

**ANNUAL REPORTS**  
**of the**  
**OFFICERS AND COMMITTEES**



**TOWN OF HUBBARDSTON**  
**2011**





## **DEDICATION**

Tom Howlett was born in Winchendon and raised in Hubbardston. Tom joined the Marine Corps as a young man and was stationed in Okinawa, Japan. He lived in California and New York before returning to Hubbardston. Tom and his wife Marcia have raised a large family together here. Tom served on the School Committee in 1972 and is currently a member of the Hubbardston Community Emergency Response Team (CERT) and the Town Charter Committee. Tom attends every Selectboard meeting and a few others as well.

Tom is semi-retired but you would never know it by his activities. He has become the “resident handyman” for the Town Offices. Tom has built and anchored bookshelves and adjusted one of the circulation desks to be handicapped accessible in the Public Library. He brings in seedlings each spring and any money collected from their sale goes to the Library. He has donated items on occasion to the Library. He removed unsightly overgrown bushes in front of the Library also.

After sitting on a wiggly bench during a Selectboard meeting one night, Tom came in the next day and glued and clamped it. He also helped install a keyless entry doorknob in the Town Offices . In addition to the interior carpentry improvements, Tom has helped build the storage shed and dugouts at Curtis Recreation Field.



## TABLE OF CONTENTS

|  |                     |
|--|---------------------|
| Hubbardston Profile.....                       | 6                   |
| State & Local Officials.....                   | 7                   |
| Elected Officials.....                         | 8                   |
| Appointed Officials.....                       | 10                  |
| <b>ADMINISTRATION</b>                          |                     |
| Board of Selectmen.....                        | 18                  |
| Board of Assessors.....                        | 19                  |
| Town Accountant                                |                     |
| Key to Schedule of Accounts.....               | 21                  |
| Table of Accounts.....                         | 22                  |
| Cash Receipts.....                             | 31                  |
| Treasurer-Trust Funds.....                     | 33                  |
| Tax Collector.....                             | 36                  |
| <b>TOWN SERVICES</b>                           |                     |
| Agricultural Commission- no report submitted   |                     |
| Building Department.....                       | 42                  |
| Plumbing/Gas Inspector.....                    | 43                  |
| Wiring Inspector- no report submitted          |                     |
| Cemetery Commission- no report submitted       |                     |
| Conservation Commission.....                   | 44                  |
| Council on Aging.....                          | 46                  |
| Community Preservation Committee.....          | 47                  |
| Cultural Council.....                          | 48                  |
| Highway Department.....                        | 49                  |
| Historical Commission.....                     | 54                  |
| Hubbardston Public Library.....                | 55                  |
| Open Space Committee.....                      | 58                  |
| Parks Commission- no report submitted          |                     |
| Tree Warden-no report submitted                |                     |
| Veterans Services.....                         | 60                  |
| <b>PROTECTION OF PERSONS &amp; PROPERTY</b>    |                     |
| Animal Control Officer- no report submitted    |                     |
| Board of Health/Recycling Center.....          | 63                  |
| Fire Department.....                           | 64                  |
| Police Department & Communications Center..... | 67                  |
| <b>PLANNING</b>                                |                     |
| Capital Improvement Planning Committee.....    | no report submitted |
| Planning Board.....                            | 74                  |
| Zoning Board of Appeals.....                   | 76                  |

## TABLE OF CONTENTS

### EDUCATION

|   |     |
|---|-----|
| Quabbin Regional School District                  |     |
| Superintendent Report.....                        | 80  |
| High School Principal.....                        | 82  |
| Middle School Principal.....                      | 85  |
| Center School Principal.....                      | 88  |
| QRSD Employee Salary Report.....                  | 93  |
| Montachusett Regional Vocational Technical School |     |
| Superintendent Report.....                        | 111 |

### TOWN CLERK

|  |     |
|--|-----|
| Town Clerk Report.....   | 129 |
| Special Town Meeting- June 7, 2011.....                                      | 132 |
| Annual Town Meeting- June 7, 2011.....                                       | 134 |
| Fiscal Year 2011 Approved Budget.....  | 138 |
| Annual Town Election- June 14, 2011.....                                     | 147 |
| By-laws Adopted & Approved by the Attorney General.....                      | 148 |
| Massachusetts General Laws/Acts & Resolves/Special Legislation Accepted..... | 148 |

### OTHER INFORMATION

|   |     |
|---|-----|
| 2011 Town Employee/Board/Commission Compensation..... | 149 |
| TOWN OFFICES Contact Information.....                 | 152 |

## **HUBBARDSTON PROFILE**

YEAR INCORPORATED- 1767

POPULATION- 4509      REGISTERED VOTERS- 2981

TAX RATE- \$11.33      OPERATING BUDGET- \$6,711,267

OPEN TOWN MEETING GOVERNMENT

3 MEMBER BOARD OF SELECTMEN

AREA- 41.03 SQUARE MILES    ROAD MILES -88

BIRTHS- 39

DEATHS-29

MARRIAGES- 13

BROUGHT TO TOWN FOR BURIAL- 3

### **RESOURCES FOR TOWN HISTORY**

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

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

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

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

Hubbardston, by Gary W. Kangas

## STATE & LOCAL OFFICIALS

### **Governor**

Deval Patrick  
Office of the Governor  
MA State House Room 280  
Boston, MA 02133  
(617) 725-4005  
[www.state.ma.us/gov](http://www.state.ma.us/gov)

### **Attorney General**

Martha Coakley  
Office of Attorney General  
One Ashburton Place  
Boston, MA 02108  
(617) 727-2200  
[www.ago.state.ma.us](http://www.ago.state.ma.us)

### **Massachusetts Congressional Delegation**

#### **Senate**

Scott P. Brown  
359 Dirksen Senate Office Building  
Washington, D.C. 20510  
(202) 224-4543

John Kerry  
304 Russell Senate Office Building  
Washington, D.C. 20510  
(202) 224-2742

#### **District Offices**

2400 JFK Federal Building  
Boston, MA 02203  
(617) 565-3170

One Bowdoin Sq. 10<sup>th</sup> Floor  
Boston, MA 02114  
(617) 565-8519

#### **House of Representatives- 1<sup>st</sup> Worcester District**

John Olver  
1111 Longworth House Office Building  
Washington, D. C. 20515  
(202) 225- 5335

463 Main Street  
Fitchburg, MA 01420  
(978) 342-8722

#### **State Legislators:**

##### **Senator**

Stephen M. Brewer  
State House, Room 212  
Boston, MA 02133  
(617) 722- 1540  
[Stephen.Brewer@masenate.gov](mailto:Stephen.Brewer@masenate.gov)

##### **Representative**

Kimberly N. Ferguson  
State House, Room 473B  
Boston, MA 02133  
(617) 722- 2263  
[Kimberly.Ferguson@mahouse.gov](mailto:Kimberly.Ferguson@mahouse.gov)

#### **Hubbardston Board of Selectmen; Office phone number 978-928-1400 (x 201)**

Matthew Castriotta  
4 Parsons Road  
(978) 928- 5049

Dr. Michael Stauder  
22 Natty Pond Drive  
(978) 928-4299

Ernest Newcomb  
35 Brigham Street  
(978) 928-4478

## **ELECTED OFFICIALS**

### **Board of Assessors- 3 year term**

Albert Afonso- 2014

Kurt Leslie- 2012

John Prentiss- 2013

### **Board of Health- 3 year term**

Hayden Duggan-2014

Tomas Larson- 2012

Randy Mizereck-2013

### **Board of Selectmen- 3 year term**

Matthew Castriotta- 2014

Ernest Newcomb- 2012

Michael Stauder- 2013

### **Cemetery Commission- 3 year term**

Christopher Norcross- 2013

Bruce Newcomb- 2012

Ernest Newcomb- 2014

### **Constables- 3 year term**

Joyce Green

Bella Kaldera-2014

Dennis O'Donnell- 2012

### **Finance Committee 1, 2, 3 Year terms**

Edward Blanchard-2013

Mark Connery-2013

Patrick Girouard- 2014

Christopher Norcross- 2013

Benjamin Prentiss-2012

Raeanne Siegel- 2013

David Simmerer-resigned June 2011

Faye Zukowski- 2014

### **Housing Authority- 5 year term**

Dennis O'Donnell- 2012

Judith O'Donnell- 2013

5 Year Term- Failure to Elect at Annual Election

State Appointee- Vacant

### **Moderator- 3 year term**

Edward Leonard- 2013

## **ELECTED OFFICIALS**

### **Park Commissioners- 3 & 5 year terms**

Sanda Barry- 2014

Nia Carignan- 2016

Ernest Newcomb- 2013

Christopher B. Norcross- 2012

Kris E. Pareago- 2015

### **Planning Board- 1 & 5 year terms**

Peter Carmosino- 2012

James Crystoff- resigned June 2011

Mark Dymek- 2013

Denis Halfrey-2016

Caleb Langer- 2013

Vincent Ritchie- Associate Member

### **Quabbin Regional School District Committee- 3 year term**

Edward Leonard- 2012

Mark Wigler-2013

Timothy J. Williams- 2014

### **Town Clerk- 3 year term**

Joyce E. Green- 2012

### **Tree Warden- 3 year term**

Jeffrey Bourque- 2013

### **Trustees of the Public Library- 3 year term**

Josephine Amato- 2014

Mary Blanchard-resigned October 2011

Ann M. Gushue-2014

Catherine North-Erickson- 2012

Laura Foley- 2012

Judith McArthur- 2013

## **APPOINTED OFFICIALS**

**(1 Year Term unless otherwise indicated)**

**Accountant-** Karen Chick

**Animal Control Officer/ Animal Inspector-** Kim Landry

### **Agricultural Commission**

David Allen- 2013

Thomas Bratko-2014

Thomas Colyer- 2012

### **Board of Registrars**

Richard Cunningham- 3/31/2014

William Fernekees-3/31/2012

Marcia Howlett- 3/31/2013

Joyce Green

**Building Commissioner/ Private Ways Trench Inspector -** Lawrence Brandt

### **Capital Improvement Planning Committee- term to expire April 30, 2012**

Edward Blanchard- Finance Committee

Karen Chick- ex-officio

Caleb Langer- Planning Board

Kevin Motta- Member At Large

William Murray- Member At Large

Ernest Newcomb- Selectboard

### **Community Preservation Committee**

Sanda Barry- Parks Commission- June 2012

Jassy Bratko- Open Space Committee- June 2014

Anthony Coppola-Conservation Commission- June 2012

Donna Farrell- Member At Large- June 2012

Catherine Galbreath-resigned August 2011

Denis Halfrey- Planning Board- June 2014

Ernest Newcomb- Historical Commission- June 2013

Dennis O'Donnell- Housing Authority- June 2013

Jack Pierce- Member At Large- June 2012

### **Computer Advisory Committee**

Michael Foley

Kevin Motta

Dennis O'Donnell

### **Conservation Commission-3 year term**

Anthony Coppola- 2012

David Klinch-2013

Eric Gemborys-2014

Stephen Mossey-2012

## **APPOINTED OFFICIALS**

**(1 Year Term unless otherwise indicated)**

### **Conservation Commission- cont.**

Larry Therrien-2014

Allen Olly- Associate – 1 year term

Michael Stevens- Associate- 1 year term

### **Council on Aging- 3 year term**

Bonnie Cunningham- 2014

Richard Cunningham- 2014

William Fernekees-2012

Donna Fowler- 2012

Mary Girouard- resigned October 2011

John Nason- 2012

David Penttila-2014

Florence Pervier- 2013

Claudia Provencal- resigned April 2011

Anne Richard-2012

Jane Turcotte- 2012

**Council on Aging Director-** Claudia Provencal

### **Cultural Council (Arts Lottery) – 3 year term**

Barbara Cohen- 2012

Karen DiFranza- 2012

Emily Langer- 2012

Carla Jones-2014

Renee Malowitz-2012

Laura Milko- 2012

Cynthia Nordstrom-2012

Christine Ruston-2013

### **Election Workers**

Beverly Baxter

Kellianne Becker

Andrea Colyer

Christine DeGaetano

Ann Gushue

Marcia Howlett

Maureen Kennedy

Shonna Larson

Dolores Ordway

Amy Stevens

Kathleen Vincent

## APPOINTED OFFICIALS

### **Election Workers (cont.)**

Carol Whitney  
Lynn Wilkinson

### **Emergency Management Planning Committee**

Lyn Gauthier  
Robert Hayes Jr.  
Dennis O'Donnell-**Emergency Management Director**  
Judith O'Donnell  
Police Chief Dennis Perron

### **Energy Committee-inactive**

### **EQV (Equalized Value) Committee-inactive**

**Fire Chief-** Robert Hayes Jr.

### **Ad Hoc Health Insurance Committee**

James Dunbar  
Cynthia Washburn-Doane  
Fire Dept. Representative-Robert Hayes  
Highway Dept. Representative-Embert Fox  
Police Dept. Representative-Ryan Couture

**Highway Superintendent/ Public Ways Trench Inspector-** Lyn Gauthier

### **Historical Commission**

Charles Clark- 6/30/2012  
Bonnie Cunningham-6/30/2013  
Kenneth C. Green Jr. - 6/30/2014  
Gary Kangas- 6/30/2012  
Martha Holgerson- 6/30/2012  
Ernest Newcomb- 6/30/2013  
David Simmerer- resigned June 8, 2011

**Housing Authority-State Appointee-term expires June 30, 2015**

Lyn Gauthier

### **Memorial Day Committee**

Thomas Colyer  
Jeanine Como  
Raymond LaJoie Jr.

