tonight, or you may drop it off to the mailbox at Town Hall and a member of the board will contact you.

Name : _____

Phone Number : _____

E-Mail Address: _____

**SPECIAL AND
ANNUAL TOWN
MEETING
WARRANTS AND
MINUTES**



TOWN OF GROVELAND

2018 SPECIAL TOWN MEETING WARRANT

COMMONWEALTH OF MASSACHUSETTS

Special Town Meeting: Monday, November 26, 2018

Essex, ss:

To Jeffrey T. Gillen, Chief of Police of the Town of Groveland, in the County of Essex

GREETINGS:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in the Special Town Meeting to meet at the **Dr. Elmer S. Bagnall School, 253 School Street on Monday, November 26, 2018 @ 7:00 P.M. (Postponed to Monday, December 3, 2018 at 7:00 P.M. due to lack of quorum)** to vote on the following Articles:

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ARTICLE 1: To see if the Town will vote to amend the Town of Groveland General By-laws section 2-42, by adding a new Revolving Fund, the Pines Maintenance Revolving Fund as authorized by Chapter 44, Section 53E ½ of Massachusetts General Laws as set forth below; and further to allow the Finance Director to expend funds not to exceed TWENTY THOUSAND DOLLARS (\$20,000) during Fiscal year 2019 from said account for ongoing maintenance of the Pines; or take any other action relative thereto.

A. Revolving Fund	B. Department, Board, or Committee Authorized to Spend from Fund	C. Fees, Charges, or Other Receipts Credited to Fund	D. Program or Activity Expenses Payable from Fund	E. Restrictions or Conditions on Expenses Payable from Fund	F. Other Requirements/ Reports	G. Fiscal Years
Pines Maintenance	Finance Director	Fees Collected for rentals, events, advertisements, permits	Maintenance to the Pines	None	Annual Report to Town Meeting	Fiscal Year 2019 and subsequent years

The Finance Director shall give a report to the Annual Town Meeting detailing the total receipts and expenditures of this fund for the fiscal year.

Article submitted by Finance Director

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

FINANCE BOARD RECOMMENDS FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action - Unanimous

ARTICLE 2: To see if the Town will vote to make the following transfers; or take any other action relative thereto:

TRANSFER FROM:

Cemetery

Part Time Wages

1001-491-51112-051 (\$5,000)

TRANSFER TO:

Cemetery

Full Time Wages

1001-491-51100-051 \$5,000

Highway

Part Time Wages

1001-421-51112-051 (\$2,500)

Highway

Road Maintenance

1001-421-52418-052 \$2,500

Submitted by the Departments

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

FINANCE BOARD RECOMMENDS FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action – Unanimous

ARTICLE 3: To see if the Town will vote to authorize the Board of Selectmen to petition the Massachusetts General Court to enact legislation to allow Joseph Santapaola, a member of the Groveland Fire Department, to continue to serve in his position as Lieutenant/EMT up to the age of 70 as set forth below, provided however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and authorizing the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition, or take any other action relative thereto. Article submitted by Captain Santapaola and approved by the Board of Selectmen

AN ACT AUTHORIZING THE TOWN OF GROVELAND TO CONTINUE THE EMPLOYMENT OF JOSEPH SANTAPAOLA AS FIRE LIEUTENANT/EMT

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

SECTION 1. Notwithstanding chapter 32 of the General Laws or any other general or special law, Joseph Santapaola, a member of the Groveland Fire Department, may continue in service beyond the age of 65; provided, however, that Santapaola remains physically and mentally capable of performing the duties of fire fighter. In no event shall Santapaola remain in service beyond the age of 70.

SECTION 2. The town of Groveland may require, at its discretion, that Santapaola undergo examination(s) by impartial physician(s) designated by the town, to determine his fitness to remain in service. Such examination(s) shall be at the expense of Santapaola.

SECTION 3. No further deductions shall be made from Santapaola's regular compensation under chapter 32 of the General Laws for any service performed subsequent to reaching age 65. Upon the retirement of such permanent or call fire fighter, he shall receive a superannuation retirement allowance equal to that to which he would have been entitled had he retired upon reaching age 65, if any.

SECTION 4. The provisions of this act shall not entitle any permanent or call fire fighter to remain in service to the Town of Groveland if otherwise removed or suspended from office in accordance with applicable laws, rules and regulations.

SECTION 5. This act shall take effect upon its passage.

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action - Unanimous

ARTICLE 4: To see whether the Town will vote, as authorized by Chapter 256 of the Acts of 2010, codified as Chapter 6, Section 172 B ½, Massachusetts General Laws, to enact a by-law as set forth below enabling the Police Department to conduct State and Federal Fingerprint Based Criminal History checks for individuals applying for the following licenses:

1. Hawking and Peddling or other persons Soliciting and Canvassing
2. Manager of Alcoholic Beverage License
3. Owner or Operator of Public Conveyance
4. Dealer of Second-hand Articles
5. Pawn Dealers
6. Hackney Drivers
7. Ice Cream Truck Vendors

and to authorize the Board of Selectmen to adopt appropriate policies and procedures to effectuate the purposes of this bylaw, or take any other action relative thereto.

Article submitted by the Police Chief and approved by the Board of Selectmen

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action – Brief discussion – Approved by Majority vote

ARTICLE 5: To see if the Town will vote to amend the Town's General Bylaw by adding Chapter 7, Section 8, **Civil Fingerprinting By-Law**, that would provide as follows, and further to amend the Table of Contents to add Section 7.8.

Sec. 7.8 Civil Fingerprinting

A. The Police Department shall, as authorized by this by-law and the Massachusetts General Law Chapter 6, Section 172 B ½, shall conduct State and Federal Fingerprint Based Criminal History Checks for individuals applying for the following licenses:

1. Hawking and Peddling or other persons Soliciting and Canvassing
2. Manager of Alcoholic Beverage License
3. Owner or Operator of Public Conveyance
4. Dealer of Second-Hand Articles
5. Pawn Dealers
6. Hackney Drivers
7. Ice Cream Truck Vendors

At the time of fingerprinting, the Police Department shall notify the individual fingerprinted that the fingerprints will be used to check the individual's criminal history records and obtain the individual's consent. The Police Chief shall periodically check with the Executive Office of Public Safety and Security (EOPSS) to ensure the Town remains in compliance with guidance issued by that office.

Upon receipt of the fingerprints and payment of the applicable fee, the Police Department shall transmit the fingerprints it has obtained pursuant to this by-law to the Identification Section of the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Services (DCJIS), and/or the Federal Bureau of Investigation (FBI) or the successors of such agencies as may be necessary for the

purpose of conducting fingerprint-based state and national criminal records background checks of license applicants specified in this by-law.

B. Authorization to Conduct Fingerprint-Based Background Checks, and to utilize such information for purposes of the Bylaw. The Town authorizes the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information System (DCJIS), and the Federal Bureau of Investigation (FBI), and their successors, as may be applicable, to conduct fingerprint-based state and national criminal record background checks, including FBI records, consistent with this by-law. The Town authorizes the Police Department to receive and utilize State and FBI records in connection with such background checks, consistent with this by-law. The criminal history will not be disseminated to unauthorized entities.

C. Notice to Appropriate Licensing Authority. The Police Department shall confidentially communicate the results of fingerprint-based criminal record background checks to the appropriate governmental licensing authority within the Town.

D. Promulgation of Regulations. The Board of Selectmen is authorized to promulgate regulations for the implementation of the proposed by-law.

E. Use of Criminal Record by Licensing Authorities. Licensing authorities of the Town shall utilize the results of fingerprint-based criminal record background checks for the sole purpose of determining the suitability of the subjects of the checks in connection with the license applications specified in this by-law. A Town licensing authority may deny an application for a license based on the results of a fingerprint-based criminal record background check if it determines that the results of the check render the subject unsuitable for the proposed occupational activity. The licensing authority shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability in making this determination.

Licensing authorities of the Town are hereby authorized to deny an application for any license specified herein and in the implementing regulations, including renewals and transfers of said licenses, from any person who is determined unfit for the license due to information obtained pursuant to this by-law. Factors that shall be considered in making a determination of fitness shall include, but not be limited to, whether the record subject has been convicted of, or is under pending indictment for a crime, that bears upon the subject's ability or fitness to serve in that capacity, including any felony or a misdemeanor that involved force or threat of force, possession of a controlled substance, or sex-related offense.

F. Fees. The fee charge by the Police Department for conducting fingerprint-based criminal record background checks shall be one hundred dollars (\$100). A portion of the fee, as specified in Mass. General Laws Chapter 6, Section 172B ½, shall be deposited into the Firearms fingerprint Identity Verification Trust Fund, and the remainder of the fee may be retained by the Town for costs associated with the administration of the fingerprinting system.

Or take any action relative thereto.

Article submitted by the Police Chief and approved by the Board of Selectmen

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action - Brief discussion - Approved by Majority vote

ARTICLE 6: To see if the Town will vote to amend Chapter 11 – Article III of the Town of Groveland General By-laws by adding a new section 11-52 **TOWN MEETING APPROVAL OF SEWER EXTENSIONS**, that would provide as follows.

Sec. 11-52: No permit for an extension in excess of 500 lineal feet to be located within a public way or within an easement to be dedicated to the Town for common sanitary sewer and/or other street and/or other utility purposes, shall be approved by the Sewer Commissioners, in any calendar year, unless and until it shall have received approval by the voters assembled at the next Town meeting warned within the calendar year following submission of the application for said permit. This bylaw shall not apply to a private pressure sewer installed on private property, the use of which is restricted to service to a lot which has an on-site disposal works system which has been determined by the Groveland Board of Health to be in failure.

Or take any action relative thereto.

Article submitted by Debra Webster and approved by the Board of Selectmen

BOARD OF SELECTMEN RECOMMEND FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action - Brief discussion followed by a motion to table and second – Tabled by a 2/3 majority

ARTICLE 7: To see if the Town will vote to amend the Town’s Zoning By-laws by adding a new Section 7.6, **Recreational Marijuana Establishments Prohibited**, that would provide as follows, and further to amend the Table of Contents to add Section 7.6, **“Recreational Marijuana Establishments Prohibited”**, and further to amend Section 4.5 Table of Uses to add Recreational Marijuana Establishments as a prohibited use as follows:

7.6 Marijuana Establishments Prohibited. Consistent with G.L. c.94G, §3(a)(2), all types of non-medical “marijuana establishments” as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, hereinafter, “recreational marijuana establishments” shall be prohibited within the Town of Groveland. This prohibition shall apply in the Town upon approval by the voters at a Town Election.

Section 4.5

USES	R-1	R-2	R-3	LB	B	I	Site Plan Review (3)
Prohibited Uses							
Recreational Marijuana Establishments	NP	NP	NP	NP	NP	NP	N/A

Or take any action relative thereto.

Submitted by the Board of Selectmen

Requires 2/3’s affirmative vote

PLANNING BOARD RECOMMENDS FAVORABLE ACTION

BOARD OF SELECTMEN RECOMMENDS FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action - brief discussion followed by 2/3 Affirmative Vote of 144 in favor 17 against

ARTICLE 8: To see if the Town will vote to amend the Town's Zoning By-laws, Section 7.5, Temporary Moratorium on Recreational Marijuana Establishments, by deleting the strikethrough text and adding the text in bold as follows:

7.5 Temporary Moratorium on Recreational Marijuana Establishments

7.5.1 Purpose

On November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for recreational purposes (new G.L. c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, took effect on December 15, 2016 and (as amended on December 30, 2016 by Chapter 351 of the Acts of 2016 and thereafter, on July 28, 2017 by Chapter 55 of the Acts of 2017). ~~requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018 and to begin accepting applications for licenses no later than April 1, 2018.~~ **The Cannabis Control Commission issued regulations on March 23, 2018 regarding recreational (non-medical) use of Marijuana and has begun accepting applications for licensing of non-medical marijuana establishments.** Currently under the Zoning By-laws, a non-medical Marijuana Establishment (hereinafter, a "Recreational Marijuana Establishment"), as defined in G. L. c. 94G §1 **and 935 CMR 500.00**, is not specifically addressed.

Regulations promulgated by the Cannabis Control Commission provide guidance on certain aspects of local regulation of Recreational Marijuana Establishments. The regulation of recreational marijuana raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and address such issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-law regarding regulation of Recreational Marijuana Establishments. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Recreational Marijuana Establishments so as to allow sufficient time to address the effects of such structures and uses in the Town and to enact bylaws in a consistent manner.

Section 7.5.2 Definition

"Marijuana Establishment" shall mean a "marijuana cultivator, independent testing laboratory, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business" **as such terms are defined in 935 CMR 500.02.**

Section 7.5.3 Temporary Moratorium

For the reasons set forth above and notwithstanding any other provision of the Zoning By-law to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a Recreational Marijuana Establishment and other uses related to recreational marijuana. The moratorium shall be in effect through **June 30, 2019** ~~December 31, 2018~~. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, and to

consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments, and shall consider adopting new zoning bylaws in response to these new issues.

Or take any action relative thereto.

Submitted by the Board of Selectmen

Requires 2/3's affirmative vote

PLANNING BOARD RECOMMENDS FAVORABLE ACTION

BOARD OF SELECTMEN RECOMMENDS FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action – Unanimous

ARTICLE 9: To see if the Town will vote to amend the Town's General Bylaw by adding Chapter 8, Section 23, Marijuana Establishments Prohibited, that would provide as follows, and further to amend the Table of Contents to add Section 8.23, "Marijuana Establishments Prohibited":

Section 8.23. Marijuana Establishments Prohibited

Consistent with G.L. c.94G, §3(a)(2), all types of non-medical "marijuana establishments" as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, shall be prohibited within the Town of Groveland.

This prohibition shall apply in the Town upon approval by the voters at a Town Election.

Submitted by the Board of Selectmen

PLANNING BOARD RECOMMENDS FAVORABLE ACTION

BOARD OF SELECTMEN RECOMMENDS FAVORABLE ACTION

DATE AND ACTION TAKEN: 12/3/2018 – Motion and second for favorable action – Approved by Majority

Motion to dissolve at 7:55pm

And you are directed to serve this Special Town Meeting Warrant by posting attested copies thereof in said Town, one copy in each of the three parts of Town

And you are directed to serve this Special Town Meeting Warrant by posting attested copies thereof in said Town, one copy in each of the three parts of Town known as Savaryville, the Village, and South Groveland, fourteen (14) days at least before the time of holding said meeting.

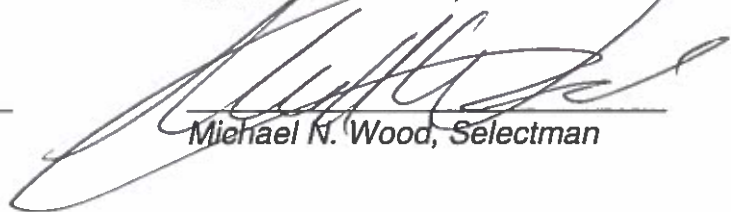
Hereof fail not and make due return of this Warrant, with your doings thereon to the Precinct Clerk, at the time and place of said meeting.

Given under our hands this 5th day of November in the year of our Lord two thousand eighteen.


William G. O'Neil, Chairman


Edward H. Watson, Selectman


Lisa Dube Carpenter, Vice-Chair


Michael N. Wood, Selectman


William F. Dunn, Selectman

A true copy, attest:

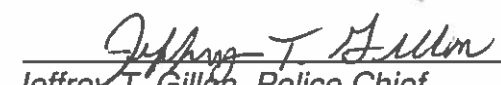

Anne Brodie, Town Clerk


Jeffrey T. Gillen, Police Chief

OFFICER'S RETURN

I have notified and warned the inhabitants of the Town of Groveland who are qualified to vote in Town Affairs by posting true and attested copies of this Special Town Meeting Warrant at the Town Hall, Savaryville and South Groveland. Said copies not having been posted less than **fourteen days** before the time of said meeting.


Anne Brodie, Town Clerk


Jeffrey T. Gillen, Police Chief



TOWN OF GROVELAND

COMMONWEALTH OF MASSACHUSETTS

2019 SPECIAL TOWN MEETING WARRANT
AND

2019 ANNUAL TOWN MEETING WARRANT
AND

2019 ANNUAL TOWN ELECTION WARRANT

Town Meeting: Monday, April 29, 2019

Town Election: Monday, May 6, 2019

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TOWN OF GROVELAND

2019 SPECIAL TOWN MEETING WARRANT

COMMONWEALTH OF MASSACHUSETTS

Special Town Meeting: Monday, April 29, 2019

Essex, ss:

To Jeffrey T. Gillen, Chief of Police of the Town of Groveland, in the County of Essex

GREETINGS:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in the **Special Town Meeting to meet at the Dr. Elmer S. Bagnall School, 253 School Street, Groveland, MA on Monday, April 29, 2019 @ 7:00 P.M.** to act upon or take any other action relative thereto on the following Articles

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ARTICLE 1: To see if the Town will vote to make the following transfers; or take any other action relative thereto:

TRANSFER FROM:

Finance

Treasury/Collections Clerk
1001-133-51112-051 (\$4,000)

Conservation

Stipends
1001-171-51900-051 (\$1,400)
Salary Part Time
1001-171-51100-051 (\$1,500)

Fire

EMS Training
1001-220-54000-054 (\$3,000)
Fire Salary Drills
1001-220-51401-051 (\$7,000)

School

Essex Technical
1001-301-58831-058 (\$33,250)

TOTAL (\$50,150)

TRANSFER TO:

Finance

Office Expenses
1001-133-52000-052 \$1,000

Postage
1001-133-52300-052 \$2,000

Tax Title
1001-133-52990-052 \$750

Conservation

Expenses
1001-171-52000-052 \$2,900

Municipal Buildings

Supplies
1001-192-57000-057 \$2,500

Insurance

Property & Casualty
1001-193-57400-057 \$5,000

Fire

Association Dues
1001-220-57000-057 \$600
Company Reports
1001-220-51400-051 \$9,400

Highway

Snow & Ice
1001-421-52300-053 \$20,000

Cemetery

Expenses
1001-491-52000-052 \$6,000

TOTAL \$50,150

Submitted by the Departments

BOARD OF SELECTMEN RECOMMEND: FAVORABLE ACTION

FINANCE BOARD RECOMMEND: FAVORABLE ACTION

DATE AND ACTION TAKEN: 04/29/19 - Unanimous

And you are directed to serve this Special Town Meeting Warrant by posting attested copies thereof in said Town, one copy in each of the three parts of Town known as Savaryville, the Village, and South Groveland, fourteen (14) days at least before the time of holding said meeting.

Hereof fail not and make due return of this Warrant, with your doings thereon to the Precinct Clerk, at the time and place of said meeting.

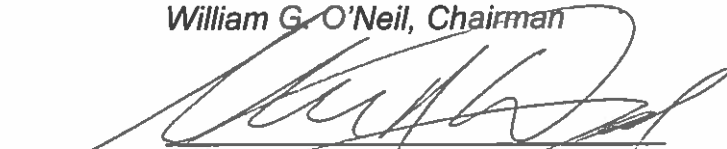
Given under our hands this 8th day of April in the year of our Lord two thousand eighteen.



William G. O'Neil, Chairman



William F. Dunn, Selectman



Michael N. Wood, Vice-Chair




Edward H. Watson, Selectman

A true copy, attest:



Anne Brodie, Town Clerk



Jeffrey T. Gillen, Police Chief

OFFICER'S RETURN

I have notified and warned the inhabitants of the Town of Groveland who are qualified to vote in Town Affairs by posting true and attested copies of this Special Town Meeting Warrant at the Town Hall, Savaryville and South Groveland. Said copies not having been posted less than **fourteen days** before the time of said meeting.



Anne Brodie, Town Clerk



Jeffrey T. Gillen, Police Chief



TOWN OF GROVELAND

2019 TOWN MEETING WARRANT AND 2019 ANNUAL TOWN ELECTION WARRANT

COMMONWEALTH OF MASSACHUSETTS

Town Meeting: Monday, April 29, 2019

Town Election: Monday, May 6, 2019

Essex, ss:

To Jeffrey T. Gillen, Chief of Police of the Town of Groveland, in the County of Essex

GREETINGS:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in the **Annual Town Meeting to meet at the Dr. Elmer S. Bagnall School, 253 School Street, Groveland, MA on Monday, April 29, 2019 @ 7:05 P.M.** to act upon or take any other action relative thereto on the following Articles.

Also for those qualified to vote in the **Annual Town Election** to meet in their voting precinct **Town Hall, 183 Main Street Groveland, MA on Monday, May 6, 2019 between the hours of 7:00 A.M. and 8:00 P.M.** which calls for the election of Town Officials.

**** 4/29/19 - Given the large crowd in attendance, Moderator Bill Darke appointed Denise Valeri to act as the Deputy Moderator for the "overflow" room. A quorum was certified at 553 voters were in attendance.

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2019
ANNUAL TOWN MEETING
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Summary of Revenue and Expenditures

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- Article 2 Authorize Transfer Chapter 90 Funds
- Article 3 Appropriation for Veterans
- Article 4 Vote to Accept MGL C. 39, §23D
- Article 5 Vote to Accept MGL C. 59, §57A
- Article 6 Vote to Accept MGL C. 59, §5, Clause 54
- Article 7 Authorization to make Town Clerk position appointed
- Article 8 Authorize Acceptance of a Public Way
- Article 9 Authorize a Conservation Restriction
- Article 10 Amend the Pentucket Regional School District Regional Agreement

GENERAL BYLAW ARTICLES

- Article 11 Add Section 2-26 VOTING to Article II
- Article 12 Add Chapter 15 - Bylaw Governing Discharges To The Municipal Storm Drain System

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- Article 13 Appropriate from Community Housing to prepare an Implementation Plan
- Article 14 Appropriate from Historic Preservation to make Veasey Park ADA compliant
- Article 15 Appropriate from Historic Preservation to paint Washington Hall
- Article 16 Appropriate from Recreation for Phase 2 improvements to the Pines
- Article 17 Appropriate from Open Space for Recreational Trail Preservation
- Article 18 Appropriate from Recreation for a new playground at the Pines
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- Article 20 Appropriation of the Community Preservation Fund Fiscal Year 2020

CAPITAL ARTICLES

- Article 21 Appropriation for Recommended Capital Projects
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FINANCIAL ARTICLES

- Article 23 Accept Funds from Municipal Electric Department
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- Article 27 Citizen's Petition to replace the Library Sign
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- Article 29 Transfer Funds from FY18 Free Cash to Operating Budget
- Article 30 Transfer Funds from FY18 Free Cash to Stabilization Fund
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FINANCIAL ARTICLES, continued

- Article 32 Transfer Funds from FY18 Free Cash to fund MS4 Permit requirements
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ELECTION ARTICLE

- Article 40 Election and Ballot Questions

- APPENDIX A Fiscal Year 2020 Capital Improvement Plan Revolving
- APPENDIX B Fund Reports to Town Meeting
- APPENDIX C M.G.L. Chapters referenced within warrant
- APPENDIX D Definitions of Commonly Uses Terms at Town Meeting
- APPENDIX E Table of Motions

Town of Groveland			
Summary of Revenues and Expenditures			
Fiscal Year 2020			
			FIN COMM
	ADOPTED	REQUESTED	RECOMMENDED
	FY19	FY20	FY20
I. REVENUES			
TAX LEVY	13,765,066	14,265,431	14,265,431
DEBT EXCLUSION	650,125	642,407	642,407
NEW GROWTH	140,349	125,000	125,000
SUBTOTAL	14,555,540	15,032,838	15,032,838
LOCAL RECEIPTS	1,323,500	1,442,000	1,442,000
EST CHERRY SHEET	977,837	1,019,329	1,019,329
INTERGOVERNMENTAL (LIGHT DEPT)	35,000	35,000	35,000
SUBTOTAL	2,336,337	2,496,329	2,496,329
TOTAL REVENUE	16,906,164	17,529,167	17,529,167
II. EXPENSES			
TOWN BUDGETS	5,084,536	5,367,593	5,371,589
PRSD BUDGET	9,539,672	9,864,501	9,864,501
WHITTIER BUDGET	865,260	732,390	732,390
ESSEX TECH ESTIMATE	260,000	225,000	225,000
GENERAL FUND PORTION OF SHARED EXPENSES			
HEALTH & LIFE INSURANCE	403,000	438,000	438,000
RETIREMENT	492,313	536,292	536,292
MEDICARE	65,000	66,000	66,000
PROPERTY & CASUALTY/WORKER'S COMP	170,000	185,000	185,000
OTHER EXPENSES			
RESERVE FOR ABATEMENTS	135,000	135,000	135,000
CHERRY SHEET CHARGES	80,692	83,783	83,783
DIRECT TO LIBRARY	9,473	8,726	8,726
SNOW & ICE DEFICIT (Non Budget)	-	-	-
TOTAL EXPENSES	17,105,122	17,642,285	17,646,281
BALANCE AVAILABLE	(198,958)	(113,118)	(117,114)
ONE TIME REVENUES			
ASSESSORS OVERLAY	125,000	50,000	50,000
FREE CASH	85,000	85,000	85,000
STABILIZATION			
SALE OF LOTS FUND			
EXCESS/(DEFICIT)	11,042	21,882	17,886

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ARTICLE 1: To see if the Town will vote to authorize the Selectmen to petition the State for any sum available under provisions of Chapter 90, said funds to be apportioned and expended by and under the direction of the State Department of Public Works (Massachusetts Highway Department) in accordance with said statutes; or take any other action relative thereto. Article submitted by the Board of Selectmen.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 2: To see if the Town will vote to transfer from available funds the amount of TWO HUNDRED TEN THOUSAND, NINE HUNDRED NINETY-EIGHT DOLLARS (\$210,998) and appropriate said sum for Chapter 90 approved road work, said amount to be used pending reimbursement by the State, with such work to be done under the supervision of the Road Commissioner; or take any other action relative thereto.

Article submitted by Board of Selectmen

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 3: To see if the Town will vote to raise and appropriate the sum of NINE HUNDRED DOLLARS (\$900) for the purpose of providing this amount to the William R. Dewhirst, Jr. Post 7366, Veterans of the United States, Groveland, MA to pay for heat, electricity, and maintaining its meeting place and any expenses to support this request in Fiscal 2020; or take any other action relative thereto.

Article submitted by Board of Selectmen

NOTE: Authorization for this appropriation is provided in MGL, C. 40, §9.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 4: To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 39, Section 23D, for boards, committees, or commissions holding adjudicatory hearings in the Town, which section provides that a member of a public body when holding an adjudicatory shall not be disqualified from voting in the matter solely due to that member's absence from no more than 1 session of the hearing at which testimony or other evidence is received, provided that certain additional conditions as established by said statute are met; or take any other action relative thereto.

Article submitted by the Town Planner

NOTE: The full text of MGL C. 39, §23D can be found in Appendix C

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 5: To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 57A, in its present form and as subsequently amended, which statute provides that notice of preliminary tax or actual tax bill for real estate or personal property taxes, in an amount not in excess of \$100, shall be due and payable in 1 installment and if unpaid after the day the first installment of the notice of preliminary tax or actual tax bill for the year is due, shall be subject to interest at the same rate and from the same date as any delinquent preliminary or actual tax first installment; or take any other action relative thereto.

Article submitted by the Board of Assessors

NOTE: *The full text of MGL C. 59, §57A can be found in Appendix C*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 6: To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 54, exempting personal property from taxation if less than an amount not in excess of \$10,000, as established by Town Meeting; and further, by establishing such minimum value of personal property subject to taxation as \$5,000.00, beginning in FY20; or take any other action relative thereto.

Article submitted by the Board of Assessors

NOTE: *The full text of MGL C. 59, §5, Clause 54 can be found in Appendix C*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 7: To see if the Town will vote, in accordance with the provisions of G.L. c.41, §1B, to change the position of Town Clerk from elected to appointed; provided, however, that such change shall not take effect unless it is also approved by the voters at the 2020 Annual Town Election; or take any other action relative thereto.

Submitted by the Board of Selectmen

Note: *If approved by town meeting, this will appear as a ballot question on the May 4, 2020 Annual Town Election Ballot*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Board of Selectmen recommend favorable action.
Brief discussion took place. After a hand vote, the motion for favorable action failed with a vote of 170 to 250.

ARTICLE 8: To see if the Town will vote to accept as a public way Sunset Circle, as laid out by the Board of Selectmen and shown on the plan entitled "Roadway Acceptance Plan Sunset Circle", prepared for Wallace Capital, LLC, by GA Consultants, dated January 30, 2019, which plan is on record at the Essex South Registry of Deeds in Plan Book 470, Plan 70 and is on file in the office of the Town Clerk, and to authorize the Board of Selectmen to acquire by gift, purchase, and/or eminent domain such interests in land as are necessary to provide for the use and maintenance of said way for all purposes for which public ways are used in the Town of Groveland; or take any other action relative thereto Article submitted by the Planning Board

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Motion to amend by removing the word "purchase" from the article, Unanimously approved as amended.

ARTICLE 9: To see if the Town will vote to authorize the Board of Selectmen to convey, upon such terms and conditions as the Selectmen deem appropriate, a permanent conservation restriction in approximately eight (8) acres of that certain parcel of land owned by the Town and identified as Assessors' Lot No. 040-009, with the boundaries of the restricted area to be fixed by the Selectmen, and to authorize the Board of Selectmen or their designee to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to meet the requirements of G.L. c.184, §§31-33; or take any action relative thereto.

Article submitted by the Finance Director

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority in Favor

ARTICLE 10: To see if the Town will vote to amend the Pentucket Regional School District (PRSD) Regional Agreement, last amended on July 1, 2014, by making the following underlined and strike through changes as set forth below; or take any other action relative thereto.

PENTUCKET REGIONAL SCHOOL DISTRICT REGIONAL AGREEMENT

PreK-12 REGIONAL AGREEMENT OF APRIL 30, 1993
AS AMENDED JULY 1, 1997, JULY 1, 1998, JULY 1, 1999, JULY 1, 2005,
JULY 1, 2006, JULY 1, 2012, AND JULY 1, 2014, AND JULY 1, 2019

For a Regional School District for the Towns of Groveland, Merrimac, and West Newbury, towns in the Commonwealth of Massachusetts hereinafter referred to as member towns.

Section I. MEMBERSHIP OF THE REGIONAL DISTRICT SCHOOL COMMITTEE

- A. The Regional District School Committee shall consist of nine members, three from each member town, who shall be elected by the voters of that town. Each member so elected shall serve a three year term. In the event that a town or

towns separate from the Regional School District at the elementary level as stated in Section X, the three (3) elected members from said town or towns shall constitute the elementary school committee as well as represent their town at the regional level.

- B. Any vacancy occurring on the Regional District School Committee for any cause shall be filled by the local Board of Selectmen and the remaining School Committee members from the town where the vacancy occurs. Such replacement shall serve until the next annual town election.
- C. At the first scheduled meeting of the Regional District School Committee after the annual election of all member towns, the Regional District School Committee shall organize in accordance with Massachusetts General Laws, Chapter 71, Section 16A, known as "Regional School Committee, Organization". In addition, the Regional District School Committee shall fix the time and place for its regular meetings for the new term, provide for the calling of special meetings upon notice to all its members, and appoint appropriate sub-committees and other officers.
- D. The Chairmanship, Vice Chairmanship and Secretary positions shall be revolving with one position being from each town. No Town shall hold more than one office.

Section II. QUORUMS, VOTES AND GOVERNANCE

- A. A quorum to conduct business at regular meetings shall consist of a simple majority of its members and special meetings shall require not less than two members from each of the towns.
- B. On all issues requiring a vote of the Regional District School Committee, each member's vote will be weighted according to the respective town's population based on the most recent decennial Federal census data, calculated out to two decimal places, and remain as such until the next official Federal census.
- C. Any action voted by the Regional District School Committee which directly and specifically affects the elementary school(s) in only one town shall require that two of the three members of the Regional District School Committee from the town in which the affected elementary school is located vote in support of that action. In order, however, for a school to be closed in any member town where there is more than one elementary school, all three committee members from the affected town are required to vote in favor of the proposed closure after a public hearing is held in the affected town.

Section III. TYPE OF SCHOOL

- A. The Regional School District shall include all grades from PK – 12.
- B. The secondary schools shall serve students in grades 6 or 7 – 12.
- C. The elementary schools shall serve students in grades PK – 5 or 6.

- D. In the agreement where “preschool” is mentioned it is done so for future purposes to permit the Regional District School Committee with the approval of all member towns at their respective Town Meetings, at some future date, to include preschool classes. Until such time all preschool expenses shall be on a self supporting basis, except those excluded by law.

