



TOWN OF GROVELAND

2022 DEC 28 PM 2:49

TOWN CLERK
RECEIVED/POSTED

BOARD OF SELECTMEN

Meeting Agenda

Tuesday, January 3, 2023

Groveland Town Hall

183 Main Street, Groveland, MA 01834

This meeting will be in-person and also be broadcast live on Groveland Public Access, Channel 9, as well as through Microsoft Teams virtual meeting software for remote access.

Join Zoom Meeting

<https://zoom.us/j/94389400361?pwd=c0VITEwydTJMclRZRFFoeFhGbC9ZUT09>

Meeting ID: 943 8940 0361

Passcode: 492099

One tap mobile

+13052241968,,94389400361#,,, *492099# US

+13092053325,,94389400361#,,, *492099# US

6:30 P.M.

CALL MEETING TO ORDER

PUBLIC COMMENT *Written submissions for public comment must be made before the start of the meeting per the Board of Selectmen's Public Comment Policy amended November 13, 2017.*

APPROVE WARRANTS:

PW # 23-27 \$

BW# 23-27 \$

APPROVAL OF THE MINUTES

- 1) December 5, 2022, Board of Selectmen Meeting Minutes

APPOINTMENTS OF THE BOARD

- 2) Appointment of Eva Pappalardo of 888 Salem Street Groveland, to Library Page for the Langley-Adams Library. The position is for 5-9 hours per week at a rate of \$15.00/hour contingent upon a successful CORI.

DISCUSSION & POSSIBLE VOTE

- 3) Review request for agenda item from Selectman Kastrinelis – Appointment of Bill O'Neil to the Recreation Committee

VOTES OF THE BOARD

- 4) 28 Groveland Commons Way, Right of First Refusal
- 5) Accept the resignation of Theresa Dunn from the Finance Board effective December 20, 2022
- 6) Accept the Disclosure Form for Police Chief Jeffrey Gillen -Law Enforcement Outreach program at the United States Holocaust Museum in Washington, D.C.

TOWN ADMINISTRATOR'S TIME

SELECTMEN'S TIME & REPORTS *Time to be used to make statements, propose future agenda items, or congratulate residents/teams on accomplishments; this time should not be used to initiate a discussion.*

OLD OR UNFINISHED BUSINESS

OTHER ITEMS NOT REASONABLY ANTICIPATED AT TIME OF POSTING

CORRESPONDENCE

- 7) PRSD Invitation to Joint Meeting on January 24th at 6PM.

ADJOURNMENT: *The next regularly scheduled meeting of the Board of Selectmen will be Tuesday, January 17, 2023, at 6:30PM.*

23-27 BILLS WARRANT BREAKDOWN:

<i>Town:</i>	<i>\$</i>
<i>W/S:</i>	<i>\$</i>
<i>Payroll Withholding:</i>	<i>\$</i>
<i>Health Insurance:</i>	<i>\$</i>
<i>Light Bills:</i>	<i>\$</i>
<i>Grants & Revolving:</i>	<i>\$</i>
<i>Chapter 90:</i>	<i>\$</i>
<i>Pentucket Assessment:</i>	<i>\$</i>
<i>Essex Tech Assessment:</i>	<i>\$</i>
<i>Whittier Assessment:</i>	<i>\$</i>
<i>Capital:</i>	<i>\$</i>



BOARD OF SELECTMEN

Meeting Minutes

Monday, December 5, 2022

Groveland Town Hall

183 Main Street, Groveland, MA 01834

This meeting was in-person and also broadcast live on Groveland Public Access, Channel 9, as well as through Microsoft Teams virtual meeting software for remote access.

Present: Chair Ed Watson, Selectmen Kathleen Kastrinelis, Jason Naves, Mark Parenteau, Daniel MacDonald.
Rebecca Oldham, Town Administrator

CALL MEETING TO ORDER – Chair Watson called the meeting to order at 6:30 pm.

PUBLIC HEARING – 6:30 PM – Board of Assessors – Tax Rate

- Julie Yebba, Assessing Manager was present and addressed the Board. This is an annual hearing. It is preferred to maintain a single tax rate. Values have increased significantly; the market is driving the values. Selectman MacDonald did not want to add a burden to the business owners. Chair Watson spoke in favor of keeping the single tax rate.

Public Input: Brad Ligols, a resident who is also a local business owner asked the Board to consider offering a tax break to attract more businesses to come to Groveland.