**Montachusett Joint Transportation Committee Representative-** Lyn Gauthier

**Montachusett Regional Planning Commission -** Ernest Newcomb

## **APPOINTED OFFICIALS**

### **Open Space Committee**

Jassy Bratko- 6/30/2011

Charles Clark- 6/30/2010

Joseph Cataldo- 6/30/2010

Susan Fox- 6/30/2010

Catherine Galbreath- resigned August 2012

Leslie Grenier- 6/30/2012

**Parking Clerk-** Cynthia Washburn-Doane

**Plumbing/Gas Inspector-** Thomas Monfreda

### **Recreation Field Committee**

Sanda Barry

Ernest Newcomb

Christopher Norcross

Kris Pareago

### **Ad hoc Senior Center Design Committee**

William Fernekees

Paul Hale

William Murray

John Nason

Claudia Provencal

**Tax Collector/ Asst. Town Clerk/Asst. Treasurer-** Cynthia Washburn-Doane

**Interim Town Administrator-** Brian Bullock

### **Ad hoc Town Charter Committee**

Kristie Casey

Walter Ducharme

Wendy Howes

Thomas Howlett

Roger Knipe

Judith McArthur

James Pitney

David Simmerer- resigned May 2011

**Town Counsel-**Kopelman & Paige, PC

**Town Secretary-**Elaine M. Peterson

**Town Common Committee** – term expires May 1, 2010

Charles Clark

## APPOINTED OFFICIALS

### **Town Common Committee**

Charles Clark  
Barbara Hubbard  
Ernest Newcomb  
Carol Whitney

**Treasurer**-James Dunbar

**Veterans Agent**-Phillip Buso

**Wiring Inspector**

Darrell Sweeney

**Asst. Wiring Inspector**

Glen Tattan

### **Ad hoc ZBA Subcommittee on Affordable Housing-term to expire April 30, 2011**

Andrew Baum  
Edward Blanchard  
Catherine Galbreath  
Dennis O'Donnell  
Judith O'Donnell

### **Zoning Board of Appeals- 5 year term**

Andrew Baum- 6/30/2012  
Edward Blanchard- 6/30/2014  
William Homans- 6/30/2013  
John Prentiss- 6/30/2016  
William Fernekees-Alternate Member



# ***ADMINISTRATION***



## BOARD OF SELECTMEN

### Board Organization

Ernest Newcomb, Chairman  
Michael Stauder, Vice Chairman  
Matthew Castriotta, Clerk

### Reorganized June 2011

Matthew Castriotta, Chair  
Michael Stauder, Vice Chair  
Ernest Newcomb, Clerk

Pursuant to MGL, Chapter 138, section 10A, the following pertains to all alcoholic licenses granted in the year 2011:

| <b>Class of License</b>             | <b>Fee</b> | <b>#<br/>Issued</b> |
|-------------------------------------|------------|---------------------|
| <b>Restaurant</b>                   |            |                     |
| All Alcoholic                       | \$605.00   | 1                   |
| Wine & Malt Beverage                | \$275.00   | 1                   |
| <b>Package Store</b>                |            |                     |
| All Alcoholic                       | \$495.00   | 2                   |
| Wine & Malt Beverage                | \$330.00   | 0                   |
| <b>General On Premises<br/>Club</b> |            |                     |
| All Alcoholic                       | \$500.00   | 1                   |
| Wine & Malt Beverage                | \$220.00   | 1                   |
| <b>Other Licenses Issued</b>        |            |                     |
| Common Victualer                    | \$25.00    | 10                  |
| Lodging House                       | \$25.00    | 1                   |
| Automatic Amusement<br>Devices      | \$20.00    | 5                   |
| Sunday Sale of Alcohol              | \$10.00    | 3                   |
| Class I Auto Dealer                 | \$100      | 1                   |
| Class II Auto Dealer                | \$100      | 1                   |

There were no violations during the calendar year.

The Board of Selectmen met 36 times in 2011.

### Inventory

5 file cabinets, 1 metal desk, 1 desk chair, 2 wooden tables  
1 Dell Computer, 1 Phillips Monitor, 1 Dell Mouse & Keyboard  
1 Hewlett Packard Laserjet 1320 Printer

**REPORT OF THE BOARD OF ASSESSORS**  
**Based on Assessments for calendar year**  
**January 1, 2011 through December 31, 2011**

| TABLE OF AGGREGATES                      | NUMBER OF PARCELS |
|--|-------------------|
| Single Family Residences                 | 1,374             |
| Condominiums                             | 126               |
| Mobile Homes/ Multiple Houses on One Lot | 12                |
| Two Family Residences                    | 41                |
| Three Family Residences                  | 4                 |
| Four or More Unit Family Residences      | 4                 |
| Multiple Use Property                    | 81                |
| Child Care Facility                      | 1                 |
| Land-Vacant/Accessory                    | 588               |
| <br><b>Chapter Lands</b>                 |                   |
| Forestry (61)                            | 22                |
| Agricultural (61A)                       | 35                |
| Recreational (61B)                       | 18                |
| Commercial                               | 24                |
| Industrial                               | 17                |
| Real Estate - Exempt                     | 259               |
| Personal Property – Taxable              | 169               |
| Personal Property – Exempt               | <u>252</u>        |
| Total                                    | 3,027             |

| <u>ASSESSMENT TOTALS</u>      | <u>VALUATIONS</u>   | <u>TAXES</u>        |
|-------------------------------|---------------------|---------------------|
| Residential                   | \$403,182,450       | \$4,568,057.16      |
| Open Space                    | -----               | -----               |
| Commercial                    | \$ 14,985,304       | \$ 169,783.49       |
| Industrial                    | \$ <u>6,779,900</u> | \$ <u>76,816.27</u> |
| Real Estate Subtotal          | \$ 467,405,654      | \$5,295,706.06      |
| Real Estate - Exempt          | \$ 43,757,300       | \$ -----            |
| Personal Property             | \$ 9,405,584        | \$ 100,545.69       |
| Personal Property – Exempt    | \$ 477,270          | \$ -----            |
| Omitted & Revised             | \$ -----            | \$ ----             |
| Rollback (Chapter 61/61A/61B) | -----               | \$ ----             |

## REPORT OF THE BOARD OF ASSESSORS

### ABATEMENTS

|  |                   |                     |
|--|-------------------|---------------------|
| Personal Exemptions (Elderly, Veteran, Hardship) | 42                | \$ 22,454.00        |
| Real & Personal Property                         | \$ 429,672,915.10 | \$ <u>37,923.47</u> |
| Total  |                   | \$ 60,377.47        |
| COMMUNITY PRESERVATION ACT (CPA)                 |                   | <b>\$ 60,377.47</b> |
| Abatements/Exemptions                            |                   | \$- <u>451.83</u>   |
| Total  |                   | \$ 59,925.64        |

### TAX RATES FOR PRIOR FISCAL YEARS

|      |       |
|------|-------|
| 1993 | 10.64 |
| 1994 | 12.48 |
| 1995 | 14.28 |
| 1996 | 14.65 |
| 1997 | 14.71 |
| 1998 | 15.56 |
| 1999 | 15.00 |
| 2000 | 16.41 |
| 2001 | 14.19 |
| 2002 | 14.64 |
| 2003 | 14.40 |
| 2004 | 10.86 |
| 2005 | 10.76 |
| 2006 | 10.61 |
| 2007 | 9.69  |
| 2008 | 9.43  |
| 2009 | 9.51  |
| 2010 | 10.69 |
| 2011 | 11.33 |

### INVENTORY

1 conference table and 5 wood chairs, 2 (2005) computer tables, 1 2x4 metal table, 2 typewriter tables, 1 typewriter, 2 metal desks, 1 (2002) Dell computer with 19" monitor, 1 (2011) HP Laser-jet P2055dn duplex printer, 1 (2002) 250MB zip drive, 1 (2005) Dell computer with 19" flat screen monitor, 1 (2005) Dell Server with 1 (1998) 19" Nimble monitor, 1 (2010) HP Office Jet Pro 8500 All-in-one printer/copier/fax, 1 (2009) 19" AOC lcd flat screen monitor, 1 Casio calculator, 1 (2004) Xerox calculator, 1 (2005) Fellow's super paper shredder, 1 electric 3-hole punch, 1 (2010) Bostitch electric stapler, 1 Swingline electric stapler, 1 Swingline super stapler, 4 4-drawer file cabinets, 1 Uniden answering machine/cordless dual telephone unit, miscellaneous forms and supplies.

Respectfully Submitted,

John K. Prentiss, Chairman; Albert Afonso, Kurt W. Leslie, Board Members  
Harald Scheid, Regional Assessor

**TOWN ACCOUNTANT**

**Key to Schedule of Accounts**

A TRANSFER TO ANOTHER ACCOUNT  
B BALANCE CARRY- OVER FROM FY 07  
C FROM CASH RECEIPTS  
D FREE CASH  
E LOAN PROCEED  
F FROM ANOTHER ACCOUNT  
G GRANT  
H JOURNAL ADJUSTMENT  
I INTEREST  
J FROM TRUST FUND  
M RECAP  
R TRANSFER FROM RESERVE  
T FROM OVERLAY SURPLUS  
W FEMA

**INVENTORY**

1 DELL COMPUTER AND MONITOR  
1 ADLER TYPEWRITER  
1 5 DRAWER FILE CABINET  
1 METAL DESK AND CHAIR  
1 HP LASERJET PRINTER  
2 4 DRAWER FILE CABINETS  
1 SHARP COMPACT CALCULATOR  
1 PRINTER CABINET  
1 SMALL CHEST OF DRAWERS