Section IV. LOCATION OF SCHOOLS

- A. The Regional District secondary school buildings shall be located on sites owned by the District.
- B. There shall be not less than one elementary school in each member town. Students in grades PK – 5 or 6 shall attend schools in their towns of residence, except in cases of emergency as defined by the Regional District School Committee, children attending special education low incidence classes, regional “magnet” classes, or intradistrict school choice. In such instances of emergency, refer to the Pentucket Regional School District “Contingency Plan” as approved by the Pentucket Regional School Committee, and as may be amended from time to time.
- C. Each member town shall retain ownership of all elementary school buildings and related grounds, including any new elementary school buildings constructed in the future. Each member town shall lease each elementary school building and related grounds to the Pentucket Regional School District for the sum of one dollar. Each lease shall be for a term not greater than the term permitted by either general or special State law. The initial term of each lease shall commence on the date that the Regional District School Committee assumes jurisdiction over the pupils in grades PK-12 or as otherwise provided in such lease. Each lease may contain provisions for an extension of the lease term at the option of the Regional District School Committee. Responsibilities for maintenance of elementary school buildings shall be uniform across all District elementary school leases. A lease shall not prevent the use of the elementary school buildings or premises by the respective owner towns with the approval of the School Committee, which shall not withhold such approval unless educationally necessary. If permitted by either general or special State law, a lease may provide that it shall terminate and the leased property shall revert to the member town if the town should no longer be a member of the Pentucket Regional School District or if the Regional District School Committee should determine that the land, with the building and other improvements thereon, is no longer needed for the educational program of the District. Each lease may include such other terms as may be agreed upon by the Board of Selectmen of a member town and the Regional District School Committee. A lease shall be executed by the Board of Selectmen on behalf of the member town and the Regional District School Committee on behalf of the District.
- D. Said requirements to lease land and buildings shall not include portions of land and buildings already under separate lease at the time of the effective date of this agreement until such time as the existing lease terms expire.

E. Payments from present leases and future leases shall be paid to the Regional School District in accordance with the lease agreement by and between the District and the Town.

F. When necessary to implement due to an emergency as described in Section IV (B), the Pentucket Regional School District "Contingency Plan" will be in place for not more than one year, or until all towns have convened a special town meeting for the purpose of reviewing any amendments as may be proposed to the Regional Agreement, whichever comes first.

Section V. TRANSPORTATION

Transportation shall be provided by the Regional School District. The Regional District School Committee shall set District transportation policy.

Section VI. DEFINITIONS

The budget for construction and operation of the District's Schools including payments of principal and interest on bonds and other evidence of indebtedness issued by the District shall be apportioned to the member towns subject to the following definitions:

A. Budget

As defined by this document, the budget is the amount of dollars voted by the Regional District School Committee to finance the District schools to be paid from the general revenues of the Regional School District.

The budget shall be comprised of two parts: operating costs and debt service, each as herein defined.

1. DEBT SERVICE and CAPITAL COSTS include all costs that are used for payment of principal and interest on bonds or other obligations issued by the District. Capital projects shall be defined as costing not less than \$10,000 and having a depreciable life of not less than 5 years.
2. OPERATING COSTS include all costs not included in Debt Service and Capital Costs as defined in 1, but includes interest and principal on revenue anticipation notes.

Section VII. METHOD OF ASSESSING COSTS OF THE REGIONAL SCHOOL DISTRICT

A. All operating costs shall be assessed to the three towns on the basis of M.G.L. Chapter 71, Section 16B.

1. The district assessment will be calculated and reported to the member towns by using the two – step method. The District shall list all general fund revenues, including but not limited to Chapter 70 and Transportation Aid, and reduce the member assessment as it relates to the approved operating

budget by said amount. The remaining member assessments shall be calculated by charging each member Town its net minimum spending amount as approved by the Department of Elementary and Secondary Education for the Fiscal Year being assessed. Should the requested member assessments exceed the net minimum spending required then the remaining amount shall be charged to each member Town based upon its percentage of the entire District enrollment calculated to 4 decimal places as of October 1 of the prior Fiscal Year for grades K to 12, including out of District placements, as reported to the Massachusetts Department of Elementary and Secondary Education on the statewide pupil census. All Debt Service and Capital Costs not associated directly to one member community's Elementary School(s) shall be allocated and assessed annually using the calculation stated above for any amount over the net minimum spending requirement.

2. Should all member Towns agree on an alternative method of assessment the District shall be notified in writing by each member community's Board of Selectmen Chair on the agreed procedure on or before March 1 of the year prior to the Fiscal year budget start date. If the per pupil method of assessment is chosen then the calculation shall be the same as the amount over net minimum spending stated in Part 1 of this section.
- B. Debt Service, incurred by the District for an elementary school building of a member town, less applicable Chapter 70B MSBA aid, shall be assessed to the member town in which the elementary school is located.
 - C. The payment of the assessed share of operating costs and debt service by each member town, as computed by the Regional District School Committee according to the methods specified in Sections VI, and VII, shall be made by each member town's Treasurer by check payable to the Regional School District in twelve equal installments by the fifteenth of each month.

Section VIII. RESPONSIBILITY FOR ADDITIONS, MAJOR REPLACEMENTS AND MAINTENANCE OF SECONDARY AND ELEMENTARY SCHOOLS

- A. The District shall develop a 5 year capital plan for each building that will be provided to each member town by January 15th. This plan shall include; item descriptions, estimated costs, and the projected depreciable life. Capital projects shall be defined as costing not less than \$10,000 and having a depreciable life of not less than 5 years. Capital projects shall be scheduled and approved by the member Town. Emergency repair procedures shall be defined by the member Town lease agreement.

In addition, the District shall provide the member towns with a maintenance plan for each of its buildings. The District shall include a line item in its budget to fully fund this plan. A year end maintenance report shall be provided to the member towns identifying the cost of all maintenance performed.

- B. Each member town shall be responsible for payment of costs associated with the construction of new buildings, renovations, or making extraordinary repairs to the

elementary school building/s located in that member town so long as they meet the requirements of a capital project as described in VIII A.

- C. The costs of on-going maintenance for those items not included in paragraph VIII B. for the elementary schools and all costs for the secondary schools shall be borne by the Regional School District.

Section IX. ADMISSION OF ADDITIONAL TOWNS

By an amendment of this agreement adopted by each member town in accordance with Section XIV and complying with the provision therein contained, any other town or towns may be admitted to the Regional School District upon adoption as herein provided of such amendment and upon acceptance of the agreement as so amended, and also upon compliance with the provision of law as may be applicable and such terms as may be set forth in such amendment.

A new member may be admitted to the Regional School District as of July 1 of any fiscal year, provided that all requisite approvals for such admission, including the Commissioner's approval, shall be obtained no later than the preceding December 31. The authorizing votes may provide for the deferral of said admission until July 1 of a subsequent fiscal year.

Section X. WITHDRAWAL OF MEMBER TOWNS FROM THE REGIONAL SCHOOL DISTRICT

- A. Any town withdrawing from the District must first pay all its share of total debt and current operating expenses. All withdrawals are subject to the approval of the Commissioner of Elementary and Secondary Education and must be approved by two thirds of the member Towns.

Any member town may withdraw from the regional school district in total or at the elementary level if accepted by a majority vote of the voters present and voting on the question at its Annual Town meeting called for the purpose, such withdrawal to become effective on June 30th of the year named in the question, provided: (1) that in pursuance of such vote, the withdrawing town gives the regional school district at least one years written notice of its intention to withdraw, (2) that the said town has paid over to the District any costs which have been certified by the District Treasurer to the Treasurer of the withdrawing town.

Section XI. ANNUAL REPORT

- A. The Regional District School Committee shall submit to each member town an annual report containing a detailed financial statement and a statement showing methods by which the annual charges assessed against each town were computed, together with such additional information relating to the operation and

maintenance of the secondary schools and each elementary school as may be deemed necessary by the Regional District Committee or by the Selectmen and/or the Finance Committee of any member town. This report shall contain a detailed listing of salaries by individual employee.

Section XII. BUDGET

~~There shall be a Regional Finance Advisory Committee, comprised of the following: one Selectmen from each member town annually appointed by each member town Board of Selectmen; the Finance Director, or person holding such position by whichever title it may be known, from each member town; the Regional District School Committee Chair, or his/her designee; and the District Superintendent and/or Business Manager. The Regional Advisory Committee will meet, from time to time, with the Regional District School Committee Chair, the Superintendent and/or Business Manager to discuss matters that may impact the District and/or the towns, including budget calendars and timelines, content and detail of budgets, revenue estimates and other revenue matters, capital budget items and use of Excess and Deficiency funds. The chairmanship of the Advisory Committee shall rotate annually among the members from each of the towns. The Committee shall prepare reports to be read into the School Committee minutes.~~

- A. The Regional District School Committee shall prepare a budget on a fiscal year basis for the District in the following manner:
1. The budget process shall be initiated annually in December and shall provide an opportunity for the Selectmen and Finance Committee of each member town to have input into its preparation. The Regional District School Committee shall complete its proposed budget for the ensuing year, and said proposed budget shall be posted in the Town Hall of each member town, shall be provided to each member town's public library, and shall be submitted to the Selectmen, Finance Directors and Finance Committee members of each member town.
 2. The proposed budget shall contain a notice stating when and where a public hearing will be held. The public hearing shall be held in any District school building. The notice of the public hearing shall be posted in all three towns. Said hearing shall be held at least ten (10) days prior to final adoption of the proposed budget. Upon request of the Finance Committee and/or the Board of Selectmen of any member town, the Regional District School Committee shall arrange to meet with such Finance Committee and/or Board of Selectmen for the purpose of discussing the proposed budget. Said proposed budget shall be submitted in the template approved by the School Committee, itemized at least as follows: central administration; expenses of instruction; transportation; operation of school plant; maintenance of school plant; outlay, debt and interest charges; the last named to specify all items costing \$1,000.00 or more. All non-recurring expenditures shall be itemized. Enrollment, staffing, total expenditures and assessments for the past five years shall be included.

The Chair of any member Board of Selectmen or Finance Committee may request further information.

3. 45 days prior to the date of the earliest member Annual Town Meeting the Regional District School Committee shall adopt by a two-thirds vote of all its members a budget with such changes as may have resulted from conferences and an open hearing. This budget shall be presented in two parts as outlined in the attached template (Exhibit A). No later than 30 days from the date of the approval vote, but within 10 days if possible, the Treasurer of the District shall certify to the Treasurer of each member town its assessed share of such budget.
4. The budget and assessment shall be so constructed as to show debt service, capital and operating costs. It shall also list all general fund revenue used to reduce member assessments as described in VII. A. This budget should also identify the costs of any programs not uniformly offered at all District elementary schools.
5. Budget approval will be in accordance with M.G.L. Chapter 71, Section 16B.
6. If, in the opinion of the Board of Selectmen and/or Finance Committee of any of the towns, the Regional School District budget will not fit the budgetary capabilities of their town, they can request of the Regional District School Committee a special meeting to discuss the budget.

This meeting shall be called within seven (7) days of the presentation of the budget to the member towns.

The meeting shall be attended by six members of the Regional District School Committee (two members from each member town), as well as two representatives of the Board of Selectmen and two representatives of the Finance Committee from each member town.

The purpose of this meeting will be to discuss the ability of the town or towns to meet the financial obligation brought forth by their assessment of the submitted Regional School District budget.

The charge of this group will be to recommend to the Regional District School Committee a reduced budget that least affects the educational integrity of the District and meets the financial capabilities of the town(s).

7. If a member town fails to hold a meeting within forty-five (45) days from the date on which an amended assessment was adopted by the Regional District School Committee, the member town shall be deemed to have voted affirmatively regardless of whether the town had previously approved an amount equal to or greater than the revised assessment. No action by the town constitutes approval.

Section XIII. INCURRING OF DEBT

- A. The Regional District School Committee shall have authority to develop plans for District schools. According to Chapter 71, S.16d. the Regional District School Committee shall not incur any debt for the school until the expiration of sixty (60) days from the date said debt is authorized by the Regional District School Committee. Prior to the expiration of said period each member town will be notified of the intent to incur debt. Each member town which would bear a financial responsibility for the debt through the assessment of all or a portion of the principal and interest on such debt shall hold a Town Meeting for the purpose of expressing approval or disapproval of the amount of debt authorized by the Regional District School Committee by a majority of voters present and voting on the question. If the debt is disapproved by any member town, the debt shall not be incurred, and the Regional District School Committee shall then prepare an alternative proposal and a new or revised authorization to incur debt. The only exception to the restrictions in this paragraph shall be the incurring of debt in anticipation of revenues.
- B. In the event that a member town should determine, prior to the issuance by the District of long term indebtedness to finance a Capital Cost, to make an upfront cash contribution to pay all of its allocable share of such Capital Cost, then the total borrowing authorized to pay costs of such Capital Cost shall be reduced by the amount of such upfront cash contribution. A member town's share of Capital Costs for purposes of this section shall be determined in the same manner as used in determining the allocation of Capital Costs for the fiscal year in which the District's borrowing for a particular Capital Cost is authorized.

When a member town has paid its entire share of such Capital Cost, then such member town shall not be assessed for any portion of Debt Service incurred by the District to finance the balance of such Capital Cost. Then, notwithstanding the provisions of Section VII(A) to the contrary, Debt Service on the amount to be borrowed shall be assessed upon the member town or towns that did not determine to make an upfront cash contribution on account of such Capital Cost, as if the District's total enrollment consisted solely of the students from the noncontributing town or towns.

Any upfront cash contribution on account of a Capital Cost shall be paid to the District prior to the issuance of long term bonds by the District to finance such capital cost.

Section XIV. AMENDMENTS

- A. Amendments to the agreement must receive a majority vote of approval by each member town at a Town Meeting. Amendments may be initiated by the Regional District School Committee or by the Board of Selectmen of any one of the member towns.
- B. No such amendment shall be made which shall substantially impair the rights of the holders of any of the District's bonds or notes of the District then outstanding or the rights of the District to procure the means for payment thereof.

- C. This agreement ~~will~~ shall be reviewed every three years by a group comprised of the Chief Financial Officer of each town (or person holding such position by whichever title it may be known), the PRSD Business Manager, and the PRSD Superintendent, ~~the members of the Regional Finance Advisory Board, as described in Section XII. A~~ who will jointly make recommendations for changes to the member Town's Board of Selectmen. Each town's Chief Financial Officer shall participate on behalf of their respective Board of Selectmen, and shall be responsible to keep their Board apprised of communications and related meetings, and to provide their respective Board regular opportunities to initiate any potential amendments to this agreement or respond to any amendments as may be initiated by others. At any time the Towns may also appoint a task force to review the Regional Agreement. This task force will be made up of a member from each Town's Board of Selectmen, the member town's Finance Directors, the Chairman of the School Committee, the Superintendent and a citizen from each member town.
- D. All amendments are subject to the approval of the Commissioner of Elementary and Secondary Education.

Section XV. SEVERABILITY OF SECTIONS

According to Chapter 71.S.16I., in the event that any provision of this Regional School District Agreement shall be held invalid in any circumstance, such invalidity shall not affect any other provisions or circumstances.

Approval Signatures

Chair, Groveland Board of Selectmen

Date

Duly authorized

Chair, Merrimac Board of Selectmen

Date

Duly authorized

Chair, West Newbury Board of Selectmen

Date

Duly authorized

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 11: To see if the Town will vote to add Section 2-26 VOTING to Chapter 2, Article II of the Town of Groveland By-Laws as follows; or take any other action relative thereto.

2-26. Voting.

Voting by Town Meeting Members shall, at the discretion of the Moderator:

- a. utilize electronic voting technology, when available; or
- b. be by a show of hands; or
- c. be by other means as authorized by the Moderator and approved by vote of two-thirds (2/3) of the Town Meeting members present and voting; or
- d. be as hereinafter provided.

Upon motion affirmatively voted by two-thirds (2/3) of the Town Meeting Members present and voting, a vote shall be taken by secret ballot.

Article submitted by Board of Selectmen

NOTE: *This would allow the use of electronic voting technology at Town Meeting.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 12: To see if the Town will vote to add Chapter 15, Bylaw Governing Discharges To The Municipal Storm Drain System of the Town of Groveland By-Laws, as follows; or take any other action relative thereto.

Article submitted by the Finance Director

SECTION 1. PURPOSE

Increased and contaminated stormwater runoff is a major cause of impairment of water quality and flow in lakes, ponds, streams, rivers, wetlands and groundwater; contamination of drinking water supplies; alteration or destruction of aquatic and wildlife habitat; and flooding.

Regulation of illicit connections and discharges to the municipal storm drain system is necessary for the protection of the Town of Groveland's water bodies and groundwater, and to safeguard the public health, safety, welfare and the environment.

The objectives of this bylaw are:

1. to prevent pollutants from entering the Town of Groveland's municipal separate storm sewer system (MS4);
2. to prohibit illicit connections and unauthorized discharges to the MS4;
3. to require the removal of all such illicit connections;
4. to comply with state and federal statutes and regulations relating to stormwater discharges; and
5. to establish the legal authority to ensure compliance with the provisions of this bylaw through inspection, monitoring, and enforcement.

SECTION 2. DEFINITIONS

For the purposes of this bylaw, the following shall mean:

AUTHORIZED ENFORCEMENT AGENCY: The Highway Department (hereafter the Department), its employees or agents designated to enforce this bylaw.

BEST MANAGEMENT PRACTICE (BMP): An activity, procedure, restraint, or structural improvement that helps to reduce the quantity or improve the quality of stormwater runoff.

CLEAN WATER ACT: The Federal Water Pollution Control Act (33 U.S.C. § 1251 *et seq.*) as hereafter amended.

DISCHARGE OF POLLUTANTS: The addition from any source of any pollutant or combination of pollutants into the municipal storm drain system or into the waters of the United States or Commonwealth from any source.

GROUNDWATER: Water beneath the surface of the ground.

ILLICIT CONNECTION: A surface or subsurface drain or conveyance, which allows an illicit discharge into the municipal storm drain system, including without limitation sewage, process wastewater, or wash water and any connections from indoor drains, sump pumps, sinks, or toilets, regardless of whether said connection was previously allowed, permitted, or approved before the effective date of this bylaw.

ILLICIT DISCHARGE: Direct or indirect discharge to the municipal storm drain system that is not composed entirely of stormwater, except as exempted in Section 7. The term does not include a discharge in compliance with an NPDES Storm Water Discharge Permit or a Surface Water Discharge Permit, or resulting from firefighting activities exempted pursuant to Section 7, subsection 4, of this bylaw.

IMPERVIOUS SURFACE: Any material or structure on or above the ground that prevents water infiltrating the underlying soil. Impervious surface includes without limitation roads, paved parking lots, sidewalks, and rooftops.

MUNICIPAL SEPARATE STORM SEWER SYSTEM (MS4) or MUNICIPAL STORM DRAIN SYSTEM: The system of conveyances designed or used for collecting or conveying stormwater, including any road with a drainage system, street, gutter, curb, inlet, piped storm drain, pumping facility, retention or detention basin, natural or man-made or altered drainage channel, reservoir, and other drainage structure that together comprise the storm drainage system owned or operated by the Town of Groveland.

NATIONAL POLLUTANT DISCHARGE ELIMINATION SYSTEM (NPDES) STORM WATER DISCHARGE PERMIT: A permit issued by United States Environmental Protection Agency or jointly with the State that authorizes the discharge of pollutants to waters of the United States.

NON-STORMWATER DISCHARGE: Discharge to the municipal storm drain system not composed entirely of stormwater.

PERSON: An individual, partnership, association, firm, company, trust, corporation, agency, authority, department or political subdivision of the Commonwealth or the federal government, to the extent permitted by law, and any officer, employee, or agent of such person.

POLLUTANT: Any element or property of sewage, agricultural, industrial or commercial waste, runoff, leachate, heated effluent, or other matter whether originating at a point or nonpoint source, that is or may be introduced into any sewage treatment works or waters of the Commonwealth. Pollutants shall include without limitation:

1. paints, varnishes, and solvents;
2. oil and other automotive fluids;
3. non-hazardous liquid and solid wastes and yard wastes;
4. refuse, rubbish, garbage, litter, or other discarded or abandoned objects, ordnances, accumulations and floatables;
5. pesticides, herbicides, and fertilizers;
6. hazardous materials and wastes; sewage, fecal coliform and pathogens;
7. dissolved and particulate metals;
8. animal wastes;
9. rock, sand, salt, soils;
10. construction wastes and residues; and
11. noxious or offensive matter of any kind.

PROCESS WASTEWATER: Water which, during manufacturing or processing, comes into direct contact with or results from the production or use of any material, intermediate product, finished product, or waste product.

RECHARGE: The process by which groundwater is replenished by precipitation through the percolation of runoff and surface water through the soil.

STORMWATER: Storm water runoff, snow melt runoff, and surface water runoff and drainage.

SURFACE WATER DISCHARGE PERMIT. A permit issued by the Department of Environmental Protection (DEP) pursuant to 314 CMR 3.00 that authorizes the discharge of pollutants to waters of the Commonwealth of Massachusetts.

TOXIC OR HAZARDOUS MATERIAL or WASTE: Any material, which because of its quantity, concentration, chemical, corrosive, flammable, reactive, toxic, infectious or radioactive characteristics, either separately or in combination with any substance or substances, constitutes a present or potential threat to human health, safety, welfare, or to the environment. Toxic or hazardous materials include any synthetic organic chemical, petroleum product, heavy metal, radioactive or infectious waste, acid and alkali, and any substance defined as Toxic or Hazardous under G.L. Ch.21C and Ch.21E, and the regulations at 310 CMR 30.000 and 310 CMR 40.0000.

WATERCOURSE: A natural or man-made channel through which water flows or a stream of water, including a river, brook or underground stream.

WATERS OF THE COMMONWEALTH: All waters within the jurisdiction of the Commonwealth, including, without limitation, rivers, streams, lakes, ponds, springs,

impoundments, estuaries, wetlands, coastal waters, and groundwater.

WASTEWATER: Any sanitary waste, sludge, or septic tank or cesspool overflow, and water that during manufacturing, cleaning or processing, comes into direct contact with or results from the production or use of any raw material, intermediate product, finished product, byproduct or waste product.

SECTION 3. APPLICABILITY

This bylaw shall apply to flows entering the municipally owned storm drainage system.

SECTION 4. AUTHORITY

This bylaw is adopted under the authority granted by the Home Rule Amendment of the Massachusetts Constitution and the Home Rule Procedures Act, and pursuant to the regulations of the federal Clean Water Act found at 40 CFR 122.34.

SECTION 5. RESPONSIBILITY FOR ADMINISTRATION

The Department shall administer, implement and enforce this bylaw. Any powers granted to or duties imposed upon the Department may be delegated in writing by the Department to employees or agents of the Department.

SECTION 6. REGULATIONS

The Department may promulgate rules and regulations to effectuate the purposes of this bylaw. Failure by the Department to promulgate such rules and regulations shall not have the effect of suspending or invalidating this bylaw.

SECTION 7. PROHIBITED ACTIVITIES

Illicit Discharges. No person shall dump, discharge, cause or allow to be discharged any pollutant or non-stormwater discharge into the municipal separate storm sewer system (MS4), into a watercourse, or into the waters of the Commonwealth.

Illicit Connections. No person shall construct, use, allow, maintain or continue any illicit connection to the municipal storm drain system, regardless of whether the connection was permissible under applicable law, regulation or custom at the time of connection.

Obstruction of Municipal Storm Drain System. No person shall obstruct or interfere with the normal flow of stormwater into or out of the municipal storm drain system without prior written approval from the Department.

Pumping of Water. No person, owner of property, or person controlling property shall discharge or permit to be discharged into the Town's stormwater drainage system, including catch basins, leaching basins, manholes, outfalls, or pipes, or upon any street, court, lane, public roadway, or roadway to which the public has a right to use, any water by pumped means so as to create a nuisance or safety hazard.

SECTION 8. EXEMPTIONS

The following non-stormwater discharges or flows are exempt from the prohibition of non-stormwaters provided that the source is not a significant contributor of a pollutant to the municipal storm drain system:

1. Discharge or flow resulting from firefighting activities;
2. Waterline flushing;
3. Flow from potable water sources;
4. Springs;
5. Natural flow from riparian habitats and wetlands;
6. Diverted stream flow;
7. Rising groundwater;
8. Uncontaminated groundwater infiltration as defined in 40 CFR 35.2005(20),
9. Water from exterior foundation drains, footing drains (not including active groundwater dewatering systems), crawl space pumps, or air conditioning condensation;
10. Incidental discharges from landscape irrigation or lawn watering;
11. Water from individual residential car washing;
12. Discharge from dechlorinated swimming pool water (less than one ppm chlorine) provided the water is allowed to stand for one week prior to draining and the pool is drained in such a way as not to cause a nuisance;
13. Discharge from street sweeping;
14. Dye testing, provided verbal notification is given to the Department prior to the time of the test;
15. Non-stormwater discharge permitted under an NPDES permit or a Surface Water Discharge Permit, waiver, or waste discharge order administered under the authority of the United States Environmental Protection Agency or the Department of Environmental Protection, provided that the discharge is in full compliance with the requirements of the permit, waiver, or order and applicable laws and regulations; and
16. Discharge for which advanced written approval is received from the Department as necessary to protect public health, safety, welfare or the environment.

SECTION 9. EMERGENCY SUSPENSION OF STORM DRAINAGE SYSTEM ACCESS

The Department may suspend municipal storm drain system access to any person or property without prior written notice when such suspension is necessary to stop an actual or threatened discharge of pollutants that presents imminent risk of harm to the public health, safety, welfare or the environment. In the event any person fails to comply with an emergency suspension order, the Authorized Enforcement Agency may take all reasonable steps to prevent or minimize harm to the public health, safety, welfare or the environment.

SECTION 10. NOTIFICATION OF SPILLS

Notwithstanding other requirements of local, state or federal law, as soon as a person responsible for a facility or operation, or responsible for emergency response for a facility or operation has information of or suspects a release of materials at that facility or operation resulting in or which may result in discharge of pollutants to the municipal drainage system or waters of the Commonwealth, the person shall take all necessary steps to ensure containment, and cleanup of the release. In the event of a release of oil or hazardous materials, the person shall immediately notify the municipal fire and police departments and the Highway department. In the event of a release of non-hazardous material, the reporting person shall notify the Authorized Enforcement Agency no later than the next business day. The reporting person shall provide to the Authorized Enforcement Agency written confirmation of all telephone, facsimile or in-person notifications within three business days thereafter. If the discharge of prohibited materials is from a commercial or industrial facility, the facility owner or operator of the facility shall retain on-site a written record of the discharge and the actions taken to prevent its recurrence. Such records shall be retained for at least three years.

SECTION 11. ENFORCEMENT

The Department or an authorized agent of the Department shall enforce this bylaw, regulations, orders, violation notices, and enforcement orders, and may pursue all civil and criminal remedies for such violations.

Civil Relief. If a person violates the provisions of this bylaw, regulations, permit, notice, or order issued thereunder, the Department may seek injunctive relief in a court of competent jurisdiction restraining the person from activities which would create further violations or compelling the person to perform abatement or remediation of the violation.

Orders. The Department or an authorized agent of the Department may issue a written order to enforce the provisions of this bylaw or the regulations thereunder, which may include: (a) elimination of illicit connections or discharges to the MS4; (b) performance of monitoring, analyses, and reporting; (c) that unlawful discharges, practices, or operations shall cease and desist; and (d) remediation of contamination in connection therewith.

If the enforcing person determines that abatement or remediation of contamination is required, the order shall set forth a deadline by which such abatement or remediation must be completed. Said order shall further advise that, should the violator or property owner fail to abate or perform remediation within the specified deadline, the Town of Groveland may, at its option, undertake such work, and expenses thereof shall be charged to the violator.

Within thirty (30) days after completing all measures necessary to abate the violation or to perform remediation, the violator and the property owner will be notified of the costs incurred by the Town of Groveland including administrative costs. The violator or property owner may file a written protest objecting to the amount or basis of costs with the Department within thirty (30) days of receipt of the notification of the costs incurred. If the amount due is not received by the expiration of the time in which to file a protest or within thirty (30) days following a decision of the Department affirming or reducing the costs, or from a final decision of a court of competent jurisdiction, the costs shall become a special

assessment against the property owner and shall constitute a lien on the owner's property for the amount of said costs. Interest shall begin to accrue on any unpaid costs at the statutory rate provided in G.L. Ch. 59, § 57 after the thirty-first day at which the costs first become due.

Criminal Penalty. Any person who violates any provision of this bylaw, regulation, order or permit issued thereunder, shall be punished by a fine of not more than \$100. Each day or part thereof that such violation occurs or continues shall constitute a separate offense.

Non-Criminal Disposition. As an alternative to criminal prosecution or civil action, the Town of Groveland may elect to utilize the non-criminal disposition procedure set forth in G.L. Ch. 40, §21D. The penalty for the 1st violation shall be \$100. The penalty for the 2nd violation shall be \$200. The penalty for the 3rd and violation shall be \$300. The penalty for the 3rd and subsequent violations shall be \$400 each day or part thereof that such violation occurs or continues shall constitute a separate offense. The Town of Groveland may also impose additional penalties for reimbursement of labor and/or materials used to temporarily remedy the violation.

Entry to Perform Duties Under this Bylaw. To the extent permitted by state law, or if authorized by the owner or other party in control of the property, the Department, its agents, officers, and employees may enter upon privately owned property for the purpose of performing their duties under this bylaw and regulations and may make or cause to be made such examinations, surveys or sampling as the Department deems reasonably necessary.

Appeals. The decisions or orders of the Department shall be final. Further relief shall be to a court of competent jurisdiction.

Remedies Not Exclusive. The remedies listed in this bylaw are not exclusive of any other remedies available under any applicable federal, state or local law.

SECTION 12. SEVERABILITY

The provisions of this bylaw are hereby declared to be severable. If any provision, paragraph, sentence, or clause, of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

SECTION 13. TRANSITIONAL PROVISIONS

Residential property owners shall have 90 days from the effective date of the bylaw to comply with its provisions provided good cause is shown for the failure to comply with the bylaw during that period.

***Note:** This bylaw is a requirement of the Federal MS4 Stormwater Management Permit*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 13: To see if the Town will vote to appropriate a sum of up to TWENTY THOUSAND DOLLARS (\$20,000) from the Community Preservation Community Housing Reserve FY-2019 to be made available for the purpose of preparing an Implementation Plan to create and or construct community (affordable) housing for the Town Of Groveland to be managed by the Groveland Town Planner and the town Finance Director under the CPA category of Community Housing and be completed no later than June 30, 2022, or take any action relative thereto.

Article submitted by the Community Preservation Committee

***Note:** This project is to develop a plan to utilize CPA community housing funds and other affordable housing set-asides to make Groveland affordable and help residents stay in their community. Currently only 3.3% of the total year-round housing units in town are deemed affordable by the Department of Housing and Community Development.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 14: To see if the Town will vote to appropriate a sum of up to TWENTY SIX THOUSAND DOLLARS (\$26,000) from the Community Preservation Historic Reserve FY-2019 to be made available for the purposes of Americans for Disabilities Act (ADA) Compliance at Veasey Park. The project is to be managed by the Conservation Commission and the town Finance Director under the CPA category of Historic Preservation and be completed no later than June 30, 2022 or take any action relative thereto.

Article submitted by the Community Preservation Committee

***Note:** The project would provide labor and material towards making Veasey Memorial Park 90% complaint with the Americans for Disabilities Act. This historic town-owned property serves as a community event facility and a conservation park for Groveland and the surrounding area. It is a major passive recreation facility for hiking, fishing, sledding and biking. The improvements will provide safer access to the facility for the public protected by the ADA. The remaining 10% of projects costing over \$200,000 will be covered by pursuing a state grant.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 15: To see if the Town will vote to appropriate a sum of up to TWENTY-THREE THOUSAND DOLLARS (\$23,000) from the Community Preservation Fund's Historic Reserve FY-2019 to be made available for the purpose of exterior painting of Washington Hall. The project is to be managed by the town Finance Director and the Groveland Historical Society under the CPA category of Historic Preservation and be completed no later than June 30, 2022 or take any action relative thereto.

Article submitted by the Community Preservation Committee

***Note:** The project would provide funds to paint the exterior of a historic building, Washington Hall, to preserve and protect the building.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 16: To see if the Town will vote to appropriate a sum of up to SEVENTY THOUSAND DOLLARS (\$70,000) from the Community Preservation Fund's General Reserve FY-2019 to be made available for Phase 2 improvements to the Pines Recreation Area including hydroseeding new fields, guard rails and a replacement pavilion roof. The project is to be managed by the town Finance Director and the Groveland Recreation Committee under the CPA category of Recreation and be completed no later than June 30, 2022 or take any action relative thereto.

Article submitted by the Community Preservation Committee

***Note:** This project would complete the improvements to the Pines Recreation Area begun in 2015 when an award of \$360,000 of CPA funds was approved by the town. Thus far the improvements put in place include new fields, a new boat ramp, lighting, fencing and soon to be completed irrigation systems. The phase 2 work under this proposal completes the Pines area with safety guard rails, field hydroseeding and a new roof for the pavilion.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 17: To see if the Town will vote to appropriate a sum of up to TEN THOUSAND DOLLARS (\$10,000) from the Community Preservation Fund's Open Space Reserve FY-2019 and a sum of up to TWENTY THOUSAND DOLLARS (\$20,000.) from the Community Preservation Fund's General Reserve FY-2019 to be made available for Open Space and Recreational Trails Preservation including development of trails and preservation pilot projects at several conservation and open space properties in town. The project is to be managed by the Conservation Commission and the town Finance Director under the CPA categories of Open Space and Recreation and be completed no later than June 30, 2022 or take any action relative thereto.