A motion was moved by Selectman Kastrinelis and seconded by Selectman Parenteau to approve the factor of 1.00 single tax rate for FY24. Voted: 5-0.

PUBLIC COMMENT: *Written submissions for public comment must be made before the start of the meeting per the Board of Selectmen's Public Comment Policy amended November 13, 2017. None.*

APPROVE WARRANTS:

PW # 23 \$209,864.42

A motion was moved by Selectman Naves and seconded by Selectman Kastrinelis to approve warrant PW #23 in the amount of \$209,864.42. Voted: 5-0.

BW# 23 \$1,578,995.26

A motion was moved by Selectman Naves and seconded by Selectman Kastrinelis to approve warrant BW #23 in the amount of \$1,578,995.26. Voted: 5-0.

APPROVAL OF THE MINUTES: None.

APPOINTMENTS OF THE BOARD: None

VOTES OF THE BOARD:

DISCUSSION & POSSIBLE VOTE:

1) Town Administrator Bylaw – Joe D'Amore and John Osbourne

- Disband Town Government Study Committee -Selectman MacDonald:
Neither Joe D'Amore nor John Osbourne were present. Selectman MacDonald asked for this to be on the agenda and noted that the draft bylaw was not approved at Town Meeting; we have a Town Administrator now, their job is done. Anything further is beyond the scope of the

committee. Selectman Naves noted that the bylaw is intended to define the role of the Town Administrator. Selectman Kastrinelis clarified that Town Meeting never voted on the Bylaw. Selectman MacDonald felt it was a waste of time and premature to bring this bylaw to Town Meeting. Selectman Naves did not feel it was not premature to plan ahead for this. Chair Watson asked for a copy of the original charge; TA Oldham provided a copy in the BOS packet. Chair Watson read the essential charge and agreed with Selectman MacDonald and supported disbanding the Committee. Selectman Kastrinelis did not support disbanding the Committee. Selectman MacDonald thanked the Committee for a job well done. Selectman Parenteau stated that this all started before he was on the Board, and he would like one more week to do some research.

A motion was moved by Selectman MacDonald and seconded by Chair Watson to terminate the Town Government Study Committee. No vote taken.

A motion was moved by Selectman Parenteau and seconded by Selectman Kastrinelis to table this until the next meeting. Voted: 5-0.

- 2) Nelson Street Storage Conservation Restriction – Brad Ligols & Conservation Commission:
Mike Dempsey was present and addressed the Board. The Conservation Commission will be in charge of enforcing the terms of the Conservation Restriction. The State requires a vote of the BOS. Selectman Naves read a letter from the Town Planner/Environmental Coordinator. There are endangered turtles on a portion of the land and that is where the CR will be (1.7 acres). The area will not be accessible to the public. Brad Ligols addressed the Board and stated this is priority habitat and understands that this vote is a formality, and he supports this measure.

A motion was moved by Selectman Kastrinelis and seconded by Selectman Naves to accept the Conservation Restriction at 833 Salem Street as presented tonight by the Conservation Commission. Voted: 5-0.

A motion was moved by Selectman Kastrinelis and seconded by Selectman Parenteau to allow the Chair to sign on behalf of the Board. Voted: 5-0.

- 3) Fiscal Year 2024 Capital Improvement Plan:
TA Oldham reviewed the progress that has been made since the last time the BOS discussed this. There are three different scenarios in the packet for the Board's consideration tonight. Borrowing and/or bonding is not recommended at this time. Selectman MacDonald asked for a summary of each scenario and also a recommendation. TA Oldham provided an overview of the scenarios and recommended either scenario two or three. Selectman Kastrinelis would like to hear from the Financial Board on this plan.

A motion was moved by Selectman MacDonald and seconded by Selectman Parenteau to table this until the next meeting. Voted: 5-0.

- 4) Financial Policies:
TA Oldham updated the Board – this was reviewed at the last meeting. Upon further review it does not appear that the town would be bound to anything in this document but rather it is a guide and is a great tool for internal use. TA Oldham recommends having these Financial Policies in place, the Auditors usually make comments about the fact that the Town does not have these policies in place.

A motion was move by Selectman Kastrinelis and seconded by Selectman Naves to accept the Financial Policies as presented by the Town Administrator. Voted: 5-0.