| ANNUAL REPORT FISCAL YEAR 2011 |                                |         |            |            |             |             |             |             |  |  |
|--------------------------------|--------------------------------|---------|------------|------------|-------------|-------------|-------------|-------------|--|--|
| BUDGET                         |                                |         |            |            |             |             |             |             |  |  |
| ACCOUNTS                       |                                |         |            |            |             |             |             |             |  |  |
|                                | APPROX.                        | BALANCE | FROM       | OTHER      | TOTAL       | EXPENDED    | UNEXPENDED  | CARRIED     |  |  |
|                                | TOWN                           | FROM    | OTHER      | SOURCES    |             | OR          | TO          | TO          |  |  |
|                                | MEETING                        | FY 10   |            |            |             | TRANSFERRED | REVENUE     | FY12        |  |  |
| 01-114-5100-00                 | MODERATOR SALARY               |         |            |            | \$314.68    | \$314.68    | \$0.00      |             |  |  |
| 01-122-5100-00                 | SELECTMEN SALARY               |         |            |            | \$3,544.08  | \$3,544.08  | \$0.00      |             |  |  |
| 01-122-5105-00                 | TOWN SECRETARY WAGES           |         |            |            | \$19,942.00 | \$19,940.56 | \$1.44      |             |  |  |
| 01-122-5106-00                 | SLADE BUILD.CUSTODIAL WAGES    |         |            |            | \$7,562.88  | \$7,562.88  | \$0.00      |             |  |  |
| 01-122-5200-00                 | SELECTMEN EXPENSE              |         |            |            | \$10,000.00 | \$8,277.08  | \$1,722.92  |             |  |  |
| 01-122-5201-00                 | MAIL BOX CLUSTER               |         |            | \$2,000.00 | \$2,000.00  | \$1,511.02  | \$488.98    |             |  |  |
| 01-122-5202-00                 | TOWN OFFICE PHONE              |         |            |            | \$7,000.00  | \$5,021.07  | \$1,978.93  |             |  |  |
| 01-122-5202-00                 | PHONE SYSTEM                   | B       | \$457.26   |            | \$457.26    | \$457.26    | \$0.00      |             |  |  |
| 01-122-5203-00                 | TRAFFIC ENGINEERING SERVICE    |         |            |            |             |             |             |             |  |  |
| 01-122-5204-00                 | SLADE BUILD.UTILITIES          |         |            | R          | \$1,500.00  | \$25,798.07 | \$1,701.93  | \$12.18     |  |  |
| 01-122-5204-00                 | LIGHTING EQUIPMENT             |         |            |            | \$1,403.03  | \$1,045.19  | \$357.84    |             |  |  |
| 01-122-5205-00                 | ART 17 STM SLADE BLDG. IMPROV. |         |            |            |             |             |             |             |  |  |
| 01-122-5206-00                 | ART 16 ATM 6/05 CONSULTANT     |         |            |            |             |             |             |             |  |  |
| 01-122-5207-00                 | COMPUTER MAINT.                | B       | \$503.96   |            | \$503.96    | \$28,476.42 | \$7,027.54  | \$7,027.54  |  |  |
| 01-122-5209-00                 | WEBSITE DESIGN                 |         |            |            | \$3,500.00  | \$3,500.00  | \$0.00      |             |  |  |
| 01-122-5211-00                 | CABLE ADVISORY COMM SURVEY     |         |            |            |             |             |             |             |  |  |
| 01-122-5212-00                 | BOND RATING/ENGINEERING STUDY  |         |            |            |             |             |             |             |  |  |
| 01-122-5400-00                 | COOPER EXPENSE                 |         |            | R          | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 |  |  |
| 01-122-5700-00                 | BINDING OF RECORDS             |         |            |            | \$4,500.00  | \$4,494.16  | \$5.84      |             |  |  |
| 01-122-5900-00                 | LOAN PROCEED-SKA TEBOARD PARK  |         |            |            | \$100.00    | \$100.00    | \$100.00    |             |  |  |
| 01-129-5100-00                 | ART 6 BOILER STM 6/19/07       |         |            |            |             |             |             |             |  |  |
| 01-129-5100-00                 | TOWN ADMINISTRATOR SALARY      |         |            |            | \$11,769.80 | \$66,569.80 | \$200.00    |             |  |  |
| 01-129-5102-00                 | NEW ADMINISTRATOR TRAINING     |         |            |            |             |             |             |             |  |  |
| 01-129-5200-00                 | TOWN ADMINISTRATOR EXPENSE     |         |            |            | \$1,600.00  | \$706.10    | \$893.90    |             |  |  |
| 01-135-5101-00                 | TOWN ACCOUNTANT SALARY         |         |            |            | \$34,759.12 | \$34,759.12 | \$0.00      |             |  |  |
| 01-135-5105-00                 | MUNICIPAL FINANCE CLERK        |         |            |            | \$4,721.25  | \$4,499.03  | \$222.22    |             |  |  |
| 01-135-5201-00                 | TOWN ACCOUNTANT EXPENSE        |         |            |            | \$1,040.00  | \$723.37    | \$316.63    |             |  |  |
| 01-135-5703-00                 | AUDIT                          | B       | \$5,000.00 |            | \$5,000.00  | \$16,500.00 | \$3,500.00  |             |  |  |
| 01-141-5100-00                 | ASSESSORS SALARY               |         |            |            | \$3,544.08  | \$3,544.08  | \$0.00      |             |  |  |
| 01-141-5104-00                 | DEPUTY ASSESSORS SALARY        |         |            |            | \$33,992.64 | \$33,992.64 | \$0.00      |             |  |  |
| 01-141-5103-00                 | ASSESSOR CERTIFICATION         |         |            |            | \$500.00    | \$500.00    | \$0.00      |             |  |  |
| 01-141-5201-00                 | ASSESSORS EXPENSE              |         |            |            | \$3,776.00  | \$2,989.83  | \$2,986.17  |             |  |  |
| 01-141-5105-00                 | MUNICIPAL OFFICE CLERK II      |         |            |            | \$8,849.99  | \$15,144.13 | \$2,498.50  |             |  |  |
| 01-141-5206-00                 | ASSESS.PROPERTY UPDATE         | B       | \$5,731.25 |            | \$5,731.25  | \$61,189.71 | \$3,500.37  |             |  |  |

|                | ACCOUNTS                     | APPROP. TOWN MEETING | BALANCE FROM FY 10 | FROM OTHER SOURCES | TOTAL       | EXPENDED OR TRANSFERRED | UNEXPENDED TO REVENUE | CARRIED TO FY12 |
|----------------|------------------------------|----------------------|--------------------|--------------------|-------------|-------------------------|-----------------------|-----------------|
|                |                              |                      |                    |                    |             |                         |                       |                 |
| 01-141-5400-00 | ASSESSORS MAPS               | \$3,245.00           |                    |                    | \$3,245.00  | \$500.00                | \$2,745.00            | \$600.00        |
| 01-145-5100-00 | TOWN TREASURER SALARY        | \$25,393.98          |                    |                    | \$25,393.98 | \$25,393.98             | \$0.00                |                 |
| 01-145-5200-00 | TOWN TREAS. EXPENSE          | \$2,000.00           |                    |                    | \$2,000.00  | \$1,766.12              | \$233.88              |                 |
| 01-145-5704-00 | PAYROLL SERVICE              | \$2,500.00           |                    |                    | \$2,500.00  | \$2,286.74              | \$213.26              |                 |
| 01-145-5708-00 | TREAS. TAX TITLE             | \$2,500.00           | B \$1,000.00       |                    | \$3,500.00  | \$500.00                | \$3,000.00            | \$3,000.00      |
| 01-146-5100-00 | TAX COLLECTOR SALARY         | \$28,395.10          |                    |                    | \$28,395.10 | \$28,395.10             | \$0.00                |                 |
| 01-146-5105-00 | TAX COLL. - CERTIFICATION    | \$1,000.00           |                    |                    | \$1,000.00  | \$1,000.00              | \$0.00                |                 |
| 01-146-5200-00 | TAX COLL. EXPENSE            | \$7,125.00           |                    |                    | \$7,125.00  | \$6,429.50              | \$695.50              |                 |
| 01-146-5708-00 | TAX COLL. TAX TITLE          | \$8,150.00           | B \$2,900.00       |                    | \$11,050.00 | \$5,106.28              | \$5,943.72            | \$3,000.00      |
| 01-151-5200-00 | LEGAL                        | \$40,000.00          |                    |                    | \$40,000.00 | \$25,244.65             | \$14,755.35           | \$3,250.00      |
| 01-151-5201-00 | CHURCH LEGAL                 |                      |                    |                    |             |                         |                       |                 |
| 01-152-5101-00 | PERSONNEL BOARD WAGES        |                      |                    |                    |             |                         |                       |                 |
| 01-152-5201-00 | PERSONNEL BD EXPENSE         |                      |                    |                    |             |                         |                       |                 |
| 01-152-5100-00 | PERSONNEL A SST. WAGES       |                      |                    |                    |             |                         |                       |                 |
| 01-155-5200-00 | DATA PROCESSING              | \$2,700.00           |                    |                    | \$2,700.00  | \$2,540.13              | \$159.87              |                 |
| 01-161-5105-00 | TOWN CLERK-CERTIFICATION     | \$1,000.00           |                    |                    | \$1,000.00  | \$1,000.00              | \$0.00                |                 |
| 01-161-5100-00 | TOWN CLERK SALARY            | \$32,857.03          |                    |                    | \$32,857.03 | \$32,857.03             | \$0.00                |                 |
| 01-161-5101-00 | TEMP. MUNICIPAL CLERK I      |                      |                    |                    |             |                         |                       |                 |
| 01-161-5200-00 | TOWN CLERK EXPENSES          | \$4,030.00           |                    |                    | \$4,030.00  | \$2,737.27              | \$1,292.73            |                 |
| 01-161-5250-00 | EXTERIOR MESSAGE BOARD       |                      | \$2,200.00         |                    | \$2,200.00  | \$2,200.00              | \$0.00                |                 |
| 01-162-5200-00 | ELECTIONS / REGISTRATIONS    | \$7,557.00           |                    |                    | \$7,557.00  | \$7,151.97              | \$405.03              |                 |
| 01-163-5101-00 | BD OF REGISTRAR WAGES        | \$400.00             |                    |                    | \$400.00    | \$400.00                | \$0.00                |                 |
| 01-171-5100-00 | CONSERVATION COMM. SALARY    | \$941.16             |                    |                    | \$941.16    | \$941.15                | \$0.01                |                 |
| 01-171-5102-00 | CON.COMM. CLERK WAGE         | \$2,240.40           |                    |                    | \$2,240.40  | \$1,861.42              | \$378.98              |                 |
| 01-171-5200-00 | CON.COMM. EXP                | \$1,325.00           | B \$5.69           |                    | \$1,330.69  | \$521.54                | \$809.15              |                 |
| 01-171-5101-00 | PROFESSIONAL LAND PLANNING   | \$4,972.24           | B \$1,250.00       |                    | \$1,250.00  | \$1,250.00              | \$1,250.00            | \$1,250.00      |
| 01-175-5102-00 | PLAN BD. CLERK WAGE          | \$4,972.24           |                    |                    | \$4,972.24  | \$2,875.84              | \$2,096.40            |                 |
| 01-175-5200-00 | PLAN BD. EXPENSE             | \$1,000.00           |                    |                    | \$1,000.00  | \$540.11                | \$459.89              |                 |
| 01-175-5202-00 | PLAN BD. ENGINEERING EXPENSE |                      |                    |                    |             |                         |                       |                 |
| 01-175-5204-00 | MASTER PLAN                  |                      |                    |                    |             |                         |                       |                 |
| 01-175-5700-00 | MONT. REG. PLANDIST.         | \$1,124.07           |                    |                    | \$1,124.07  | \$1,124.07              | \$0.00                |                 |
| 01-176-5102-00 | BD OF APPEALS CLERK WAGE     | \$597.00             |                    |                    | \$597.00    | \$113.87                | \$483.13              |                 |
| 01-176-5200-00 | BD OF APPEALS EXPENSE        | \$950.00             |                    |                    | \$950.00    | \$115.90                | \$834.10              |                 |
| 01-192-5100-00 | BUILDING INSP. SALARY        | \$24,897.39          |                    |                    | \$24,897.39 | \$24,897.39             | \$0.00                |                 |
| 01-192-5102-00 | BUILD. INSP. CLERK WAGE      | \$7,403.88           |                    |                    | \$7,403.88  | \$6,795.92              | \$607.96              |                 |
| 01-192-5200-00 | BUILD. INSP. EXPENSE         | \$2,612.00           | B \$5.69           |                    | \$2,617.69  | \$1,619.83              | \$997.86              |                 |
| 01-195-5200-00 | TOWN REPORT                  | \$1,000.00           | B \$932.50         |                    | \$1,932.50  | \$1,932.50              | \$1,932.50            | \$1,690.00      |