Article submitted by the Community Preservation Committee

***Note:** This project will fund a three-year partnership with the Bagnall School Fourth Grade Classes, the Groveland Open Space and Trails Committee and the Conservation Commission to enhance and build trails on all conservation and open space properties throughout town. Many smaller properties exist in neighborhoods that can be made more useful for passive recreation activities. Three pilot projects will also be undertaken at Meadow Pond Reservation and Center Street Greenway focusing on forest management, quarry restoration and historic site markers. The project will receive up to \$30,000 in matching funds from private funds, conservation funds and private grants.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 18: To see if the Town will vote to appropriate a sum of up to ONE HUNDRED FIFTY-FIVE THOUSAND DOLLARS (\$155,000) from the Community Preservation Fund's General Reserve FY-2019 to be made available for the purchase and installation of a new playground at the Pines Recreation Area. The project is to be managed by the town Finance Director and the Groveland Recreation Committee under the CPA category of Recreation and be completed no later than June 30, 2022 or take any action relative thereto. **Article submitted by the Community Preservation Committee**

***Note:** The Pines playground project includes the purchasing and installation of a new playground at the Pines recreational area. The proposed design includes two main structures- one for ages 2-5 and one for ages 5- 12. Also included in the design are 2 swing sets intended for the above listed ages, an additional climbing structure, and 2-3 race car spring riders (as a nod to the history of the Pines.) The current playground at the Pines is outdated and rundown. There are elements of the structures that do not meet today's safety requirements. A new playground will represent pride in our town and an investment in our community.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD MADE THE FOLLOWING MOTION:

To see if the Town will vote to appropriate a sum of up to ONE HUNDRED FIFTY-FIVE THOUSAND DOLLARS (\$155,000) from the Community Preservation Fund's General Reserve FY-2019 to be made available for the purchase and installation of a new **FULLY ADA COMPLIANT (as per the Architectural Access Board)** playground at the Pines Recreation Area. The project is to be managed by the town Finance Director and the Groveland Recreation Committee under the CPA category of Recreation and be completed no later than June 30, 2022 or take any action relative thereto.

FINANCE BOARD RECOMMENDS FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 19: To see if the Town will: (a) authorize the Selectmen to acquire, by gift, purchase, or eminent domain, for open space and passive recreation, certain parcels of land located at 733 Salem Street rear, containing a total of 3.5 acres, more or less, and identified as Town Assessors Map 39, Lot 068, which parcels shall be under the care, custody, management and control of the Conservation Commission in accordance with G.L. Chapter 40, Section 8C; (b) appropriate the sum of TWENTY THOUSAND DOLLARS (\$20,000) for the acquisition of said parcels and any and all costs related thereto from the Community Preservation Open Space set aside Fiscal Year 2019 funds; (c) authorize the Selectmen and/or the Conservation Commission, as they deem appropriate, to file any and all grant applications and/or any other applications for funds in any way connected with the scope of this acquisition, and enter into and execute any and all agreements and instruments on behalf of the Town as may be necessary or appropriate to effectuate said acquisition; and (d) authorize the Selectmen and/or the Conservation Commission to convey, upon such terms and for such consideration as it deems appropriate, a conservation restriction in such land the Town may acquire. The project is to be managed by the Conservation Commission and the town Finance Director under the CPA category of Open Space and be completed no later than June 30, 2022; or take any action relative thereto

Article submitted by the Community Preservation Committee

Note: The 3.5 acre of land remaining after the development of 733 Salem St is available because one house was negotiated not to be built by the Planning Board. The parcel is important because 1.) it contains wetlands that filter contaminants from Johnsons Pond, 2.) it abuts Veasey Park and will provide a buffer from the development and 3.) it provides added access to the Pond connecting other conservation properties. Any additional costs for the purchase will be raised from matching grants.

BOARD OF SELECTMEN RECOMMENDS: UNFAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action to be completed no later than June 30, 2020.

ARTICLE 20: To see if the Town will vote to appropriate or reserve from Community Preservation Fund Fiscal Year 2020 estimated annual revenues the amounts recommended by the Community Preservation Committee for committee administrative expenses, debt service, community preservation projects, and other expenses, with each item to be considered a separate appropriation:

PURPOSE	RECOMMENDED AMOUNT
Appropriations:	
Committee Administrative Expenses	\$ 20,000
Reserves:	
Open Space	\$ 50,000
Historic Resources	\$ 50,000
Community Housing	\$ 50,000

or take any other action relative thereto.

Article submitted by the Community Preservation Committee

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

COMMUNITY PRESERVATION COMMITTEE RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 21: To see if the Town will vote to transfer FORTY-FOUR THOUSAND FOUR HUNDRED AND EIGHT DOLLARS (\$44,408) from Fiscal Year 2018 Town Free Cash to fund the FY20 Capital Improvement Plan as identified below; or take any other action relative thereto.

<u>Item</u>	<u>Purpose</u>	<u>Quantity</u>	<u>Capital Improvement</u>	<u>Board of Selectmen Recommend</u>	<u>Finance Board Recommends</u>
	Police Department				
1	Replacement of a Line Cruiser, Including all costs incidental and related thereto	1	44,408		
		Total	\$ 44,408	\$ 44,408	\$ 44,408

Each item above will be considered a separate appropriation. The budgeted amount may be spent only for the stated purpose.

Submitted by the Board of Selectmen acting as the Capital Improvement Committee

Note: The above projects were recommended for funding in FY2020 by the Capital Improvement Committee (CIC). Refer to Appendix A for the complete 5 Year CIC report.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 22: To see if the Town will approve the appropriation and borrowing authorized by the Pentucket Regional School District for the purpose of the construction of a new Middle/High School to be located at 24 Main Street, West Newbury, Massachusetts, including the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Building Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) the approved percentage of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; to determine whether the approval of such borrowing will be contingent upon a vote of the Town to exempt its allocable share of the debt service on the borrowing for the Project from the tax limitations of Proposition 2 1/2, so-called; or take any other action relative thereto.

MOTION TO BE MADE: That the Town approves the appropriation and borrowing authorized by the Pentucket Regional School District of ONE HUNDRED FORTY-SIX MILLION, THREE HUNDRED THIRTY-TWO THOUSAND, THREE HUNDRED TWENTY-EIGHT Dollars (\$146,332,328.00) for the purpose of the construction of a new Middle/High School to be located at 24 Main Street, West Newbury, including the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Committee; that the Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) 57 and 63 hundredths percent (57.63%) of eligible, approved Project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; provided that the approval of the District's borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2 1/2) and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. Any premium received upon the sale of any bonds or notes approved by the vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by the vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN:

4/29/19 - Majority for Favorable Action

ARTICLE 23: To see if the Town will vote to accept the sum of THIRTY-FIVE THOUSAND DOLLARS (\$35,000) from the Groveland Municipal Electric Department Operation Account to Town Estimated Receipts to reduce the Tax Rate for the fiscal year ending June 30, 2020; or take any other action relative thereto.
Article submitted by Finance Director

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 24: To see if the Town will vote to transfer the sum of THIRTEEN THOUSAND THREE HUNDRED DOLLARS (\$13,300.00) from the Conservation Commission Fees Account (2601-990-45305-000) to the Conservation Commission Salary Part Time Account for Fiscal Year 2020 (1001-171-51100-051) for the purposes of funding the Conservation Agent; or to take any other action relative thereto.
Article submitted by the Conservation Commission

***Note:** This article transfers funds from fees collected by the Commission to the Commission Salary Account.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN 4/29/19 - Majority for Favorable Action

ARTICLE 25: To see if the Town will vote to transfer the sum of ONE THOUSAND SIX HUNDRED AND SEVENTY DOLLARS (\$1,670.00) from the Conservation Commission Fees Account (2601-990-45305-000) to the Conservation Commission Expense Account for Fiscal Year 2020 (1001-171-52000-052) for the purposes of costs related to Commission operating costs; or to take any other action relative thereto.

Article submitted by the Conservation Commission

***Note:** This article transfers funds from fees collected by the Commission to the Commission Services Account.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN 4/29/19 - Unanimous for Favorable Action

ARTICLE 26: To see if the Town will vote, pursuant to the provisions of G.L. c.44, §53E½, to amend the spending limits for the following seven (7) revolving accounts established in the General By-Laws for Fiscal Year 2020 as follows; or take any action relative thereto.

A. Revolving Fund	C. Spending Limit for Fiscal Year 2020 and subsequent years
Veasey Memorial Park	\$130,000
Pines Boat Ramp	\$25,000
Zoning Board of Appeals	\$15,000
Bagnall Summer Program	\$250,000
Council on Aging	\$15,000
Fire Department CPR Class	\$6,000
Pines Maintenance	\$50,000

Submitted by the Finance Director

Note: Reports on the revolving funds may be found in Appendix B

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 27: To see if the Town will raise and appropriate or transfer from available funds the sum of \$1700.00 to replace the rotting Library sign at the Town Hall Campus. The Library Trustees and the Library Director will use the funds to remove and replace the current sign; or take any other action relative thereto.

Article submitted by Citizen's Petition, certified on February 26, 2019

BOARD OF SELECTMEN RECOMMENDS: UNFAVORABLE ACTION

FINANCE BOARD RECOMMENDS:

Motion by the Finance Board - favorable action for the Town to raise and appropriate the sum of \$1,700 to replace the rotting Library sign at the Town Hall campus. The project is to be managed by the Library Trustees, the Library Director, and the Finance Director and be completed no later than June 30, 2020.

DATE AND ACTION TAKEN: 4/29/19 - Majority for Favorable Action

ARTICLE 28: To see if the Town will vote to transfer the sum of FIFTY THOUSAND DOLLARS (\$50,000) from the Overlay Surplus Account for the purpose of funding the Town's operating budget for Fiscal Year 2020; or take any other action relative thereto.

Article submitted by Finance Director

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 29: To see if the Town will vote to transfer EIGHTY-FIVE THOUSAND DOLLARS (\$85,000) from Fiscal Year 2018 Town Free Cash for the purpose of funding the Town's operating budget for Fiscal Year 2020; or take any other action relative thereto. Article submitted by Board of Selectmen

Note: This would cover the cost of the Other Post Employment Benefits (OPEB) FY20 trust fund appropriation.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 30: To see if the Town will vote to transfer SEVENTY-FIVE THOUSAND DOLLARS (\$75,000) from Fiscal Year 2018 Town Free Cash to the Stabilization Fund Account #8500-040-35992-000; or take any other action relative thereto. Article submitted by Board of Selectmen

Note: This article would add to our "rainy day" fund and continue to build up our reserves.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN 4/29/19 - Unanimous for Favorable Action

ARTICLE 31: To see if the Town will vote to transfer FIFTY THOUSAND DOLLARS (\$50,000) from Fiscal Year 2018 Town Free Cash to the Capital Stabilization Fund Account #8500-040-35925-000; or take any other action relative thereto. Article submitted by Board of Selectmen

Note: This article would add to our reserve for capital-related projects or the purchase or acquisition of capital equipment, or payment of debt service related thereto.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 32: To see if the Town will vote to transfer the sum of SIXTY THOUSAND DOLLARS (\$60,000) from Fiscal Year 2018 Town Free Cash to the MS4 Stormwater Permit Account #2452-421-45810-000 for the purpose of funding engineering and consulting services for the development of an application for a National Pollutant Discharge Elimination System (NPDES) MS4 Stormwater Permit and for implementing the MS4 Permit requirements, including all costs incidental and related thereto; or take any other action relative thereto.

Article submitted by the Finance Director.

***Note:** The United States Environmental Protection Agency (EPA) has released the requirements for National Pollutant Discharge Elimination System (NPDES) compliance. The purpose of this funding is to engage an engineering firm to develop the Town's NPDES MS4 permit application. This is year two of a five year program.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 33: To see if the Town will vote to transfer TWENTY-FIVE THOUSAND DOLLARS (\$25,000) from Fiscal Year 2018 Town Free Cash to the Personnel Buy Back Account # 2410-040-49700-000; or take any other action relative thereto.

Article submitted by the Finance Director

***Note:** This article would appropriate funds into the accrued time personnel buy back account. Existing collective bargaining agreements and personnel policy provide a percentage of sick time as a cash buy back upon retirement.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN 4/29/19 - Unanimous for Favorable Action

ARTICLE 34: To see if the Town will vote to transfer TEN THOUSAND DOLLARS (\$10,000) from Fiscal Year 2018 Town Free Cash to purchase two (2) new voting machines, including all costs incidental and related thereto; or take any other action relative thereto.

Article submitted by the Finance Director

***Note:** These funds would be used to purchase two new voting machines, as the existing machines will no longer be supported as of 2020.*

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 35: To see if the Town will vote to transfer FIFTY-FIVE THOUSAND DOLLARS (\$55,000) from Fiscal Year 2018 Town Free Cash to make capital upgrades at Bagnall School; or take any other action relative thereto.
Article submitted by the Finance Director

Note: Each year the Pentucket Regional School District provides a list of requested capital upgrades at Bagnall School. The town plans to begin a multi-year program to address these requests.

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 36: To see if the Town will vote to raise and appropriate the sum of ONE MILLION EIGHTY-NINE THOUSAND, TWO HUNDRED TWENTY-SIX DOLLARS AND NINETY-NINE CENTS (\$1,089,226.99) for the use of the Water Department, said sum to be offset by FY 2020 Water Department Revenue; or take any other action relative thereto:

	<u>FY '19</u>	<u>FY '20 REQUESTED</u>	<u>FINANCE BOARD RECOMMENDS</u>
Commissioners	\$ 1,260.00	\$ 1,297.80	\$ 1,297.80
Superintendent	\$ 66,925.81	\$ 68,933.59	\$ 68,264.33
Office Manager	\$ 43,719.69	\$ 45,031.28	\$ 44,594.08
Laborers' Wages (3)	\$126,957.59	\$139,689.79	\$139,689.79
Part-Time Help	\$ 9,280.00	\$ 9,280.00	\$ 9,280.00
Overtime	\$ 33,385.00	\$ 37,889.98	\$ 37,889.98
Expenses	\$324,900.00	\$329,200.00	\$329,200.00
Health	\$ 62,254.50	\$ 64,122.14	\$ 64,122.14
Retirement	\$ 59,674.32	\$ 65,666.64	\$ 65,666.64
Emergency Funds	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Bond Debt & Interest	\$279,825.00	\$274,875.00	\$274,875.00
Medicare	\$ 0.00	\$ 4,347.23	\$ 4,347.23
TOTAL	\$1,058,181.91	\$1,090,333.45	\$1,089,226.99

Article submitted by Water & Sewer Commissioners

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 37: To see if the Town will vote to raise and appropriate the sum of SIX HUNDRED TWENTY-THREE THOUSAND, ONE HUNDRED THIRTY-FIVE DOLLARS AND SIXTEEN CENTS (\$623,135.16) for the use of the Sewer Department, said sum to be offset by FY 2020 Sewer Department Revenue; or take any other action relative thereto:

	<u>FY '19</u>	<u>FY'20 REQUESTED</u>	<u>FINANCE BOARD RECOMMENDS</u>
Commissioners	\$ 540.00	\$ 556.20	\$ 556.20
Superintendent	\$ 28,617.24	\$ 29,475.76	\$ 29,189.58
Office Manager	\$ 18,736.75	\$ 19,298.86	\$ 19,111.46
Laborers' Wages (3)	\$ 54,411.09	\$ 59,867.00	\$ 59,867.00
Overtime	\$ 8,968.00	\$ 9,281.69	\$ 9,281.69
Part-Time Help	\$ 2,791.74	\$ 2,791.74	\$ 2,791.74
Expenses	\$ 99,700.00	\$102,809.27	\$102,809.27
Health	\$ 27,293.00	\$ 28,111.79	\$ 28,111.79
Medicare	\$ 0.00	\$ 1,747.83	\$ 1,747.83
Retirement	\$ 29,837.16	\$ 32,833.32	\$ 32,833.32
Bond Debt & Interest	\$102,378.76	\$ 65,106.26	\$ 65,106.26
Emergency Funds	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Haverhill Wastewater	\$172,500.00	\$180,698.59	\$180,698.59
Haverhill Capital Bond	\$ 52,835.00	\$ 66,030.43	\$ 66,030.43
TOTAL	\$623,608.74	\$623,608.74	\$623,135.16

Article submitted by Water & Sewer Commissioners

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 38: To see if the Town will vote to raise the following sums to defray Town charges for the fiscal year ending June 30, 2020 and make appropriations therefor, or take any other action relative thereto:

Appropriated FY2018	Spent FY2018	Appropriated FY2019	Line Item	Department Requested FY2020	Board of Selectmen Recommends	Finance Board Recommends
GENERAL GOVERNMENT						
MODERATOR						
100	-	100	Stipend	100	100	100
\$ 100	\$ -	\$ 100	1 Total Moderator Budget	\$ 100	\$ 100	\$ 100
SELECTMEN						
7,500	6,000	7,500	Selectmen's Stipend	7,500	7,500	7,500
9,380	9,380	9,568	Admin. Asst. Salary	10,500	10,000	10,000
\$ 16,880	\$ 15,380	\$ 17,068	2 Total Salaries	\$ 18,000	\$ 17,500	\$ 17,500
25,000	25,000	25,000	Town Audit	25,000	25,000	25,000
-	-	10,000	Consulting Services	-	-	-
20,000	12,180	25,000	Reserve Fund	25,000	25,000	25,000
1,750	1,284	1,750	Association Fees	2,000	2,000	2,000
\$ 1,700	1,987	\$ 1,700	Town Reports	1,750	1,750	1,750
4,000	1,475	4,000	Minutes Clerk	3,000	3,000	3,000
750	638	850	Expenses	1,000	1,000	1,000
\$ 53,200	\$ 42,564	\$ 68,300	3 Total Expenses	\$ 57,750	\$ 57,750	\$ 57,750
\$ 70,080	\$ 57,944	\$ 85,368	Total Selectmen Budget	\$ 75,750	\$ 75,250	\$ 75,250
FINANCE DEPARTMENT						
109,242	109,242	111,427	Finance Director's Salary (inc. T/C)	113,655	113,655	113,655
52,072	52,072	53,114	Asst. Treasurer/Collector's Salary	53,114	53,114	53,114
21,886	20,289	22,324	Treasury/Collection Clerk	22,770	22,770	22,770
\$ 183,200	\$ 181,603	\$ 186,864	4 Total Salaries	\$ 189,539	\$ 189,539	\$ 189,539
750	2,151	750	Tax Title Treasury/Collection	750	750	750
3,000	3,112	3,000	Education and Association Fees	3,000	3,000	3,000
12,500	12,120	13,000	Postage	15,000	15,000	15,000
4,800	4,012	4,800	Payroll Fees	4,800	4,800	4,800
2,200	2,290	2,500	Office Expense	3,475	3,475	3,475
-	-	350	Personnel Expenses	500	500	500
\$ 23,250	\$ 23,685	\$ 24,400	5 Total Expenses	\$ 27,525	\$ 27,525	\$ 27,525
\$ 206,450	\$ 205,288	\$ 211,264	Total Finance Department Budget	\$ 217,064	\$ 217,064	\$ 217,064
TOWN ACCOUNTANT						
68,000	60,850	62,973	6 Accountant's Salary	64,644	64,644	64,644
1,000	2,284	1,500	Office Expenses	1,500	1,500	1,500
-	-	2,000	Education and Association Fees	2,000	2,000	2,000
\$ 69,000	\$ 63,134	\$ 66,473	7 Total Town Accountant Budget	\$ 68,144	\$ 68,144	\$ 68,144
BOARD OF ASSESSORS						
1,500	1,300	1,500	Assessor's Stipends	1,500	1,500	1,500
51,426	51,426	52,455	Assessors' Manager's Salary	53,505	53,505	53,505
\$ 52,926	\$ 52,726	\$ 53,955	8 Total Salaries	\$ 55,005	\$ 55,005	\$ 55,005
3,000	2,875	3,000	Expenses	3,000	3,000	3,000
39,240	52,300	39,240	Revaluation Maintenance	39,240	39,240	39,240
6,370	6,370	6,570	Software & Licenses	6,950	6,950	6,950
7,290	7,290	7,500	Maps - Updating	7,500	7,500	7,500
\$ 55,900	\$ 68,835	\$ 56,310	9 Total Expenses	\$ 56,690	\$ 56,690	\$ 56,690
\$ 108,826	\$ 121,561	\$ 110,265	Total Board of Assessors Budget	\$ 111,695	\$ 111,695	\$ 111,695
TOWN COUNSEL						
65,000	46,401	65,000	Legal Expense	65,000	65,000	65,000
\$ 65,000	\$ 46,401	\$ 65,000	10 Total Town Counsel Budget	\$ 65,000	\$ 65,000	\$ 65,000
TECHNOLOGY						
20,000	32,176	27,000	Computer Hardware Maint & Lic Fees	45,060	45,060	45,060
5,400	5,360	6,500	Hardware & Software Expense	5,000	5,000	5,000
\$ 25,400	\$ 37,536	\$ 33,500	11 Total Technology Department	\$ 50,060	\$ 50,060	\$ 50,060
TOWN CLERK						
58,883	58,883	60,060	Town Clerk's Salary	61,561	60,060	60,060
1,125	970	5,300	Poll Workers	1,200	1,200	1,200
\$ 60,008	\$ 59,853	\$ 65,360	12 Total Salaries	\$ 62,761	\$ 61,260	\$ 61,260
\$ 3,360	2,631	10,131	Election Expenses	\$ 3,445	\$ 3,445	\$ 3,445
\$ 3,000	2,949	\$ 3,062	Office Expenses & Supplies	\$ 3,913	\$ 4,500	\$ 4,500
\$ 6,360	\$ 5,580	\$ 13,193	13 Total Expenses	\$ 7,358	\$ 7,945	\$ 7,945
\$ 66,368	\$ 65,433	\$ 78,553	Total Town Clerk Budget	\$ 70,119	\$ 69,205	\$ 69,205

Appropriated FY2018	Spent FY2018	Appropriated FY2019	Line Item	Department Requested FY2020	Board of Selectmen Recommends	Finance Board Recommends
CONSERVATION COMMISSION						
13,000	11,350	-	Conservation Agent - Part-Time (TM Transfer)	-	-	-
1,400	200	1,400	Stipends	1,400	1,400	1,400
\$ 1,400	\$ 11,550	\$ 1,400	14 Total Salaries	\$ 1,400	\$ 1,400	\$ 1,400
\$ -	\$ -	\$ 1,275	Expenses	\$ 1,340	\$ 1,340	\$ 1,340
\$ 1,400	\$ 11,550	\$ 2,675	Total Conservation Commission Budget	\$ 2,740	\$ 2,740	\$ 2,740
PLANNING						
1,800	1,200	1,800	Planning Members' Stipends	1,800	1,800	1,800
35,000	-	45,000	Town Planner	45,900	46,300	46,300
36,800	1,200	46,800	16 Total Salaries	47,700	48,100	48,100
6,000	3,903	6,000	Expenses	6,000	6,000	6,000
2,400	2,356	2,500	Merrimack Valley Planning Assessment	2,563	2,563	2,563
8,400	6,260	8,500	17 Total Expenses	8,563	8,563	8,563
\$ 45,200	\$ 7,460	\$ 55,300	Total Planning and Engineering Budget	\$ 56,263	\$ 56,663	\$ 56,663
ZONING BOARD OF APPEALS						
4,000	1,267	2,500	Zoning Administrator Stipend			2,000
\$ 4,000	\$ 1,267	\$ 2,500	18 Total ZBA Budget	\$ 2,500	\$ 2,500	\$ 500
MUNICIPAL BUILDINGS						
18,564	14,280	39,600	Custodian/Facilities Salaries	41,920	41,920	41,920
18,564	14,280	39,600	19 Total Salaries	41,920	41,920	41,920
17,000	14,622	17,000	Lawn & Grounds	17,000	17,000	17,000
-	-	7,200	Public Relations - Town Wide	7,200	7,200	7,200
106,000	98,945	106,000	Utilities	110,000	110,000	110,000
8,000	7,801	8,750	Copier Lease & Supplies	9,000	9,000	9,000
6,500	6,043	6,500	Town Decor (Winter & Spring)	6,500	6,500	6,500
32,000	33,108	40,000	Repairs & Maintenance	40,000	40,000	40,000
9,000	6,152	10,000	Supplies	12,000	12,000	12,000
178,500	166,672	195,450	20 Total Expenses	201,700	201,700	201,700
\$ 197,064	\$ 180,952	\$ 235,050	Total Municipal Buildings Budget	\$ 243,620	\$ 243,620	\$ 243,620
INSURANCE						
145,000	164,194	170,000	Property & Casualty Insurance	185,000	185,000	185,000
2,700	2,279	3,000	Employee Group Life Insurance	3,000	3,000	3,000
385,000	386,702	400,000	Employee Group Health Insurance	435,000	435,000	435,000
\$ 532,700	\$ 553,175	\$ 573,000	21 Total Insurance Budget	\$ 623,000	\$ 623,000	\$ 623,000
\$ 1,393,083	\$ 1,351,699	\$ 1,519,048	TOTAL GENERAL GOVERNMENT	\$ 1,586,054	\$ 1,585,041	\$ 1,585,041
PUBLIC SAFETY						
POLICE DEPARTMENT						
123,055	123,055	125,516	Chief's Salary	128,026	128,026	128,026
85,965	85,635	87,684	Lieutenant's Salary	89,779	89,779	89,779
164,158	223,630	228,312	Sergeant's Salary	233,772	233,772	233,772
397,561	324,303	349,599	Patrolmen's Salary	433,789	433,789	433,789
260,100	248,006	267,670	Communication Salary	276,447	276,447	276,447
13,770	12,865	17,237	Training	17,582	17,582	17,582
102,594	94,988	107,812	Reserves	92,160	82,160	82,160
30,878	25,335	31,496	Overtime	32,126	32,126	32,126
101,280	89,266	91,811	Education Incentives	95,842	95,842	95,842
\$ 1,279,361	\$ 1,227,081	\$ 1,307,138	22 Total Salaries	\$ 1,399,524	\$ 1,389,524	\$ 1,389,524
1,000	-	1,000	Harbormaster Expenses	1,000	1,000	1,000
6,000	3,334	3,762	Expenses	3,762	3,762	3,762
7,700	6,877	8,900	Supplies	8,900	8,900	8,900
12,000	10,822	12,000	Vehicle Maintenance	12,000	12,000	12,000
15,300	15,541	17,700	Equipment Maintenance	17,700	17,700	17,700
3,060	3,021	3,500	Firearms	3,500	3,500	3,500
11,775	11,178	15,250	Clothing Allowance	15,250	15,250	15,250
2,450	1,479	2,500	Association Fees	2,500	2,500	2,500
3,200	1,707	3,200	Communication Expenses	3,200	3,200	3,200
-	-	-	Vehicle Lease	13,730	-	-
10,170	10,662	10,170	Training	10,170	10,170	10,170
25,150	20,451	25,150	Fuel	25,500	25,500	25,500
\$ 97,805	\$ 85,071	\$ 103,132	23 Total Expenses	\$ 117,212	\$ 103,482	\$ 103,482
\$ 1,377,166	\$ 1,312,152	\$ 1,410,270	Total Police Budget	\$ 1,516,736	\$ 1,493,006	\$ 1,493,006
PARKING CLERK						
100	-	100	Expense	100	100	100
\$ 100	\$ -	\$ 100	24 Total Parking Clerk Budget	\$ 100	\$ 100	\$ 100

Appropriated FY2018	Spent FY2018	Appropriated FY2019	Line Item	Department Requested FY2020	Board of Selectmen Recommends	Finance Board Recommends
<u>FIRE DEPARTMENT</u>						
28,758	21,525	29,333	Chief's Salary	29,920	75,000	75,000
100,855	113,174	108,983	Firefighter Call Wages	111,180	111,180	111,180
4,000	3,960	5,000	Inspector's Salary	10,000	10,000	10,000
-	-	7,000	Company Reporting	7,140	7,000	7,000
-	-	-	EMS Recertification	4,950	4,950	4,950
-	-	-	EMS Coordinator Stipend	2,000	-	-
-	-	-	Fire Prevention Officer	1,500	-	-
-	-	-	Mass Fire Academy Training	7,200	7,200	7,200
49,470	32,365	49,459	Drill Wages	42,800	40,000	40,000
\$ 183,083	\$ 171,024	\$ 199,775	25 Total Salaries	\$ 216,690	\$ 255,330	\$ 255,330
9,772	9,772	7,579	Communications	7,579	7,579	7,579
2,500	1,908	3,000	Training Expense	3,000	3,000	3,000
29,500	29,111	35,000	Fire Equipment & Supplies	35,000	35,000	35,000
6,000	5,981	6,120	Fuel	6,500	6,500	6,500
2,800	2,850	3,200	Association Dues	3,400	3,400	3,400
16,805	20,456	20,000	Annual Testing & Inspecting	20,000	20,000	20,000
5,500	4,830	8,000	Medical Supplies	8,000	8,000	8,000
-	-	15,000	Vehicle & Equipment Maintenance	15,000	15,000	15,000
\$ 72,877	\$ 74,908	\$ 97,899	26 Total Expenses	\$ 98,479	\$ 98,479	\$ 98,479
\$ 255,960	\$ 245,932	\$ 297,674	Total Fire Budget	\$ 315,169	\$ 353,809	\$ 353,809
<u>BUILDING DEPARTMENT</u>						
9,000	8,642	9,180	Wiring Inspector	9,364	9,364	9,364
10,000	10,000	10,200	Plumbing & Gas Inspector	10,404	10,404	10,404
47,978	47,978	48,938	Building Inspector	49,917	49,917	49,917
\$ 66,978	\$ 66,620	\$ 68,318	27 Total Salaries	\$ 69,685	\$ 69,685	\$ 69,685
1,000	971	1,000	Continuing Education	1,000	1,000	1,000
2,200	878	2,200	Materials	2,000	2,000	2,000
1,000	1,000	1,000	Reimbursements (Mileage & Cell Phone)	1,000	1,000	1,000
7,000	6,585	7,000	Permit Software Expense	7,500	7,500	7,500
2,300	1,835	2,300	Building Inspector Expenses	2,000	2,000	2,000
\$ 14,250	\$ 11,269	\$ 13,500	28 Total Expenses	\$ 13,500	\$ 13,500	\$ 13,500
\$ 81,228	\$ 77,889	\$ 81,818	Total Inspectors Budget	\$ 83,185	\$ 83,185	\$ 83,185
<u>EMERGENCY MANAGEMENT</u>						
3,000	2,849	3,060	Director's Stipend	3,121	3,121	3,121
1,000	790	1,025	Expenses	1,025	1,025	1,025
\$ 4,000	\$ 3,639	\$ 4,085	29 Total Emergency Management Budget	\$ 4,146	\$ 4,146	\$ 4,146
\$ 1,718,454	\$ 1,639,612	\$ 1,793,947	TOTAL PUBLIC SAFETY	\$ 1,919,336	\$ 1,934,246	\$ 1,934,246
<u>EDUCATION</u>						
8,707,958	8,707,959	8,991,562	Pentucket Base Assessment	9,313,740	9,313,740	9,313,740
559,928	559,928	548,110	Pentucket Capital Assessment	550,761	550,761	550,761
210,000	222,280	250,000	Essex Tech	225,000	225,000	225,000
953,645	953,645	865,260	Whittier Vocational/Technical Assessment	732,390	732,390	732,390
\$ 10,431,531	\$ 10,443,812	\$ 10,654,932	30 Total Education Budget	\$ 10,821,891	\$ 10,821,891	\$ 10,821,891
\$ 10,431,531	\$ 10,443,812	\$ 10,654,932	TOTAL EDUCATION	\$ 10,821,891	\$ 10,821,891	\$ 10,821,891
<u>PUBLIC WORKS</u>						
<u>TREE WARDEN</u>						
-	-	-	Tree Warden Stipend	-	-	-
1,500	1,450	5,000	Expenses	20,000	25,000	25,000
\$ 1,500	\$ 1,450	\$ 5,000	31 Total Tree Warden Budget	\$ 20,000	\$ 25,000	\$ 25,000
<u>HIGHWAYS</u>						
82,593	82,593	84,245	Highway Superintendent's Salary	90,000	90,000	90,000
229,779	224,962	234,375	Highway Salaries	239,063	239,063	239,063
2,200	1,969	2,200	Sick day buy back (Contractual)	2,200	2,200	2,200
7,000	4,382	7,000	Highway Salary - Part Time	7,000	7,000	7,000
12,000	11,483	14,000	Overtime	15,000	15,000	15,000
\$ 333,572	\$ 325,389	\$ 341,819	32 Total Salaries	\$ 353,263	\$ 353,263	\$ 353,263
8,000	8,113	8,500	Highway Expense	8,500	8,500	8,500
37,000	6,045	37,000	Front End Loader (Lease)	37,100	37,100	37,100
165,000	290,191	200,000	Snow & Ice Removal	200,000	225,000	225,000
52,000	57,217	53,000	Road Machinery Expense	55,000	55,000	55,000
120,000	132,307	122,000	Road Maintenance Expense	125,000	125,000	125,000
-	-	-	Fuel	8,500	8,500	8,500
\$ 382,000	\$ 493,873	\$ 420,500	33 Total Expense	\$ 434,100	\$ 459,100	\$ 459,100
\$ 715,572	\$ 819,262	\$ 762,319	Total Highway Budget	\$ 787,363	\$ 812,363	\$ 812,363
<u>RUBBISH COLLECTION</u>						
11,008	11,008	11,228	Contract Administrator	11,453	11,453	11,453
491,790	488,927	507,750	Contract Expense	532,637	532,637	532,637
\$ 502,798	\$ 499,935	\$ 518,978	34 Total Rubbish Collection Budget	\$ 544,090	\$ 544,090	\$ 544,090