- 5) Implement Fee for the Dog Park -Selectman MacDonald
Selectman MacDonald spoke to this and noted that he is not in favor of fees but wondered if there was anything put in place regarding who would be maintaining the dog park. If there is not a maintenance fee built in this should be discussed. Selectman Naves responded and noted that initially he had looked

into charging a fee; he is in favor; however, the Town Clerk would be responsible for this and when he spoke to the Town Clerk about this the response was this would be an impossible task. Chair Watson felt this would be hard to enforce. Currently, volunteers pick up the trash and drop it off at the Pines, according to Selectman Naves. Selectman Naves will follow up with the Town Clerk.

TOWN ADMINISTRATOR'S TIME:

TA Oldham reported:

- Free cash was certified.
- The Auditors are in Town Hall.
- Thank you to the Fire Department for hosting Santa.

SELECTMEN'S TIME & REPORTS: *Time to be used to make statements, propose future agenda items, or congratulate residents/teams on accomplishments; this time should not be used to initiate a discussion.*

- None.

OLD OR UNFINISHED BUSINESS:

- 6) Board of Selectmen Policies and Procedures – Selectman Kastrinelis

Selectman Kastrinelis reported that she has forwarded information to Selectman MacDonald for review.

A motion was moved by Selectman Naves and seconded by Selectman Kastrinelis to table the BOS Policies and Procedures until after budget season. Voted: 5-0.

Selectman Kastrinelis also reported that she drafted a letter to the School Committee and shared the draft letter with the Board – this is not a final document, and this may change.

OTHER ITEMS NOT REASONABLY ANTICIPATED AT TIME OF POSTING:

- Selectman Naves has been doing a lot of research on the Senior Circuit Breaker Tax break and encouraged seniors to review and send letters to their Representatives.

CORRESPONDENCE:

- November 7, 2022, Board of Selectmen Meeting Minutes
- November 21, 2022, Board of Selectmen Meeting Minutes

Roll call into executive session

EXECUTIVE SESSION:

- In accordance with M.G.L. c. 30A, sec. 21(a)(1) – to hear complaints and/or charges against a public employee/official.

A motion was moved by Selectman Naves and seconded by Selectman MacDonald to enter Executive Session.

Discussion:

Selectman Kastrinelis had concerns about this agenda item. There is no information in the packet – there is only an email from the Principal at Bagnall School; there is no formal complaint. Selectman Kastrinelis asked to postpone this discussion while her questions are answered by the Town Attorney. Selectman MacDonald responded that this is documented on the recording, feels it has merit, it is clear on its face and does not feel that this will require a formal grievance. Selectman Kastrinelis did not see anything that rises to the level of Executive Session and urged caution.

Roll call into Executive Session: MacDonald; yes, Parenteau; yes, Naves; yes, Watson; yes, Kastrinelis; no.

The BOS meeting went off the air and returned:

Bill O'Neil was present and waived his right to Executive Session to discuss a complaint about his behavior during a recent Recreation Meeting.

Selectman MacDonald asked for this to be on the agenda; he watched the meeting and was very concerned with Mr. O'Neil's comments at the November 16th, Recreation Meeting. Selectman MacDonald asked for the Town Administrator to play the recording. TA Oldham played the recording – audio only – without video.

Selectman Kastrinelis asked Selectman MacDonald and Chair Watson to share the allegation. Chair Watson responded that it was the attitude, the comments that weren't called for and it was way over the top, it was an embarrassment, and it shouldn't have happened. Selectman Kastrinelis noted that this has been an ongoing issue with the Bagnall School Principal and the summer program Administrator; it was not a cooperative relationship in January, but she thought this was resolved.

Bill O'Neil explained that he was upset that the agreement was not honored; Bill has been dealing with this since 2015. Bill noted he would not change anything that was said.

Selectman MacDonald stated that if Bill feels that he was slighted, then he has a right to express it. However, the reason we are here tonight is that Bill feels he is justified in using the spit language and Selectman MacDonald does not feel he is justified. Selectman MacDonald stated that this is a limited public forum, and you have to maintain levels of decorum and thinks Bill crossed the line with the level of rhetoric. Bill O'Neil responded this is not a difference of opinion – there was an agreement, and the agreement was broken.

Selectman Kastrinelis felt it was somewhat indigenous of the BOS to talk about decorum at a meeting – the first step of setting a code of conduct should start with the BOS.