| ACCOUNTS                                   | APPROP. TOWN MEETING | BALANCE FROM FY 10 | FROM OTHER SOURCES | TOTAL        | EXPENDED OR TRANSFERRED | UNEXPENDED TO REVENUE | CARRIED TO FY12 |
|--|----------------------|--------------------|--------------------|--------------|-------------------------|-----------------------|-----------------|
|  |                      |                    |                    |              |                         |                       |                 |
| 01-210-5100-00 POLICE CHIEF SALARY         | \$83,462.50          |                    |                    | \$83,462.50  | \$83,462.50             | \$0.00                |                 |
| 01-210-5102-00 POLICE WAGES                | \$332,154.86         |                    |                    | \$332,154.86 | \$331,655.15            | \$499.71              |                 |
| 01-210-5103-00 P.D. TRAINING WAGES         | \$10,072.80          |                    |                    | \$10,072.80  | \$9,987.64              | \$85.16               |                 |
| 01-210-5104-00 POLICE DEPT. CLERK WAGES    | \$14,840.80          |                    |                    | \$14,840.80  | \$14,840.80             | \$0.00                |                 |
| 01-210-5106-00 DRUG ED FOR ELEM SCHOOL     |                      |                    |                    |              |                         |                       |                 |
| 01-210-5200-00 POLICE MAINT.               | \$11,529.88          | B \$6.40           |                    | \$11,536.28  | \$10,277.78             | \$1,258.50            |                 |
| 01-210-5201-00 PD VEHICLE MAINT.           | \$10,750.00          |                    |                    | \$10,750.00  | \$10,191.14             | \$558.86              |                 |
| 01-210-5403-00 PD EQUIP. & OUTLAY          | \$14,325.00          |                    |                    | \$14,325.00  | \$13,785.82             | \$539.18              | \$48.00         |
| 01-210-5800-00 POLICE CRUISER              | \$10,928.55          |                    | \$8,500.00         | \$19,428.55  | \$19,428.55             | \$0.00                |                 |
| 01-210-5800-20 ART #SPOLICE SUV STM12/07   |                      |                    |                    |              |                         |                       |                 |
| 01-220-5100-00 FIRE CHIEF SALARY           | \$60,000.00          |                    |                    | \$60,000.00  | \$56,173.78             | \$3,826.22            |                 |
| 01-220-5102-00 FIRE CHIEF HOLIDAY PAY      |                      |                    |                    |              |                         |                       |                 |
| 01-220-5103-00 FIRE CHIEF EMS STIPEND      |                      |                    |                    |              |                         |                       |                 |
| 01-220-5101-00 F.D.WAGES                   | \$119,529.00         |                    |                    | \$119,529.00 | \$113,034.88            | \$6,494.12            |                 |
| 01-220-5106-00 F.D.TRAINING WAGES          | \$8,424.00           |                    |                    | \$8,424.00   | \$6,967.58              | \$1,456.42            |                 |
| 01-220-5104-00 AMBULANCE WAGES             |                      | H \$93,594.00      |                    | \$93,594.00  | \$85,134.69             | \$8,459.31            | \$8,459.31      |
| 01-220-5200-00 F.D. MAINT.                 | \$26,000.00          |                    |                    | \$26,000.00  | \$25,876.56             | \$123.44              |                 |
| 01-220-5201-00 AMBULANCE EXPENSE           | \$14,000.00          | B/H \$73,030.70    |                    | \$73,030.70  | \$71,588.08             | \$1,442.62            | \$1,442.62      |
| 01-220-5203-00 F.D. VEHICLE MAINT.         | \$23,750.00          |                    |                    | \$23,750.00  | \$13,425.95             | \$574.05              |                 |
| 01-220-5404-00 F.D. EQUIP. & OUTLAY        |                      |                    |                    |              |                         |                       |                 |
| 01-220-5420-00 SCBA FILL SYSTEM            |                      | \$10,000.00        |                    | \$10,000.00  | \$23,516.80             | \$233.20              | \$10,000.00     |
| 01-220-5410-00 F.D.PARKING LOT PAVING      |                      |                    |                    |              |                         |                       |                 |
| 01-220-5415-00 FIRE POND RECONSTRUCTION    |                      | B \$7,732.50       |                    | \$7,732.50   | \$0.00                  | \$7,732.50            | \$7,732.05      |
| 01-220-5700-00 EMS SPACE - RENT            | \$8,190.00           |                    |                    | \$8,190.00   | \$8,190.00              | \$0.00                |                 |
| FD/PO COMPUTER A TMART #1                  |                      |                    |                    |              |                         |                       |                 |
| 01-242-5100-00 GAS INSP.SALARY             |                      |                    |                    |              |                         |                       |                 |
| 01-243-5100-00 PLUMB.INSP.SALARY           |                      |                    |                    |              |                         |                       |                 |
| 01-245-5101-00 WIRE INSP.SALARY            |                      |                    |                    |              |                         |                       |                 |
| 01-249-5100-00 TREE WARDEN WAGES           | \$1,160.45           |                    |                    | \$1,160.45   | \$580.23                | \$580.22              | \$580.22        |
| 01-249-5200-00 TREE WARDEN-OUTSIDE SERVICE | \$4,000.00           |                    |                    | \$4,000.00   | \$3,860.10              | \$139.90              |                 |
| 01-291-5100-00 EMERGENCY PLANNING DIRECTOR | \$204.00             |                    |                    | \$204.00     | \$204.00                | \$0.00                |                 |
| 01-291-5200-00 EMERGENCY PLANNING EXPENSE  | \$1,435.00           |                    |                    | \$1,435.00   | \$1,423.97              | \$11.03               |                 |
| 01-292-5100-00 ANIMAL CONTROL OFFICER      | \$10,091.00          |                    |                    | \$10,091.00  | \$10,091.00             | \$0.00                |                 |
| 01-292-5200-00 DOG OFFICER EXPENSES        |                      |                    |                    |              |                         |                       |                 |
| 01-292-5300-00 ANIMAL CONTROL SERVICES     |                      |                    |                    |              |                         |                       |                 |
| 01-292-5901-00 ANIMAL CONTROL VEHICLE      |                      |                    |                    |              |                         |                       |                 |
| 01-299-5100-00 REGIONAL FEE - RUTLAND      | \$85,000.00          |                    |                    | \$85,000.00  | \$84,156.78             | \$843.22              |                 |

| ACCOUNTS   | APPROP. TOWN MEETING | BALANCE FROM FY 10 | FROM OTHER SOURCES | TOTAL          | EXPENDED OR TRANSFERRED | UNEXPENDED TO REVENUE | CARRIED TO FY12 |
|--|----------------------|--------------------|--------------------|----------------|-------------------------|-----------------------|-----------------|
|  |                      |                    |                    |                |                         |                       |                 |
| 01-299-5102-00 DISPATCH TRAINING WAGES           |                      |                    |                    |                |                         |                       |                 |
| 01-299-5200-00 DISPATCH MAINT.                   | \$11,722.24          |                    |                    | \$11,722.24    | \$11,710.46             | \$11.78               |                 |
| 01-299-5202-00 DISPATCH TRAINING EXPENSE         |                      |                    |                    |                |                         |                       |                 |
| 01-299-5205-00 DISPATCH UNIFORMS                 |                      |                    |                    |                |                         |                       |                 |
| 01-300-5700-00 K-12 OPERATIONS                   | \$3,379,482.00       |                    |                    | \$3,379,482.00 | \$3,379,482.00          | \$0.00                |                 |
| 01-300-5705-00 MONTY REG TECH VOC ASSESS.        | \$287,584.00         |                    |                    | \$287,584.00   | \$287,583.51            | \$0.49                |                 |
| 01-300-5800-00 CENTER SCH CONST.ASSESS.          |                      |                    |                    |                |                         |                       |                 |
| 01-300-5805-00 QUAB.SCH.CONST.ASSESS.            |                      |                    |                    |                |                         |                       |                 |
| 01-300-5807-00 OUT OF DISTRICT TUITION/TRANSP.   | \$51,060.00          |                    |                    | \$51,060.00    | \$51,060.00             | \$0.00                |                 |
| 01-300-5810-00 HUBB CTR SCHOOL WATER TANK        |                      | B \$15,000.00      |                    | \$15,000.00    | \$15,000.00             | \$0.00                |                 |
| 01-421-5100-00 HIGHWAY SUPT.SALARY               | \$62,612.08          |                    |                    | \$62,612.08    | \$62,612.08             | \$0.00                |                 |
| 01-422-5101-00 HIGHWAY WAGES                     | \$159,088.58         |                    |                    | \$159,088.58   | \$157,108.10            | \$1,980.48            |                 |
| 01-422-5102-00 HIGHWAY FOREMAN WAGES             | \$47,009.60          |                    |                    | \$47,009.60    | \$45,419.61             | \$1,589.99            |                 |
| 01-422-5103-00 HIGHWAY SECRETARY WAGES           | \$9,938.10           |                    |                    | \$9,938.10     | \$9,938.10              | \$0.00                |                 |
| 01-422-5202-00 STREET SIGNS                      | \$1,000.00           |                    |                    | \$1,000.00     | \$981.61                | \$18.39               |                 |
| 01-422-5205-00 HGWY UNIFORMS                     | \$5,289.98           |                    |                    | \$5,289.98     | \$4,360.53              | \$929.45              |                 |
| 01-422-5206-00 BRIDGES & RAILINGS                | \$500.00             |                    |                    | \$500.00       | \$500.00                | \$0.00                |                 |
| 01-422-5207-00 HGWY MACH.MAINT-MISC.             | \$61,000.00          | B \$295.57         |                    | \$61,295.57    | \$61,174.12             | \$121.45              |                 |
| 01-422-5210-00 GENERAL HIGHWAY                   | \$106,113.00         | B \$524.08         |                    | \$106,637.08   | \$105,754.25            | \$882.83              |                 |
| 01-422-5211-00 ART 7 STM TRUCK PURCHASE          |                      |                    |                    |                |                         |                       |                 |
| 01-422-5400-00 HGWY EQUIP & OUTLAY               | \$7,000.00           |                    |                    | \$7,000.00     | \$6,800.88              | \$199.12              |                 |
| 01-422-5402-00 HGWY MACH.MAINT-FUEL              | \$50,000.00          |                    |                    | \$50,000.00    | \$49,134.28             | \$865.72              |                 |
| 01-422-5806-00 ART #14 ATM 6/07 DUMP TRUCK       |                      |                    |                    |                |                         |                       |                 |
| 01-422-5807-00 ART #13 ATM 6/1907 '93 DUMP TRUCK |                      |                    |                    |                |                         |                       |                 |
| 01-422-5808-00 ART #15 ATM 6/1907                |                      | B \$1,029.50       |                    | \$1,029.50     | \$1,029.50              | \$0.00                |                 |
| 01-422-5809-00 93 FORD REFURBISH                 |                      |                    | \$7,000.00         | \$7,000.00     | \$5,164.73              | \$1,835.27            | \$1,835.27      |
| 01-423-5101-00 HGWY WINTER WAGES                 | \$52,873.25          |                    |                    | \$52,873.25    | \$52,873.24             | \$0.01                |                 |
| 01-423-5102-00 WINTER OUTSIDE WAGES              | \$7,000.00           |                    | \$975.51           | \$7,975.51     | \$7,975.51              | \$0.00                |                 |
| 01-423-5200-00 WINTER MA CH. MAINT.              | \$12,000.00          |                    | \$962.11           | \$12,962.11    | \$12,962.11             | \$0.00                |                 |
| 01-423-5205-00 PLOWING OF PRIVATE WAYS           | \$3,500.00           |                    |                    | \$3,500.00     | \$3,500.00              | \$0.00                |                 |
| 01-423-5400-00 WINTER MATERIALS                  | \$96,000.00          |                    | \$18,961.38        | \$114,961.38   | \$114,961.38            | \$0.00                |                 |
| 01-423-5402-00 WINTER FUEL                       | \$28,000.00          |                    | \$5,818.45         | \$33,818.45    | \$33,818.45             | \$0.00                |                 |
| ART #5 STM 6/3/08 Snow and Ice Deficit           |                      |                    |                    |                |                         |                       |                 |
| 01-424-5200-00 STREET LIGHTS                     | \$4,000.00           |                    |                    | \$4,000.00     | \$3,418.84              | \$581.16              |                 |
| 01-491-5100-00 CEM.COMM. SALARY                  | \$872.00             |                    |                    | \$872.00       | \$872.00                | \$0.00                |                 |
| 01491-5101-00C CEMETERY COMM. CLERK              | \$1,173.00           |                    |                    | \$1,173.00     | \$601.88                | \$571.12              |                 |