Appropriated FY2018	Spent FY2018	Appropriated FY2019	Line Item	Department Requested FY2020	Board of Selectmen Recommends	Finance Board Recommends
CEMETERY						
450	-	450	Commissioner's Stipend	450	450	450
38,535	18,560	38,535	Full Time Wages	51,000	51,000	51,000
-	-	-	Overtime	1,500	1,500	1,500
9,000	16,014	21,000	Part Time Wages	11,000	11,000	11,000
\$ 47,985	\$ 34,574	\$ 59,985	35 Total Salaries	\$ 63,950	\$ 63,950	\$ 63,950
4,500	1,514	4,500	Supplies	3,000	3,000	3,000
1,500	542	1,500	Vehicle Fuel	1,500	1,500	1,500
800	719	800	Landscaping	800	800	800
3,400	4,038	3,400	Utilities	3,400	3,400	3,400
1,500	1,459	1,500	Equipment & Maintenance	3,000	3,000	3,000
2,500	2,458	2,500	Expenses	3,500	3,500	3,500
\$ 14,200	\$ 10,729	\$ 14,200	36 Total Expenses	\$ 15,200	\$ 15,200	\$ 15,200
\$ 62,185	\$ 45,304	\$ 74,185	Total Cemetery Budget	\$ 79,150	\$ 79,150	\$ 79,150
\$ 1,282,055	\$ 1,365,951	\$ 1,360,482	TOTAL PUBLIC WORKS	\$ 1,430,602	\$ 1,460,602	\$ 1,460,602
HUMAN SERVICES						
BOARD OF HEALTH						
900	900	900	Health Members' Stipends	900	900	900
11,775	11,459	12,011	Health Nurse Wages	12,251	12,251	12,251
22,045	22,045	22,486	Health/Sanitation Agent Wages	25,994	25,994	25,994
16,140	16,082	16,463	Part-time Clerk Wages	19,031	19,031	19,031
\$ 50,860	\$ 50,486	\$ 51,859	37 Total Salaries	\$ 58,176	\$ 58,176	\$ 58,176
2,550	1,949	2,614	38 Expenses	2,679	2,679	2,679
\$ 53,410	\$ 52,435	\$ 54,473	Total Board of Health Budget	\$ 60,855	\$ 60,855	\$ 60,855
COUNCIL ON AGING						
53,601	53,601	54,673	Director's Salary	57,407	57,407	57,407
34,068	33,992	34,749	Program Coordinator	36,486	36,486	35,444
8,435	7,925	8,603	Outreach Worker	9,033	9,033	8,775
19,300	18,147	19,686	Part Time Van Driver	20,080	20,080	20,080
\$ 115,404	\$ 113,666	\$ 117,711	39 Total Salaries	\$ 123,006	\$ 123,006	\$ 121,706
\$ 7,600	\$ 7,545	\$ 8,000	Expenses	\$ 6,000	\$ 6,000	\$ 6,000
7,600	7,545	-	Vehicle Maintenance	5,000	5,000	5,000
\$ 7,600	\$ 7,545	\$ -	40 Total Expenses	\$ 11,000	\$ 11,000	\$ 11,000
\$ 123,004	\$ 121,210	\$ 117,711	Total Council on Aging Budget	\$ 134,006	\$ 134,006	\$ 132,706
VETERANS						
8,500	7,784	8,670	Veterans' Agent Salary	8,845	8,845	8,845
32,000	28,488	33,000	Veterans' Benefits	33,500	36,500	36,500
\$ 40,500	\$ 36,272	\$ 41,670	41 Total Veterans Budget	\$ 42,345	\$ 45,345	\$ 45,345
\$ 216,914	\$ 209,918	\$ 213,854	TOTAL HUMAN SERVICES	\$ 237,207	\$ 240,206	\$ 238,906
LIBRARY						
62,220	65,223	63,464	Library Director's Salary	64,733	64,733	64,733
107,200	81,411	110,932	Library Staff Wages	116,074	116,074	116,074
8,800	8,183	8,976	Part Time Wages	9,357	9,357	9,357
\$ 178,220	\$ 154,817	\$ 183,372	42 Total Salaries	\$ 190,164	\$ 190,164	\$ 190,164
45,681	45,680	46,829	Library Materials	48,696	48,696	48,696
1,020	1,020	1,020	Technology	1,045	1,045	1,045
1,020	1,020	1,020	Programs	1,045	1,045	1,045
17,939	17,939	18,389	Dues	18,530	18,530	18,530
1,463	1,462	1,500	Training	2,050	2,050	2,050
4,080	4,079	4,162	Supplies	4,250	4,250	4,250
\$ 71,203	\$ 71,200	\$ 72,920	43 Total Expenses	\$ 75,616	\$ 75,616	\$ 75,616
\$ 249,423	\$ 226,016	\$ 256,292	Total Library Budget	\$ 265,780	\$ 265,780	\$ 265,780
\$ 249,423	\$ 226,016	\$ 256,292	TOTAL LIBRARY	\$ 265,780	\$ 265,780	\$ 265,780
DEBT SERVICE						
245,000	269,675	265,000	Principal	265,000	265,000	265,000
148,713	135,856	127,000	Interest	127,765	127,765	127,765
-	-	-	Administrative Fees	2,000	2,000	2,000
\$ 393,713	\$ 405,531	\$ 392,000	44 Total Debt Budget	\$ 394,765	\$ 394,765	\$ 394,765
\$ 393,713	\$ 405,531	\$ 392,000	TOTAL DEBT SERVICE	\$ 394,765	\$ 394,765	\$ 394,765

Appropriated FY2018	Spent FY2018	Appropriated FY2019	Line Item	Department Requested FY2020	Board of Selectmen Recommends	Finance Board Recommends
			UNCLASSIFIED			
461,915	458,278	492,313	Essex Country Retirement Contribution	541,750	536,292	536,292
3,000	1,500	3,000	Unemployment Compensation	3,000	3,000	3,000
53,500	57,696	65,000	Medicare Tax	66,000	66,000	66,000
85,000	85,000	85,000	OPEB Trust Fund (Other Post Employment Benefits)	85,000	85,000	85,000
750	750	750	Sealer of Weights & Measures	750	750	750
500	500	500	Memorial Day Services	500	500	500
40,000	36,058	33,000	Street Lighting	26,000	26,000	26,000
\$ 643,915	\$ 639,783	\$ 679,563	45 Total Unclassified Budget	\$ 723,000	\$ 717,542	\$ 717,542
\$ 643,915	639,783	\$ 679,563	TOTAL UNCLASSIFIED	\$ 723,000	\$ 717,542	\$ 717,542
15,726,670	16,282,322	16,870,119	GRAND TOTAL	\$ 17,378,635	\$ 17,420,072	\$ 17,418,772

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION ON \$17,418,772

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 39: To see if the Town will vote to fix the salary and compensation of all elective and appointive officers of the Town for fiscal year ending June 30, 2020. Fixing of salaries according to Articles #36- #38 above; or take any other action relative thereto.

Article submitted by Finance Board

BOARD OF SELECTMEN RECOMMENDS: FAVORABLE ACTION

FINANCE BOARD RECOMMENDS: FAVORABLE ACTION

DATE AND ACTION TAKEN: 4/29/19 - Unanimous for Favorable Action

ARTICLE 40: To adjourn Town Meeting, and direct those qualified to vote in Annual Town Election to meet in their respective voting precinct **Town Hall, 183 Main Street Groveland, MA on Monday, May 6, 2019, between the hours of 7:00 A.M. and 8:00 P.M.** to elect the following Town Officers and vote on the following three Ballot Questions:

To Elect:

- One (1) Assessor for three years
- One (1) member of the Cemetery Commission for three years
- One (1) member of the Board of Health for three years
- One (1) member of the Housing Authority for five years
- Three (3) Trustees of the Langley-Adams Library for three years
- One (1) member of the Municipal Light Commission for three years
- One (1) Moderator for one year
- One (1) member of the School Committee for three years
- One (1) Selectmen for three years
- One (1) Selectmen for one year
- One (1) Tree Warden for one year
- One (1) member of the Water/Sewer Commission for three years
- One (1) Town Clerk for three years
- One (1) member of the Planning Board for two years

To vote upon the following three Questions fill in the Oval to the right of the “YES” or “NO”.

(Questions on the following page)

QUESTION 1: Shall the Town of Groveland be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Pentucket Regional School District for the purpose of paying costs of the construction of a new Middle/High School to be located at 24 Main Street, West Newbury, Massachusetts, including the payment of all costs incidental or related thereto?
 YES () NO ()

QUESTION 2: Shall this Town adopt the following bylaws?
 YES () NO ()

Summary

Massachusetts General Laws, Chapter 94G, Section 3 allows a town, through adoption of bylaws, to prohibit all or certain types of adult-use marijuana establishments, also known as "recreational" or "non-medical" marijuana establishments, from operating in that town. In a town such as Groveland that voted "yes" on Question 4 at the November 8, 2016 State Election in favor of allowing adult-use of marijuana and lawful operation of marijuana establishments, a ballot question is also required. The bylaw amendments set forth below, which were approved at the December 3, 2018 adjourned session of the November 26, 2018 Special Town Meeting, must also be approved at this election to prohibit in the Town of Groveland all "marijuana establishments", as that term is defined in the Code of Massachusetts Regulations, 935 CMR 500.002. The prohibition would apply to marijuana establishments only and would have no impact on medical marijuana uses or the lawful use of recreational marijuana by adults.

Text of Zoning Bylaw Amendments:

7.6 Marijuana Establishments Prohibited. Consistent with G.L. c.94G, §3(a)(2), all types of non-medical "marijuana establishments" as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, hereinafter, "recreational marijuana establishments" shall be prohibited within the Town of Groveland. This prohibition shall apply in the Town upon approval by the voters at a Town Election.

Section 4.5

USES	R-1	R-2	R-3	LB	B	I	Site Plan Review (3)
Prohibited Uses							
Recreational Marijuana Establishments	NP	N P	NP	NP	NP	NP	N/A

Text of General Bylaw:

Section 8.23. Marijuana Establishments Prohibited

Consistent with G.L. c.94G, §3(a)(2), all types of non-medical “marijuana establishments” as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, shall be prohibited within the Town of Groveland.

This prohibition shall apply in the Town upon approval by the voters at a Town Election.

QUESTION 3: Shall the Town vote to have its elected Tree Warden become an appointed Tree Warden of the town?

YES () NO ()

4/29/19 - Motion for favorable action on Article 40 and to adjourn at 8:50pm - Unanimously Approved

APPENDIX A

CAPITAL IMPROVEMENT PLAN

FY2020 - 5 Year Capital Plan

<u>Department</u>	<u>Project</u>	<u>FY2020</u>	<u>FY2021</u>	<u>FY2022</u>	<u>FY2023</u>	<u>FY2024</u>	<u>Totals</u>
Council on Aging	Handicap Access Van	58,000					\$58,000
	Subtotal - Council on Aging	58,000					\$58,000
Fire Department	Air Packs						\$0
	Pumper Engine		538,000				\$538,000
	Jaws of Life			100,000			\$100,000
	Forestry Truck				140,000		\$140,000
	Subtotal - Fire Department	-	538,000	100,000	140,000	-	\$778,000
Highway Department	1-Ton Truck			65,000			
	5-Ton Truck (Replacing 2006 Peterbilt)						\$0
	6-Ton Truck (Replacing 2007 Peterbilt)						\$0
	Vacuum Truck				263,000		\$263,000
	Subtotal - Highway Department		-	65,000	263,000	-	\$263,000
Cemetery Department	1/2 -Ton 4x4 Pickup Truck		30,000				\$30,000
	Subtotal- Cemetery Department		30,000				\$30,000
Police Department	Radar Guns		10,000				\$10,000
	Replacement of Line Cruiser	44,408	31,485	32,430	33,402		\$141,725
	Subtotal - Police Department	44,408	41,485	32,430	33,402	-	\$151,725
Totals		102,408	609,485	197,430	436,402	-	\$1,345,725

**** FY2021 - FY2024 - Projects were existing on old plan. Departments were asked to resubmit their five (5) year plan, and none were submitted.**

APPENDIX B
REVOLVING FUND REPORTS TO TOWN MEETING

Pines Recreation Boat Ramp Revolving Fund

FY19 Beginning Balance: \$ 9,822.19
Revenue through March 31, 2019: \$ 2,275.00
Expenses through March 31, 2019: (\$ 319.00)
Balance as of March 31, 2019: \$ 11,778.19

Zoning Board of Appeals Revolving Fund

FY19 Beginning Balance: \$369.13
Revenue through March 31, 2019: \$1,600.00
Expenditures through March 31, 2019: (\$1,602.46)
Balance as of March 31, 2019: \$366.67

Bagnall Summer Program Revolving Fund

FY19 Beginning Balance: \$180,394.31
Revenue through March 31, 2019: \$26,432.95
Payroll: (\$77,147.81)
Expenses: (\$64,503.20)
Balance as of March 31, 2019: \$65,176.25

Council on Aging Revolving Fund

FY19 Beginning Balance: \$13,213.07
Revenue through March 31, 2019: \$7,124.70
Expenditures through March 31, 2019: (\$5,243.57)
Balance as of March 31, 2019: \$15,094.20

Fire CPR Class Revolving Fund

FY19 Beginning Balance: \$249.64
Revenue through March 31, 2019: \$100.00
Expenditures through March 31, 2019: (\$0.00)
Balance as of March 31, 2019: \$349.64

Pines Maintenance Revolving Fund (Established at the Dec. 3, 2018 STM)

FY19 Beginning Balance: \$0.00
Revenue through March 31, 2019: \$0.00
Expenditures through March 31, 2019: (\$0.00)
Balance as of March 31, 2019: \$0.00

Veasey Memorial Park Revolving Fund

Veasey Memorial Park FY 2019 Revolving Fund Financial Report

As of April 2, 2019

<u>Expenditures</u>	<u>Budget FY 19</u>	<u>Actual Spent</u>	<u>Percent of Budget</u>
Utilities			
Main Building			
Heat (gas)	\$3,000	\$ 2,530.00	84.33%
Electricity	\$6,000	\$ 4,757.42	79.29%
Internet /Phone /TV	\$2,000	\$ 1,688.18	84.41%
Water	\$1,000	\$ 648.38	64.84%
Alarm Telephone	\$700	\$ 240.00	34.29%
Alarm	\$450	\$ 420.00	93.33%
Outbuildings and grounds			
Electricity	\$800	\$ 626.25	78.28%
Water	\$500	\$ 240.55	48.11%
Maintenance			
Heating Systems			
Main Building	\$300	\$ 659.34	219.78%
199 Washington	\$300		0.00%
Good Shepherds Cottage	\$300	\$ 218.99	73.00%
Other Systems	\$600		0.00%
Septic Systems			
Main Building	\$210	\$ 235.00	111.90%
199 Washington	\$210	\$ 235.00	111.90%
Good Shepherds Cottage	\$210	\$ 230.00	109.52%
Professional Services			
Events Coordinator	\$20,000	\$ 12,834.00	64.17%
Marketing	\$3,000	\$ 3,410.68	113.69%
Facilities and Grounds Manager	\$20,800	\$ 15,200.00	73.08%
Housekeeping	\$5,500	\$ 6,110.00	111.09%
Carpet Cleaning	\$520	\$ 725.00	139.42%
Special Cleaning Projects	\$100	\$ -	0.00%
Field Cutting	\$0	\$ -	
Supplies			
Administrative	\$900	\$ 777.69	86.41%
Housekeeping	\$400	\$ 585.19	146.30%
Hospitality	\$200	\$ 162.29	81.15%
Facilities	\$1,600	\$ 1,354.91	84.68%
Wine and Art	\$4,000	\$ 4,243.52	106.09%
Miscellaneous			
misc repairs	\$700	\$ 683.85	97.69%
refunds	\$500	\$ 500.00	100.00%
Capital Projects			
199 Washington Rehab	\$5,500	\$ 5,529.32	100.53%
Parking lot lines	\$1,200	\$ 1,200.00	100.00%
Gutters	\$3,500	\$ 3,240.00	92.57%
Windows and painting	\$1,000	\$ 980.00	98.00%
Fireplace Insert	\$6,500	\$ 6,540.00	100.62%
Insurance			
General insurnace contribution	\$2,500	\$ 2,428.77	97.15%
Total	\$95,000	\$ 79,234.33	83.40%

Veasey Memorial Park FY 2019 Revolving Fund Financial Report

As of April 2, 2019

<u>Revenue</u>	<u>Goal FY 19</u>	<u>Actual Rec'd</u>	
Tenants			
199 Washington St	\$ 20,100	\$ 10,800.00	53.73%
Good Sheppherd Cottage	\$ 13,800	\$ 10,350.00	75.00%
Main Bldg Apartment	\$ 14,460	\$ 11,070.00	76.56%
Lucile's Cottage	\$ 5,400	\$ 4,050.00	75.00%
West Wing Office	\$ 3,600	\$ 2,700.00	75.00%
Storage Room	\$ 1,200	\$ 1,200.00	100.00%
		\$58,560	
Long Term Partners			
Girl Scouts	\$ 100		0.00%
VFW/Legion	\$ 900	\$ 900.00	100.00%
Visions	\$ 700	\$ 700.00	100.00%
		\$ 1,700	
Single Use /Events	\$ 20,000	\$ 22,998.56	114.99%
		\$ 20,000	
Fundraising			
Cultural Council	\$ -		
Wine and Art	\$ 13,000	\$ 12,492.59	96.10%
Friends of Veasey	\$ 1,000		0.00%
Donations	\$ 740		0.00%
		\$ 14,740	
Total Income		\$95,000 \$ 77,261.15	81.33%
<u>Cash Position</u>			
On-hand at end of FY Year 18		\$ 2,748.35	
Revenue Year to Date FY 2019		\$ 77,261.15	
Expenditures Year to Date FY 2019		\$ 79,234.33	
On hand April 2, 2019 FY 2019		\$ 775.17	

APPENDIX C

Massachusetts General Laws, Chapter 39, Section 23D

- (a) Notwithstanding any general or special law to the contrary, upon municipal acceptance of this section for 1 or more types of adjudicatory hearings, a member of any municipal board, committee or commission when holding an adjudicatory hearing shall not be disqualified from voting in the matter solely due to that member's absence from no more than a single session of the hearing at which testimony or other evidence is received. Before any such vote, the member shall certify in writing that he has examined all evidence received at the missed session, which evidence shall include an audio or video recording of the missed session or a transcript thereof. The written certification shall be part of the record of the hearing. Nothing in this section shall change, replace, negate or otherwise supersede applicable quorum requirements.
- (b) By ordinance or by-law, a city or town may adopt minimum additional requirements for attendance at scheduled board, committee, and commission hearings under this section.

Massachusetts General Laws, Chapter 59, Section 57A

Section 57A. In any city or town that accepts this section, notwithstanding sections 23D, 57 or 57C, a notice of preliminary tax or actual tax bill for real estate or personal property taxes, in an amount not in excess of \$100, shall be due and payable in 1 installment and if unpaid after the day the first installment of the notice of preliminary tax or actual tax bill for the year is due, shall be subject to interest at the same rate and from the same date as any delinquent preliminary or actual tax first installment.

Massachusetts General Laws, Chapter 59, Section 5, Clause 54

Fifty-fourth. Personal property, if less than an amount established by the city or town, but not in excess of \$10,000 of value. This clause shall take effect upon its acceptance by a city or town, which shall establish a minimum value of personal property subject to taxation and may modify the minimum value by vote of its legislative body.

APPENDIX D

DEFINITION OF FINANCIAL TERMS COMMONLY USED AT TOWN MEETINGS

Appropriation – An authorization by the Town Meeting to make expenditures and incur liabilities for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended.

Assessed Valuation – A valuation set upon real estate or other property by the Assessors as a basis for levying taxes.

Bond – A written promise to pay a specified sum of money by a fixed date, and carrying with it interest payments at a fixed rate, paid periodically. A **Note** is similar, but issued for a shorter period.

Debt and Interest – The amount of money necessary annually to pay the interest and the principal on the Town's outstanding debt. Also known as "Debt Service."

Fiscal Year – The budget period used by the Town running from July 1 of one year to June 30 of the next year. At the end of this period, the Town closes its books in order to determine its financial condition and the results of its operation.

Free Cash (Available Funds) – The amount of money left after all prior years' uncollected taxes have been deducted from surplus revenue. This amount may be used as available funds by vote of the Town Meeting.

Overlay – The amount, up to 5% of the tax levy, raised by the Assessors in excess of appropriations and other charges to cover abatements and exemptions.

Overlay Reserve – Unused amount of the overlay for previous years, which the Town may transfer to Surplus Revenue after all abatements for such fiscal year are settled.

Reserve Fund – A fund voted by the Annual Town Meeting and controlled by the Finance Committee for extraordinary and unforeseen expenditures incurred by Town departments during the year.

Stabilization Fund – Special Reserve Fund that can be used by a 2/3 vote of the Town Meeting.

Surplus Revenue – The amount by which cash, accounts receivable and other assets exceed the liabilities and reserves. Used in calculating free cash.

Transfer – The movement of funds from one account to another. Transfers between accounts (other than the Reserve Fund) can be made only by vote of the Town Meeting.

Unexpended Balance – That portion of an appropriation or account not yet expended. Any such balances left at the end of the fiscal year are generally used as Surplus Revenue in calculating Free Cash.

APPENDIX E

TABLE OF MOTIONS

Reprinted from **Town Meeting Time**, by Johnson, Trustman and Wadsworth.

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Table of Basic Points of Motion

Rank		Second Required	Debatable	Amendable	Vote Required	May Reconsider	May Interrupt
PRIVILEGED MOTIONS							
1	Dissolve or adjourn sine die	Yes	No	No	Majority	No	No
2	Adjourn to fix time or recess	Yes	Yes	Yes	Majority	No	No
3	Point of no quorum	No	No	No	None	No	No
4	Fix the time to (or at) which to adjourn	Yes	Yes	Yes	Majority	Yes	No
5	Question of privilege	No	No	No	None	No	Yes
SUBSIDIARY MOTIONS							
6	Lay on the table	Yes	No	No	2/3	Yes	No
7	The previous question	Yes	No	No	2/3	No	No
8	Limit or extend debate	Yes	No	No	2/3	Yes	No
9	Postpone to a time certain	Yes	Yes	Yes	Majority	Yes	No
10	Commit or refer	Yes	Yes	Yes	Majority	Yes	No
11	Amend (or substitute)	Yes	Yes	Yes	Majority	Yes	No
12	Postpone indefinitely	Yes	Yes	No	Majority	Yes	No
INCIDENTAL MOTIONS							
*	Point of order	No	No	No	None	No	Yes
*	Appeal	Yes	Yes	No	Majority	Yes	No
*	Division of a question	Yes	Yes	Yes	Majority	No	No
*	Separate consideration	Yes	Yes	Yes	Majority	No	No
*	Fix the method of voting	Yes	Yes	Yes	Majority	Yes	No
*	Nominations to committees	No	No	No	Plur.	No	No
*	Withdraw or modify a motion	No	No	No	Majority	No	No
*	Suspension of rules	Yes	No	No	2/3***	No	No
MAIN MOTIONS							
None	Main Motion	Yes	Yes	Yes	Var.	Yes	No
**	Reconsider or rescind	Yes	**	No	Majority	No	No
None	Take from the table	Yes	No	No	Majority	No	No
None	Advance an article	Yes	Yes	Yes	Majority	Yes	No

* Same rank as motion out of which they arise.

** Same rank and debatable to same extent as motion being reconsidered.

*** Unanimous if rule protects minorities; out of order if rule protects absentees.

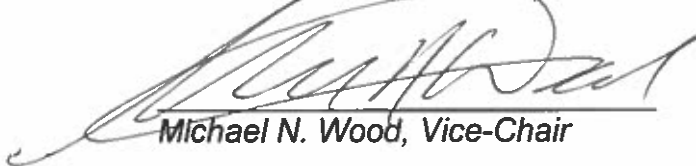
And you are directed to serve this Annual Town Meeting Warrant and Annual Election Warrant by posting attested copies thereof in said Town, one copy in each of the three parts of Town known as Savaryville, the Village, and South Groveland, fourteen (14) days at least before the time of holding said meeting.

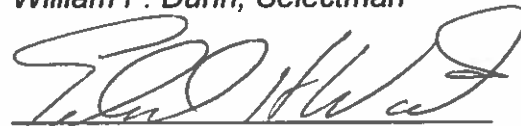
Hereof fail not and make due return of this Warrant, with your doings thereon to the Precinct Clerk, at the time and place of said meeting.

Given under our hands this 8th day of April in the year of our Lord two thousand nineteen.


William G. O'Neil, Chairman

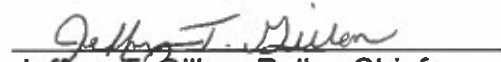

William F. Dunn, Selectman


Michael N. Wood, Vice-Chair


Edward H. Watson, Selectman

A true copy, attest:


Anne Brodie, Town Clerk


Jeffrey T. Gillen, Police Chief

OFFICER'S RETURN

I have notified and warned the inhabitants of the Town of Groveland who are qualified to vote in Town Affairs by posting true and attested copies of this Annual Town Meeting Warrant and Annual Election Warrant at the Town Hall, Savaryville and South Groveland. Said copies not having been posted less than **fourteen days** before the time of said meeting.


Anne Brodie, Town Clerk


Jeffrey T. Gillen, Police Chief

**TOWN OF GROVELAND
MASSACHUSETTS
2018-2019**

BOARD OF SELECTMEN

William G. O'Neil, Chairman
Michael N. Wood, Vice Chair
William F. Dunn
Edward H. Watson

Lisa Dube Carpenter – resigned effective November 2018

FINANCE DIRECTOR

Denise M. Dembkoski

FINANCE BOARD

TERM EXPIRES

Kathleen Kastrinelis, Chair	2019
James Scanlon, Vice Chair	2020
Ruth Rivard, Secretary	2020
Theresa Dunn	2020
John Osborne	2021
Vacant	2021
Vacant	2019
Joseph D'Amore, Alternate Member	2019
Susan Yaskell, Alternate Member	2019

**TOWN, STATE, AND
PRESIDENTIAL
ELECTION
RESULTS**

SEPTEMBER 4, 2018 STATE PRIMARY

PRECINCT 1

SENATOR IN CONGRESS - DEM

ELIZABETH WARREN – 213

BLANKS – 22

WRITE-INS – 7

GOVERNOR – DEM

JAY GONZALEZ – 113

BOB MASSIE – 69

BLANKS – 55

WRITE-INS – 5

LIEUTENANT GOVERNOR – DEM

QUENTIN PALFREY – 108

JIMMY TINGLE – 73

BLANKS – 61

WRITE – INS – 0

ATTORNEY GENERAL – DEM

MAURA HEALEY – 215

BLANKS – 25

WRITE-INS – 2

SECRETARY OF STATE – DEM

WILLIAM GALVIN – 170

JOSH ZAKIM – 60

BLANKS – 12

WRITE-INS – 0

TREASURER – DEM

DEBORAH GOLDBERG – 193

BLANKS – 48

WRITE-INS – 1

AUDITOR – DEM

SUZANNE BUMP – 189

BLANKS – 53

WRITE-INS – 0

REP IN CONGRESS – DEM

SETH MOULTON – 211

BLANKS – 28

WRITE-INS – 3

COUNCILLOR – DEM

EILEEN DUFF – 136

NICHOLAS TORRESI – 53

BLANKS – 53

WRITE-INS – 0

SEN IN GERERAL COURT – DEM

BLANKS – 217

WRITE-INS – 25

REP IN GENERAL COURT – DEM

CHRISTINA ECKERT – 201

BLANKS – 39

WRITE – INS – 2

DISTRICT ATTORNEY – DEM

JONATHAN BLODGETT – 191

BLANKS – 51

WRITE – INS – 0

CLERK OF COURTS – DEM

THOMAS DRISCOLL JR – 188

BLANKS – 54

WRITE – INS -0

REGISTER OF DEEDS – DEM

JOHN O'BRIEN JR – 98

ALICE ROSE MERKL – 102

BLANKS – 42

WRITE-INS -0

SENATOR IN CONGRESS – REP

GEOGG DIEHL – 156

JOHN KINGSTON – 82

BETH JOYCE LINDSTROM – 50

BLANKS – 8

WRITE-INS – 1

GOVERNOR – REP

CHARLES BAKER – 171

SCOTT LIVELY – 121

BLANKS – 5

WRITE-INS – 0

LIEUTENANT GOVERNOR – REP

KARYN POLITO – 223

BLANKS – 72

WRITE-INS – 2

ATTORNEY GENERAL – REP

JAMES MCMAHON –III – 151

DANIEL SHORES – 96

BLANKS – 49

WRITE-INS – 1

SECRETARY OF STATE – REP

ANTHONY AMORE – 222

BLANKS – 71

WRITE – INS – 4

TREASURER – REP

KEIKO ORRALL – 209

BLANKS – 84

WRITE-INS – 4

AUDITOR – REP

HELEN BRADY – 211

BLANKS – 84

WRITE-INS – 2

REP IN CONGRESS – REP

JOSEPH SCHNEIDER – 218

BLANKS – 77

WRITE-INS – 2

COUNCILLOR – REP

RICHARD BAKER – 224

BLANKS – 72

WRITE-INS – 1

SEN IN GENERAL COURT – REP

BRUCE TARR – 252

BLANKS – 43

WRITE-INS – 1

REP IN GENERAL COURT – REP

LEONARD MIRRA – 251

BLANKS – 45

WRITE –NS – 1

DISTRICT ATTORNEY – REP

BLANKS – 258

WRITE-INS – 39

CLERK OF COURTS – REP

BLANKS – 271

WRITE-INS – 26

REGISTER OF DEEDS – REP

JONATHAN RING – 207

BLANKS – 89

WRITE-INS – 1

SENATOR IN CONGRESS – LIB

BLANKS – 0

WRITE-INS – 0

GOVERNOR – LIB

BLANKS – 0

WRITE-INS – 0

LIEUTENANT GOVERNOR – LIB

BLANKS – 0

WRITE-INS – 0

ATTORNEY GENERAL – LIB

BLANKS – 0

WRITE-INS – 0

SECRETARY OF STATE – LIB

BLANKS – 0

WRITE-INS – 0

TREASURER – LIB

BLANKS – 0

WRITE-INS – 0

AUDITOR – LIB

DANIEL FISHMAN – 0

BLANKS – 0

WRITE-INS – 0

REP IN CONGRESS – LIB

BLANKS – 0

WRITE-INS – 0

COUNCILLOR – LIB

MARC MERCIER – 0

BLANKS – 0

WRITE-INS – 0

SEN IN GENERAL COURT – LIB

BLANKS – 0

WRITE-INS – 0

REP IN GENERAL COURT – LIB

BLANKS – 0

WRITE-INS – 0

DISTRICT ATTORNEY – LIB

BLANKS – 0

WRITE-INS – 0

CLERK OF COURTS – LIB

BLANKS – 0

WRITE-INS – 0

REGISTER OF DEEDS – LIB

BLANKS – 0

WRITE-INS – 0

TOTAL DEMOCRAT – 242

TOTAL REPUBLICAN – 297

TOTAL LIBERTARIAN – 0

PRECINCT 2

SENATOR IN CONGRESS – DEM

ELIZABETH WARREN – 212

BLANKS – 42

WRITE-INS – 4

GOVERNOR – DEM

JAY GONZALEZ – 104

BOB MASSIE – 99

BLANKS – 48

WRITE-INS – 7

LIEUTENANT GOVERNOR – DEM

QUENTIN PALFREY – 119

JIMMY TINGLE – 90

BLANKS – 49

WRITE-INS – 0

ATTORNEY GENERAL – DEM

MAURA HEALEY – 225

BLANKS – 31

WRITE-INS – 2

SECRETARY OF STATE – DEM

WILLIAM GALVIN – 164

JOSH ZAKIM – 82

BLANKS – 12

WRITE-INS – 0

TREASURER – DEM

DEBORAH GOLDBERG – 203

BLANKS – 54

WRITE-INS – 1

AUDITOR – DEM

SUZANNE BUMP – 198

BLANKS – 59

WRITE-INS – 1

REP IN CONGRESS – DEM

SETH MOULTON – 222

BLANKS – 35

WRITE-INS – 1

COUNCILLOR – DEM

EILEEN DUFF – 148

NICHOLAS TORRESI – 67

BLANKS – 43

WRITE-INS – 0

SEN IN GENERAL COURT – DEM

BLANKS – 229

WRITE-INS – 29

REP IN GENERAL COURT – DEM

CHRISTINA ECKERT – 208

BLANKS – 49

WRITE-INS – 1

DISTRICT ATTORNEY – DEM

JONATHAN BLODGETT – 200

BLANKS – 58

WRITE-INS – 0

CLERK OF COURTS – DEM

THOMAS DRISCOLL JR – 191

BLANKS – 66

WRITE-INS – 1

REGISTER OF DEEDS – DEM

JOHN O'BRIEN JR – 125

ALICE ROSE MERKL – 97

BLANKS – 36

WRITE-INS – 0

SENATOR IN CONGRESS – REP

GEOFF DIEHL – 153

JOHN KINGSTON - 74

BETH LINDSTROM – 48

BLANKS – 11

WRITE-INS – 0

GOVERNOR – REP

CHARLES BAKER – 164

SCOTT LIVELEY – 117

BLANKS – 5

WRITE-INS – 0

LIEUTENANT GOVERNOR – REP

KARYN POLITO – 208

BLANKS – 74

WRITE-INS – 4

ATTORNEY GENERAL – REP

JAMES MCMAHON III – 136

DANIEL SHORES – 91

BLANKS – 59

WRITE-INS – 0

SECRETARY OF STATE – REP

ANTHONY AMORE – 196

BLANKS – 88

WRITE-INS – 2

TREASURER – REP

KEIKO ORRALL – 191

BLANKS – 95

WRITE-INS – 0

AUDITOR – REP

HELEN BRADY – 198

BLANKS – 88

WRITE-INS – 0

REP IN CONGRESS – REP

JOSEPH SCHNEIDER – 200

BLANKS – 86

WRITE – INS – 0

COUNCILLOR – REP

RICHARD BAKER – 198

BLANKS – 87

WRITE-INS – 1

SEN IN GENERAL COURT – REP

BRUCE TARR – 225

BLANKS – 60

WRITE – INS – 1

REP IN GENERAL COURT – REP

LEONARD MIRRA – 220

BLANKS – 65

WRITE-INS – 1

DISTRICT ATTORNEY – REP

BLANKS – 243

WRITE-INS – 43

CLERK OF COURTS – REP

BLANKS – 251

WRITE – INS – 35

REGISTER OF DEEDS – REP

JONATHAN RING

BLANKS – 96

WRITE-INS – 0

SENATOR IN CONGRESS – LIB

BLANKS – 1

WRITE – INS – 0

GOVERNOR – LIB

BLANKS – 1

WRITE-INS – 0

LIEUTENANT GOVERNOR – LIB

BLANKS – 1

WRITE- INS – 0

ATTORNEY GENERAL – LIB

BLANKS – 1

WRITE-INS – 0

SECRETARY OF STATE – LIB

BLANKS – 1

WRITE-INS -0

TREASURER – LIB

BLANKS – 1

WRITE-INS -0

AUDITOR – LIB

DANIEL FISHMAN – 1

BLANKS – 0

WRITE-INS – 0

REP IN CONGRESS – LIB

BLANKS – 1

WRITE-INS – 0

COUNCILLOR – LIB

MARC MERCIER – 1

BLANKS – 0

WRITE-INS – 0

SEN IN GENERAL COURT – LIB

BLANKS – 1

WRITE-INS – 0

REP IN GENERAL COURT –LIB

BLANKS – 1

WRITE-INS – 0

DISTRICT ATTORNEY – LIB

BLANKS – 1

WRITE-INS – 0

CLERK OF COURTS – LIB

BLANKS – 1

WRITE-INS – 0

REGISTER OF DEEDS – LIB

BLANKS – 1

WRITE-INS – 0

TOTAL DEMOCRATIC – 258

TOTAL REPUBLICAN – 286

TOTAL LIBERTARIAN - 1

November 2018 Election Results

Position	Candidate	Precinct 1 Votes	Precinct 2 Votes
SENATOR in CONGRESS	BLANKS	17	27
	ELIZABETH A WARREN	780	761
	GEOFF DIEHL	863	897
	SHIVA AYYADURAI	63	83
	WRITE-INS	0	1
GOVERNOR & LIEUTENANT GOVERNOR	BLANKS	63	77
	BAKER AND POLITO	1285	1349
	GONZALEZ AND PALFREY	366	335
	WRITE-INS	9	8
ATTORNEY GENERAL	BLANKS	35	36
	MAURA HEALEY	968	987
	JAMES R McMAHON, III	720	743
	WRITE-INS	0	3
SECRETARY of STATE	BLANKS	63	70
	WILLIAM F GALVIN	1002	992
	ANTHONY M AMORE	621	672
	JUAN G SANCHEZ, JR	36	35
	WRITE-INS	1	0
TREASURER	BLANKS	98	112
	DEBORAH B GOLDBERG	928	917
	KEIKO M ORRALL	654	699
	JAMIE M GUERIN	43	41
	WRITE-INS	0	0
AUDITOR	BLANKS	115	114
	SUZANNE M BUMP	819	794
	HELEN BRADY	679	743
	DANIEL FISHMAN	86	97
	EDWARD J STAMAS	24	20
	WRITE-INS	0	1
REPRESENTATIVE in CONGRESS	BLANKS	43	57
	SETH MOULTON	925	908
	JOSEPH S SCHNEIDER	687	717
	MARY J CHARBONNEAU	68	87
	WRITE-INS	0	0
COUNCILLOR	BLANKS	98	107
	EILEEN R DUFF	781	765
	RICHARD A BAKER	792	837
	MARC C MERCIER	50	58
	WRITE-INS	2	2
SENATOR in GENERAL COURT	BLANKS	392	367
	BRUCE E TARR	1314	1381
	WRITE-INS	17	21