Selectman MacDonald responded things are political and Kat K can talk a good game when she brings a pile of procedures in here but there are rules for some people and there are rules for the rest of us. Selectman MacDonald stated that he voted against appointing Bill O'Neil to the Recreation Committee. Selectman MacDonald appreciates Bill's passion and knows he cares but the end doesn't justify the means. Selectman MacDonald is against this and if the rest of the Board wants to do nothing about this because it is Kathy's friend and that's how Kathy works.

Selectman Kastrinelis called a Point of Order and told Chair Watson to either control the meeting and tell Selectman MacDonald to stop taking personal attacks on her, making up in his mind is own little stories, which he does, or she was filing a complaint; the Chair needs to take responsibility for conducting this meeting.

Bill O'Neil noted that getting his attention is easy if you pick on the young or the old. There is bias here; anyone can see this. None of this affects him personally, it is affecting the children.

Chair Watson noted that not every agreement is solid, they are broken for unforeseen reasons; this seems to be the case here – Chair Watson read some of the concerns in the email. Bill O'Neil responded that he did not feel that the things that were brought up were accidental. Bill O'Neil noted that he didn't name one person at the meeting.

Selectman MacDonald state that this Board appointed Bill and they are accountable to the electorate; Selectman MacDonald stated he voted against appointing Bill because he thinks the way that Bill approached this situation is ineffective, it is not productive, and is toxic within that Committee; he does not know if other people are intimidated, but Bill is way too head strong on it. Bill responded that Selectman MacDonald is an absolute genius and for teller because he voted against him before the Recreation Meeting happened.

Selectman Naves noted that when Bill says he just insulted the School, Mr. Day represents the School, and he took that personally. When Bill said they intentionally disrupted the summer camp, Mr. Day took that personally that is why he wrote the letter. Selectman Naves did not think any of it was done in a professional or constructive manner or becoming of any board member. Bill responded by asking how many years Selectman Naves had been involved with this conflict and Selectman Naves responded none.

Selectman Parenteau stated that he voted for Bill O'Neil for the Recreation Committee, but it is more of the delivery. Bills' attitude is concerning and Selectman Parenteau would change his vote if he could. There is a better way to handle this type of conflict.

Selectman Kastrinelis felt a lot of time was spent on this and feels that time would be better served to make sure the Summer Camp has the resources they need; there is a space issue.

Selectman MacDonald stated to Bill; in summary that Bill feels he did nothing wrong, and he is justified in what he said and how he did it and going forward you would do it again under the same circumstances. Bill O'Neil responded that he would call out anyone, anywhere that is seemingly taking advantage of the young or the old, that is in his DNA, he cannot stand by to see them abused or exploited in any way shape or form.

A motion was moved by Selectman MacDonald and seconded by Selectman Parenteau to remove Bill O'Neil from the Recreation Committee for lack of demeanor and just crossing the line in using rhetoric in the meeting for those reasons specifically. Voted: 3-2. Selectmen Naves and Kastrinelis voted against.

ADJOURNMENT:

A motion was moved by Chair Watson and seconded by Selectman Parenteau to adjourn the meeting. Voted: 5-0.

Respectfully submitted,

Katherine T. Ingram

The next regularly scheduled meeting of the Board of Selectmen will be Monday, December 19, 2022, at 6:30PM.

23-23 BILLS WARRANT BREAKDOWN:

Town:	\$ 33,138.03
W/S:	\$ 81,322.58
Payroll Withholding:	\$ 38,878.04
Health Insurance:	\$
Light Bills:	\$ 172,122.33
Grants & Revolving:	\$ 125,307.36
Chapter 90:	\$
Pentucket Assessment:	\$ 1,032,639.92
Essex Tech Assessment:	\$ 95,587.00
Whittier Assessment:	\$
Capital:	\$

Groveland Board of Selectmen
183 Main Street
Groveland, MA 01834

December 29, 2022

Dear Board of Selectmen,

I am writing to recommend Eva Papplardo for the position of Library Page. This position is 7-9 hours per week at a rate of \$15 per hour.

Eva has been a volunteer at Langley-Adams Library since this past summer. Over her time at the Library, I have seen her come out of her shell and adapt to her environment and the tasks we have given her. She is always willing to take on a new assignment and I have been very impressed with her. She is also kind and considerate, and eager to take on more responsibility at the Library.