| ACCOUNTS                                      | APPROP. TOWN MEETING | BALANCE FROM FY 10 | FROM OTHER SOURCES | TOTAL       | EXPENDED OR TRANSFERRED | UNEXPENDED TO REVENUE | CARRIED TO FY12 |
|---|----------------------|--------------------|--------------------|-------------|-------------------------|-----------------------|-----------------|
| 01-491-5102-00 TOWN COMMON                    | \$2,698.00           |                    | \$800.00           | \$3,498.00  | \$3,347.52              | \$150.48              |                 |
| 01-491-5103-00 OLD CEMETERIES                 |                      |                    |                    |             |                         |                       |                 |
| 01-491-5104-00 LEONARD FIELD                  |                      |                    |                    |             |                         |                       |                 |
| 01-491-5200-00 CEM/PERPETUAL CARE             |                      |                    |                    |             |                         |                       |                 |
| 01-491-5201-00 BROOKSIDE CEM                  |                      | B/J \$2,032.51     |                    | \$2,032.51  | \$1,561.08              | \$471.43              | \$471.43        |
| 01-491-5203-00 CEM/MAINT & IMPROVEMENT        | \$2,765.00           | B \$199.92         |                    | \$2,964.92  | \$2,964.72              | \$0.20                |                 |
| 01-491-5205-00 EVERGREEN CEM-NEW LOTS         | \$500.00             |                    |                    | \$500.00    | \$65.53                 | \$434.47              |                 |
| 01-491-5206-00 PINE GROVE TRANS TO GF ACCT    |                      |                    |                    |             |                         |                       |                 |
| 01-491-5207-00 EVERGREEN CEN TRANS TO GF ACCT |                      | J \$500.00         |                    | \$500.00    | \$500.00                | \$0.00                |                 |
| 01-491-5208-00 RURAL GLEN TRANS TO GF ACCT    |                      | J \$400.00         |                    | \$400.00    | \$400.00                | \$0.00                |                 |
| 01-491-5400-00 CEME/QUIP & OUTLAY             | \$1,260.00           |                    |                    | \$1,260.00  | \$1,260.00              | \$0.00                |                 |
| 01-491-5700-00 VETERANS GRAVES                | \$500.00             |                    |                    | \$500.00    | \$10.27                 | \$489.73              |                 |
| 01-510-5100-00 BD OF HEALTH SALARY            | \$1,649.72           |                    |                    | \$1,649.72  | \$1,558.17              | \$91.55               |                 |
| 01-510-5102-00 BD OF HEALTH CLERK WAGES       | \$10,316.80          |                    |                    | \$10,316.80 | \$10,298.93             | \$17.87               |                 |
| 01-510-5200-00 BD OF HEALTH EXPENSE           | \$2,853.00           | B \$154.95         |                    | \$3,007.95  | \$2,143.73              | \$864.22              |                 |
| 01-510-5400-00 RABIES VACINE & COMM/DISEASE   | \$2,500.00           | B \$2,941.41       |                    | \$2,941.41  | \$0.00                  | \$2,941.41            | \$2,941.41      |
| 01-510-5700-00 LANDFILL CAPPING & MONITORING  | \$2,500.00           | B \$289.60         |                    | \$2,789.60  | \$2,789.60              | \$0.00                |                 |
| 01-510-5800-00 STM 11-9-10 #17 WATER/SEWER    |                      |                    | \$10,000.00        | \$10,000.00 | \$0.00                  | \$10,000.00           | \$10,000.00     |
| 01-519-5705-00 ANIMAL INSP. MILEAGE           | \$230.00             |                    |                    | \$230.00    |                         | \$230.00              |                 |
| 01-519-5100-00 ANIMAL INSP.SALARY             | \$802.00             |                    |                    | \$802.00    | \$334.17                | \$467.83              |                 |
| 01-541-5100-00 ELDERLY VAN WAGES              | \$28,148.40          |                    |                    | \$28,148.40 | \$28,023.63             | \$124.77              |                 |
| 01-541-5105-00 COA DIRECTOR                   | \$2,000.00           |                    |                    | \$2,000.00  | \$1,367.52              | \$632.48              |                 |
| 01-541-5200-00 COUNCIL ON AGING EXPENSE       | \$675.00             |                    |                    | \$675.00    | \$675.00                | \$0.00                |                 |
| 01-541-5400-00 ELDERLY VAN EXP.               | \$100.00             |                    |                    | \$100.00    | \$77.13                 | \$22.87               |                 |
| 01-543-5100-00 VETERANS AGENT SALARY          | \$999.45             |                    |                    | \$999.45    | \$999.45                | \$0.00                |                 |
| 01-543-5200-00 VETERANS AGENT EXP.            | \$35.00              |                    |                    | \$35.00     | \$35.00                 | \$0.00                |                 |
| 01-543-5700-00 VETERANS BENEFITS              | \$1.00               | B \$700.00         | R \$7,257.39       | \$7,958.39  | \$463.74                | \$7,494.65            |                 |
| 01-549-5100-00 RECYCLING WAGES                |                      |                    |                    |             |                         |                       |                 |
| 01-549-5200-00 RECYCLING TRUCKING EXPENSE     |                      |                    |                    |             |                         |                       |                 |
| 01-610-5100-00 LIBRARY WAGES                  | \$32,351.61          |                    |                    | \$32,351.61 | \$30,761.98             | \$1,589.63            |                 |
| 01-610-5200-00 LIBRARY UTIL & MAINT.          | \$16,357.18          | B \$589.69         | \$889.00           | \$17,835.87 | \$13,857.49             | \$3,978.38            |                 |
| 01-610-5202-00 LIBRARY TRUST INT.             |                      |                    | \$181.69           | \$181.69    | \$181.69                | \$0.00                |                 |
| 01-610-5400-00 LIBRARY BOOKS & MATERIAL       | \$14,788.00          | B \$451.41         |                    | \$15,239.41 | \$15,239.41             | \$0.00                |                 |
| 01-610-5705-00 LIBRARY AIR CONDITIONER        |                      |                    |                    |             |                         |                       |                 |
| 01-610-5800-00 NEW ELECTRICAL HEAT/UPGRADE    |                      |                    | \$5,353.50         | \$5,353.50  | \$5,353.50              | \$0.00                |                 |
| 01-630-5200-00 TOWN REC. EXPENSE              |                      |                    |                    |             |                         |                       |                 |
| 01-650-5200-00 AGRICULTURAL COMMISSION EXP    | \$500.00             | B \$183.64         |                    | \$683.64    | \$221.09                | \$462.55              |                 |

| ACCOUNTS   | APPROP.<br>TOWN<br>MEETING | BALANCE<br>FROM<br>FY 10 | FROM<br>OTHER<br>SOURCES | TOTAL                 | EXPENDED<br>OR<br>TRANSFERRED | UNEXPENDED<br>TO<br>REVENUE | CARRIED<br>TO<br>FY12 |
|--|----------------------------|--------------------------|--------------------------|-----------------------|-------------------------------|-----------------------------|-----------------------|
|  |                            |                          |                          |                       |                               |                             |                       |
| 01-691-5200-00 HISTORICAL COMM. EXPENSE                          | \$500.00                   |                          |                          | \$500.00              | \$112.00                      | \$388.00                    |                       |
| 01-692-5200-00 MEMORIAL DAY                                      | \$1,500.00                 |                          |                          | \$1,500.00            | \$1,408.15                    | \$91.85                     |                       |
| 01-699-5200-00 PARKS COMM SERV. & EXP                            | \$11,870.92                |                          | \$500.00                 | \$12,370.92           | \$12,370.92                   | \$0.00                      |                       |
| 01-700-5205-00 CASH INT - GF                                     |                            |                          |                          |                       |                               |                             |                       |
| 01-700-5700-00 RESERVE   | \$29,500.00                |                          |                          | \$29,500.00           | \$14,715.90                   | \$14,784.10                 |                       |
| 01-710-5900-00 MATURING DEBTS                                    | \$50,078.00                |                          |                          | \$50,078.00           | \$49,299.00                   | \$779.00                    |                       |
| 01-751-5900-00 INTEREST-LONG TERM                                | \$5,400.00                 |                          |                          | \$5,400.00            | \$5,400.00                    | \$0.00                      |                       |
| 01-752-5900-00 INTEREST-SHORT TERM                               | \$9,000.00                 |                          |                          | \$9,000.00            | \$5,046.93                    | \$3,953.07                  |                       |
| 01-911-5100-00 WORC.COUNTY RETIREMENT ASSESS                     | \$154,046.00               |                          |                          | \$154,046.00          | \$154,042.00                  | \$4.00                      |                       |
| 01-912-5100-00 WORKERS COMPENSATION                              | \$10,739.44                |                          | R \$958.51               | \$11,697.95           | \$11,697.95                   | \$0.00                      |                       |
| 01-913-5100-00 UNEMPLOYMENT                                      | \$1.00                     |                          | \$35,000.00              | \$35,001.00           | \$0.00                        | \$35,001.00                 |                       |
| 01-914-5100-00 CH 32 B   | \$102,426.00               |                          | \$5,275.00               | \$107,701.00          | \$105,681.34                  | \$2,019.66                  |                       |
| 01-916-5100-00 FICA ASSESSEMENT                                  | \$24,512.25                |                          |                          | \$24,512.25           | \$22,007.45                   | \$2,504.80                  |                       |
| 01-945-5700-00 INSURANCE   | \$109,140.00               |                          |                          | \$109,140.00          | \$96,111.66                   | \$13,028.34                 | \$1,195.00            |
| 01-950-5200-00 TOWN CLOCK  |                            | B \$1,410.20             |                          | \$1,410.20            | \$1,410.20                    | \$0.00                      |                       |
| 01-980-5621-00 COUNTY TAX ASSESSEMENT                            |                            |                          |                          |                       |                               |                             |                       |
| 01-980-5640-00 AIR POLLUTION ASSESS.                             |                            | M \$1,153.00             |                          | \$1,153.00            | \$1,153.00                    | \$0.00                      |                       |
| 01-980-5663-00 MONT.REG. TRANSIT A SSESS.                        |                            | M \$12,318.00            |                          | \$12,318.00           | \$12,318.00                   | \$0.00                      |                       |
| 01-980-5699-00 R.M.V. ASSESS.                                    |                            | M \$3,500.00             |                          | \$3,500.00            | \$4,060.00                    | -\$560.00                   |                       |
| 01-992-5965-00 TRANSFER TO STABILIZATION<br>ASSESSORS STAB A OCT |                            |                          |                          |                       |                               |                             |                       |
| 01-996-5960-00 TRANSFER TO TRUST                                 |                            |                          |                          |                       |                               |                             |                       |
| <b>TOTAL GENERAL FUND</b>  | <b>\$6,424,372.41</b>      | <b>\$248,023.43</b>      | <b>\$200,756.47</b>      | <b>\$6,863,152.31</b> | <b>\$6,639,451.52</b>         | <b>\$223,700.79</b>         | <b>\$74,535.03</b>    |







## FISCAL YEAR 2011 RECEIPTS

|                                    |            |           |         |                |  |  |
|------------------------------------|------------|-----------|---------|----------------|--|--|
| TAXES                              |            | LEVY OF   | 2011 RE | \$4,491,597.63 |  |  |
|                                    |            |           | 2010 RE | \$304,846.18   |  |  |
|                                    |            |           | 2009 RE | -\$99,106.90   |  |  |
|                                    |            | LEVY OF   | 2011 PP | \$79,548.78    |  |  |
|                                    |            |           | 2010 PP | \$14,212.74    |  |  |
|                                    |            |           | 2009 PP | \$1,590.80     |  |  |
|                                    | ROLL BACK  |           |         | \$300.00       |  |  |
|                                    | TAX TITLE  |           |         | \$10,994.18    |  |  |
|                                    | BETTERMENT |           |         | \$518.38       |  |  |
| EXCISE                             |            | LEVY OF   | 2011 MV | \$442,243.70   |  |  |
|                                    |            |           | 2010 MV | \$74,851.04    |  |  |
|                                    |            |           | 2009 MV | \$3,997.03     |  |  |
|                                    |            |           | 2008 MV | \$1,058.24     |  |  |
|                                    |            |           | 2007 MV | \$26.15        |  |  |
|                                    |            |           | 2006 MV | \$65.00        |  |  |
|                                    |            |           | 2005 MV | \$156.25       |  |  |
|                                    | MV INT     |           |         |                |  |  |
| COMPREHENSIVE LOCAL RECEIPTS FY 09 |            |           |         |                |  |  |
| ACTUALS                            |            |           |         |                |  |  |
| MV EXCISE                          |            |           |         |                |  |  |
| FOREST EXCISE                      |            |           |         |                |  |  |
| FARM ANIMAL EXCISE                 |            |           |         |                |  |  |
|                                    |            |           |         | \$0.00         |  |  |
| PENALTIES/INTEREST                 |            |           |         |                |  |  |
|                                    |            |           |         | \$28,662.38    |  |  |
| PAYMENT IN LIEU OF TAXES           |            |           |         |                |  |  |
|                                    |            | DCR       |         | \$249,984.00   |  |  |
|                                    |            | FITCHBURG |         | \$14,966.65    |  |  |
| FEES                               |            |           |         |                |  |  |
|                                    |            |           |         | \$66,434.12    |  |  |
| OTHER DEPT. REVENUE                |            |           |         |                |  |  |
| LIC & PERMITS                      |            |           |         |                |  |  |
|                                    |            |           |         | \$52,954.16    |  |  |
| FINES                              |            |           |         |                |  |  |
|                                    |            |           |         | \$9,975.00     |  |  |
| INVESTMENT INCOME                  |            |           |         |                |  |  |
|                                    |            |           |         | \$3,474.12     |  |  |
| MART/MISC RECURRING                |            |           |         |                |  |  |
|                                    |            |           |         | \$36,325.04    |  |  |
| SUPPLEMENTAL/ MISC NR              |            |           |         |                |  |  |
|                                    |            |           |         | \$142,981.16   |  |  |
|                                    |            |           |         |                |  |  |
|                                    |            |           |         |                |  |  |