Position	Candidate	Precinct 1 Votes	Precinct 2 Votes
REPRESENTATIVE in GENERAL COURT	BLANKS	56	59
	LEONARD MIRRA	899	965
	CHRISTINA ECKERT	768	743
	WRITE-INS	0	2
DISTRICT ATTORNEY	BLANKS	483	522
	JONATHAN W BLODGETT	1208	1210
	WRITE-INS	32	37
CLERK of COURTS	BLANKS	520	570
	THOMAS H DRISCOLL, JR	1173	1167
	WRITE-INS	30	32
REGISTER of DEEDS	BLANKS	106	134
	JOHN L O'BRIEN JR	902	897
	JONATHAN E RING	659	688
	DAVID D COLPITTS	54	49
	WRITE-INS	2	1
QUESTION 1	BLANKS	37	43
	YES	475	406
	NO	1211	1320
QUESTION 2	BLANKS	61	83
	YES	1104	1097
	NO	558	589
QUESTION 3	BLANKS	39	54
	YES	997	1028
	NO	687	687



OFFICIAL BALLOT
ANNUAL TOWN ELECTION
GROVELAND, MASSACHUSETTS
MAY 6, 2019

Anne M. Buddie
TOWN CLERK

INSTRUCTIONS TO VOTERS

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this: ☐
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name and address on the line provided and completely fill in the OVAL.

ASSESSOR

for Three years Vote for One

WILLIAM H. DARKE
53 Main St Candidate for Re-election

(Write-in)

LIGHT COMMISSION

for Three years Vote for One

KERMIT K. CROSS
24 Elm Park Candidate for Re-election

(Write-in)

SELECTMAN

for Three years Vote for One

WILLIAM G. O'NEIL
45 Elm Park Candidate for Re-election

DEBRA J. YOUNG
106 Center St

(Write-in)

BOARD OF HEALTH

for Three years Vote for One

(Write-in)

MODERATOR

for One year Vote for One

WILLIAM H. DARKE
53 Main St Candidate for Re-election

(Write-in)

**WATER/SEWER
COMMISSION**

for Three years Vote for One

(Write-in)

CEMETERY COMMISSION

for Three years Vote for One

RAYMOND S. DOWER III
107 School St Candidate for Re-election

(Write-in)

PLANNING BOARD

for Two years Vote for One

(Write-in)

TOWN CLERK

for Three years Vote for One

JOHN P. BEVELAQUA
662 Salem St

NORMA J. BIRD
84 Center St

ELIZABETH M. CUNIFF
211 Seven Star Rd

BONNIE J. WOOD
8 School St

KATHERINE M. YOUNG
106 Center St

(Write-in)

HOUSING AUTHORITY

for Five years Vote for One

ELIZABETH A. GORSKI
182 Washington St Candidate for Re-election

(Write-in)

SCHOOL COMMITTEE

for Three years Vote for One

RICHARD C. HODGES
35 Union St Candidate for Re-election

(Write-in)

LIBRARY TRUSTEE

for Three years Vote for Three

JAY A. COLLINS
301 River Pines Rd Candidate for Re-election

BARBARA A. GAUVIN
1003 Alyssa Dr Candidate for Re-election

KATHLEEN M. PRUNIER
7 Harvard Rd Candidate for Re-election

(Write-in)

(Write-in)

(Write-in)

SELECTMAN

for One year Vote for One

KATHLEEN KASTRINELIS
12 Hillview Dr

DANIEL J. MacDONALD
2 Wyka Ln

(Write-in)

TREE WARDEN

for One year Vote for One

(Write-in)

TURN BALLOT OVER AND CONTINUE VOTING

QUESTIONS

QUESTION 1: Shall the Town of Groveland be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Pentucket Regional School District for the purpose of paying costs of the construction of a new Middle/High School to be located at 24 Main Street, West Newbury, Massachusetts, including the payment of all costs incidental or related thereto?

YES ☐
NO ☐

QUESTION 2: Shall the Town adopt the following bylaws?

YES ☐
NO ☐

Summary

Massachusetts General Laws, Chapter 94G, Section 3 allows a town, through adoption of bylaws, to prohibit all or certain types of adult-use marijuana establishments, also known as "recreational" or "non-medical" marijuana establishments, from operating in that town. In a town such as Groveland that voted "yes" on Question 4 at the November 8, 2016 State Election in favor of allowing adult-use of marijuana and lawful operation of marijuana establishments, a ballot question is also required. The bylaw amendments set forth below, which were approved at the December 3, 2018 adjourned session of the November 26, 2018 Special Town Meeting, must also be approved at this election to prohibit in the Town of Groveland all "marijuana establishments", as that term is defined in the Code of Massachusetts Regulations, 935 CMR 500.002. The prohibition would apply to marijuana establishments only and would have no impact on medical marijuana uses or the lawful use of recreational marijuana by adults.

Text of Zoning Bylaw Amendments:

7.6 Marijuana Establishments Prohibited. Consistent with G.L. c.94G, §3(a)(2), all types of non-medical "marijuana establishments" as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, hereinafter, "recreational marijuana establishments" shall be prohibited within the Town of Groveland. This prohibition shall apply in the Town upon approval by the voters at a Town Election.

Section 4.5

USES	R-1	R-2	R-3	LB	B	I	Site Plan Review (3)
Prohibited Uses							
Recreational Marijuana Establishments	NP	NP	NP	NP	NP	NP	N/A

Text of General Bylaw:

Section 8.23. Marijuana Establishments Prohibited

Consistent with G.L. c.94G, §3(a)(2), all types of non-medical "marijuana establishments" as defined in 935 CMR 500.002, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, shall be prohibited within the Town of Groveland.

This prohibition shall apply in the Town upon approval by the voters at a Town Election.

QUESTION 3: Shall the Town vote to have its elected Tree Warden become an appointed Tree Warden of the town?

YES ☐
NO ☐

YOU HAVE NOW COMPLETED VOTING

TOWN OF GROVELAND, MA - ELECTION RESULTS - MAY 2019

ELECTED POSITION	CANDIDATE(S)	PRECINCT 1	PRECINCT 2
ASSESSOR	BLANKS	217	228
	WILLIAM H. DARKE	863	909
	WRITE-INS	4	13
BOARD OF HEALTH	BLANKS	891	960
	WRITE-INS	193	190
CEMETERY COMMISSION	BLANKS	260	303
	RAYMOND S. DOWER III	821	842
	WRITE-INS	3	5
HOUSING AUTHORITY	BLANKS	277	329
	ELIZABETH A. GORSKI	798	810
	WRITE-INS	9	11
LIBRARY TRUSTEE	BLANKS	1106	1292
	JAY A. COLLINS	730	744
	BARBARA A GAUVIN	709	726
	KATHLEEN M. PRUNIER	704	680
	WRITE-INS	3	8
LIGHT COMMISSION	BLANKS	253	291
	KERMIT K. CROSS	830	855
	WRITE-INS	1	4
MODERATOR	BLANKS	245	251
	WILLIAM H. DARKE	837	888
	WRITE-INS	2	11
PLANNING BOARD	BLANKS	1052	1104
	WRITE-INS	32	46
SCHOOL COMMITTEE	BLANKS	304	314
	RICHARD C. HODGES	777	831
	WRITE-INS	3	5
SELECTMAN (for One Year)	BLANKS	98	138
	KATHLEEN KASTRINELIS	739	738
	DANIEL J. MacDONALD	246	272
	WRITE-INS	1	2
SELECTMAN (for Three Years)	BLANKS	133	174
	WILLIAM G. O'NEIL	469	525
	DEBRA J YOUNG	476	447
	WRITE-INS	6	4
WATER/SEWER COMMISSION	BLANKS	1056	1108
	WRITE-INS	28	42
TOWN CLERK	BLANKS	64	94
	JOHN P. BEVELAQUA	158	118
	NORMA J. BIRD	108	86
	ELIZABETH M. CUNNIFF	396	535
	BONNIE J. WOOD	201	193
	KATHERINE M. YOUNG	155	121
	WRITE-INS	2	3

TREE WARDEN	BLANKS	1047	1090
	WRITE-INS	37	60
QUESTION 1	BLANKS	8	16
	YES	892	948
	NO	184	186
QUESTION 2	BLANKS	36	63
	YES	550	554
	NO	498	533
QUESTION 3	BLANKS	64	97
	YES	589	673
	NO	431	380

TOTAL BALLOTS:	2234
WRITE-IN BALLOTS:	469
BLANK VOTED BALLOTS:	0

BOARD OF HEALTH WINNER MIKE MEAGHER

**TOWN
DEPARTMENT
REPORTS**

ASSESSORS OFFICE
TOWN OF GROVELAND

183 Main Street
Groveland, MA 01834
Tel: (978) 556-7218 Fax: (978) 469-5000

REPORT OF THE BOARD OF ASSESSORS FISCAL 2019

The Assessor's primary responsibility is to find the "full and fair cash value" of all properties in the Town. The Assessors use a mass appraisal technique, along with data collection, new sales and building permits to establish annually assessed values. The assessment date is January 1, 2018 for fiscal year 2019. The town's fiscal year is July 1, 2018 to June 30, 2019. Property values are based on calendar year 2017 sales.

The importance of the assessor's office is reflected by the Town's dependence on property taxes and new growth component of the tax levy. The Board would like to thank the homeowners who have cooperated with our cyclical and permit inspections. Cyclical inspections are required for each improved property once every nine years. Inspections for building permits are done every year for the prior year's permits. Assuring all property record cards are complete and accurate allows this office to assess each taxpayer fairly.

Below is a table of the fiscal year 2019 parcel counts, valuations, and taxes for the property classes in Town. The increase in value of the town is an indication of a strong real estate market:

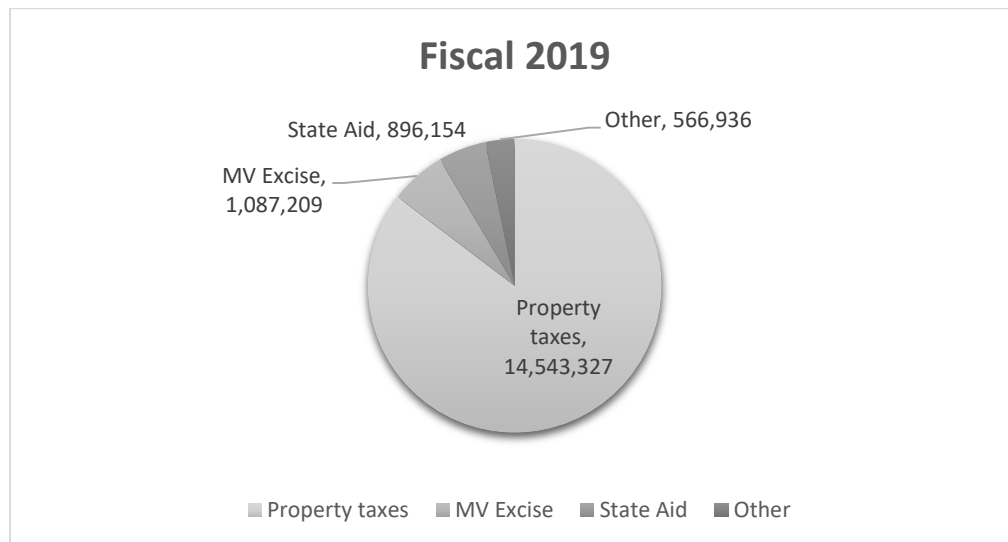
Tax Classification	Parcel Count	Assessed Value by Class	Tax Rate	Tax by Class	% of Total Value
Residential	2380	\$ 942,214,104	\$14.35	\$13,520,772	92.97%
Open Space	0	0		0	0%
Commercial	89	\$ 24,985,971	\$14.35	\$ 358,549	2.46%
Industrial	38	\$ 22,388,200	\$14.35	\$ 321,271	2.21%
Pers Property	129	\$ 23,883,980	\$14.35	\$ 342,735	2.36%
Exempt	126	\$ 83,474,800		0	0%
TOTAL	2762	\$1,096,947,055		\$14,543,327	100.00%

As always, the Board feels it is important for all taxpayers to remember that the Board of Assessors do not raise or lower your taxes, the tax bills are determined by the amount appropriated at each town meeting. The assessors determine your share of the amount voted by calculating your property's value. Real estate values are compiled from actual sales that have occurred in town, so the buyers and sellers are setting the future values for properties within the town.

The following chart lists the average single-family tax bill for the past five fiscal years.

Fiscal Year	Tax Rate	Avg. Single Family Value	Avg. Tax Bill
2019	\$14.35	\$426,300	\$6,117
2018	\$14.69	\$402,000	\$5,905
2017	\$14.68	\$387,400	\$5,687
2016	\$15.09	\$361,400	\$5,454
2015	\$14.61	\$352,900	\$5,156

Property taxes generate 85% of the revenue and excise makes up 6% of the taxes collected for the Town. The Assessors' office is responsible for property taxes and motor vehicle excise bills. The following is a breakdown of where the money the town uses for its budgeting comes from:



The assessor's office is open to the public for abutter's lists, property record cards and mapping. This office also processes and issues abatements and exemptions for both real estate and motor vehicle excise bills. The assessors' database can be accessed on the town's website along with downloadable forms and maps.

Respectfully Submitted,

N. Dana Moody, Chairman
William Darke
Debra Webster, MAA, Office Manager

2019 ANNUAL REPORT HEALTH DEPARTMENT

BOARD OF HEALTH: Joan Searl, RN, Chairwoman
Deborah Kadar-Hull, RN, Member
Michael Meagher, Member

HEALTH AGENT: Joseph Tevald, Interim Health Agent

PUBLIC HEALTH NURSE: Claire Walsh, RN

ADMINISTRATIVE ASSISTANT/TRASH CONTRACT ADMINISTRATOR: Lori Bentsen

PROVIDING A SAFE AND HEALTHY ENVIRONMENT

As the town's population grows, we are confronted with more complex challenges to ensure the health of all residents. The Board of Health addressed a wide range of issues in 2019. Through our attentive efforts, the residents of Groveland benefited from lower communicable disease rates, safer food sources, increased safety at recreational facilities, reduced accessibility to tobacco products to minors and a comprehensive influenza vaccination program. In addition, the Northeast Massachusetts Mosquito Control Program continues to provide Groveland with adequate mosquito spraying at appropriate intervals. The construction and operation of septic systems continues to be a major emphasis of the Board of Health.

The Groveland Board of Health has responsibilities in three (3) main areas:

1. Community Sanitation; 2. Public Health Protection; 3. Environmental Health Protection

In the area of community sanitation, the Trash Contract Administrator oversees weekly trash and recycle collection. Trash and recycle are collected Monday through Friday and the administrator handles daily phone calls and residents coming into the office regarding missed pick-ups, trash bag limits, items allowed to be placed in the trash and recycle, hazardous waste, recycle bins and stickers, bulk items and cost, disposal of paint, electronics, appliances, tires, construction debris and yard waste.

The Public Health Nurse works closely with the Massachusetts Department of Public Health to monitor reported communicable diseases. The Public Health Nurse provides state mandated and community services including, but not limited to;

- Communicable disease surveillance, investigation, case management, MAVEN/CDC data entry and outreach.
- Enforcement of quarantine/isolation practices.

- Vaccine management, distribution and administration.
- Special outbreak strategies as they arise.
- Mutual aid to surrounding communities.
- Refugee, immigrant health assessment.
- TB management and testing as indicated.
- Resource to school nurses; public, private, charter.
- Providing pneumonia and flu clinics yearly.
- Home visits to homebound, disabled and assisting residents with homecare/outpatient issues.
- Monthly health maintenance clinics.
- In home care, skilled nursing provision urgent basis.
- Collaborate with LEMS, MEMA, FEMA initiatives.
- Support Board of Health initiatives and public health education.
- Follow trends in insect borne activity, water and food service reports and state wide cancer registry.
- In 2019, the public nurse coordinated and participated in 3 flu clinics on October 16, November 14 and November 20, 2019, conducted 9 home health care visits, held a blood pressure clinic on Older American's Day on May 9, 2019 in addition to 12 monthly blood pressure clinics and completed required case management of 9 reportable diseases and documented each case with the state MAVEN registry.

The Health Agent's major responsibility is to witness percolation/soil tests and conduct septic system inspections during the process of installation to ensure systems are compliant with Massachusetts Title 5 Regulations. Other job responsibilities include, but are not limited to;

- Conduct routine inspections of camps, public/semi-public swimming pools, food establishments to ensure sanitary and safe conditions.
- Perform environmental inspections as required by state or as needed e.g., school food service and school bathrooms, indoor air quality and hazardous waste.
- Review plans for new establishments and authorize the issue of licenses.
- Enforce tobacco and smoke-free establishment regulations.
- Investigate nuisance complaints and conduct follow-up inspections to ensure compliance with state and local regulations.
- Conduct investigations in response to health related complaints.
- Witness well water flow rate to ensure compliance with well regulations and review laboratory water test results to ensure potable water.
- Review preliminary septic system plans and as-built plans and issue certificates of compliance.
- Attend Board of Health meetings to advise/update the Board on issues.
- Participate in Homeland Security, Emergency Preparedness for Region 3A, participate in training programs and maintain current in planning and various certifications.

- Since the interim health agent's date of hire on October 24, 2019, the interim health agent inspected 21 food establishments, 2 retail food stores and 2 catering facilities. The interim health agent witnessed and inspected 12 septic system installations, 2 d-box repairs, surveillance of vaping products for compliance at 2 convenience stores, monitored trash and recycle collection in the field, investigated 2 nuisance complaints.

The Board of Health's administrative assistant handles the daily functions of the office.

These responsibilities include, but are not limited to;

- Answer or direct all incoming phone calls.
- Assist residents, septic system installers, engineers, attorneys, bank appraisers, Title 5 inspectors, private well installers, food establishment owners, realtors who come into the office with questions, complaints, issues regarding trash and recycle, process of installing a new septic system, Title 5 and related paperwork, septic system and private well design plans, Title 5 inspections and reports, Title 5 as-built septic system plans and certificate of compliance, percolation/soil testing, food establishment inspections and licensing and related paperwork.
- Receive and deposit checks to the finance department for town permit and license fees for septic system installers, septic system and well construction, percolation/soil testing, food establishments, retail stores, tobacco, camps, swimming pools.
- Prepare all accounts payable to the finance department including the town trash and recycle collection monthly invoices.
- Prepare annual departmental budget which includes health department expenses, employee salaries, Board of Health member stipends and the town trash and recycle contract.
- Prepare new fiscal year payroll calculations for three (3) employees submitted to the finance department.
- Purchase office supplies for the office and staff and recycle bins and recycle stickers for the residents.
- Prepare meeting agenda and correspondence for monthly board meetings for three (3) board members and transcribe meeting minutes for board approval.
- Type all correspondence for the board, health agent, public health nurse which includes letters, memorandums, reports, town licenses.

The Groveland Board of Health and its staff will continue to work hard to provide the best health services to the residents of Groveland.



**Town of Groveland
Cemetery Commission
159 Main Street
Groveland, MA 01834**

The Board of Cemetery Commissioners respectfully submits the following report for the operation of the Riverview Cemetery and Small Pox Cemetery for FY 2019.

In FY 2019 we recorded a total of 30 burials (12 traditional/18 cremation). We also recorded 10 lot sales and fifteen foundation/footstone installations.

The Riverview Cemetery welcomed Mr. Charles Desrosiers as our new Superintendent in August. He brings extensive experience in cemetery and landscape operations to the position. He has been instrumental in helping the Commissioners with the updating of our electronic documentation and data storage procedures, which is critical for the future of our cemetery. Over the last eight months Mr. Desrosiers continues to bring the cemetery into the digital age, making significant progress in organizing and preserving our plot books and deeds electronically. This will allow electronic searches to assist in locating burials. The Board feels that the addition of Mr. Desrosiers to our staff will have a beneficial and long lasting influence on the cemetery in the coming years.

In November 2018 we finalized the engineering and design of the remaining new section of the cemetery with CME Engineering of Hartford, CT. This desperately needed project provides us with two additional sections, Woodland (W) and Riverview(R), opening up over 300 new plots in multiple configurations. The Superintendent also completed marking out open sections of Oak Avenue and Oleander Avenue, adding more lots to our inventory.

In FY 2019 we made two significant capital purchases for the cemetery. In May we finalized the purchase and delivery of a long needed John Deere riding mower, which replaced two of our aging and unserviceable units. In June we obtained approval for the purchase of a Cyclone Rake. This unit will provide a more efficient means of collecting leaves during fall clean up, while eliminating excessive wear and tear on our fleet of mowers. Looking to future capital purchases, it is clear to the Commissioners that the current cemetery vehicle is in dire need of replacement. This unit is a re-purposed, aging, and barely serviceable light duty pickup truck. The Commissioners feel that a replacement full-size pickup with a snowplow would better meet the needs of our cemetery from both an operational and safety standpoint. As a result, the Board voted to include a request for a replacement vehicle with our FY2021 budget request.

In April 2019 the Commissioners adopted new rules and bylaws for the cemetery. These updates were long overdue and better reflect the day-to-day operational needs of the cemetery. Monument sizing limits and fee schedule changes were included as part of the process. The Commissioners feel these updates will provide for a safer and more efficient use of our cemetery staff while protecting the look and historical aspects of our cemetery.

Looking forward to FY2020/FY2021, the Commissioners feel that the Cemetery is poised to capitalize on many of the improvements in operations, staffing, and equipment acquisitions made over the last year.

Raymond "Rock" Dower – Chair
Debra Stewart
Mike Kastrinelis

Respectfully Submitted, M.A. Kastrinelis - Secretary



Groveland Council On Aging

Town Hall
183 Main Street
Groveland MA 01834

Phone: (978)-372-1101 Fax: (978)-469-5008 E-Mail: LStanton@GrovelandMA.Com

COA Annual Report FY2019

Mission Statement

Our mission is to advocate for older adults, to identify their needs, to develop and implement services, to meet their health, economic, social and cultural needs, to encourage independence, and to improve their quality of life.

Summary

As the number of residents over 60 continues to increase (2010 US Census lists 1,340 over 60 in Groveland, in 2019 we're at 2,591 – over 90% increase), the need for COA services / programming / and a “home of our own” increases as well. To continue to meet the needs of our citizens, we have focused on transportation, health / wellness education (helps maintain independence) and exploring ways to add “elder dedicated space” in our town. To address those needs, the COA worked on the following: 1. Providing safe, reliable transportation is one of our most important functions. We requested (again) approval by the Capital Improvement Committee, for a new handicapped accessible van (10 passenger) to replace our formerly leased MVRTA van. Our position in the purchase queue was put off for another year. In the meantime, we will be pursuing grant funding through several sources. 2. “Lunch & Learn” events have been scheduled, highlighting ways to remain healthy, productive, and independent. These programs have been well attended. 3. COA staff, board members, and interested citizens) have begun discussions on the possibility of expanding Town Hall (to accommodate additional space for the COA) and perhaps linking with the Langley Adams Library (which also needs additional space).

Statistics and Service / Activities

(with the Support of Elder Services of the Merrimack Valley and the EOE)

Seniors Served: Your COA currently provides programs/services/events to 2,591 Groveland residents. Our residents 80 and better number 963!

Outreach Provided: Our Outreach position is partially funded (8 hrs/wk) by the state Formula Grant. Phone reassurance, Elder Mental Health Outreach (EMHOT) in conjunction with the Amesbury COA, friendly visitors, elder legal advice, fuel assistance, veterans' services, SNAP (Supplemental Nutrition), MassHealth application assistance, USDA food program, yard and home maintenance assistance was utilized by 483 folks.

Meals on Wheels: 2,314 meals were delivered to 21 homebound elders.

Newsletter: Grant funded by the EOEA, letter is sent to ~1,440 households – 6 times each year.

Transportation: With our MVRTA van, we provide essential transportation to doctors, hospitals, rehab., and shops. FREE transportation through MVRTA's Ring & Ride Program continues for all adult residents 18+. We also have local volunteers who drive for the NEET program (Northern Essex Elder Transport). We provided 1,534 rides to 53 residents.

Financial Assistance: Community Action, Citizens Energy Heat Program, Rebuilding Together, MV Legal Assistance, Prescription Advantage Program, and Medicare assistance reached a total of 272 elders. The Property Tax Work-Off program and intergenerational activities were also provided.

Health/Wellness/Exercise: Board of Health blood pressure clinics and senior flu clinics (now via Rite Aid, then CVS) offered. Fitness/Wellness classes include Reiki + Meditation, Strength Training, Walking Club at PRHS, and Yoga. Those programs reached 220 seniors.

Elder Services of the Merrimack Valley: Groveland clients received access to SHINE (Serving the Health Insurance Needs of Everyone on Medicare – 188 residents served), the Brown Bag program, Crisis Intervention Unit, Money Mgmt., and Home Care Program (homemaker, companion, shopping, personal care, chores, social day care, adult day health, Life Line) and Title III (meals) programs.

On Going Activities: AARP tax assistance, financial/retirement planning, health insurance / social security programs, trips to museums, travel and tours, exhibits, weekly movie afternoon, concerts, "Lunch & Learn," monthly birthday celebrations, art classes, and monthly social hour.

Annual Events: Volunteer Appreciation Brunch, COA Senior Day (supported by local businesses, Groveland Police Assoc. and local Cultural Council Grant), NEET Volunteer Drivers' Luncheon, and Senior Harvest Dinner provided by the Groveland Police Assoc.

Volunteers: Our dedicated volunteers logged 1,765 hours of service.

Community Support (in addition to services above): The *Friends of the Groveland COA*, Board of Selectmen, the Chicken Connection, Atty. Elaine Dalton, Groveland Congregational Church Mission Committee, Groveland Police Dept., Merrimack Valley Philharmonic Orchestra, "Mr. & Mrs. Fix-It," Ocasio's Martial Arts, Panera Bread (Newburyport), Wingate Residences of Haverhill, Pentucket Regional High School, art instructors Marcia Nadeau and Frank Sadowski, and our generous neighbors!

Respectfully Submitted—Lynne Stanton *Director*

Board of COA: Francis Sadowski - *Chairperson*, Dorothy DiChiara - *Treasurer*,
Laurel Puchalski - *Secretary*, Kathryn Alesse and Ronald D. Mertens

Staff: Nisha Burke - *Program / Transportation Coordinator*, Amanda Fisher - *Outreach*,
Richard McNeil (partial year), Ken DuSombre, and Frank Sapienti - *Van Drivers*

Groveland Conservation Commission
FY-2019 Annual Report

The Groveland Conservation Commission mission statement and goals for FY-2019 were as follows.

The mission of the Groveland Conservation Commission is to protect wetlands and natural resources in the town of Groveland through regulations, management, education, and acquisition. We will:

- Implement the goals of the Massachusetts Wetlands Protection Act (MGL Chapter 131, Section 40) and the Groveland Wetland Protection Bylaw and Regulations (Groveland General Bylaws Sec 8-19) fairly and consistently,
- Regulate activities deemed by the Conservation Commission as likely to have a significant or cumulative effect upon the values of these resource areas, namely, but not limited to, public or private water supply protection; groundwater protection; flood control; erosion and sedimentation control; storm damage prevention; water pollution control; fisheries, shellfish, wildlife and plant species and habitat protection; agriculture; aesthetics; recreation and aquaculture,
- Manage all Town conservation lands in order to protect and sustain these natural ecosystems for current and future generations to use and enjoy,
- Be an environmental and educational resource for local citizens, groups, organizations, as well as local, State and Federal agencies,
- Further the values of a healthy and attractive community by protecting and conserving open space properties in Town through grants, acquisitions, conservation restrictions, land trusts, and gifting,
- Pursue new opportunities for expanding use of conservation lands, adding to conservation lands and increasing the protection of conservation lands in town.

The Commission held public hearings and meetings on the second Wednesdays of each month. Our office is open on Mondays 2 pm to 8pm and Thursdays 10 am to 4 pm for questions. When fully staffed, the Commission has seven full members all of whom are appointed volunteers. The Commissioners in 2019 were Chair Mike Dempsey, Heather Meninger, Tom Schaeffer, Terry Grim, Fred O'Connor, John Gebauer and Bill Formosi.

Our Conservation Agent runs our office 12 hours per week. The position is entirely funded using fees collected from permit applicants. The agent, Rosemary Decie staffs the office Mondays from 2 pm to 8 pm and Thursday from 10 am to 4 pm. She receives applications and guides applicants through the process, writes up permits, performs site visits and monitors our conservation lands and reservations. The office is also staffed by Administrator, Julie Hauss, who is a part-time consultant who schedules meetings, takes minutes and publishes them. Both

staff positions are the key to the Commission fulfilling its mission by assuring better service to town residents and taxpayers.