I have no doubt that Eva will be an outstanding representative of the Town and Langley-Adams Library, and I look forward to having her as part of the Library staff!

Thank you for your consideration.

Sincerely,

Darcy Lepore, Library Director

Eva Pappalardo
888 Salem Street Groveland, MA 01834

[REDACTED]
[REDACTED]

Date: November 17th, 2022

Langley-Adams Library
185 Main Street, Groveland, MA 01834
(978)372-1732

To whom it may concern,

I am writing to you to express my interest in the new posted page position at the library. I have been volunteering at the library for a few months now and am really enjoying the time I spend there. I would like to have a more permanent position with more hours and opportunities to learn.

I feel that the hours I have put in as a volunteer make me an ideal candidate for this job. I am a hard worker, easy to teach, kind, and have a good work ethic. I am currently a Sophomore at PRMHS. I do very well in school and can obtain letters of recommendation if needed.

I look forward to hearing from you regarding this position. Please contact me with any questions or requests for more information. Thank you for your consideration.

Sincerely,



Eva Pappalardo

Rebecca Oldham

From: Kathleen Kastrinelis
Sent: Tuesday, December 27, 2022 9:18 PM
To: Rebecca Oldham; Ed Watson
Subject: Request for Agenda Item for the next Board of Selectmen

Dear Rebecca and Ed,

I am writing to request an agenda item under discussion and possible vote to appoint Bill O'Neil to the Groveland Recreation Committee. I have deep concerns over the process that was followed on Monday, December 5, 2022 during which Bill O'Neil's comments from a Recreation Committee meeting were broadcast on public access television while the comments and concerns of other Recreation Committee members were not aired nor discussed. Also, I am concerned that when I asked for additional information that would inform me as to who was making the complaint, I was not provided a copy of the email that was sent to Bill O'Neil prior to our meeting on December 5, 2022. I did receive a copy of the email from Principal Day. Principal Day wrote to the Town Administrator and asked her to share his email with the Groveland Recreation Committee. I have additional concerns as well, but I think an open discussion with my fellow board members will help clarify the content and discussion that occurred at the Recreation Committee meeting on November 16, 2022.

Thank you in advance for placing my request on the next Selectmen Agenda.

Sincerely,
Kathleen Kastrinelis



December 15, 2022

Edward Watson, Chair
Board of Selectmen
183 Main St.
Groveland, MA 01834

Dear Mr. Watson:

This letter is being sent to the Town of Groveland on behalf of Elizabeth Clevesy, the current owner of an affordable property under Chapter 40B; the owner intends to sell her affordable property at 28 Groveland Commons Way, located at Groveland Commons Condominiums, a Chapter 40B development where Citizens' Housing and Planning Association (CHAPA) serves as Monitoring Agent.

Based on the affordable housing deed rider for 28 Groveland Commons Way, CHAPA has determined that the Maximum Resale Price for the above-referenced property is \$180,800. Additionally, the deed rider stipulates the Town of Groveland has a 30 day Right of First Refusal. This means the Town has 30 days to decide if it would like to purchase the property from the homeowner at the Maximum Resale Price.

Please consider this letter as notification of the Town's 30-day right of first refusal period. The 30 day period will commence December 16th, 2022 and end January 15th, 2023. *If we do not hear from you within this period, we will assume you do not wish to exercise your right of first refusal.*

As you may expect, the homeowner is anxious to begin marketing her property to find a new buyer but cannot begin until we hear from you. Please contact me with your response in writing to the Right of First Refusal at rmccormick@chapa.org.

If the Town chooses not to exercise its right of first refusal, CHAPA will assist the homeowner with the resale of the property. CHAPA and the homeowner will have 120 days to market the property and locate an Eligible Purchaser. When a new purchaser buys an affordable property, a new deed restriction is signed, recorded and the property remains on the Town's subsidized housing inventory.

If an Eligible Purchaser fails to buy the home during the 120-day period (plus the option for a 60-day extension), the current owner of the property could sell the home on the open market for the fair market value. Any difference between the affordable price and the market price would be forwarded to the Town. The home would no longer be deed-restricted and therefore no longer counted on the Town of Groveland's subsidized housing inventory.

However, CHAPA will make every effort to work with the current owner to instead sell to an Ineligible Purchaser subject to a new deed rider and preserving the affordable home in perpetuity.