## FISCAL YEAR 2011 RECEIPTS

|  |  |  |  |  |  |                     |
|--|--|--|--|--|--|---------------------|
| ALL GRANT RECEIPTS FROM THE COMMONWEALTH<br>ARE NOTED IN THE TABLE OF ACCOUNTS/ USE THE KEY                                  |  |  |  |  |  |                     |
| RECEIPTS FROM THE COMMONWEALTH<br>NOT INCLUDED IN LOCAL RECEIPT TOTALS   |  |  |  |  |  |                     |
| CHAPTER 70   |  |  |  |  |  |                     |
| LOTTERY  |  |  |  |  |  | \$381,006.00        |
| ELDERLY  |  |  |  |  |  |                     |
| STATE OWNED LAND   |  |  |  |  |  | \$52,269.00         |
| QUINN BILL   |  |  |  |  |  | \$0.00              |
| VETERANS   |  |  |  |  |  | \$18,368.00         |
| OUT OF DISTRICT SCHOOL   |  |  |  |  |  | \$0.00              |
| <b>TOTAL</b>   |  |  |  |  |  | <b>\$451,643.00</b> |
| CASH BALANCE JUNE 2010   |  |  |  |  |  |                     |
| WITH TRUSTS  |  |  |  |  |  | \$2,724,376.44      |
| CASH RECEIPTS  |  |  |  |  |  | \$8,487,239.01      |
| CASH EXPENDED  |  |  |  |  |  | \$8,936,045.91      |
| JUNE 2011  |  |  |  |  |  |                     |
| WITH TRUSTS  |  |  |  |  |  | \$2,275,569.54      |
| CASH RECEIPTS IN SPECIAL REVENUE ACCOUNTS<br>AND AGENCY ACCOUNTS ARE SO NOTED IN THE TABLE OF ACCOUNTS<br>PLEASE USE THE KEY |  |  |  |  |  |                     |

## FISCAL YEAR 2011 TRUST FUNDS

|   |  |                     |             |               |                     |
|---|--|---------------------|-------------|---------------|---------------------|
| TOTAL OF ALL TRUST FUNDS<br>IN TRUST OF TREASURER |  |                     |             |               |                     |
|   |  |                     |             |               |                     |
| STABILIZATION                                     |  |                     |             |               | \$356,986.86        |
|   |  |                     |             |               |                     |
| ASSESSORS PROPERTY UPDATE /STAB.                  |  |                     |             |               | \$127,266.59        |
|   |  |                     |             |               |                     |
| MUNICIPAL FACILITIES/STAB                         |  |                     |             |               | \$201,151.18        |
|   |  |                     |             |               |                     |
| TOTAL   |  |                     |             |               | \$685,404.63        |
|   |  |                     |             |               |                     |
|   |  | <b>JUNE 10</b>      | <b>INT.</b> | <b>EXPEND</b> | <b>JUNE 11</b>      |
| HONOR ROLL FUND                                   |  | \$4,635.82          | \$89.47     | \$0.00        | \$4,725.29          |
| HUBB. COMM. PARK                                  |  | \$21,949.93         | \$445.88    | \$0.00        | \$22,395.81         |
| TOWN CLOCK  |  | \$123.66            | \$2.38      | \$0.00        | \$126.04            |
| HUBB. SCHOOL FUND                                 |  | \$9,765.59          | \$188.44    | \$0.00        | \$9,954.03          |
| C.A.S.H. SCHOLARSHIP                              |  | \$114,504.83        | \$2,209.67  | \$0.00        | \$116,714.50        |
| HUBBARDSTON PRESERVATION                          |  | \$3,468.85          | \$66.91     | \$0.00        | \$3,535.76          |
| <b>TOTALS</b>                                     |  | <b>\$154,448.68</b> |             |               | <b>\$157,451.43</b> |
|   |  |                     |             |               |                     |
| <b>LIBRARY FUNDS</b>                              |  | <b>JUNE 10</b>      | <b>INT.</b> | <b>EXPEND</b> | <b>JUNE 11</b>      |
| C. FAIRMAN  |  | \$11,549.62         | \$226.45    | \$287.88      | \$11,488.19         |
| FREETOWN  |  | \$34,036.65         | \$656.83    | \$0.00        | \$34,693.48         |
| CLARK   |  | \$1,795.48          | \$34.64     | \$0.00        | \$1,830.12          |
| BUFFUM  |  | \$7,367.34          | \$158.52    | \$0.00        | \$7,525.86          |
| CHURCH  |  | \$4,150.83          | \$80.11     | \$0.00        | \$4,230.94          |
| <b>TOTALS</b>                                     |  | <b>\$58,899.92</b>  |             |               | <b>\$59,768.59</b>  |
|   |  |                     |             |               |                     |
| <b>CEMETERY FUNDS</b>                             |  | <b>JUNE 10</b>      | <b>INT.</b> | <b>EXPEND</b> | <b>JUNE 11</b>      |
| EVERGREEN   |  | \$16,826.45         | \$328.80    | \$0.00        | \$17,155.25         |
| TRANSFER  |  |                     |             |               | \$0.00              |
| CLARK   |  | \$2,398.74          | \$46.29     | \$0.00        | \$2,445.03          |
| FOREST HILL                                       |  | \$2,405.06          | \$46.40     | \$0.00        | \$2,451.46          |
| WARREN  |  | \$5,753.32          | \$111.02    | \$0.00        | \$5,864.34          |
| PINE GROVE  |  | \$15,870.95         | \$310.78    | \$0.00        | \$16,181.73         |
| TRANSFER  |  |                     |             |               | \$0.00              |
| RURAL GLEN  |  | \$44,939.06         | \$1,130.52  | \$650.00      | \$45,419.58         |
| TRANSFER  |  |                     |             |               | \$0.00              |
| BROOKSIDE   |  | \$75,343.02         | \$1,940.61  | \$1,500.00    | \$75,783.63         |
| TRANSFER  |  |                     |             |               |                     |
|   |  |                     |             |               |                     |
| <b>CEMETERY FUNDS</b>                             |  |                     |             |               |                     |
| BROOKSIDE MAINT                                   |  | \$25,546.99         | \$485.14    |               | \$26,032.13         |
| GREENWOOD   |  | \$5,776.74          | \$111.48    | \$0.00        | \$5,888.22          |
| LOVEWELL  |  | \$1,071.51          | \$20.67     | \$0.00        | \$1,092.18          |
| NEW LAND  |  | \$3,329.70          | \$64.27     | \$0.00        | \$3,393.97          |
| <b>TOTALS</b>                                     |  | <b>\$199,261.54</b> |             |               | <b>\$36,406.50</b>  |

FISCAL YEAR 2011  
TRUST FUNDS

CEMETERY FUNDS

|             |               |
|-------------|---------------|
| Brookside   | \$ 125,791.84 |
| Clark       | 2,445.03      |
| Evergreen   | 17,055.25     |
| Forest Hill | 2,451.46      |
| Greenwood   | 5,888.22      |
| Lovewell    | 1,092.18      |
| Pine Grove  | 16,181.73     |
| Rural Glen  | 45,419.58     |
| Warren      | 5,864.34      |
| New Land    | 3,393.97      |

LIBRARY FUNDS

|                      |              |
|----------------------|--------------|
| Freetown             | \$ 34,693.48 |
| Clark                | 1,830.12     |
| A. Maria Buffum      | 7,525.86     |
| Charlotte P. Fairman | 11,669.88    |
| Eliza Church         | 4,230.94     |
| Capital Costs        | 122.55       |

STABILIZATION

|                              |               |
|------------------------------|---------------|
| Assessors Property Update    | \$ 127,266.59 |
| Fire Department Equipment    | 8,420.66      |
| Highway Department Equipment | 7,130.24      |
| Municipal Facilities         | 929.31        |
| Stabilization                | 357,631.10    |
| Police Department Equipment  | 142.26        |

HONOR ROLL FUND

4,725.29

TOWN CLOCK FUND

126.04

SCHOOL FUND

9,954.03

HUBBARDSTON COMMUNITY PARK

22,395.81

C.A.S.H. FUND

116,714.50

HUBBARDSTON PRESERVATION

3,535.77

Total Trust Funds

\$ 944,628.03

## **TREASURER'S REPORT**

### GENERAL FUND

|                |                        |                       |
|----------------|------------------------|-----------------------|
| Balance        | 7/1/2010               | \$1,946,339.58        |
| Cash Received  | 7/1/10 through 6/30/11 | 8,194,257.90          |
| Cash Disbursed | 7/1/10 through 6/30/11 | <u>8,809,655.97</u>   |
| Balance        | 6/30/2010              | <u>\$1,330,941.51</u> |

### INVENTORY

Desk & chair  
Typewriter-word processor  
5 4-drawer filing cabinets  
1 2-drawer filing cabinet  
1 Dell Optiplex 360 Computer  
1 Hewlett-Packard printer  
1 Calculator  
Miscellaneous office supplies

Respectfully submitted,

James J. Dunbar, Treasurer

| TAX COLLECTOR  |             |              |           |             |             |               |                |      |             |           |
|--|-------------|--------------|-----------|-------------|-------------|---------------|----------------|------|-------------|-----------|
| C.W.DOANE  |             |              |           |             |             |               |                |      |             |           |
| FINANCIAL STATEMENT  |             |              |           |             |             |               |                |      |             |           |
| July 1, 2010 - June 30, 2011   |             |              |           |             |             |               |                |      |             |           |
| THE FOLLOWING IS A SUMMARY OF THE COLLECTIONS OF TAXES FOR THE 2011 FISCAL YEAR ENDING JUNE 30, 2011 |             |              |           |             |             |               |                |      |             |           |
|  | REAL ESTATE | SUPPLEMENTAL | PERS PROP | BETTERMENTS | FARM ANIMAL | MOTOR VEHICLE | FOREST CUTTING | CPA  | Boat Excise |           |
| <b>2005 TAXES</b>  |             |              |           |             |             |               |                |      |             |           |
| Outstanding 7/1/10   | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ 3,776.04   | \$ -           | \$ - | \$ -        | \$ -      |
| Abated   |             |              |           |             |             | \$ 3,619.75   |                |      |             |           |
| Committed  |             |              |           |             |             |               |                |      |             |           |
| Collected  |             |              |           |             |             | \$ 156.29     |                |      |             |           |
| Tax in Litigation  |             |              |           |             |             |               |                |      |             |           |
| Balance 6/30/11  | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ -          | \$ -           | \$ - | \$ -        | \$ -      |
| <b>2006 TAXES</b>  |             |              |           |             |             |               |                |      |             |           |
| Outstanding 7/1/10   | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ 1,907.71   | \$ -           | \$ - | \$ -        | \$ 128.00 |
| Refunded   |             |              |           |             |             |               |                |      |             |           |
| Abated   |             |              |           |             |             |               |                |      |             |           |
| Tax Liens  |             |              |           |             |             |               |                |      |             |           |
| Collected  |             |              |           |             |             | \$ 65.00      |                |      |             |           |
| Tax in Litigation  |             |              |           |             |             |               |                |      |             |           |
| Balance 6/30/11  | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ 1,842.71   | \$ -           | \$ - | \$ -        | \$ 128.00 |
| <b>2007 Taxes</b>  |             |              |           |             |             |               |                |      |             |           |
| Outstanding 7/1/10   | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ 1,080.94   | \$ -           | \$ - | \$ -        | \$ 158.00 |
| Refunded   |             |              |           |             |             |               |                |      |             |           |
| Abated   |             |              |           |             |             |               |                |      |             |           |
| Tax Liens  |             |              |           |             |             |               |                |      |             |           |
| Collected  |             |              |           |             |             | \$ 26.15      |                |      |             |           |
| Tax in Litigation  |             |              |           |             |             |               |                |      |             |           |
| Balance 6/30/11  | \$ -        | \$ -         | \$ -      | \$ -        | \$ -        | \$ 1,054.79   | \$ -           | \$ - | \$ -        | \$ 158.00 |