In FY 2019, the Commission held public hearings on several Notices of Intent, Requests for Determination of Applicability, Abbreviated Notice of Resource Determination as well as requests to amend or extend existing Orders. The Commission also inspected and acted on Requests for Certificates of Compliance. The Commission investigated various complaints and calls regarding resource area concerns and issued Enforcement Orders on violations. The Commission advises other Town boards and officials, as well as private individuals and groups, on issues that relate to its areas of jurisdiction. The Commission issued comment letters to the Planning Board and placed high priority on providing input during regular Site Review meetings held by the Building Inspector.

In FY 2019 we continued to convert our paper files to an electronic format. All new applications, permits, and documentation are scanned and stored in a program called Laser Fiche. The program stores electronic copies as pdf formatted files and allows for full text search capability. We are scanning many paper files from past decisions of the past 10 years. The system will help us be more efficient while saving space, allowing for easier searches and faster access to files.

With the Conservation Commission's authority under the Conservation Commission Act of 1957 we planned for natural resource protection and managed our properties for conservation and passive recreation. In FY 2019, the Conservation Commission worked on the following land protection and land management projects:

We worked on a conservation restriction (CR) for the Town Forest with Essex County Greenbelt Association (ECGA.) We completed expanding the existing conservation restriction on the Meadow Pond Reservation with Mass Fish and Game to include three parcels that were not protected. Two of these parcels required CR protection because they were purchased using Community Preservation Act (CPA) funds. Conservation restrictions are an important tool to preserve the intent of residents who voted to purchase the land and ensure that Groveland's open spaces remain open.

The Commission continues to manage Veasey Memorial Park, a Conservation property purchased in 1996. Going into our twenty-fourth year we work with our volunteer management agents to provide a conservation park with trails, forest and fields while using the main building as an event and meeting facility. We held a successful Wine and Art weekend in November that raised over \$7000 for the park that will be used toward capital improvement projects. Using a CPA grant we were able to repave all the roadways and parking lots in the park. The project replaced the badly deteriorated surfaces and will offer safer access to the park.

Efforts are underway to acquire through purchase or gift a 3.5-acre parcel of land that borders the park between its current border and a portion of 733 Salem St. The parcel will protect wetlands and provide a buffer between new houses being built and the park.

The Commission continues to work on preserving the Lower Center Street area that borders Haverhill and Boxford. With the help of Senator Tarr and Representative Mirra's we received

State assistance funds to improve the area. We applied for and received funding for two CPA projects to remove weeds from Johnson's Pond and develop a management plan for Johnson's Pond and Creek in FY 2017. This year we completed the management plan for the pond and creek. The weed removal from Johnsons Pond project first phase was completed in September 2018 clearing water lilies at the new boat launch of Veasey Park forming a channel into the main part of the pond.

We continued to work closely with the Groveland Open Space and Trails Committee to manage trails at Veasey Park, Meadow Pond, Town Forest and Center Street Greenway. The Commission also worked on various projects involving beaver issues, trail construction and maintenance and signage; and other conservation land management concerns.

The Conservation Commission is represented on the Community Preservation Committee and the Groveland Open Space and Trails Committee.

Respectfully Submitted,
Michael Dempsey, Chair
Groveland Conservation Department

GROVELAND FIRE DEPARTMENT

FY2019 Annual Report

The Groveland Fire Department is a paid-on call department with no full-time staff, relying on a workforce that isn't always available. This community is growing causing the request for service to increase. During fiscal year 2019, we responded to 651 calls for service. These calls were in the following categories:

FIRES	29
RESCUE/EMS	370
MOTOR VEHICLE ACCIDENTS	34
HAZARDOUS CONDITIONS	34
PUBLIC ASSIST CALLS	23
GOOD INTENT CALLS	86
FALSE ALARMS	75

The department continues to operate in a fiscally responsible manner, operating within budget requirements. We continue to oversee the budget monthly and year to date expenditures and payroll expenses, ensuring compliance within approved budget line items.

Our training continues to improve, as we utilize the state fire academy for NFPA 1001 level 1 and level 2 firefighter training, assuring the requirements to keep our residents safe. We also continue our weekly training, every Tuesday night, keeping abreast of our firefighting and Emergency Medical skills. Our firefighters should be commended for their efforts as we average 19 personnel per training session.

Our Fire Prevention officer, Lt. Belfiore, has continued to fulfill his objectives with annual inspections, Smoke/CO detector inspections and quarterly fire alarm testing throughout the year, ensuring our public safety. Our Fire Inspector has continued an excellent working relationship with our Building Inspector as they work together to achieve their annual goals.

We have actively pursued and been awarded a state grant for a gear washer through this past year's state grant for the prevention of firefighter cancer. This is for a second washer to be used

at our south station. We will continue to look for grants as a way to save money, while continuing to add to our needed equipment.

Our current Engine 3 is beyond its expected time in service and may have to be looked at in the immediate future as this piece of apparatus should be replaced.

The Fire department continues to provide professional fire and EMS services to the residents of Groveland, doing this while remaining fiscally responsible. We continue to review our operations and services, making necessary adjustments to improve our delivery services. Given the expected population growth, new construction and residential development over the coming years, this department is proactively reviewing and assessing our needs so we are ready to meet the increasing demands.

We would like to thank the citizens of Groveland for their continued support of this department in the past and into the future.

Respectfully Submitted,

Joseph N Santapaola

Interim Fire Chief.

FY2019 – Office of Inspectional Services

The Office of Inspectional Services issues permits and performs inspections for: Building, Gas, Plumbing, Electric, Sheet Metal, Trenches, AAB Compliance, and Zoning Compliance. These permits and inspections are designed to ensure public health, safety and accessibility in the built environment.

From July 1st 2018 to June 30th 2019, permits issued had a combined construction value of \$17,238,062.00 excluding plumbing, gas and electrical permits. Approximately 10 million of that value is due to the Nichols Village expansion project.

Expenses

Salaries and Wages	\$68,224.00
Department Expenses	<u>\$12,812.00</u>
Total Department Expenses	\$81,036.00
Department Revenue	<u>\$199,449.00</u>
Total Revenue After Expenses	\$118,413.00

Our Inspectors Are:

Sam Joslin – Building Commissioner/Zoning Enforcement Officer	(978)-556-7209
Gerry Viens – Plumbing and Gas Inspector	(978)-372-1575
Zaven “Gus” Gostanian – Electrical Inspector	(978)-697-1801

Current Building Codes as of 1/1/2020 (partial list)

1. 2015 International Building Code with MA front end amendments.
2. 2015 International Residential Code with MA front end amendments.
3. 2018 International Energy Conservation Code.
4. 2015 International Existing Building Code.
5. MA Fuel Gas Code.
6. MA Plumbing Code.
7. MA Electrical Code / 2017 National Electrical Code.
8. 2015 International Mechanical Code.

Langley-Adams Library

Fiscal Year 2019

In Fiscal Year 2019, Langley-Adams Library staff and Trustees started to move more toward the future in what we offer to the public.

First, the Library acquired two digital streaming services that are available to library patrons whether they physically visit the library or not. We acquired a subscription to Kanopy, which offers movies and documentaries. We also now offer patrons access to Hoopla, which has video, ebooks, audiobooks, and more. With both of these products, we have increased the accessibility of our materials to the public.

Second, the majority of our new Strategic Plan was completed in Fiscal Year 2019. The Strategic Plan itself will begin at the start of Fiscal Year 2021. Our five-year plan outlines goals and tasks that the Library will complete to continue to offer newer and more exciting access to our patrons. In Fiscal Year 2019, library patrons and citizens of the Town took a survey which provided us feedback for what patrons would like their library to provide. Using these survey results, we formed the previously mentioned goals for our new Strategic Plan. We look forward to working toward our goals to provide even more services to the public!

In Fiscal Year 2019 progress was made in another area. Patrons began a new Friends group, named Friends of the Groveland Library. The Friends group has been an important part of the Library this past year. The Friends hold fundraisers, including book sales, raffles, bake sales, and more. The group supports the library in helping us provide materials and programs to the public. We look forward to working with the Friends of the Groveland Library in Fiscal Year 2020 and beyond!

At the end of Fiscal Year 2019, the Library had a total of 42,328 materials, which included digital materials through Overdrive, to which the entire Merrimack Valley Library Consortium has access. Our total circulation of materials was 44,418. The Library was open its regular hours six days a week for a total of 1,957 hours throughout the entire fiscal year. The Library's total registered borrowers who are residents of Groveland was 4,905, which is the majority of the Town's population.

Throughout Fiscal Year 2019, the Library continued to offer programming for all ages. In FY19, 2,988 people attended a total of 403 library programs. The library has truly become a community center in addition to being a place where one can borrow books, movies, and more.

Thank you to everyone who made Fiscal Year 2019 a success, including the Library staff, Board of Trustees, Friends of the Groveland Library, Board of Selectmen, Town employees, and our wonderful patrons!

Respectfully submitted,

Darcy Lepore, Library Director



Tel. (978) 521-1212
Fax (978) 374-7676

Groveland Police Department

JEFFREY T. GILLEN
Chief of Police

181 MAIN STREET
Groveland, MA 01834



jgillen@grovelandpolice.com

The Groveland Police Department employs professional and well-trained individuals that are committed to protecting and serving the community. Guided by our mission statement we strive:

To provide a permanent, dependable resource to the community for assisting individuals in need of help or services.

To prevent and suppress criminal activity through improved identification, apprehension and prosecution of offenders and by elimination or reduction of opportunities to commit crime.

To assist the community in improving its ability to protect itself through environmental, civic, and educational priorities.

To aid the community and governmental agencies in the planning and managing of ongoing community service functions.

To support the community in planning and managing special events and community activities.

To monitor community needs and provide recommendations for actions and services.

In FY 2019, the police department logged 14,753 calls for service with the total log entries at 16,493. Reported larcenies/burglaries totaled 16. The department responded to 371 medical calls and 82 motor vehicle crashes. Total alarm responses were 300, identity theft/credit card calls were 48 and assist citizen/other agencies totaled 4,525. There were 341 animal calls for service.

Officers conducted 2,283 motor vehicle stops with 1,717 operators given verbal warnings, 82 written warnings, 394 civil citations issued, 73 criminal complaints issued and 17 arrests made.

The charges for individuals arrested are broken down as follows: license/registration offenses 149, operating under the influence 27, drug/liquor offenses 6, warrant arrest 21, larceny/B&E 27, trespass/threats/firearms/weapons charges 12, and harassment/domestic assaults 21.

Regrettably, on June 22, 2019 our community experienced the horrific murder of a resident. Patsy Schena, well known as Groveland's retired Building Inspector, was found deceased in his home. This incident shocked and saddened our community and we continue to hold the Schena family in our thoughts and prayers. I am proud and thankful for the collaborative efforts and dedication of Essex District Attorney Jonathan W. Blodgett, his Assistant District Attorneys along with his team of Massachusetts State Police Detectives and the Groveland Police Detectives. They all worked around the clock and effected the arrest of a suspect within days of the murder. This helped put the community somewhat at ease, as did learning this was an isolated case. I am thankful for the communities support and understanding during the time it took to work this difficult case.

The Department continues to utilize social media to notify the residents of incidents occurring in their community and offer safety tips. This transparency has proven to be successful in helping the Police Department better serve the community. Residents are more aware of what is going on in their neighborhood and are comfortable collaborating with the Police Department. The Police Department continues to maintain a strong bond with the community. The Police Department continues to see an increase in activity overall. Although, calls involving harassment/domestic violence were cut in half. The ever-growing traffic volume in Groveland has added to our statistics. However, Groveland continues to be one of the safest communities in the commonwealth. The officers and dispatchers are dedicated and work very hard to protect and serve and they are all true professionals.

This year we installed a drug drop off box in the lobby of the Police Station available to residents 24/7 to have a safe way to dispose of unwanted medications. We continued our partnership with the Pettengill House to offer social services to children and families of Groveland. Additionally, we are in partnership with the Essex Outreach Program that enhances services to those battling addiction. The Police Department continues to be very much involved in community policing initiatives including, but not limited to, the Bagnall School 6th grade Cedardale Outing, the Senior Citizen's Harvest Dinner, Vehicle Night, National Night Out and the Pumpkin Fest. Our initiatives also include Stuff A Cruiser Food Drive, Toy Drives, National Drug Take Back program, Veteran's Day and Memorial Day observances and other events throughout the year to

help those in need. In addition, we have identified a safe zone in the police department parking lot to conduct on-online transactions. We also dedicate time to talk to groups on specific topics, conduct tours, and participate in the ride-along program for students. The DARE program is now in its fourth year with Detective Joshua Sindoni presenting at the Bagnall School. The program continues to be well received. Due to the increased concerns with vaping products, a new segment was added to the curriculum to address the dangers associated with vaping.

Many dedicated employees serve The Town of Groveland. I would like to thank them all along with the Board of Selectmen and the many wonderful volunteers on the various town committees. It would not be possible for the police department to be so effective if it were not for everyone working together. Lastly, I would like to give a heartfelt thank you to all the residents of Groveland for their continued support.

Respectfully submitted,



Jeffrey T. Gillen
Chief of Police



**Town of Groveland
Water and Sewer Department**

2019 Annual Town Report for the Water and Sewer Department

To the Citizens of the Town of Groveland

The Water Commission was established with the Acts 1903, over the years additional Massachusetts General Laws were adopted by the town to govern the Department. The Town developed and put into service its first well in 1965, up until then the Town purchased water from Bradford/ Haverhill. All of our water supply is derived from gravel packed wells. These wells are primarily located near the Merrimack River. We supply 1,961 service connections to approximately 6,605 people through 36.5 miles of main. The system is split into two service zones, Low and High pressure. In the low zone static pressure is achieved by a 2 Million gallon Storage Tank located off King St. The High zone is serviced by a 1000 gpm Booster Station located on Main St and a new 800 thousand gallon storage tank located off Wood Street.

On an average day, the Department pumps about 400 thousand gallons from our three active wells. Water is treated with Sodium Hydroxide for corrosion control, fluoride for dental health and chlorine for preventive disinfection of the distribution system.

There has been some national discussion about fluoride being added to public drinking water. To date no changes have been made. The EPA and DPH are looking into adjusting the target dose and MCL. If you have any questions, please call the office.

The Sewer Department was started in 1977 with the oversight of the BOS, those duties were transferred to the water commission in 1980. This constituted one Board to govern the Water and Sewer System. The majority of the system is gravity sewers that collect the Town's sewerage and is pumped to the Haverhill Waste Water Treatment Plant for treatment. The Department operates and maintains six small lift stations and one main sewer pump station. The Collection System is comprised of 20 miles of gravity sewers and 2 miles of pressure force main.

Both Departments are municipally owned by the Town of Groveland and are operated as enterprise funds. Enterprise funds are used as a separate accounting practice for tracking revenue and expenses associated with a specific service provided to the citizens. This means that the Water and Sewer Department operates with the revenue from the water and sewer rate payers and not the tax revenue from the Town.

Water Department

The Annual Water Quality Report (CCR) is mailed out in June for the previous year, this report contains testing results and information relevant to the Town's public water. It is also available at the Water Department Office located in Town Hall and the Department website www.grovelandwaterandsewer.com. The Town of Groveland continues to provide high quality drinking water to its customers.

The Capital Improvement Plan for the Water Department is currently being used as a reference to prioritize the needs of the Water Department. The updated CIP is directly tied to the rate study report. This study explains the costs (adjusted rates) needed to improve the water system. The system is aging and with all aging infrastructure there comes a time to address these assets for any required updates and or replacement.

There were 13 new water service connections activated this year, the Town is seeing a small but steady increase in new homes to the area.

In the year 2018 the department pumped a total of 132.941 million gallons of water, which is 1.7% less than the previous year. The decrease is attributed to a wet summer, if you have any questions about water conservation or how the Department can assist in helping you conserve water please contact our office. The average daily pumpage was 0.364 million gallons of water. Our current withdrawal permit with MA DEP is set at 0.410 million gallons a day. Our ten year running average is 0.375 MGD.

Jan	Feb	Mar	Apr	May	Jun
11.318	9.487	10.318	10.481	11.338	14.109

July	Aug	Sep	Oct	Nov	Dec
14.316	12.531	12.163	9.869	8.301	8.710

Million Gallons Pumped Per Month

Unaccounted for water was 2.6%, the goal as set by the DEP is 10%. "Unaccounted water" is the difference between the water billed to consumers (metered consumption) and the amount of water that entered the system (metered supply). It includes domestic and non-domestic water meters under-registration, unauthorized hydrant openings, piping leakage, and illegal connections. Water that is lost is not used, and is therefore wasted. It not only represents a loss to the water supplier who receives no compensation for the distribution of this water, but also a loss to the consumer, who is missing out on the opportunity to consume this water. Mass DEP has set a standard (not to exceed) Residential Gallons per Capita of 65 gallons per day, Groveland has registered 47 RGPCD for 2018.

During the annual hydrant flushing program we flushed approximately 300 hydrants throughout the town for a total of 3.04 million gallons of water. Hydrant flushing enhances water quality by flushing sediment from the mainline pipes, verifies proper operation of hydrants and valves, thereby enhancing firefighting capability. This year was our first full round of our new unidirectional hydrant flushing system. This program features a systematic approach to directing flow to improve the cleaning process of the water mains and improve water quality. The new method utilizes more water gate operation to direct the water strategically to specific hydrants.

Sewer Department

The total wastewater pumped to the City of Haverhill wastewater treatment plant was 97.583 million gallons for the year. This is up 7.5% from last year, maximum daily flow was .877 million gallons and the average flow was .265 million gallons. This increase in pumping is attributed the above average snow fall and wet weather during the year.

4 new customers were connected to the Town's sewer system this year bringing the total customers to 950.

The Department is currently negotiating a new treatment contract with the City of Haverhill. The current contract expired in July of 2017, any increase in costs at the Haverhill Waste Water Treatment Plant is a direct increase to the sewer rates here in Groveland. The customer base has basically remained the same for the last thirty years. With this low growth rate and projected costs increase from the City of Haverhill, we can expect a sharp increase to user fees.

The extension of the Main Interceptor to South Groveland is a key upgrade for increasing the customer base and stabilizing sewer rates. This upgrade will not only provide sewer service to residential areas, but more importantly the Industrial areas Located in the Town's Aquifer.

Respectfully submitted,

Colin Stokes, Superintendent
James M. Sheehan, Chair
Jake Greaney, Commissioner
Jeremy Lapone, Commissioner
Pat Rogers, Office Manager



Town of Groveland Zoning Board of Appeals

183 Main Street
Groveland, MA 01834

TOWN OF GROVELAND ZONING BOARD – TOWN REPORT FY19

The Zoning Board of Appeals consists of a Zoning Administrator, and a five (5) member volunteer board and two (2) alternate members all appointed by the Board of Selectmen. Full time members are appointed for three (3) year terms and associate members are appointed for a one (1) year term. The Groveland Zoning Board of Appeals is authorized to function under the General Laws of the Commonwealth of Massachusetts Chapters 40A and 40B, as well as the Groveland Zoning Bylaws. The Board issues special permits, grants variances and comprehensive permits, and hears appeals from decisions of the Building Inspector. Public hearings of the Board are held as the result of applications in the following areas:

- By a person aggrieved by the decision of the Building Inspector or other administrative officer (Massachusetts General Law, Chapter 40A, Section 13).
- For a Comprehensive Permit pursuant to M.G.L. Chapter 40B to construct affordable housing within the Town of Groveland.
- For a special permit under the Zoning Bylaw.
- For a variance from the requirements of the Zoning Bylaw.

ZONING BOARD CHANGES

On September 11, 2018 Kacy Bailey resigned from the Board. Also in September, the Board voted to appoint Jason Normand as the Chair of the Zoning Board of Appeals and Kathleen Franson as the Vice-Chair. Jennifer Connor Mills was appointed by the Board of Selectmen to the Zoning Board of Appeals on March 6, 2019. The appointment expired on June 30, 2019. Julie Hauss resigned as Zoning Board Clerk in March. In April 2019 Rebecca Oldham, Town Planner, was appointed the Zoning Administrator. At the end of the fiscal year the Board had five (5) full members and two (2) associate member vacancies.

PAST YEAR OVERVIEW

During FY2019, the Zoning Board reviewed and granted the following permits:

Application Type	# Permits Reviewed
Variance	1
Special Permit	4
TOTAL	5

INITIATIVES

The Board collaborated with the Planning Department in the investment of new software, eCode 360. This is an online platform to house codified laws and municipal information. It allows users to access, search and share Code sections. The Zoning Board of Appeals will appoint a member to help review and evaluate zoning changes.

The Zoning Board of Appeals meets regularly, the first Wednesday of the month. Zoning Board of Appeals meetings are held at the Town Hall Main Meeting Room located at 183 Main Street. All interested persons may appear and be heard. Persons needing special accommodations and/or those interested in viewing the application materials should contact the Groveland Planning Department at (978) 556-7215.

Respectfully submitted,

Rebecca Oldham

Town Planner & Zoning Administrator

Groveland Zoning Board of Appeals

Jason Normand, Chair

Kathleen Franson, Vice Chair

Christopher Goodwin

John Stokes

**SCHOOL
DEPARTMENT
REPORTS**

District Administrative Offices
22 Main Street
West Newbury, MA 01985
Telephone (978) 363-2280
Fax (978) 363-1165

Dr. Justin Bartholomew
Superintendent of Schools

Greg Labrecque
Business Manager

The Groveland Annual Report of the School Department activities for FY19 has been developed by the Principal of the Dr. Elmer S. Bagnall School, Pentucket Regional Middle School and Pentucket Regional High School on behalf of the Superintendent of Schools and the Pentucket Regional School Committee.

Wayne Adams, Chairwoman
Lisa O'Connor, Vice Chairman
Bill Buell
Joanna Blanchard
Christine Reading
Dick Hodges
Dena Trotta
Emily Dwyer
Marie Felzani

Pentucket Regional High School
Annual Report Fiscal Year 2018 - 2019

The 2018 - 2019 school year was productive at Pentucket Regional High School. Student enrollment was 741 and comprised of 184 from West Newbury, 259 from Groveland, 258 from Merrimac, and 40 school choice students. 181 students graduated in the class of 2019.

Below is a summary of activities that took place in the areas of curriculum, instruction, assessment and other areas of interest.

Teachers focused on developing cohesive units of instruction that incorporated UDL and SEL strategies. UDL stands for Universal Design for Learning while SEL stands for Social Emotional Learning. These strategies are key to engagement and differentiation in the classroom.

Pentucket High School students continue to excel on state assessments such as the MCAS< ELA, Biology and Math administered in the 9th or 10th grade. This year marks the first year that high school students will be assessed using the next generation MCAS assessment and one of the changes associated with this is that these tests will be administered on computers. As a result we have invested in classroom based computer equipment such as inexpensive and versatile chromebooks.

Expanded programming throughout the year resulted in learning opportunities. The Movement Science and Athletics Academy has partnered with Merrimack College to allow students to earn college credits when they successfully complete Anatomy and Physiology I & II through concurrent enrollment and this partnership was expanded to add an additional course for students exploring a future in health care called "Careers in Health Science."

Once again numerous students received awards for their sportsmanship, talent and hard work through musical and artistic competitions as well as athletics.

The school district and community continues to progress through the MSBA building project process. After an historic collaboration between the citizens of the 3 Pentucket Communities funding authorization for the long awaited 7 - 12 Building project was enthusiastically approved. Additional design work will continue with anticipated construction beginning in the spring of 2020.

Respectfully submitted,
Jonathan Seymour, Principal

Pentucket Regional Middle School
Annual Report Fiscal year 2018 - 2019

The 2018 - 2019 year was productive and resulted in a new direction for the Pentucket Regional Middle School. Student enrollment was 398 and was comprised of 98 from West Newbury, 150 from Groveland, 134 from Merrimac, and 16 choice students.

Below is a summary of activities that took place in the areas of curriculum, instruction, assessment, and other areas of interest for students.

Teachers focused on developing cohesive units of instruction that incorporated UDL and SEL strategies. UDL stands for Universal Design for Learning while SEL stands for Social Emotional Learning. These strategies are key to engagement and differentiation in the classroom. Grade 7 & 8 piloted the Oakland English Language Arts timeline and sequence, and grade 7 piloted the Eureka math program. Both resulting from the district's curriculum renewal process.

Pentucket Middle School students performance on standard assessments like MCAS, Lexile, and Quantile was measured three times last year and the results used to make decisions on curriculum and instruction. This year was the third that the entire middle school participated in the computer-based Next Generation MCAs assessment, which is ahead of the state required timeline.

The master schedule and programming wants typically have seven classes per day. Students received the four core academic disciplines of math, science, ELA, and social studies, and chose their three remaining elective classes to further increase student engagement. The middle school continues to explore strategies to increase student engagement, and is researching academic team based teaching for the 2019 - 2020 school year.

Students have a wide menu and variety of extracurricular activities at the middle school. The clubs and activities students participated in this year included Student Council, Math Team, Community Service, snow Angel dual production, yearbook, GSA, and Intramural Sports.

The school district and community continued to progress through the MSBA building project process. After an historic collaboration between the citizens of the three Pentucket Communities funding authorization for the long awaited 7 - 12 Building Project was enthusiastically approved. Additional design work will continue with anticipated construction beginning in the spring of 2020.

Respectfully submitted,
Ken Kelley, Principal

Dr. Elmer S. Bagnall Elementary School
Annual Report Fiscal Year 2018-2019

Demographic Information

The Dr. Elmer S. Bagnall School is located in the town of Groveland, Massachusetts, and serves the students from Pre-Kindergarten to Grade 6. The Bagnall School provides local educational services to the residents of Groveland. The current enrollment is 490 children. The enrollment for the 2017-2018 school year was 500 students, Pre-School to Grade 6.

School Highlights from 2018-2019

- Bagnall School partnered with the state's MTSS Literacy Academy to bring students enhances instruction in the area of literacy.
- Bagnall hosted our second STEAM Expo in the winter, and Arts Social in the spring. Both events were open to all Bagnall/Groveland community members.
- School administration implements Coffee and Conversation as a monthly meeting open to parents/stakeholders.
- School administration holds meetings with Groveland Police Department and Groveland Fire and Safety to increase community collaboration.

Below is a summary of activities at Bagnall School that took place in the areas of curriculum, instruction, assessment, and community service.

Curriculum

- Teachers use Pentucket Curriculum of technical knowledge, adaptive leadership skills, and personal meaning to accelerated student learning
- As part of a rolling things unit kindergarten children worked in small groups to compare the effects of different strengths or different directions of pushes and pulls on the motion of an object. They used ramps to determine if ramp height affects the distance an object will travel. The children then communicated their thinking verbally as well as through pictures.
- First grade students spent two weeks collecting canned food from the \Groveland community. The food drive was integrated into our math curriculum through graphing, counting, base ten lessons and sorting. As a culminating event, students took the food to Sacred Hearts food pantry in Bradford. Students learned the importance of sharing and giving to others who are less fortunate.
- In grade two, students studied the properties of materials. They made predictions, sorted and tested materials according to properties such as texture, weight, flexibility, buoyancy etc..They also learned about the Engineering and Design process by designing hats that could provide the wearer with shade, be waterproof and stay on in windy conditions. Students then applied what they had learned about the properties of materials by making and testing their creations.

- Third graders studied the events leading up to the American Revolution. In conjunction with our learning, we took a field trip to Boston and we got to experience first hand the historical places these events happened and even got to throw tea into the harbor. As a follow up, our students were asked to use their learning and first hand experience to write an opinion piece of "Would you have been a Patriot or Loyalist in the Revolutionary War? In your response, please include at least three different events leading up to the Revolution that impacted your decision.
- Bagnall Fourth Graders once again participated in our Open Space program. This is an experience that allows our students to explore our Science standards in an authentic way, expose them to potential careers in this field, and provides students, parents, and community members an opportunity to work together.
- Fifth graders used the engineering and design process to build orreries which used gears students had printed on the 3-D printer. The orreries were presented at the Engineering and Design Fair that was held at Bagnall.
- 6th grade students studied The Christmas Carol by Charles Dickens. Students worked on finding and understanding theme, character development and symbolism as well as writing literary responses. They also focused on comparing different texts by also analyzing Yes Virginia, There is a Santa Clause and The Polar Express. They capped the unit off by attending the North Shore Musical Theater's stage version of The Christmas Carol.

Instruction

- In Math, students were introduced to the new math Eureka math resource which is now the primary source for math instruction. Eureka math is the most highly utilized math program nationwide.
- In Literacy, students used Foundations and the Lucy Caulkins Framework as adopted through the Oakland Schools for better foundations in reading as well as studying literary texts in greater detail.
- Teachers began working with our school's MTSS Literacy Academy coach to create curriculum maps and refine standards-based lesson planning.
- Professional Walkthroughs continue to guide instructional design.

Assessment

- Bagnall administered MCAS 2.0 Next Generation state assessments for ELA, Math and STE (grade 5 only) as a computer based test (CBT).
- Bagnall implemented Lexile and Quantile assessments in grades 1-6.

Community Service/Collaboration

- The Bagnall Parent Teacher Association and Bagnall Education Foundation donated over \$35,000 to assist in additional resources for all students.

- Bagnall started a 5th/6th Grade Community Service Group. The group ran a coat drive, donated items to children in foster care, and raised money for cancer research.