We would welcome therefore any assistance offered to us by the Town of Groveland to locate a new Eligible Buyer for this affordable housing opportunity. Please feel free to contact **Maritza Crossen, Director of Real Estate Services** at 617/804-6558, or mcrossen@chapa.org, if you are interested in helping us market the property.

In the interim, we look forward to hearing back from you soon regarding your Right of First Refusal.

Sincerely,

Ron McCormick
Program Manager
rmccormick@chapa.org

cc:

**Theresa Dunn
10 Garrison Street
Groveland Ma 01834**

December 20, 2022

**Town of Groveland
Board of Selectman
Finance Board
183 Main Street
Groveland Ma 01834**

Board of Selectman and Finance Board

**Regretfully I am resigning from the Finance Board, effective immediately.
Due to my personal obligations.**

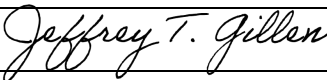
I am grateful for having had the opportunity to service on the Finance Board.

Sincerely

Theresa Dunn

**DISCLOSURE BY NON-ELECTED PUBLIC EMPLOYEE
OF TRAVEL EXPENSES SERVING A LEGITIMATE PUBLIC PURPOSE
AS REQUIRED BY 930 CMR 5.08(2)(d)1.**

	NON-ELECTED PUBLIC EMPLOYEE INFORMATION
Name of non-elected public employee:	Jeffrey T. Gillen
Title/ Position	Chief of Police
Agency/ Department	Town of Groveland Police Department
Agency address:	Groveland Police Department 181 Main Street Groveland, MA 01834
Office phone:	978 521-1212
Office e-mail:	jgillen@grovelandpolice.com
Write an X to confirm each statement.	<p>I am filing this disclosure because:</p> <p><input checked="" type="checkbox"/> I am going to engage in an activity that serves a legitimate public purpose, i.e., it is intended to promote the interests of the Commonwealth, a county or a municipality; and</p> <p><input checked="" type="checkbox"/> A non-public entity (but not a lobbyist) has offered to reimburse, waive or pay travel expenses and costs worth more than \$50.</p>
	ACTIVITY THAT SERVES A LEGITIMATE PUBLIC PURPOSE
Describe the activity which is the reason for traveling.	The Lappin Foundation is providing the Police Chiefs of Essex County the opportunity to participate in a Law Enforcement Outreach program at the United States Holocaust Museum in Washington, D.C.
Describe your participation in the activity.	<p>I will attend a tour of the Holocaust Museum, have lunch at the Museum, participate in a special presentation examining the "Function and Role of Police in Nazi Germany: A Historical Photograph Analysis Exercise," and discuss Antisemitism today: what it looks like in our communities.</p> <p>Programs website: https://www.ushmm.org/outreach-programs/law-enforcement</p>
Date, time and location of activity.	I will be traveling to Washington, DC, on the morning of Thursday, April 13, 2023, and returning home at approximately 7:00 pm that day.
Please explain how the activity will promote the interests of the Commonwealth, a county or a municipality.	This innovative program brings together members of law enforcement, local community members, and the Museum's "Bringing the Lessons Home Ambassadors" to examine the role of police in Nazi Germany to understand better the relationship between law enforcement and the communities they serve today.

	TRAVEL EXPENSES
Identify the person or organization that offered to reimburse, waive or pay your travel expenses.	Deborah L. Coltin President and Executive Director of the Lappin Foundation
Address of person or organization.	Lappin Foundation 100 Cummings Center Suite 220-G Beverly, MA 01915
Provide information in as much detail as possible:	<i>Itemization and explanation of amounts offered:</i>
Transportation:	<i>Air, train, bus, and taxi fare and rental car hire, etc.</i> Round Trip Airfare: \$300.00 Taxi Service in Washington \$50.00
Lodging:	<i>Overnight accommodations.</i> This will be a day trip
Meals:	<i>Breakfast, lunch, dinner, special events.</i> Lunch will be provided by the Lappin Foundation: \$20.00
Admission:	<i>Registration, admission, tickets, etc.</i> There is no Fee for admission or participation in this program.
Other (please list):	<i>Refreshment, instruction, materials, entertainment, etc.</i>
Total:	\$370.00
Write an X beside any statement that applies.	<input checked="" type="checkbox"/> I have attached the relevant itinerary. <input type="checkbox"/> I have attached the relevant agenda.
Employee signature:	
Date:	December 28, 2022

Attach additional pages if necessary.