|                    | REAL ESTATE   | SUPPLEMENTAL | PERS PROP    | BETTERMENTS | FARM ANIMAL | MOTOR VEHICLE | FOREST CUTTING | CPA         | Boat Excise |
|--------------------|---------------|--------------|--------------|-------------|-------------|---------------|----------------|-------------|-------------|
| <b>2008 Taxes</b>  |               |              |              |             |             |               |                |             |             |
| Outstanding 7/1/10 | \$ -          | \$ -         | \$ 603.64    | \$ -        | \$ -        | \$ 2,372.20   | \$ -           |             | \$ 108.00   |
| Committed          |               |              |              |             |             |               |                |             |             |
| Refunded           |               |              |              |             |             |               |                |             |             |
| Abated             |               |              |              |             |             |               |                |             |             |
| Tax Liens          |               |              |              |             |             |               |                |             |             |
| Collected          |               |              | \$ 603.64    |             |             | \$ 1,058.24   |                |             | \$ 15.00    |
| Tax in Litigation  |               |              |              |             |             |               |                |             |             |
| Balance 6/30/11    | \$ -          | \$ -         | \$ -         | \$ -        | \$ -        | \$ 1,313.96   |                |             | \$ 93.00    |
| <b>2009 Taxes</b>  |               |              |              |             |             |               |                |             |             |
| Outstanding 7/1/10 | \$ 1,093.55   | \$ -         | \$ 3,382.14  | \$ -        | \$ -        | \$ 6,119.30   | \$ -           | \$ (15.15)  | \$ 58.00    |
| Committed          |               |              |              |             |             | \$ 99.39      |                |             |             |
| Refunded           | \$ 100,502.63 |              |              |             |             | \$ 596.57     |                | \$ 1,531.30 |             |
| Abated             | \$ 100,502.63 |              | \$ 82.79     |             |             | \$ 596.57     |                | \$ 1,502.99 |             |
| Tax Liens          |               |              |              |             |             |               |                |             |             |
| Collected          | \$ 1,093.46   |              | \$ 1,620.80  |             |             | \$ 4,907.54   |                | \$ 13.16    |             |
| Tax in Litigation  |               |              |              |             |             |               |                |             |             |
| Balance 6/30/11    | \$ -          | \$ -         | \$ 1,678.55  | \$ -        | \$ -        | \$ 1,311.15   | \$ -           | \$ -        | \$ 58.00    |
| <b>2010 Taxes</b>  |               |              |              |             |             |               |                |             |             |
| Outstanding 7/1/10 | \$ 466,886.52 | \$ 1,402.34  | \$ 24,747.12 | \$ -        | \$ -        | \$ 21,739.67  |                | \$ 4,177.24 | \$ -        |
| Committed          |               |              |              |             |             | \$ 64,727.26  |                |             |             |
| Refunded           | \$ 99,271.36  |              | \$ 1,935.78  |             |             | \$ 5,821.01   |                | \$ 1,507.08 |             |
| Abated             | \$ 100,912.74 |              | \$ 4,425.73  |             |             | \$ 5,618.50   |                | \$ 1,525.99 |             |
| Tax Liens          | \$ 14,187.61  |              |              |             |             |               |                | \$ 185.12   |             |
| Collected          | \$ 451,057.53 | \$ 1,402.34  | \$ 17,453.19 |             |             | \$ 80,403.50  |                | \$ 3,600.30 |             |
| Tax in Litigation  |               |              |              |             |             |               |                |             |             |
| Balance 6/30/11    | \$ -          | \$ -         | \$ 4,803.98  | \$ -        | \$ -        | \$ 6,265.94   |                | \$ (163.34) | \$ -        |





## ***TOWN SERVICES***



**BUILDING DEPARTMENT ANNUAL REPORT  
2011**

| <u>Purpose of Permit</u>             | <u># of Permits</u> | <u>\$ Value</u> | <u>\$ Fee</u> |
|--------------------------------------|---------------------|-----------------|---------------|
| 1 & 2 Family Dwellings               | 7                   | \$1,377,885.00  | \$15,466.40   |
| Additions                            | 6                   | \$441,448.00    | \$9,820       |
| Alterations                          | 13                  | \$205,527.00    |               |
| Accessory Buildings                  | 12                  | \$320,507.00    |               |
| Pools                                | 2                   | \$44,000.00     |               |
| Commercials                          | 0                   | \$0.00          | \$0.00        |
| Other (Roofs, Siding, Windows, etc.) | 62                  | \$1,031,372.06  |               |
| Demolitions                          | 4                   | \$25,000.00     |               |
| Total                                | 108                 |                 |               |
|                                      |                     |                 |               |
| Stove Permits                        | 21                  |                 | \$1,050.00    |
| Safety Certificates                  | 6                   |                 | \$240.00      |
| Totals                               | 135                 |                 | \$26,576.40   |

Effective March 1, 2008 a new fee schedule was approved to determine the value of each specific project while the cost per thousand dollars of value remained the same: \$8.00 per thousand of value (residential) \$10.00 per thousand of value (commercial). This new schedule was approved by the Board of Selectmen.

The Building Inspector has office hours from 4:00 p.m. to 6:30 p.m. on Tuesday, and Wednesday. The Building Inspector schedules inspections Tuesday, Wednesday and Thursdays.

Check our Website [www.hubbardstonma.us](http://www.hubbardstonma.us) for any changes

Building Department Inventory

1 Pentium 4C 2.6 ghz PC  
Monitor with Wireless Keyboard and Mouse  
1 HP Deskjet 5150 printer  
2 desks with chairs  
3 filing cabinets  
2 small cabinet on wheels  
1 metal bookcase

Respectfully submitted;  
Lawrence M. Brandt,

Building Commissioner

## REPORT OF THE PLUMBING INSPECTOR

In 2011, I inspected the following:

|                 |    |
|-----------------|----|
| NEW HOMES       | 9  |
| REPLACEMENT     | 22 |
| REMODELED HOMES | 11 |
| GAS INSPECTIONS | 23 |

Respectfully submitted,

Thomas M. Monfreda

Plumbing/Gas Inspector

## CONSERVATION COMMISSION

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

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

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

A **Notice of Intent** (NOI) is required for any proposed activity that will remove, fill, dredge, or alter a resource area. A **Request for Determination of Applicability** (RFDA) must be filed for all activities within 100-feet of a resource area.

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

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

State forms for RFDA and NOI are available from [www.state.ma.us/dep](http://www.state.ma.us/dep)

The Conservation Commission consists of a chairman and five regular members, all of who are appointed volunteers, and a clerk with regular office hours. There are two associate members. Current office hours are held on Tuesday/Wednesday from 9:00-4:00p.m. Meetings are held on the second Wednesday of each month at 7:00 p.m. in the Library Building at 7 Main Street.

### Members for 2011:

Stephen Mossey, Chairman  
David Klinch  
Larry Therrien

Eric Gemborys  
Anthony Coppola

Associate Members: Allan Olly and Michael Stevens

### Conservation Commission Inventory:

Reconyx Rapidfire RC60 No flash Digital trail camera  
1 Gig Compact Flash, 1 Masterlock Python Cable and 1 Super Talet All-in-One USB Reader  
3 file cabinets, 3-100' tape measure

## CONSERVATION COMMISSION

| <b>ACTIVITIES</b>         | <b>2006</b> | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> |
|---------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Number of Public Hearings | 11          | 14          | 6           | 7           | 7           | 12          |
| Request for Determination | 3           | 4           | 2           | 4           | 1           | 7           |
| Notice of Intent          | 8           | 10          | 4           | 3           | 4           | 5           |
| Order of Conditions       | 8           | 10          | 4           | 3           | 0           | 0           |
| Other Site Inspections    | 67          | 64          | 38          | 73          | 46          | 32          |

Respectfully submitted for the Commission,  
Lucinda Oates, Clerk

## COUNCIL ON AGING

2011 was an exciting year of expansion and new growth for the COA. The Town voted to allow expansion of the Council from seven to nine members; we welcomed new members to our board as well as said goodbye to several dedicated long-time members who had served the Board long and well.

The enthusiastic response shown by the community has been gratifying. After a long hiatus, Meals on Wheels is now back at the Senior Center every Tuesday and Thursday, bringing more seniors together for food and fellowship.

Preliminary plans for establishing a new Senior Center are progressing. The current Center is seeing a lot more use every day, and the following programs are ongoing. On Monday, seniors play Bingo; Tuesdays, there is a morning coffee social, followed by cribbage games. On Thursdays, seniors can pick up free eggs, contributed weekly by the Country Hen, have coffee and refreshments, and visit and play cribbage. On the third Friday of each month, a Pitch Party is held.

A number of workshops were held throughout the year, which entertained and informed our seniors. They were entitled "Let's Talk Nutrition;" "Credit Counseling and Money Management," and "Successful Home Ownership." Also, rug braiding classes were held, taught by Dot Salminen. The Council also administered the Senior Work-Off Program, a state program which allows for seniors capable of working for the town in some capacity to receive a partial abatement of their property taxes.

Speakers included Dr. Martin Streb, local chiropractor, who spoke on nutrition and health for seniors and Phil Buso of the Montachusett Veterans Outreach, who spoke on preventing falls in the home and tax abatements for veterans.

A representative from "My Senior Center," a computer program using a card swipe system for keeping track of the usage of the center spoke with the Council about adopting the program and purchasing the necessary equipment. Seniors also had several visits from representatives from Sheriff Lewis Evangelidis' office.

Entertainment held included a program of country music by a family of singers, a gingerbread house-making contest, the Christmas Craft Fair, and a Christmas lights tour with carolers.

The Council members put on a free St. Patrick's Day dinner for the seniors, and honored community members and seniors who volunteer at a Volunteer Award dinner.

Bus trips included four visits to Foxwoods Casino, a Boston Harbor Dinner Cruise on the Spirit of Boston, and a Christmas trip to Indian Head Resort in the White Mountains.

All in all, we had a great year, and with the help of our dedicated volunteers, we are looking forward to providing more adventures, entertaining and informative programs, and fellowship for Hubbardston's seniors.

Respectfully submitted,

Claudia Provencal  
COA Director

## COMMUNITY PRESERVATION COMMITTEE

The Community Preservation ACT (CPA) is a mechanism for cities and town to raise capital for use in specific projects that improve the quality of life for all residents. With matching funds from the state, the money raised can be used for the creation of open space, historic preservation projects, affordable housing development, and certain recreational uses. Hubbardston passed the CPA in November 2006. Funds are administered through a Committee (the CPC) created with representation from the three areas of allowed uses, as well as at-large members. Information and guidelines, as well as an application form, can be found on the town website under Town Services.

There were no new projects approved during 2011.

At the November 10, 2010 Special Town meeting the following article was approved:

**ARTICLE 15. Motion,** Matt Castriotta, that the Town vote **to terminate all current appointments to the Community Preservation Committee** effective June 30, 2011 and instead appoint nine members to the Community Preservation Committee with the initial appointments effective July 1, 2011 to be staggered as Three appointments for One year terms, Three appointments for Two year terms and Three appointments for three year terms, all with subsequent appointments to those positions for a three year period.

The purpose of this article was to change committee membership from one year appointments to staggered appointments which allows for continuity on the committee and the dissemination of historical knowledge.

Respectfully submitted,

Jassy Bratko, Chairman  
Dennis O'Donnell, Secretary/Finance Officer  
Danielle Arakelien  
Sanda Barry  
Anthony Coppola  
Donna Farrell  
Susan Fox  
Denis Halfrey  
Ernest Newcomb

## HUBBARDSTON CULTURAL COUNCIL

The Hubbardston Cultural Council is part of a grass-roots network of 329 local councils that serve every city and town in the state of Massachusetts. The program is the largest, most decentralized one of its kind in the United States. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. For 2011 the Hubbardston Cultural Council distributed \$5,760.00 in grant money.

The Council received 28 applications requesting \$11,035.00. The Council was able to award 17 of the grants with the \$4,000.00 allocated by the MCC.

The Council awarded the following grants in 2011:

| <b>Applicant</b>              | <b>Project Title</b>                     |          |
|-------------------------------|--|----------|
| Award                         |  |          |
| First Parish Unitarian Church | Hardwick Memorial Handbell Choir Concert | \$350.00 |
| Hubbardston Comm. Theater     | Chitty Chitty Bang Bang                  | \$500.00 |
| Gregory Maichack              | Georgia O'Keefe Pastel Paint             | \$435.00 |
| Rhonda Hamer                  | Intro to Calligraphy Workshop            | \$225.00 |
| Renee Malowitz                | Three Popular Masters Series             | \$475.00 |
|                               | A Watercolor Sampler                     | \$375.00 |
|                               | Teen Journal Making Workshop             | \$350.00 |
|                               | Holiday Paper Luminaries                 | \$185.00 |
|                               | Old Fashioned Kid Crafts                 | \$355.00 |
|                               | Plant a Rainbow Art & Garden Project     | \$190.00 |
| Hubbardston Public Library    | Library Coffee House                     | \$500.00 |
| Katie Green                   | Meet Mrs. Mary Rowlandson                | \$395.00 |
| Fitchburg Art Museum          | 76th Regional Exhibition of Art & Craft  | \$125.00 |
| Florence Pervier              | Ladies Aux. Children's Halloween Parade  | \$200.00 |
| Karen DiFranza                | 13 One-Room Schoolhouses of Hubbardston  | \$600.00 |
| Fruitlands Museum             | Native American Powwow Event             | \$200.00 |
| Listening Wellness            | Youth Programs                           | \$300.00 |

Respectfully Submitted,

Laura Milko, Chair  
 Carla Jones, Secretary  
 Renee Malowitz

Christine Ruston  
 Karen DiFranza  
 Cindy Nordstrom

Barbara Cohen  
 Emily Langer

## **2011 REPORT OF THE HIGHWAY DEPARTMENT**

### **Message from the Superintendent**

It has been a great pleasure and rewarding to serve the Residents of Hubbardston. The Department strives to give the best service to its Residents. We will continue to serve with a commitment to the safety of everyone who uses the public infrastructure.