Sincerely,

Emily Puteri, Principal
Dr. Elmer S. Bagnall Elementary School

Groveland Graduates:

Accardi, Anthony
Artman, Kelsey
Aulson, Maggie
Burns, Payton
Capobianco, Mario
Cenci, Emily
Cochran, Nicholas
Coppola, Will
Cross, Olivia
Davis, John
Detjens, Ivy
Dickison, Jacob
Doyle Madeline
Dwyer, Austin
Enright, Kaley
Finamore, Jada
Galvin, Jessica
Gavin, Erin
Giampietro, Anthony
Gibbs, Maxwell
Greenbaum, Adam
Hood, Shaun
Inger, Kevin
Johnson, Joseph
Keeves, Matthew
Kelly, Lauren
Kennedy, Richard
Kershaw, Kevin
Ketschke, Hannah
Knox, Kaylee
Kuznicki, Jacklyn
Lathum, Daniels
Lawless, Mikayla
Longo, Noah
Madden, Catrina
Mckenzie, Michael
Meyer, Lily
Moretti, Forest
Mottola, Alyssa
Paolino, Sabrina
Patriakeas, Stephanie
Perrotti, Anna

Polcari, Anna Grace
Ruchala, Grace
Santos, Cameron
Scholz, Jessica
Snow, Casey
Thronson, Audrey
Tremblay, Sidney
Venuti, Joseph
Vivilecchia, Vanessa
White, Matthew
Wilson, Emma
Yacubacci, Brian

Pentucket Regional School District 2019 Wages

Employee Name	Title	Gross Pay	Overtime	Total Pay
Accardi, Alex	Substitute	\$ 96.00	\$ -	\$ 96.00
Achin, Marissa	Teacher	\$ 51,439.41	\$ -	\$ 51,439.41
Ackerman, Dawn	Media Aide	\$ 29,864.80	\$ -	\$ 29,864.80
Aiello, Giovanna	Building Aide	\$ 706.65	\$ -	\$ 706.65
Alvino, Stephen	Substitute	\$ 6,722.00	\$ -	\$ 6,722.00
Amalfitano, Nicole	Paraprofessional	\$ 19,886.05	\$ -	\$ 19,886.05
Amico, Amy	Teacher	\$ 90,341.42	\$ -	\$ 90,341.42
Anderson, Donald	Custodian	\$ 49,834.80	\$ 1,544.66	\$ 51,379.46
Angelli, Peter	Teacher	\$ 77,588.89	\$ -	\$ 77,588.89
Arel, Megan	Teacher	\$ 70,580.34	\$ -	\$ 70,580.34
Armstrong, Deborah	Substitute	\$ 1,626.00	\$ -	\$ 1,626.00
Atwood, Pamela	Adm Asst	\$ 8,846.27	\$ -	\$ 8,846.27
Atwood, Pamela	Media Aide	\$ 12,152.40	\$ -	\$ 12,152.40
Aulson, Taylor	Substitute	\$ 2,034.00	\$ -	\$ 2,034.00
Bachand, Beth	Building Aide	\$ 4,103.70	\$ -	\$ 4,103.70
Bachand, Beth	Food Service	\$ 8,595.15	\$ -	\$ 8,595.15
Barlow, Jennifer	Teacher	\$ 86,076.17	\$ -	\$ 86,076.17
Barrett, Sandra	Teacher	\$ 49,398.28	\$ -	\$ 49,398.28
Barry, Amanda	Substitute	\$ 1,350.00	\$ -	\$ 1,350.00
Bartholomew, Justin	Superintendent	\$ 172,201.94	\$ -	\$ 172,201.94
Bartholomew, Stevin	Teacher - Videography	\$ 72,579.28	\$ -	\$ 72,579.28
Bauer, Christopher	Stage Help - Tech	\$ 237.00	\$ -	\$ 237.00
Baynes, Jake	B/A Aides	\$ 1,590.80	\$ -	\$ 1,590.80
Baynes, Jessica	B/A Aides	\$ 891.00	\$ -	\$ 891.00
Bazenas, Adrian	Paraprofessional	\$ 19,909.81	\$ -	\$ 19,909.81
Bean, Matthew	Custodian	\$ 1,901.14	\$ -	\$ 1,901.14
Beath, Mckinley	Stage Help - Tech	\$ 108.00	\$ -	\$ 108.00
Beaton, Jayne	Coach	\$ 4,619.88	\$ -	\$ 4,619.88
Beaton, Kelly	Teacher	\$ 88,118.84	\$ -	\$ 88,118.84
Beaton, Ruth	Teacher	\$ 91,102.57	\$ -	\$ 91,102.57
Beaulieu, Benjamin	Stage Help - Tech	\$ 264.00	\$ -	\$ 264.00
Bedard, Amy	Paraprofessional	\$ 20,393.81	\$ -	\$ 20,393.81
Beland, Quinn	B/A Aides	\$ 1,074.30	\$ -	\$ 1,074.30
Bellerose, Mary	Adm Asst	\$ 33,884.27	\$ 1,110.75	\$ 34,995.02
Belmer, Patricia	Adm Asst	\$ 3,084.54	\$ -	\$ 3,084.54
Belmont, Colleen	Teacher	\$ 86,168.96	\$ -	\$ 86,168.96
Belser, Jill	Adm Asst	\$ 6,123.39	\$ -	\$ 6,123.39
Bennett, Lauren	Coach	\$ 5,519.08	\$ -	\$ 5,519.08
Bent, Anya	Teacher	\$ 88,795.51	\$ -	\$ 88,795.51
Benton, Danielle	Teacher	\$ 23,887.62	\$ -	\$ 23,887.62
Benvenuti, John	Teacher	\$ 85,168.34	\$ -	\$ 85,168.34
Bernard, Holly	Teacher	\$ 56,225.53	\$ -	\$ 56,225.53
Bevelaqua, Catherine	Teacher	\$ 89,915.15	\$ -	\$ 89,915.15
Bewig, Ned	Teacher	\$ 33,054.20	\$ -	\$ 33,054.20
Bille, Kelsey	Guidance Counselor	\$ 54,839.50	\$ -	\$ 54,839.50

Employee Name	Title	Gross Pay	Overtime	Total Pay
Binder, Edward	Crossing Guard	\$ 12,833.40	\$ -	\$ 12,833.40
Bird, Stephen	Substitute	\$ 2,790.00	\$ -	\$ 2,790.00
Bixby, Sean	Teacher - Theatre Arts	\$ 56,830.63	\$ -	\$ 56,830.63
Blum, Robyn	Substitute	\$ 1,899.50	\$ -	\$ 1,899.50
Bockman, Joseph	Substitute	\$ 3,600.00	\$ -	\$ 3,600.00
Bogart, Joseph	B/A Aides	\$ 1,363.75	\$ -	\$ 1,363.75
Bogart, Nickolas	B/A Aides	\$ 1,505.00	\$ -	\$ 1,505.00
Boilard, Kathryn	Teacher	\$ 25,139.67	\$ -	\$ 25,139.67
Boucher, Hannah	Teacher	\$ 51,439.41	\$ -	\$ 51,439.41
Boucher, Michelle	Building Aide	\$ 3,149.58	\$ -	\$ 3,149.58
Boudrow, Courtney	Nurse	\$ 51,260.02	\$ -	\$ 51,260.02
Bounsy, Travis	Coach	\$ 3,973.73	\$ -	\$ 3,973.73
Bowles-Gaito, Valerie	Food Service Worker	\$ 12,892.30	\$ -	\$ 12,892.30
Brackbill, Liza	Substitute	\$ 2,700.00	\$ -	\$ 2,700.00
Brackbill, Tammy	Adm Asst	\$ 34,539.40	\$ -	\$ 34,539.40
Brady-Lozier, Ann	Nurse	\$ 81,054.89	\$ -	\$ 81,054.89
Breines, Andrew	Food Service	\$ 8,464.90	\$ -	\$ 8,464.90
Brennan, Amy	Districtwide Psychologist	\$ 85,130.64	\$ -	\$ 85,130.64
Breth, Sheri	Substitute	\$ 13,824.25	\$ -	\$ 13,824.25
Briggs, Carol	Food Service	\$ 2,693.75	\$ -	\$ 2,693.75
Brookhart, Benjamin	B/A Aides	\$ 1,658.77	\$ -	\$ 1,658.77
Brown, Cassidy	B/A Aides	\$ 2,340.00	\$ -	\$ 2,340.00
Brown, Hailey	B/A Aides	\$ 1,764.00	\$ -	\$ 1,764.00
Brown, Randall	Substitute	\$ 2,390.00	\$ -	\$ 2,390.00
Bruce, Sam	Custodian	\$ 50,759.98	\$ 2,307.84	\$ 53,067.82
Buck, Dennis	Director of Technology	\$ 103,274.91	\$ -	\$ 103,274.91
Buckley, James	Substitute	\$ 13,676.03	\$ -	\$ 13,676.03
Buckley, Jillian	Stage Help - Tech	\$ 819.00	\$ -	\$ 819.00
Buckley, Laura	Teacher	\$ 79,326.39	\$ -	\$ 79,326.39
Buell, Claire Gerin	Teacher	\$ 85,254.93	\$ -	\$ 85,254.93
Burns, Christina	Teacher	\$ 35,979.20	\$ -	\$ 35,979.20
Burritt, Jo	Guidance Counselor	\$ 77,625.85	\$ -	\$ 77,625.85
Bynum, Leslie	Substitute	\$ 16,437.70	\$ -	\$ 16,437.70
Bynum, Leslie	Teacher	\$ 24,780.89	\$ -	\$ 24,780.89
Byrne, Kate	Teacher	\$ 79,126.39	\$ -	\$ 79,126.39
Cahalane, Adam	B/A Aides	\$ 1,151.22	\$ -	\$ 1,151.22
Cahalane, Julie	SPED- BCBA	\$ 98,198.87	\$ -	\$ 98,198.87
Callahan, Joseph	Summer Maintenance	\$ 4,086.00	\$ -	\$ 4,086.00
Campbell, Shannon	Teacher	\$ 86,080.15	\$ -	\$ 86,080.15
Candage, Lisa	Paraprofessional	\$ 24,864.96	\$ -	\$ 24,864.96
Caproni, Jody	Teacher	\$ 81,163.55	\$ -	\$ 81,163.55
Carbone, Anna	Substitute	\$ 25,276.81	\$ -	\$ 25,276.81
Carbone, Anna	Teacher	\$ 26,162.59	\$ -	\$ 26,162.59
Carleton, Emma	B/A Aides	\$ 3,606.61	\$ -	\$ 3,606.61
Carlson, Craig	Computer Tech Asst.	\$ 73,904.60	\$ -	\$ 73,904.60
Carlson, James	Assistant Principal	\$ 92,588.58	\$ -	\$ 92,588.58

Employee Name	Title	Gross Pay	Overtime	Total Pay
Carr, Suzanne	Paraprofessional	\$ 22,066.75	\$ -	\$ 22,066.75
Carroll, Cynthia	Therapist	\$ 66,204.47	\$ -	\$ 66,204.47
Carroll, Kate	Teacher	\$ 73,616.60	\$ -	\$ 73,616.60
Cartier-Creveling, Denise	Teacher	\$ 74,388.64	\$ -	\$ 74,388.64
Casale, Sofia	B/A Aides	\$ 1,161.00	\$ -	\$ 1,161.00
Casey, Andrew	Teacher	\$ 60,725.78	\$ -	\$ 60,725.78
Casey, Lynne	Teacher	\$ 88,915.15	\$ -	\$ 88,915.15
Cassavaugh, Sara	Teacher	\$ 72,454.78	\$ -	\$ 72,454.78
Castiglione, Katelin	Teacher	\$ 78,261.58	\$ -	\$ 78,261.58
Caulfield, Carolyn	Paraprofessional	\$ 32,890.84	\$ -	\$ 32,890.84
Caulfield, Carolyn	Teacher	\$ 33,213.55	\$ -	\$ 33,213.55
Cavallaro, Luana	Teacher	\$ 82,471.38	\$ -	\$ 82,471.38
Cebula, Amanda	B/A Site Coordinator	\$ 12,996.89	\$ -	\$ 12,996.89
Cena, Janet	Adm Asst	\$ 6,232.90	\$ -	\$ 6,232.90
Chase, Natalie	Food Service Worker	\$ 16,720.06	\$ -	\$ 16,720.06
Cherry, Erin	Teacher	\$ 53,803.24	\$ -	\$ 53,803.24
Chevalier, Rachelle	Teacher	\$ 8,629.83	\$ -	\$ 8,629.83
Chochrek, Frances	Teacher	\$ 63,059.47	\$ -	\$ 63,059.47
Chory, Kelly	Teacher	\$ 91,899.34	\$ -	\$ 91,899.34
Christopher, Jennifer	Substitute	\$ 12,285.00	\$ -	\$ 12,285.00
Christopher, Lynne	Substitute	\$ 3,690.00	\$ -	\$ 3,690.00
Chute, Emma	B/A Aides	\$ 2,332.47	\$ -	\$ 2,332.47
Clark, Mary	Teacher	\$ 87,784.63	\$ -	\$ 87,784.63
Clark, Tonya	Food Service	\$ 9,444.08	\$ -	\$ 9,444.08
Clemenzi, Amanda	Paraprofessional	\$ 4,050.00	\$ -	\$ 4,050.00
Coakley, Laura	Teacher	\$ 93,330.18	\$ -	\$ 93,330.18
Cobbett, Dylan	Custodian	\$ 447.00	\$ -	\$ 447.00
Cochran, Nicholas	B/A Aides	\$ 1,998.00	\$ -	\$ 1,998.00
Colbert, Tyler	Paraprofessional	\$ 12,113.13	\$ -	\$ 12,113.13
Collins, Amanda	Paraprofessional	\$ 21,096.97	\$ -	\$ 21,096.97
Conley, Stephanie	Substitute	\$ 138.00	\$ -	\$ 138.00
Connelly, Andrea	Paraprofessional	\$ 20,509.97	\$ -	\$ 20,509.97
Connor, Christina	Crossing Guard	\$ 1,917.00	\$ -	\$ 1,917.00
Conroy, Sarah	Teacher	\$ 51,589.50	\$ -	\$ 51,589.50
Conway, Brent	Assistant Superintendent	\$ 146,812.59	\$ -	\$ 146,812.59
Conway, Tara	Adjustment Counselor	\$ 20,095.83	\$ -	\$ 20,095.83
Cook, Amanda	Paraprofessional	\$ 20,384.35	\$ -	\$ 20,384.35
Coppen, Lori	Paraprofessional	\$ 10,140.86	\$ -	\$ 10,140.86
Cordaro, Nancy	Substitute	\$ 8,057.77	\$ -	\$ 8,057.77
Cordeiro, Grace	Teacher	\$ 52,265.75	\$ -	\$ 52,265.75
Cordero, Matthew	B/A Aides	\$ 4,912.00	\$ -	\$ 4,912.00
Cormier, Gary	Paraprofessional	\$ 20,998.97	\$ -	\$ 20,998.97
Cormier, Siobhan	Paraprofessional	\$ 10,967.61	\$ -	\$ 10,967.61
Costello, Rachael	Teacher	\$ 89,823.09	\$ -	\$ 89,823.09
Cowher, Colleen	Adm Asst	\$ 8,186.85	\$ -	\$ 8,186.85
Cox, Darrel	Coach	\$ 5,996.07	\$ -	\$ 5,996.07

Employee Name	Title	Gross Pay	Overtime	Total Pay
Crispin, Luis	Custodian	\$ 46,672.70	\$ 9,543.15	\$ 56,215.85
Croft, Amy	Teacher	\$ 80,729.89	\$ -	\$ 80,729.89
Cromwell, Cynthia	Teacher	\$ 77,533.92	\$ -	\$ 77,533.92
Cronin, Karen	Teacher	\$ 70,373.49	\$ -	\$ 70,373.49
Cross, Julie	Teacher	\$ 84,208.56	\$ -	\$ 84,208.56
Cullen, Philip	HVAC Tech	\$ 68,517.12	\$ -	\$ 68,517.12
Curreri, Elana	Teacher	\$ 51,439.41	\$ -	\$ 51,439.41
Curtis-Pare, Leigh	Teacher	\$ 80,028.45	\$ -	\$ 80,028.45
Cushing, Todd	Teacher	\$ 83,833.98	\$ -	\$ 83,833.98
Dagas, Isabel	Food Service Worker	\$ 18,076.81	\$ -	\$ 18,076.81
Dagostino, Peter	B/A Aides	\$ 1,032.00	\$ -	\$ 1,032.00
Dancewicz, Barbara	Substitute	\$ 8,868.00	\$ -	\$ 8,868.00
Danforth, Robert	Grounds	\$ 71,326.46	\$ 14,410.25	\$ 85,736.71
Danforth, Susan	Paraprofessional	\$ 23,595.34	\$ -	\$ 23,595.34
D'Angelo, Courtney	Building Aide	\$ 5,516.60	\$ -	\$ 5,516.60
Davis, Ashley	Substitute	\$ 3,770.00	\$ -	\$ 3,770.00
Davis, Cea	Substitute	\$ 2,070.00	\$ -	\$ 2,070.00
Davis, Leeanne	B/A Director	\$ 76,838.14	\$ -	\$ 76,838.14
Day, James	Assistant Principal	\$ 45,999.98	\$ -	\$ 45,999.98
Day, James	School Support Coord.	\$ 23,249.99	\$ -	\$ 23,249.99
Deblois, Riley	B/A Aides	\$ 4,799.55	\$ -	\$ 4,799.55
Decamillis, Janelle	Teacher	\$ 25,908.74	\$ -	\$ 25,908.74
Decoste, Matthew	Teacher	\$ 85,643.63	\$ -	\$ 85,643.63
Decoste, Michelle	Teacher	\$ 77,588.89	\$ -	\$ 77,588.89
Del Orbe Mejia, Joann	Custodian	\$ 23,513.72	\$ 1,268.06	\$ 24,781.78
Delgado, Christine	Substitute	\$ 3,936.00	\$ -	\$ 3,936.00
Dembro, Stephanie	Assistant Principal	\$ 44,249.92	\$ -	\$ 44,249.92
Dennis, Stephanie	Paraprofessional	\$ 3,847.50	\$ -	\$ 3,847.50
Deroian, Diane	Paraprofessional	\$ 19,959.27	\$ -	\$ 19,959.27
Derosa, Amanda	SPED-OT	\$ 52,714.41	\$ -	\$ 52,714.41
Derro, Stephen	Paraprofessional	\$ 41,973.52	\$ -	\$ 41,973.52
D'Eufemia, Mary Ann	Paraprofessional	\$ 20,909.11	\$ -	\$ 20,909.11
Dewar, Tracy	Substitute	\$ 3,246.00	\$ -	\$ 3,246.00
Dibiase, Jennifer	SPED Coordinator	\$ 88,377.65	\$ -	\$ 88,377.65
Dick, Jennifer	Food Service Worker	\$ 19,372.34	\$ -	\$ 19,372.34
Dickson, Johanna	Teacher	\$ 60,020.80	\$ -	\$ 60,020.80
Dipesa, Lorene	Paraprofessional	\$ 23,919.07	\$ -	\$ 23,919.07
Dixon, Thomas	Substitute	\$ 3,399.63	\$ -	\$ 3,399.63
Dobrosielski, Tammy	Therapist	\$ 74,150.18	\$ -	\$ 74,150.18
Doherty, Julia	Teacher	\$ 76,846.42	\$ -	\$ 76,846.42
Dolan, Erin	Teacher	\$ 79,891.20	\$ -	\$ 79,891.20
Dole, Kristin	Coach	\$ 2,153.78	\$ -	\$ 2,153.78
Donahue, Deborah	Paraprofessional	\$ 23,857.16	\$ -	\$ 23,857.16
Donahue, Gloria	Substitute	\$ 1,308.00	\$ -	\$ 1,308.00
Doucette, Paul	Crossing Guard	\$ 1,822.00	\$ -	\$ 1,822.00
Dresser, Emily	Teacher	\$ 51,639.41	\$ -	\$ 51,639.41

Employee Name	Title	Gross Pay	Overtime	Total Pay
Driscoll, Mary	Paraprofessional	\$ 21,241.16	\$ -	\$ 21,241.16
Dristiliaris, Morgan	Teacher	\$ 53,855.11	\$ -	\$ 53,855.11
Ducolon, Cora	Teacher	\$ 89,381.89	\$ -	\$ 89,381.89
Dulong, Austin	Summer Maintenance	\$ 4,644.00	\$ -	\$ 4,644.00
Dunn, Maureen	Substitute	\$ 8,298.00	\$ -	\$ 8,298.00
Dunn, Susan	Teacher	\$ 49,069.20	\$ -	\$ 49,069.20
Dupre, Drew	Teacher	\$ 60,099.67	\$ -	\$ 60,099.67
Durand, Amanda	Nurse	\$ 68,360.39	\$ -	\$ 68,360.39
Durkee, Amy	Building Aide	\$ 4,839.60	\$ -	\$ 4,839.60
Durkin, LEEANNE	B/A Aides	\$ 270.00	\$ -	\$ 270.00
Dymek, Ryan	Substitute	\$ 3,769.12	\$ -	\$ 3,769.12
Dziedziak, Mark	Teacher	\$ 80,506.79	\$ -	\$ 80,506.79
Eichel, Sheryl	Paraprofessional	\$ 21,724.20	\$ -	\$ 21,724.20
Endyke, Pamela	Teacher	\$ 75,070.34	\$ -	\$ 75,070.34
Erhardt, Brenda	Teacher	\$ 82,966.99	\$ -	\$ 82,966.99
Ermanski, Anna	Therapist	\$ 15,397.11	\$ -	\$ 15,397.11
Escobar, Kelly	Teacher	\$ 71,697.52	\$ -	\$ 71,697.52
Estes, Madison	Paraprofessional	\$ 12,870.53	\$ -	\$ 12,870.53
Estes, Madison	Teacher	\$ 20,003.87	\$ -	\$ 20,003.87
Etter, Trisha	Substitute	\$ 1,076.90	\$ -	\$ 1,076.90
Evitts, Mary	Substitute	\$ 2,250.00	\$ -	\$ 2,250.00
Fahey, Christine	Food Service	\$ 9,399.82	\$ -	\$ 9,399.82
Farrell, Joanne	Teacher	\$ 33,424.19	\$ -	\$ 33,424.19
Farrell, Matthew	Substitute	\$ 370.00	\$ -	\$ 370.00
Farrell, Sandra	Paraprofessional	\$ 20,431.97	\$ -	\$ 20,431.97
Ferrara, Dianne	Adm Asst	\$ 60,847.01	\$ -	\$ 60,847.01
Ferrara, Elizabeth	B/A Aides	\$ 540.00	\$ -	\$ 540.00
Ferrara, Steven	Substitute	\$ 2,382.00	\$ -	\$ 2,382.00
Feudo, Jody	Substitute	\$ 13,030.75	\$ -	\$ 13,030.75
Feudo, Jody	Teacher	\$ 15,085.29	\$ -	\$ 15,085.29
Fichera, Carolyn	Teacher	\$ 86,313.63	\$ -	\$ 86,313.63
Field, Zachary	Teacher	\$ 29,441.55	\$ -	\$ 29,441.55
Finegan, Nancy	Teacher	\$ 85,622.35	\$ -	\$ 85,622.35
Finn, Korri	Paraprofessional	\$ 20,712.70	\$ -	\$ 20,712.70
Fish, Taryn	Food Service	\$ 6,789.66	\$ -	\$ 6,789.66
Fisher, Julia	Substitute	\$ 14,251.31	\$ -	\$ 14,251.31
Fitzgerald, Sharon	B/A Aides	\$ 9,555.73	\$ -	\$ 9,555.73
Flaherty, Anthony	Substitute	\$ 180.00	\$ -	\$ 180.00
Flaherty, Kristin	Teacher	\$ 87,377.65	\$ -	\$ 87,377.65
Fleming, Rita	Substitute	\$ 192.00	\$ -	\$ 192.00
Fletcher, Amy	Teacher	\$ 80,338.89	\$ -	\$ 80,338.89
Fletcher, Ethan	B/A Aides	\$ 2,990.06	\$ -	\$ 2,990.06
Flink, Leanne	B/A Aides	\$ 2,794.63	\$ -	\$ 2,794.63
Flynn, Diane	Substitute	\$ 7,632.00	\$ -	\$ 7,632.00
Fonseca, Kaitlin	Teacher	\$ 65,204.47	\$ -	\$ 65,204.47
Fontaine, Shirley	Secretary	\$ 30,293.36	\$ -	\$ 30,293.36

Employee Name	Title	Gross Pay	Overtime	Total Pay
Forrest, Trina	Teacher	\$ 82,841.97	\$ -	\$ 82,841.97
Fournier, Melissa	Teacher	\$ 73,893.71	\$ -	\$ 73,893.71
Fox, Jessica	Teacher	\$ 28,596.98	\$ -	\$ 28,596.98
Francis, Elisabeth	Adm Asst	\$ 27,904.00	\$ 82.43	\$ 27,986.43
Freeman, Bonnie	Teacher	\$ 75,696.42	\$ -	\$ 75,696.42
Freeman, Jessica	Paraprofessional	\$ 6,858.51	\$ -	\$ 6,858.51
Freeman, Jessica	Substitute	\$ 7,740.00	\$ -	\$ 7,740.00
Freiermuth, Dianne	Coach	\$ 4,415.25	\$ -	\$ 4,415.25
Freitas, Cynthia	Paraprofessional	\$ 23,017.64	\$ -	\$ 23,017.64
Freitas, Meaghan	Teacher	\$ 18,385.20	\$ -	\$ 18,385.20
Friend, Timothy	Stage Help - Tech	\$ 75.00	\$ -	\$ 75.00
Funk, Amy	Data Information Manager	\$ 72,748.60	\$ -	\$ 72,748.60
Gadd, Alison	Coach	\$ 4,304.88	\$ -	\$ 4,304.88
Gadd, Ashley	Teacher	\$ 86,809.30	\$ -	\$ 86,809.30
Gaito, Anthony	Substitute	\$ 252.00	\$ -	\$ 252.00
Gale, Kerry	Teacher	\$ 56,225.53	\$ -	\$ 56,225.53
Garcia, Joette	Substitute	\$ 5,627.00	\$ -	\$ 5,627.00
Gaudreau, Debra	Media Aide	\$ 27,342.05	\$ -	\$ 27,342.05
Gauvin, Nancy	Food Service	\$ 18,309.99	\$ -	\$ 18,309.99
Gelina, Wayne	Custodian	\$ 55,505.80	\$ 15,084.10	\$ 70,589.90
Geraci, Jacquelyn	Substitute	\$ 2,736.00	\$ -	\$ 2,736.00
Giampietro, Lisa	Adm Asst	\$ 29,127.28	\$ 150.84	\$ 29,278.12
Giampietro, Olivia	Substitute	\$ 102.00	\$ -	\$ 102.00
Gilmore, Mary	Food Service	\$ 16,845.38	\$ -	\$ 16,845.38
Gilmore, Richard	Teacher	\$ 66,578.28	\$ -	\$ 66,578.28
Glassett, Frederick	Custodian	\$ 6,492.50	\$ -	\$ 6,492.50
Gleason, Robin	Teacher	\$ 78,881.04	\$ -	\$ 78,881.04
Goldstein, Janine	Teacher	\$ 87,784.63	\$ -	\$ 87,784.63
Goldweber, Meghan	Teacher	\$ 59,804.82	\$ -	\$ 59,804.82
Goodrich, Sandra	Teacher	\$ 80,053.86	\$ -	\$ 80,053.86
Gordon, Hilary	Teacher	\$ 92,133.19	\$ -	\$ 92,133.19
Gordon, Justine	Paraprofessional	\$ 13,036.64	\$ -	\$ 13,036.64
Gore, Jon	Guidance Counselor	\$ 62,470.23	\$ -	\$ 62,470.23
Grassia, Julie	Teacher	\$ 82,701.05	\$ -	\$ 82,701.05
Gray, Dustin	Principal	\$ 121,500.07	\$ -	\$ 121,500.07
Gray, Jennifer	Paraprofessional	\$ 1,370.00	\$ -	\$ 1,370.00
Gray, Paula	Teacher	\$ 91,616.26	\$ -	\$ 91,616.26
Greeley, Patti	Paraprofessional	\$ 25,339.20	\$ -	\$ 25,339.20
Gregory, Ellen	Paraprofessional	\$ 25,510.49	\$ -	\$ 25,510.49
Griegel, Angelica	Substitute	\$ 2,702.30	\$ -	\$ 2,702.30
Grimes, Margaret	Teacher	\$ 56,412.14	\$ -	\$ 56,412.14
Gross, Catherine	Teacher	\$ 51,439.40	\$ -	\$ 51,439.40
Gubala, Kory	Teacher	\$ 55,665.74	\$ -	\$ 55,665.74
Guerriero, Amy	Teacher	\$ 76,747.06	\$ -	\$ 76,747.06
Guerriero, Diane	Substitute	\$ 540.00	\$ -	\$ 540.00
Guilfoil, Caitlin	Teacher	\$ 24,484.86	\$ -	\$ 24,484.86

Employee Name	Title	Gross Pay	Overtime	Total Pay
Hackett, Linda	Teacher	\$ 64,818.34	\$ -	\$ 64,818.34
Hadden, Gregory	Facilities Manager	\$ 92,102.11	\$ -	\$ 92,102.11
Hall, Michelle	Adm Asst	\$ 30,580.74	\$ -	\$ 30,580.74
Hamilton, Emmett	B/A Aides	\$ 1,298.00	\$ -	\$ 1,298.00
Hardy Iii, Richard	B/A Aides	\$ 3,103.57	\$ -	\$ 3,103.57
Harper, Frank	Grounds	\$ 10,270.50	\$ -	\$ 10,270.50
Harriman, Christopher	B/A Aides	\$ 627.00	\$ -	\$ 627.00
Hart, John	Stage Help - Tech	\$ 2,274.50	\$ -	\$ 2,274.50
Hartford, Linda	Substitute	\$ 1,890.00	\$ -	\$ 1,890.00
Hartford, Terence	Substitute	\$ 90.00	\$ -	\$ 90.00
Hartigan, Joseph	Teacher	\$ 525.00	\$ -	\$ 525.00
Harty, Richard	Teacher	\$ 87,837.38	\$ -	\$ 87,837.38
Hawley, Betty Lou	Paraprofessional	\$ 26,386.19	\$ -	\$ 26,386.19
Hayden, Stephen	Substitute	\$ 18,757.92	\$ -	\$ 18,757.92
Hayes, Kristin	Paraprofessional	\$ 20,714.20	\$ -	\$ 20,714.20
Hazzard, Krista	Teacher	\$ 75,696.42	\$ -	\$ 75,696.42
Headley, Sarah	Teacher	\$ 61,668.75	\$ -	\$ 61,668.75
Hickey, Edward	Teacher	\$ 107,685.50	\$ -	\$ 107,685.50
Hidler, Michelle	Districtwide Psychologist	\$ 76,965.07	\$ -	\$ 76,965.07
Hitchcock, Melanie	Teacher	\$ 80,126.39	\$ -	\$ 80,126.39
Hodges, Marion	Substitute	\$ 146.00	\$ -	\$ 146.00
Hodges, Stephen Vr	Custodian	\$ 49,859.80	\$ 1,689.76	\$ 51,549.56
Holewinski, Julia	Substitute	\$ 90.00	\$ -	\$ 90.00
Holewinski, Patricia	Paraprofessional	\$ 23,114.48	\$ -	\$ 23,114.48
Honer, John	Teacher	\$ 88,016.26	\$ -	\$ 88,016.26
Horwath, Jessica	Teacher	\$ 27,628.64	\$ -	\$ 27,628.64
Hosman, Gillian	Paraprofessional	\$ 6,927.85	\$ -	\$ 6,927.85
Hosman, Gillian	Substitute	\$ 900.00	\$ -	\$ 900.00
House, Diana	Teacher	\$ 73,689.88	\$ -	\$ 73,689.88
House, Linda	Substitute	\$ 280.00	\$ -	\$ 280.00
Howard-Bilodeau, Lisa	Guidance Counselor	\$ 85,254.93	\$ -	\$ 85,254.93
Howell, Kimberley	SPED-OT	\$ 65,204.47	\$ -	\$ 65,204.47
Husson, Abdullah	Custodian	\$ 35,881.40	\$ 3,126.05	\$ 39,007.45
Iannazzi, Barbara	Teacher	\$ 83,383.98	\$ -	\$ 83,383.98
Imperioso, Debra	Paraprofessional	\$ 22,464.61	\$ -	\$ 22,464.61
Ingalls, Patricia	Teacher	\$ 75,087.84	\$ -	\$ 75,087.84
Ingham, Barbara	Adm Asst	\$ 52,825.22	\$ -	\$ 52,825.22
Isabel, Martine	Teacher	\$ 85,343.79	\$ -	\$ 85,343.79
Jacques, Matthew	Teacher	\$ 66,020.93	\$ -	\$ 66,020.93
James, Katrin	Food Service	\$ 21,917.76	\$ -	\$ 21,917.76
Jarvis, Michael	Dir Sup/Intensive Service	\$ 122,936.97	\$ -	\$ 122,936.97
Jean, Suzanne	Teacher	\$ 51,639.41	\$ -	\$ 51,639.41
Jeffries, Lynne	Substitute	\$ 3,054.00	\$ -	\$ 3,054.00
Jenkins, Clark	Grounds	\$ 31,300.50	\$ -	\$ 31,300.50
Jesionowski, Zachary	Summer Maintenance	\$ 4,221.00	\$ -	\$ 4,221.00
Johnson, Jill	Substitute	\$ 54.00	\$ -	\$ 54.00

Employee Name	Title	Gross Pay	Overtime	Total Pay
Jones, Allyson	B/A Aides	\$ 2,624.22	\$ -	\$ 2,624.22
Jones, Elisabeth	Teacher	\$ 59,825.53	\$ -	\$ 59,825.53
Joslin, Noah	B/A Aides	\$ 1,068.00	\$ -	\$ 1,068.00
Joslin, Susan	Paraprofessional	\$ 20,276.45	\$ -	\$ 20,276.45
Joyce, Andrew	B/A Aides	\$ 1,650.99	\$ -	\$ 1,650.99
Joyce, Christine	Teacher	\$ 84,605.33	\$ -	\$ 84,605.33
Joyce-Penne, Kathaleen	Paraprofessional	\$ 16,646.08	\$ -	\$ 16,646.08
Judson, Jesse	B/A Aides	\$ 5,088.82	\$ -	\$ 5,088.82
Judson, Marilyn	B/A Aides	\$ 8,785.31	\$ -	\$ 8,785.31
Judson, Marilyn	Crossing Guard	\$ 6,881.70	\$ -	\$ 6,881.70
Judson, Mark	Custodian	\$ 10,425.68	\$ 1,355.95	\$ 11,781.63
Kalayjian, Gerald	Teacher	\$ 87,393.63	\$ -	\$ 87,393.63
Kalinowski, Dawn	Teacher	\$ 87,807.54	\$ -	\$ 87,807.54
Kane, Michael	Computer Tech Asst.	\$ 53,698.00	\$ -	\$ 53,698.00
Keach, Noelle	Teacher	\$ 85,827.03	\$ -	\$ 85,827.03
Kearney, Shannon	Paraprofessional	\$ 13,532.21	\$ -	\$ 13,532.21
Keene, Anton	Substitute	\$ 8,772.00	\$ 175.50	\$ 8,947.50
Keeves, Avery	B/A Aides	\$ 1,979.85	\$ -	\$ 1,979.85
Kelley, Dianne	Adm Asst	\$ 48,441.78	\$ -	\$ 48,441.78
Kelley, Kenneth	Principal	\$ 128,587.43	\$ -	\$ 128,587.43
Kelley, Kim	Teacher	\$ 82,163.55	\$ -	\$ 82,163.55
Kelliher, Sherri	Substitute	\$ 720.00	\$ -	\$ 720.00
Kelly, Dianne	Teacher	\$ 75,696.42	\$ -	\$ 75,696.42
Kennefick, Mary	Substitute	\$ 630.00	\$ -	\$ 630.00
Kent, Herbert	Custodian	\$ 47,001.80	\$ 4,661.51	\$ 51,663.31
Kent, Nicolette	Coach	\$ 1,256.90	\$ -	\$ 1,256.90
Kiernan, Susan	Teacher	\$ 80,192.39	\$ -	\$ 80,192.39
King, Janelle	Teacher	\$ 29,207.00	\$ -	\$ 29,207.00
King, Kayla	B/A Aides	\$ 3,780.61	\$ -	\$ 3,780.61
Knowles, Lisa	Teacher	\$ 33,054.19	\$ -	\$ 33,054.19
Knox, Kyle	Coach	\$ 3,926.81	\$ -	\$ 3,926.81
Kohut, Robin	Adm Asst	\$ 46,372.94	\$ -	\$ 46,372.94
Kowalski, Frank	Assistant Principal	\$ 122,360.39	\$ -	\$ 122,360.39
Kucker, Elizabeth	Teacher	\$ 61,089.81	\$ -	\$ 61,089.81
Kulis, Joseph	Coach	\$ 4,615.56	\$ -	\$ 4,615.56
Labrecque, Greg	Business Manager	\$ 146,812.59	\$ -	\$ 146,812.59
Lacasse, Margaret	Adm Asst	\$ 46,900.35	\$ -	\$ 46,900.35
Lacroix, Jennifer	Teacher	\$ 34,481.28	\$ -	\$ 34,481.28
Lafera, Lisa	Substitute	\$ 810.00	\$ -	\$ 810.00
Landergan, Jean	Paraprofessional	\$ 22,732.64	\$ -	\$ 22,732.64
Landers, Rebecca	Teacher	\$ 31,461.46	\$ -	\$ 31,461.46
Landry, Monique	Nurse	\$ 63,809.47	\$ -	\$ 63,809.47
Lane, Victoria	Coach	\$ 42.87	\$ -	\$ 42.87
Lane, Victoria	Paraprofessional	\$ 21,372.82	\$ -	\$ 21,372.82
Langlois, Christian	Teacher	\$ 95,227.62	\$ -	\$ 95,227.62
Latham, Charlotte	B/A Aides	\$ 2,216.37	\$ -	\$ 2,216.37