Complete the disclosure and submit it to your appointing authority.

DETERMINATION BY APPOINTING AUTHORITY

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	
Agency and Title/Position:	
Agency address:	
Office phone:	
Employee who filed the disclosure:	
	DETERMINATION
To give approval, check <u>both</u> statements.	<p>Upon consideration of the facts disclosed by the employee above, I find that:</p> <p>___ Acceptance of the reimbursement, waiver or payment of travel expenses will serve a legitimate public purpose, i.e., it will promote the interests of the Commonwealth, a county or a municipality; AND</p> <p>___ Such public purpose outweighs any special non-work related benefit to the employee or the person providing the reimbursement, waiver or payment.</p>
Reason that the employee's travel or attendance will serve a legitimate public purpose:	
Appointing Authority signature:	
Date:	

Attach additional pages if necessary.

The appointing authority should maintain the disclosure as a public record and give a copy of any signed determination to the employee.

Rebecca Oldham

From: Bartholomew, Justin
Sent: Tuesday, December 20, 2022 11:50 AM
To: Carol McLeod - Finance; Rebecca Oldham; Town Manager
Cc: Christopher Markuns; Greg Labrecque
Subject: PRSD Budget Update for BoS & FinCom

Dear Carol, Rebecca, and Angus,

Per our last meeting, I would like to formally invite your respective Board of Selectmen (BoS) and Finance Committee (FinCom) members to a joint meeting of all three Pentucket Towns' BoS and FinComs on Tuesday, January 24th at 6PM.

In years past, Mr. Labrecque and I have travelled to each of their respective meetings which means the information we present at the first meeting has changed by the time we get to the second or third meeting given the way financial information is sent to us by the Commonwealth, GIC, and other organization that have a significant impact on our budget.

To that end, the meeting on January 24th will be a review of the financial pressures facing the school district, the implications of those pressures for FY24 and moving forward, and the unknowns that we will still be facing at that time as we continue to wait for needed information to complete our budget process. More importantly, we will be able to answer questions officials from your respective town may have, as well as potentially any discussions regarding the Regional Agreement. The goal is to ensure that everyone has the correct, accurate information.

Finally, we would also anticipate a second joint meeting on Wednesday, March 8th, at which point we believe we will be able to discuss the actual budget number voted on by the School Committee.

I am asking that, if you have not done so already, you ask your respective members to attend those meetings so that we can have a productive dialogue about Town and PRSD budgets. Both meetings will be held at the Middle-High School, and right now it is likely that they will be held in the atrium (aka the Dining Commons).

Thank you as always!
~ Justin

--

Dr. Justin Bartholomew
Pentucket Regional School District
Superintendent of Schools
22 Main Street
West Newbury, MA 01985
978.363.2280 x132

The Right-To-Know Law provides that most e-mail communications, to or from School District employees regarding the business of the School District, are government records available to the public upon request. Therefore, this e-mail communication may be subject to public disclosure. This e-mail is intended solely for the person or entity to which it is addressed and may contain confidential and/or privileged information. Any review, dissemination, copying, printing, or other use of this e-mail by persons or entities other than the addressee is strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and delete the material from any device.

Rebecca Oldham

From: Stephanie Bartelt <sbartelt@mac.com>
Sent: Friday, December 16, 2022 9:24 PM
To: Ed Watson
Cc: Kathleen Kastrinelis; Dan MacDonald; Mark Parenteau; Jason Naves; Selectmen Admin; Rebecca Oldham
Subject: Concerned citizen

Ed Watson, Chair
Groveland Select Board

Dear Mr. Watson,

I'm writing out of significant concern for the direction our Select Board seems to be taking. I would hope that people who see themselves as members of a governing body in town would hold themselves to a level of decorum and professionalism, but it seems that even when that governing body can't pass a policies and procedures manual after months of careful collaboration by two of its own members -- they still manage to see fit to hold other town board members to a standard that they themselves are unable to achieve. One wonders what exactly Select Board members are afraid of when they refuse to even consider this basic thing that virtually all other cities and towns maintain in an effort to guide **all** boards, committees, volunteers and new members in navigating expectations.

The infighting and obstructionism is unbecoming of a governing body. The town deserves public servants who can rise above petty politics and vindictiveness. Everyone brings their own experiences and expertise when they choose to pursue public service, indeed it's what makes everyone on the board so valuable.