Employee Name	Title	Gross Pay	Overtime	Total Pay
Latham, Jamie	Teacher	\$ 38,335.72	\$ -	\$ 38,335.72
Lawless, Melissa	Substitute	\$ 2,331.00	\$ -	\$ 2,331.00
Leary, Daniel	Teacher	\$ 63,410.63	\$ -	\$ 63,410.63
Leary, Kathleen	Substitute	\$ 2,250.00	\$ -	\$ 2,250.00
Lebaron, Megan	B/A Aides	\$ 2,441.80	\$ -	\$ 2,441.80
Lebaron, Shawna	B/A Aides	\$ 90.00	\$ -	\$ 90.00
Lebel, Alfred	Crossing Guard	\$ 4,229.00	\$ -	\$ 4,229.00
Leblanc, Amy	Paraprofessional	\$ 21,186.92	\$ -	\$ 21,186.92
Ledwich, Richelle	B/A SITE COORDINATOR	\$ 21,311.89	\$ -	\$ 21,311.89
Ledwich, Samantha	B/A Aides	\$ 21,110.93	\$ -	\$ 21,110.93
Lees, Sheryl	Teacher	\$ 15,389.74	\$ -	\$ 15,389.74
Legrow, Ruth	Building Aide	\$ 4,328.00	\$ -	\$ 4,328.00
Lentz, Lee	Teacher	\$ 73,071.09	\$ -	\$ 73,071.09
Leonard, Daniel	Teacher	\$ 87,635.90	\$ -	\$ 87,635.90
Lescarbeau, Wayne	Substitute	\$ 270.00	\$ -	\$ 270.00
Lessard, Kathryn	Coach	\$ 3,785.00	\$ -	\$ 3,785.00
Lopata, Amy	Teacher	\$ 79,126.39	\$ -	\$ 79,126.39
Lopes, Benjamin	Paraprofessional	\$ 23,809.60	\$ -	\$ 23,809.60
Loring, Megan	Substitute	\$ 500.00	\$ -	\$ 500.00
Lovett, Matthew	Teacher	\$ 73,582.92	\$ -	\$ 73,582.92
Lussier, James	Substitute	\$ 384.00	\$ -	\$ 384.00
Lynch, Elisa	Teacher	\$ 87,557.09	\$ -	\$ 87,557.09
Macaskill, Lyn	Substitute	\$ 3,960.00	\$ -	\$ 3,960.00
Macdonald, Colin	Paraprofessional	\$ 6,992.35	\$ -	\$ 6,992.35
Macdonald, Shawn	Teacher	\$ 68,786.03	\$ -	\$ 68,786.03
Mackie, Kathleen	Teacher	\$ 48,699.25	\$ -	\$ 48,699.25
MacLennan, Kerri	Teacher	\$ 54,004.32	\$ -	\$ 54,004.32
Macleod, Constance	Substitute	\$ 1,725.00	\$ -	\$ 1,725.00
Maguire, Shannon	Teacher	\$ 83,767.20	\$ -	\$ 83,767.20
Mahoney, Ellen	Food Service	\$ 18,375.61	\$ -	\$ 18,375.61
Mahoney, Irene	Teacher	\$ 89,300.09	\$ -	\$ 89,300.09
Maloney, Caroline	Teacher	\$ 89,742.19	\$ -	\$ 89,742.19
Manning-Leonard, Judy	Teacher	\$ 85,254.93	\$ -	\$ 85,254.93
Manry, Jennifer	Teacher	\$ 81,103.86	\$ -	\$ 81,103.86
Marino, Russell	Principal	\$ 116,358.98	\$ -	\$ 116,358.98
Martel, Emily	Teacher	\$ 69,948.77	\$ -	\$ 69,948.77
Martin, Cheryl	Teacher	\$ 77,233.92	\$ -	\$ 77,233.92
Martin, Elizabeth	Teacher	\$ 65,684.37	\$ -	\$ 65,684.37
Mashburn, Kathleen	Paraprofessional	\$ 3,510.55	\$ -	\$ 3,510.55
May, Daniel	Substitute	\$ 270.00	\$ -	\$ 270.00
Mccarthy, Mikayla	Teacher	\$ 52,710.78	\$ -	\$ 52,710.78
Mccarthy, Tracey	Teacher	\$ 79,528.54	\$ -	\$ 79,528.54
Mccartney, Marianne	Substitute	\$ 6,750.00	\$ -	\$ 6,750.00
Mcclelland, Deborah	Paraprofessional	\$ 22,688.48	\$ -	\$ 22,688.48
Mccormack, Amanda	Substitute	\$ 1,120.00	\$ -	\$ 1,120.00
Mccormack, Angela	Paraprofessional	\$ 20,454.23	\$ -	\$ 20,454.23

Employee Name	Title	Gross Pay	Overtime	Total Pay
Mcdonald, Craig	Substitute	\$ 2,748.00	\$ -	\$ 2,748.00
Mcdonald, Kevin	Custodian	\$ 38,893.13	\$ 6,396.85	\$ 45,289.98
Mcdonald, Linda	Adm Asst	\$ 47,127.50	\$ 615.16	\$ 47,742.66
Mcdonough, Molly	Paraprofessional	\$ 20,297.09	\$ -	\$ 20,297.09
Mcelaney, Melissa Conlon	Teacher	\$ 97,561.99	\$ -	\$ 97,561.99
Mcgee, Carolyn	Teacher	\$ 49,947.38	\$ -	\$ 49,947.38
Mcgowan, Rachel	Teacher	\$ 89,347.76	\$ -	\$ 89,347.76
Mcinnes, Deborah	Paraprofessional	\$ 4,751.43	\$ -	\$ 4,751.43
Mcinnes, Deborah	Substitute	\$ 200.06	\$ -	\$ 200.06
Mcmanus, Kerri	Paraprofessional	\$ 6,236.17	\$ -	\$ 6,236.17
Mcnamara, John	Teacher	\$ 69,680.34	\$ -	\$ 69,680.34
Mcnamara, Kelsi	Substitute	\$ 2,800.00	\$ -	\$ 2,800.00
Mcnulty, Jayne	Nurse	\$ 76,393.13	\$ -	\$ 76,393.13
Mcquirk, Brennan	Substitute	\$ 180.00	\$ -	\$ 180.00
Medley, Karen	Teacher	\$ 51,211.31	\$ -	\$ 51,211.31
Mejia, Augusto	Custodian	\$ 48,120.32	\$ 8,404.62	\$ 56,524.94
Mello, Kelley	Teacher	\$ 66,559.47	\$ -	\$ 66,559.47
Melonas, Christian	B/A Aides	\$ 1,260.00	\$ -	\$ 1,260.00
Meltsakos, Paul	Coach	\$ 4,415.25	\$ -	\$ 4,415.25
Mendonca, Samantha	Teacher	\$ 53,765.74	\$ -	\$ 53,765.74
Meninno, Julie	Paraprofessional	\$ 21,203.63	\$ -	\$ 21,203.63
Mercer, Alana	Paraprofessional	\$ 19,913.92	\$ -	\$ 19,913.92
Merrifield, Alexander	Teacher	\$ 69,258.21	\$ -	\$ 69,258.21
Merrill, Stephen	Coach	\$ 3,642.58	\$ -	\$ 3,642.58
Merritt, Michelle	Adm Asst	\$ 32,856.12	\$ -	\$ 32,856.12
Meuse, Elaine	Teacher	\$ 87,784.63	\$ -	\$ 87,784.63
Mezzetti, Matthew	Coach	\$ 8,615.12	\$ -	\$ 8,615.12
Mikolop, Christina	Substitute	\$ 4,700.00	\$ -	\$ 4,700.00
Mikson, Emily	Paraprofessional	\$ 15,359.23	\$ -	\$ 15,359.23
Millard, Daniel	Teacher	\$ 76,665.44	\$ -	\$ 76,665.44
Millard, Janna	Guidance Counselor	\$ 74,004.24	\$ -	\$ 74,004.24
Mitchell, Leslie	Teacher	\$ 53,855.11	\$ -	\$ 53,855.11
Mitchell, Lisa	Substitute	\$ 24,335.22	\$ -	\$ 24,335.22
Mitchell, Valerie	District Accountant	\$ 59,997.78	\$ -	\$ 59,997.78
Mohr, Amy	Paraprofessional	\$ 20,389.10	\$ -	\$ 20,389.10
Moloney, John	ISS Building Aide	\$ 15,663.32	\$ -	\$ 15,663.32
Moloney, John	Paraprofessional	\$ 17,797.80	\$ -	\$ 17,797.80
Moore, Aris	Teacher	\$ 51,553.30	\$ -	\$ 51,553.30
Morreale, Mark	Coach	\$ 7,322.86	\$ -	\$ 7,322.86
Morse, Martha	Teacher	\$ 85,843.64	\$ -	\$ 85,843.64
Mosley, Kimberly	Substitute	\$ 622.00	\$ -	\$ 622.00
Motsis, David	Custodian	\$ 51,013.80	\$ 1,549.77	\$ 52,563.57
Muller, Jill	Substitute	\$ 90.00	\$ -	\$ 90.00
Murray, Bridget	Teacher	\$ 79,728.54	\$ -	\$ 79,728.54
Murray, Tyler	Substitute	\$ 2,493.00	\$ -	\$ 2,493.00
Muscarella, Stacie	Teacher	\$ 62,549.81	\$ -	\$ 62,549.81

Employee Name	Title	Gross Pay	Overtime	Total Pay
Nadeau, Kenneth	Electrician	\$ 21,546.00	\$ -	\$ 21,546.00
Nadeau, Marcia	Teacher	\$ 97,084.27	\$ -	\$ 97,084.27
Naffah, Marianne	Adm Asst	\$ 83,227.59	\$ -	\$ 83,227.59
Natale, Patrice	Adm Asst	\$ 59,968.48	\$ -	\$ 59,968.48
Nelson, Samantha	Teacher	\$ 54,155.11	\$ -	\$ 54,155.11
Newman, Lisa	Paraprofessional	\$ 1,020.00	\$ -	\$ 1,020.00
Niles, Krista	Teacher	\$ 70,641.93	\$ -	\$ 70,641.93
Niven, Kenneth	B/A Aides	\$ 15,883.45	\$ -	\$ 15,883.45
Nogueira, Maria	Paraprofessional	\$ 27,785.69	\$ -	\$ 27,785.69
Normandie, Ellen	B/A Aides	\$ 10,476.63	\$ -	\$ 10,476.63
Normandie, Gage	B/A Aides	\$ 4,961.84	\$ -	\$ 4,961.84
Noyes, Megan	Teacher	\$ 52,006.30	\$ -	\$ 52,006.30
O Connor, Daniel	Stage Help - Tech	\$ 189.75	\$ -	\$ 189.75
O'Hara, Patricia	Substitute	\$ 11,670.00	\$ -	\$ 11,670.00
O'Keefe, Megan	Stage Help - Tech	\$ 207.00	\$ -	\$ 207.00
Olds, Patricia	Substitute	\$ 6,780.00	\$ -	\$ 6,780.00
Oliva, Danielle	Teacher	\$ 85,407.43	\$ -	\$ 85,407.43
Orlando Smith, Nicole	Paraprofessional	\$ 18,645.67	\$ -	\$ 18,645.67
Osborne, Rhonda	Food Service	\$ 735.38	\$ -	\$ 735.38
Osgood, Martha	Food Service	\$ 19,848.22	\$ -	\$ 19,848.22
Pais, Lilian	Food Service	\$ 11,750.98	\$ -	\$ 11,750.98
Palowich, Michelle	Teacher	\$ 84,054.70	\$ -	\$ 84,054.70
Panaro, Laurie	Paraprofessional	\$ 23,365.80	\$ -	\$ 23,365.80
Paparella, Leanne	Substitute	\$ 420.00	\$ -	\$ 420.00
Paradis, Roxanna	Food Service	\$ 7,512.91	\$ -	\$ 7,512.91
Parent, Leo	Teacher	\$ 79,442.39	\$ -	\$ 79,442.39
Parenteau, Christine	Adm Asst	\$ 58,207.44	\$ -	\$ 58,207.44
Parker, Kathleen	Districtwide Psychologist	\$ 90,341.39	\$ -	\$ 90,341.39
Payne, Catherine	Food Service	\$ 3,643.75	\$ -	\$ 3,643.75
Payne, Catherine	Substitute	\$ 6,126.00	\$ -	\$ 6,126.00
Peavey, Aaron	Stage Help - Tech	\$ 1,434.96	\$ -	\$ 1,434.96
Perez, Angel	Custodian	\$ 35,881.40	\$ 4,017.20	\$ 39,898.60
Perez, Oscar	Custodian	\$ 38,580.60	\$ 9,187.15	\$ 47,767.75
Perez, Rander	Custodian	\$ 31,953.36	\$ 1,745.40	\$ 33,698.76
Perry, Andrea	Substitute	\$ 360.00	\$ -	\$ 360.00
Perusse, Brandy	District Treasurer	\$ 18,117.51	\$ -	\$ 18,117.51
Petersen, Stephen	Teacher	\$ 72,057.76	\$ -	\$ 72,057.76
Peterson, John	Teacher	\$ 85,643.63	\$ -	\$ 85,643.63
Pfifferling, Tyler	Stage Help - Tech	\$ 4,185.50	\$ -	\$ 4,185.50
Picanco, Tiffany	Teacher	\$ 54,476.90	\$ -	\$ 54,476.90
Pichette, Mary	Coach	\$ 5,796.36	\$ -	\$ 5,796.36
Pinto, Windy	Teacher	\$ 84,254.70	\$ -	\$ 84,254.70
Pipan, Deborah	Substitute	\$ 1,260.00	\$ -	\$ 1,260.00
Poirier, Elizabeth	Teacher	\$ 83,554.60	\$ -	\$ 83,554.60
Pollard, Grace	Food Service Worker	\$ 9,787.58	\$ -	\$ 9,787.58
Pope, Charlotte	Substitute	\$ 4,230.00	\$ -	\$ 4,230.00

Employee Name	Title	Gross Pay	Overtime	Total Pay
Potter, Deborah	Crossing Guard	\$ 2,470.50	\$ -	\$ 2,470.50
Power, Belinda	Paraprofessional	\$ 4,599.00	\$ -	\$ 4,599.00
Power, Belinda	Substitute	\$ 1,332.00	\$ -	\$ 1,332.00
Prescott, Lauren	Paraprofessional	\$ 23,862.20	\$ -	\$ 23,862.20
Provencal, Andre	B/A Aides	\$ 1,597.68	\$ -	\$ 1,597.68
Provencal, Lynette	Teacher	\$ 85,092.19	\$ -	\$ 85,092.19
Provencher, William	Substitute	\$ 810.00	\$ -	\$ 810.00
Provost, Kathryn	Assistant Principal	\$ 45,000.02	\$ -	\$ 45,000.02
Puleo, Dennis	Substitute	\$ 16,580.86	\$ -	\$ 16,580.86
Puleo, Julie	Teacher	\$ 62,599.84	\$ -	\$ 62,599.84
Pulichino, Carolyn	Teacher	\$ 18,385.20	\$ -	\$ 18,385.20
Puteri, Emily	Principal	\$ 117,564.06	\$ -	\$ 117,564.06
Quattrini, Suzanne	Paraprofessional	\$ 25,150.75	\$ -	\$ 25,150.75
Queenan, Joanne	Teacher	\$ 81,028.54	\$ -	\$ 81,028.54
Queenan, Shawn	Custodian	\$ 48,761.97	\$ 1,098.14	\$ 49,860.11
Quinn, Valerie	Paraprofessional	\$ 5,835.78	\$ -	\$ 5,835.78
Raimondi, Debra	Paraprofessional	\$ 23,852.16	\$ -	\$ 23,852.16
Reade, Ashlynn	B/A Aides	\$ 2,207.70	\$ -	\$ 2,207.70
Reade, Mary	Food Service	\$ 20,548.87	\$ -	\$ 20,548.87
Redgate, Luke	B/A Aides	\$ 1,923.40	\$ -	\$ 1,923.40
Regan, Julie	Teacher	\$ 78,639.53	\$ -	\$ 78,639.53
Reines, Wanda	Teacher	\$ 51,260.02	\$ -	\$ 51,260.02
Repucci, Anthony	Substitute	\$ 16,443.03	\$ -	\$ 16,443.03
Richard, Susan	Teacher	\$ 81,505.69	\$ -	\$ 81,505.69
Richards, Ann Marie	Teacher	\$ 88,593.43	\$ -	\$ 88,593.43
Ridge, Laurel	Teacher	\$ 57,763.03	\$ -	\$ 57,763.03
Ridgley, Andrea	Building Aide	\$ 9,398.01	\$ -	\$ 9,398.01
Roback, Richard	Substitute	\$ 9,411.00	\$ -	\$ 9,411.00
Roberts, Alex	Coach	\$ 4,307.56	\$ -	\$ 4,307.56
Robicheau, Kristan	Teacher	\$ 49,210.78	\$ -	\$ 49,210.78
Roche, William	School Support Coord.	\$ 2,574.00	\$ -	\$ 2,574.00
Roldan, Briana	Paraprofessional	\$ 20,439.75	\$ -	\$ 20,439.75
Romagnoli, Lauren	Substitute	\$ 420.00	\$ -	\$ 420.00
Romanowsky, Peter	Teacher	\$ 67,267.93	\$ -	\$ 67,267.93
Rossi, Anna	Substitute	\$ 450.00	\$ -	\$ 450.00
Rowley, Kristen	Teacher	\$ 75,696.43	\$ -	\$ 75,696.43
Roy, Jennifer	Paraprofessional	\$ 24,490.37	\$ -	\$ 24,490.37
Roy, Michele	B/A Aides	\$ 4,534.69	\$ -	\$ 4,534.69
Roy, Roger	Substitute	\$ 11,250.00	\$ -	\$ 11,250.00
Ruder, Maggie	Paraprofessional	\$ 7,056.00	\$ -	\$ 7,056.00
Ruest, Carol	Teacher	\$ 87,117.91	\$ -	\$ 87,117.91
Rufo, Karen	Teacher	\$ 45,121.09	\$ -	\$ 45,121.09
Ruland, Robert	Teacher	\$ 121,949.06	\$ -	\$ 121,949.06
Rutherford, Bobbie Jo	Food Service	\$ 11,380.99	\$ -	\$ 11,380.99
Sample, Lindsay	B/A Aides	\$ 1,068.56	\$ -	\$ 1,068.56
Sanford, Lisa	Guidance Counselor	\$ 81,688.87	\$ -	\$ 81,688.87

Employee Name	Title	Gross Pay	Overtime	Total Pay
Sanford, Muriel	Paraprofessional	\$ 20,224.77	\$ -	\$ 20,224.77
Santapaola, Danielle	Paraprofessional	\$ 11,864.86	\$ -	\$ 11,864.86
Santapaola, Danielle	Teacher	\$ 10,942.72	\$ -	\$ 10,942.72
Sargent, Debra	Food Service Worker	\$ 5,099.75	\$ -	\$ 5,099.75
Saunders, Elizabeth	Food Service	\$ 1,549.63	\$ -	\$ 1,549.63
Saunders, Elizabeth	Substitute	\$ 2,953.32	\$ -	\$ 2,953.32
Sawyer, Benjamin	Substitute	\$ 14,309.00	\$ -	\$ 14,309.00
Scafidi, Elaine	Teacher	\$ 89,206.45	\$ -	\$ 89,206.45
Scarsella, Jaclyn	Teacher	\$ 10,556.64	\$ -	\$ 10,556.64
Schoolcraft, David	Substitute	\$ 22,162.00	\$ -	\$ 22,162.00
Schumacher, David	Teacher	\$ 94,682.57	\$ -	\$ 94,682.57
Schwartz, Karen	Teacher	\$ 79,668.44	\$ -	\$ 79,668.44
Scobert, Deborah	Teacher	\$ 85,880.17	\$ -	\$ 85,880.17
Seager, Hilary	Teacher	\$ 93,955.82	\$ -	\$ 93,955.82
Segalla, Julie	Teacher	\$ 87,583.98	\$ -	\$ 87,583.98
Seymour, Jonathan	Principal	\$ 145,366.61	\$ -	\$ 145,366.61
Sgouros, Dean	Substitute	\$ 7,901.00	\$ -	\$ 7,901.00
Shain, Kelsey	B/A Aides	\$ 2,811.36	\$ -	\$ 2,811.36
Shedd, Pamela	Teacher	\$ 56,199.03	\$ -	\$ 56,199.03
Shedd, Zachary	B/A Aides	\$ 1,861.85	\$ -	\$ 1,861.85
Sheppard, Clyde	Custodian	\$ 36,108.80	\$ 4,212.30	\$ 40,321.10
Sheppard, Cody	Custodian	\$ 12,747.76	\$ 681.84	\$ 13,429.60
Sheppard, Katherine	Payroll/Benefits Coord.	\$ 74,211.98	\$ -	\$ 74,211.98
Sherman, Keith	Teacher	\$ 68,235.52	\$ -	\$ 68,235.52
Sherwood, Kyla	Teacher	\$ 19,605.69	\$ -	\$ 19,605.69
Siegfried, John	Teacher	\$ 84,609.93	\$ -	\$ 84,609.93
Silva, Alexandra	B/A Aides	\$ 1,260.00	\$ -	\$ 1,260.00
Silva, Caitlin	Adjustment Counselor	\$ 69,948.77	\$ -	\$ 69,948.77
Simmons, Susan	Teacher	\$ 88,704.70	\$ -	\$ 88,704.70
Simms, Kyle	B/A Aides	\$ 1,674.05	\$ -	\$ 1,674.05
Simone, Sabrina	Guidance Counselor	\$ 68,460.77	\$ -	\$ 68,460.77
Sirr, Barrilyn	Building Aide	\$ 4,767.86	\$ -	\$ 4,767.86
Skelton, Tabatha	School Support Coord.	\$ 20,805.80	\$ -	\$ 20,805.80
Sloban, Wendy	Building Aide	\$ 7,905.33	\$ -	\$ 7,905.33
Smith, Abigail	Teacher	\$ 54,689.41	\$ -	\$ 54,689.41
Smith, Janice	Substitute	\$ 1,320.50	\$ -	\$ 1,320.50
Smith, Matthew	Guidance Counselor	\$ 73,285.11	\$ -	\$ 73,285.11
Smith, Tracey	Coach	\$ 5,658.86	\$ -	\$ 5,658.86
Snow, Bradley	Substitute	\$ 360.00	\$ -	\$ 360.00
Snow, Brooke	Paraprofessional	\$ 22,853.98	\$ -	\$ 22,853.98
Snow, Cori	Paraprofessional	\$ 24,301.41	\$ -	\$ 24,301.41
Soucy, Ellen	B/A Site Coordinator	\$ 15,307.00	\$ -	\$ 15,307.00
Soule, Walter	Teacher	\$ 52,725.38	\$ -	\$ 52,725.38
Sousa, Jessica	Teacher	\$ 58,263.03	\$ -	\$ 58,263.03
Sousa, Kristian	Substitute	\$ 312.00	\$ -	\$ 312.00
Sowick, Ellen	Food Service	\$ 771.00	\$ -	\$ 771.00

Employee Name	Title	Gross Pay	Overtime	Total Pay
Spofford, Olivia	Substitute	\$ 630.00	\$ -	\$ 630.00
Stephens, Megan	B/A Aides	\$ 511.65	\$ -	\$ 511.65
Stevens, Lisa	Paraprofessional	\$ 31,821.94	\$ 138.60	\$ 31,960.54
Stevens, Michael	Teacher	\$ 89,175.47	\$ -	\$ 89,175.47
Stewart, Stephanie	Paraprofessional	\$ 16,191.28	\$ -	\$ 16,191.28
Stokes, Jessica	Paraprofessional	\$ 945.00	\$ -	\$ 945.00
Stone, Danielle	Teacher	\$ 69,948.77	\$ -	\$ 69,948.77
Strandberg, Scott	Teacher	\$ 77,588.89	\$ -	\$ 77,588.89
Stubbs, Laura	Teacher	\$ 83,183.98	\$ -	\$ 83,183.98
Sullivan, Arthur	Substitute	\$ 270.00	\$ -	\$ 270.00
Sullivan, Daniel	SPED - Summer Help	\$ 3,400.00	\$ -	\$ 3,400.00
Sullivan, Kathleen	Teacher	\$ 86,229.90	\$ -	\$ 86,229.90
Sullivan, Kristin	SPED - Summer Help	\$ 312.00	\$ -	\$ 312.00
Sullivan, Noreen	Paraprofessional	\$ 24,834.40	\$ -	\$ 24,834.40
Supple, Eric	Teacher	\$ 25,024.62	\$ -	\$ 25,024.62
Supple, Eric	Teacher	\$ 7,643.03	\$ -	\$ 7,643.03
Tannian, Timothy	Custodian	\$ 49,330.80	\$ 8,715.32	\$ 58,046.12
Tarr, Audrey	Teacher	\$ 87,577.65	\$ -	\$ 87,577.65
Tarr, Collin	Substitute	\$ 1,560.00	\$ -	\$ 1,560.00
Tarzia, Jill	Teacher	\$ 83,554.70	\$ -	\$ 83,554.70
Taylor, Mark	Substitute	\$ 2,328.00	\$ -	\$ 2,328.00
Tello, Catherine	Substitute	\$ 7,650.00	\$ -	\$ 7,650.00
Tentindo, Paul	Districtwide Psychologist	\$ 80,177.03	\$ -	\$ 80,177.03
Terceiro, Kathleen	Teacher	\$ 89,185.32	\$ -	\$ 89,185.32
Terry, Amanda	Teacher	\$ 51,509.88	\$ -	\$ 51,509.88
Therrien, Kim	Nurse	\$ 90,051.07	\$ -	\$ 90,051.07
Therrien, Louise	Teacher	\$ 81,066.03	\$ -	\$ 81,066.03
Therrien, Roger	Substitute	\$ 1,080.00	\$ -	\$ 1,080.00
Thomas, Irene	Teacher	\$ 4,352.05	\$ -	\$ 4,352.05
Thomas, Kellie	Paraprofessional	\$ 23,903.68	\$ -	\$ 23,903.68
Thomas, Leonard	Substitute	\$ 270.00	\$ -	\$ 270.00
Thomas, William	Teacher	\$ 79,528.53	\$ -	\$ 79,528.53
Thornton, Benjamin	Substitute	\$ 100.00	\$ -	\$ 100.00
Thornton, Daniel	Assistant Principal	\$ 118,968.50	\$ -	\$ 118,968.50
Tierney, Jennifer	Teacher	\$ 72,021.09	\$ -	\$ 72,021.09
Tiller, Ashley	Teacher	\$ 66,741.97	\$ -	\$ 66,741.97
Torosian, Elizabeth	Teacher	\$ 78,634.06	\$ -	\$ 78,634.06
Torossian, Andrew	Teacher	\$ 53,881.08	\$ -	\$ 53,881.08
Towers, Pamela	Paraprofessional	\$ 23,890.32	\$ -	\$ 23,890.32
Trainor, Maddelyn	B/A Aides	\$ 1,172.73	\$ -	\$ 1,172.73
Travis, Michelle	Food Service	\$ 4,379.64	\$ -	\$ 4,379.64
Treado, Elaine	Teacher	\$ 73,949.88	\$ -	\$ 73,949.88
Treem, Sara	Teacher	\$ 83,766.98	\$ -	\$ 83,766.98
Tully, Elizabeth	Building Aide	\$ 642.00	\$ -	\$ 642.00
Tummino, Steven	Custodian	\$ 47,051.80	\$ 825.88	\$ 47,877.68
Twombly, Kristine	Paraprofessional	\$ 23,882.31	\$ -	\$ 23,882.31

Employee Name	Title	Gross Pay	Overtime	Total Pay
Twomey, Shannon	Stage Help - Tech	\$ 48.00	\$ -	\$ 48.00
Vance, Kelli	Paraprofessional	\$ 20,565.29	\$ -	\$ 20,565.29
Vassey, William	B/A Aides	\$ 10,419.76	\$ -	\$ 10,419.76
Veilleux, Allan	Custodian	\$ 44,760.77	\$ 1,891.49	\$ 46,652.26
Vercauteren, Jessica	Teacher	\$ 68,025.86	\$ -	\$ 68,025.86
Vienneau, Linda	Food Service	\$ 23,041.41	\$ -	\$ 23,041.41
Villani, Beth	Teacher	\$ 79,225.34	\$ -	\$ 79,225.34
Viola, Stephanie	Paraprofessional	\$ 7,056.00	\$ -	\$ 7,056.00
Vuylsteke, Jaden	Substitute	\$ 420.00	\$ -	\$ 420.00
Wallace, Alexis	Paraprofessional	\$ 8,701.12	\$ -	\$ 8,701.12
Wallace, Sheila	Paraprofessional	\$ 23,870.60	\$ -	\$ 23,870.60
Walsh, Emma	Stage Help - Tech	\$ 1,098.00	\$ -	\$ 1,098.00
Walton, Julie	Therapist	\$ 37,521.45	\$ -	\$ 37,521.45
Ward, Lisa	Teacher	\$ 54,003.24	\$ -	\$ 54,003.24
Watts, Hannel	Food Service	\$ 23,617.56	\$ -	\$ 23,617.56
Weber, Erica	Teacher	\$ 54,883.68	\$ -	\$ 54,883.68
Welch, Brooke	Teacher	\$ 59,263.12	\$ -	\$ 59,263.12
Wells, Courtney	B/A Aides	\$ 4,885.06	\$ -	\$ 4,885.06
Wendt, Kathryn	Paraprofessional	\$ 9,018.15	\$ -	\$ 9,018.15
Wendt, Michael	Job Coach	\$ 59,286.14	\$ -	\$ 59,286.14
Werner, Lisa	Teacher	\$ 78,763.88	\$ -	\$ 78,763.88
Weslowski, Joshua	Coach	\$ 4,304.88	\$ -	\$ 4,304.88
Whalen, Alicia	Paraprofessional	\$ 24,979.90	\$ -	\$ 24,979.90
Whitaker, Lauren	Paraprofessional	\$ 20,431.97	\$ -	\$ 20,431.97
White, Shelby	Adjustment Counselor	\$ 19,365.02	\$ -	\$ 19,365.02
Wildes, Andrew	Teacher	\$ 84,183.98	\$ -	\$ 84,183.98
Wilson, Amy	Teacher	\$ 65,204.47	\$ -	\$ 65,204.47
Wilson, David	B/A Aides	\$ 2,074.41	\$ -	\$ 2,074.41
Wilson, Paula	Substitute	\$ 3,723.00	\$ -	\$ 3,723.00
Wine, Noelle	SPED - Summer Help	\$ 3,400.00	\$ -	\$ 3,400.00
Winship, Scott	Substitute	\$ 270.00	\$ -	\$ 270.00
Winter, William	Teacher	\$ 63,059.47	\$ -	\$ 63,059.47
Wisniewski, Elizabeth	Teacher	\$ 76,507.71	\$ -	\$ 76,507.71
Wong, Cyd	Paraprofessional	\$ 12,074.42	\$ -	\$ 12,074.42
Wood, Kathleen	Teacher	\$ 79,192.39	\$ -	\$ 79,192.39
Woodsom, Susan	Paraprofessional	\$ 3,470.00	\$ -	\$ 3,470.00
Worobey, Kathleen	Paraprofessional	\$ 22,652.38	\$ -	\$ 22,652.38
Wright, Lisa	Substitute	\$ 1,032.00	\$ -	\$ 1,032.00
Yacubacci, Doreen	Substitute	\$ 9,817.36	\$ 581.15	\$ 10,398.51
Yarrows, Lynne	Teacher	\$ 87,181.14	\$ -	\$ 87,181.14
Zanardi, Kristyn	Teacher	\$ 84,183.98	\$ -	\$ 84,183.98
Zaneski, Carolina	Substitute	\$ 280.00	\$ -	\$ 280.00
Zylinski, Beth	Substitute	\$ 8,775.28	\$ -	\$ 8,775.28
				\$ 25,270,410.13

Town Directory

	Phone Number
Town Hall Main Line.....	978-556-7200
Accountant's Office.....	978-556-7203
Assessor's Office.....	978-556-7218
Cemetery Department.....	978-373-5686
Conservation Office.....	978-556-7214
Council on Aging.....	978-556-7217
Electric Light Department.....	978-372-1671
Finance Office.....	978-556-7204
Fire Department.....	978-374-1923
Health Department.....	978-556-7210
Highway Department.....	978-556-7208
Inspectional Services.....	978-556-7209
Langley Adams Library.....	978-372-1732
Planning Department.....	978-556-7215
Police Department.....	978-521-1212
Selectmen's Office.....	978-556-7207
Tax Office (Treasurer/ Collector).....	978-556-7202
Town Clerk's Office.....	978-556-7221
Water and Sewer Department.....	978-556-7220