Your job is not easy, but it also doesn't have to be this hard. Let's recognize that Groveland citizens are incredibly lucky to have the talented people working in Town Hall that we do. After such a lengthy and exhaustive process it was to finally be able to land a town administrator as dedicated, detail oriented and smart as Rebecca Oldham, why won't you give her the authority she clearly is capable of wielding? We should be doing our level best to allow her to work at the top of her abilities, which are obviously extraordinary. Why instead are you hellbent on dissolving the Town Government Study Committee when they have been so very useful?

The Massachusetts Municipal Association (MMA) has some excellent resources. I found this singular web page eloquently compares to our current atmosphere (<https://www.mma.org/advocacy/an-agenda-to-address-key-municipal-challenges/>), and here's an example:

"Addressing incivility at the community level: Every municipal leader has a story to tell about rising incivility at the local level, including tension and outbursts by the public, and even disputes between municipal officials.

Incivility has grown in recent years, spurred by the pandemic and economic worries that have enhanced stress and put more people on edge, political and social polarization on the national stage that is spilling over to local issues and groups, and remote technology that facilitates interactions that otherwise would not occur when people are together on a more regular basis — all accelerated by social media platforms that can be used to attack or spread misinformation. Unabated, incivility will drive volunteers from local government, making it difficult to attract positive consensus-builders, leading to greater turnover and uncertainty."

It goes on to provide a link to a webinar that the MMA has only recently produced to guide conflict management strategies.

With your leadership, our community can grow and thrive. But you have to lead.

Sincerely,

Rebecca Oldham

From: Kathleen Kastrinelis
Sent: Thursday, December 29, 2022 2:05 PM
To: Rebecca Oldham
Subject: Fwd: Correspondence to Groveland Recreation Committee

Dear Rebecca,
I am forwarding this to you so that it can become part of our correspondence.
Sincerely,
Kathy

Sent from my iPhone

Begin forwarded message:

From: Kathleen Kastrinelis <kkastrinelis@grovelandma.com>
Date: December 28, 2022 at 8:35:28 PM EST
To: "Day, James" <day@prsd.org>
Subject: Re: Correspondence to Groveland Recreation Committee

Hello Jim,
Thank you for your response. I do value your position and your contributions to our town over the years. I spoke with our town administrator today and reiterated that this type of public criticism without all parties present is unacceptable. I know it does not change what occurred, but I think the fact that we have several very new members to the Recreation Committee was a contributing factor. I watched the entire video of the meeting and completely understand your concerns.

Please feel free to reach out to our Town Administrator if there is anything else we can do to correct any misinformation.

Sincerely,
Kathy Kastrinelis

Sent from my iPhone

On Dec 28, 2022, at 10:57 AM, Day, James <day@prsd.org> wrote:

Hi Kathy,

Thank you for your email.

I have no intention of raising a complaint against the Recreation Committee. I have talked with some members individually and they have apologized for what took place. In my mind, the issue is over and we move forward.

In moving forward, I have no intention of collaborating with the Summer Program as long as I am principal at Bagnall School. I have worked to support this program dating back to my years as a physical education teacher, assistant principal, and now principal. Any collaboration will need to be with Central Office and our Facilities Director.

The director of the summer program was allowed to use a public forum to tell lies about my administration and staff at Bagnall School. These lies were allowed to be spun as truth to people in Town, even though some in attendance knew the truth. The intent of my letter was to state the facts to all members of the committee.

As stated in my letter, I do not plan on supporting this program moving forward.

I do not care what position a person holds, you must show respect to earn respect. The behavior of the summer program director and some committee members has lost my respect and support moving forward.

Thanks
Jim Day

On Wed, Dec 28, 2022 at 9:44 AM Kathleen Kastrinelis
<kkastrinelis@grovelandma.com> wrote:

Dear Principal Day,

I hope this email finds you and your family doing well and enjoying some week-deserved holiday time together.

I am writing because I read the email that you asked our Town Administrator to send to our Recreation Committee. I also had time over this break to review the video of the Recreation Committee meeting. I would like to see a future meeting where all parties can collaborate and find solutions to the problems which exist.

I am writing to ask if it is your intention to raise a complaint against our Recreation Committee? While I can understand your frustration at not being present at the meeting to respond to concerns raised, a complaint against a public official is a very serious issue. Can you kindly respond to my questions?

Sincerely,

Kathy Kastrinelis

Sent from my iPhone

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