This year the Highway Department was able to complete the New Templeton Road project which included eight new catch basins and headwalls, all new cross culverts, Reclamation of 3700' by 24' with 4" of Type I.

The Highway Department responded to 26 snow events. This year was quite a challenge to the Highway Crew. There always seemed to be a snow storm every other day. I would like to thank all the members of the Highway Department for their efforts during the winter months.

Thanks for the support and input of the Board of Selectmen, Town Administrator, Finance Committee, Town Accountant, Town Treasurer and other Town Committees.

### **CHAPTER 90 PROJECTS:**

- 1) Reimbursed \$294,971.50 for chip sealing project, Crack Sealing project and New Templeton Road drainage project.
- 2) Approved Chapter 90 project to purchase 6 Wheel Dump Truck.
- 3) Approved Chapter 90 project to pay last lease payment for the Elgin Sweeper.
- 4) Approved New Templeton Road Drainage Project to pave 4" and reclaim 24'x3700'. Project cost: \$219,484.64.

### **WINTER OPERATIONS**

- 1) Responded to 26 Storm Events.
- 2) Mark off drainage locations with yellow paint and marking sticks.
- 3) Stack 3,014 Cu. Yds. Winter sand screened and delivered by Brown's Trucking, and processed at the Town's sand pit on Pitcherville Road.
- 4) Stack & mix 4500 Cu. Yds. Of various mixes 1:2, 3:1, 6:1.
- 5) Scrape and paint two 11' plows.
- 6) Paint, adjust and test all sanders.
- 7) Assign 3<sup>rd</sup> Shift from December-March. Coverage from 12AM-8AM.
- 8) Receive snowplow carbide cutting edges, \$4,808.00.

### **PERMITS Issued**

Eight (8) driveway permits

### **MACHINE MAINTENANCE REPAIR**

- 1) Service all Town vehicles including Police and Fire.
- 2) Replace front springs on 1997 Ford L8000.

- 3) Weld Steering Arm on Grader.
- 4) Replace (2) front Spider Hubs on 1993 Ford L9000.
- 5) Replace (4) batteries & ground cables on 1997 L8000.
- 6) Replace rear helper springs in 1997 Ford L8000 and 1993 Ford L9000.
- 7) Replace starter in 1993 Ford L9000.
- 8) Replace heater motor in J.D. Loader.
- 9) Remove & replace gear, sprocket, and chain for side Broom on Elgin Sweeper.
- 10) Replace scarifer teeth on Grader.
- 11) Replace starter on 1998 Ford L8000.
- 12) Replace gutter and Main Broom on Elgin Sweeper.
- 13) Replace front shocks and tie rod ends on 1997 Ford L8000.
- 14) Replace fuel and hydraulic tanks on 1993 Ford L9000.
- 15) Replace brake cans on front of 1993 Ford L8000.
- 16) Hubb Equipment replaced pins and bushings on J. D. Loader.
- 17) Obtain inspection equipment for all Highway equipment.
- 18) Philips Welding sandblasted, welded and undercoated body on 1998 Ford L8000.
- 19) Replace front tires on F450.
- 20) Repair rotary head on Tiger Mower.
- 21) Install tie rods and tarp on F450.
- 22) Install tie rods and drag link in F250.
- 23) Replace rotted front bumper with aftermarket bumper on F250.
- 24) Install 2-way radio in Ford Expedition.
- 25) Replace rear spring on F250.
- 26) Yearly Stage II testing for above ground fuel Depot.
- 27) Engine work performed on 2004 Mack at Ballard Mack.
- 28) Replace power steering pump on 1993 Ford L9000.
- 29) Replace cutting knives on chipper.
- 30) Replace oil pan on 2004 Mack.

### **General Highway:**

- 1) Order gas and diesel as needed
- 2) Weekly EPA report and emergency generator test
- 3) Cold patch all roads throughout town
- 4) Set up Voting Booths
- 5) Open waterways and storm drains
- 6) Beaver dam maintenance
- 7) Replace various storm drain covers
- 8) Remove deceased animals from roadways
- 9) Install steel plate on Burnshirt Road Bridge
- 10) Clean floor traps at Highway Garage
- 11) Repair road washouts on Mt. Jefferson, Ragged Hill, High Bridge, Ed Clarke and Twin Hill Roads from March 7<sup>th</sup> rain storm
- 12) Repair catch basin on Williamsville Road
- 13) Cut tree damage on Burnshirt, Old Princeton, and Hale Roads
- 14) Remove various amounts of trash thrown on Town property
- 15) Grade and rake Mile, Root, Mt. Jefferson, Birches, High Bridge. Old Princeton and Halfrey Roads

- 16) Poirier Guidelines in to line stripe main roads, crosswalks, stop lines, RR Crossings and School Ahead markings.
- 17) Rebuild catch basins on Brigham Street, Evergreen Road, Abenaki and Laurel Streets
- 18) Hot top patch areas throughout Town
- 19) Cut & remove various trees & brush throughout Town
- 20) Paint lines for equipment inside Highway Garage
- 21) Replace wooden planks on Healdville Road Bridge
- 22) Work with MEMA, FEMA on cutting downed trees, limbs from October snow storm.  
Highway crew also cut brush for several weeks to clear out debris
- 23) Re-set headwall on Rte. 68

## **STREET SWEEPING**

Rte. 68, Dogwood North, Geordie Lane, Laurel Street, Dogwood Road South, Pitcherville Road to the Town pit, section of Morgan Road, High Street, Main Street, Town office parking lot, Center School parking lot, Evergreen Road, Rolling Woods, Woodview Drive, Brigham Street, New Westminster Road, New Templeton Road, Cross Road, Williamsville Road, Burnshirt Road, Mt. Jefferson Road, Adams Road, Bemis Road, Pinecrest Area, Lombard Road, Elm Street, Barre Road, Natty Pond, Grove Street, Nestlewood Lane, Amber Lane, Hale Road Extension, Bickford Pond, Mare Meadow, Old Princeton Road to 4-way intersection, Old Princeton Road Cut-Off, Simon Hill Road, Ed Clarke Road.

## **Materials Purchased:**

- 1) Winter Rock Salt 1290.94 Tons - \$66,763
- 2) Winter Sand 3014 cu. Yd. -\$19,591
- 3) Cold Patch 308 tons - \$25,493
- 4) Hot top patching 191 tons - \$12,380

## **HIGHWAY PERSONNEL**

Lyn L. Gauthier  
 Steve Fox  
 Mark Valis  
 Ernest Newcomb  
 Alyre Blanchard  
 Dennis O'Donnell  
 Michael Griffith  
 Michael Macaruso  
 GrassHopper Yard Grooming

## **POSITION**

Highway Superintendent  
 General Foreman  
 Mechanic/Truck Driver  
 Truck Driver/Laborer  
 Truck Driver/Laborer  
 Clerk (part-time)  
 Winter Seasonal Driver  
 Winter Contractor for Mile & Streeter Roads  
 Winter Contractor for Mile & Streeter Roads

## **INVENTORY**

Ingersol Rand G25 20KW Generator  
 2009 Sterling 6 wheel dump truck with all season body and power angle plow  
 2006 Ford F450 2 ton with dump body, 10' Snow King Plow & sander  
 2005 Elgin SE Pelican sweeper (lease to own)

2004 Mack with All-Season body  
 2003 Ford Expedition  
 2001 Morbark wood chipper  
 2000 John Deere Wheel Loader  
 2000 Ford F-250 w/ 8' snow king plows  
 1998 Ford Expedition (out of service)  
 1998 Ford L-8000 with all season body & wing plow  
 1997 Ford L-8000 with all season body  
 1997 New Holland tractor with flail & rotary heads  
 1993 Ford with all season body  
 1989 Champion grader w/wing plow  
 1988 Mack dump truck (out of service)  
 1985 Ford backhoe model 555A  
 1984 Hough 540  
 1968 Sidewalk tractor w/ V-plow and angle plow  
 3000 lb. Tag along trailer  
 2 V plows  
 3 Frink snowplows  
 3 Viking plows  
 1 Warsaw plow  
 1 Tenco plow  
 4 11' Everest power angle plows  
 1 2500-gallon calcium tank & pump  
 1 70-gallon calcium tank & pump  
 4 60-gallon calcium tanks & pumps  
 1 100-gallon tank & pump  
 1 6-yard sander  
 1 2-yard sander  
 20-ton hydraulic press  
 Milwaukee 8" metal cutting saw  
 Cutting torches  
 1 Honda pump  
 1 Shop air compressor  
 1 9000 lb Weaver car lift  
 2 Lincoln air jacks  
 2 Power washers  
 1 Transmission jack  
 1 200-gallon oil tank with hose  
 2 Battery chargers  
 2 Base Radios  
 14 Truck radios  
 4 Portable radios  
 1 Offset grinder  
 1 Coleman generator  
 1 Milwaukee electric chop saw  
 1 Stihl gas powered cut-off saw  
 2 torque wrenches  
 1 Schonstedt GA-52Cx Magnetic locator  
 1 Tool chest with tools  
 1 Road rake  
 1 General Electric 19" color TV/VCR  
 1 Okidata Microline 9 pin printer  
 1 Digital camera  
 1 Makita drill  
 1 Transit, tripod, stick

1 Sawzall  
1 Drill press  
1 Cement mixer  
1 parts cleaner  
2 Brush saw  
6 Chain Saws  
1 Stihl pole saw  
1 John Deere sweeper  
2 power brooms  
3 Truck jacks  
1 Hobart Mig Welder  
1 Lincoln welder  
1 Shop engine crane  
1 Material arm for John Deere loader  
1 wacker compactor  
1 walk behind sweeper  
1 DeWalt XR2 18v cordless drill with 2 DW9095 battery packs  
Various cones, barriers, signs  
1 Large bin of various size nuts and bolts  
1 Cabinet with various amounts of paints  
3 Stepladders  
30 Various shovels, hoses, hammers and road tools  
23 fire extinguishers  
3 desks, 2 desk chairs  
1 office chair  
2 large filing cabinets, 1 small filing cabinet  
1 HP P6110F computer with keyboard, mouse, monitor,  
DVD-RW drive and 2 speakers  
1 Lexmark Platinum Pro905 printer, fax, copier, scanner  
1 Link monitor/computer with keyboard and monitor for Gasboy fuel system

Respectfully submitted,

Lyn L. Gauthier  
Highway Superintendent

## **REPORT OF THE HISTORICAL COMMISSION FOR THE YEAR 2011**

We began our year with the completion of the restoration of the Town Clock. John Reeves “The Clock Man” came back several times to tweak and make adjustments to get the clock working properly.

Brianna Whitney was appointed to be clock winder with Ernest Newcomb as an assistant.

David Simmerer resigned in July and now leaves an open seat. Many thanks for his years of his service on the committee.

The Betsey Browning stone marker has been reset near its original location. A cement base was poured and a slot where the stone was reset.

The Wain-Roy marker that was carved by Bella Kaldera was set into place at Charlie Clark Corner. In the spring it will be moved to where it will be facing south.

Respectfully submitted,

Gary Kangas, Chairman  
Martha Holgerson, Secretary  
Kenneth Green  
Charles Clark  
Ernest Newcomb  
Bonnie Cunningham

## REPORT OF THE LIBRARY DEPARTMENT

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

Over the past year the staff, trustees and supporters of the Hubbardston Public Library continued their endeavors to promote and support the habit of reading as a source of personal growth and education as well as a source of pleasure for the residents of Hubbardston. The library maintained a varied and current collection of materials to provide these experiences. Hubbardston Public Library was once again certified by the Massachusetts Board of Library Commissioners as meeting minimum standards for Massachusetts Public Libraries for 2011. As a certified library and a member of Central/Western Massachusetts Automated Resource Sharing (CWMARS) we were able to access the collections of other Massachusetts libraries for our patrons. We continue to offer programs that reflect the needs and interests of our community.

### Report of the Hubbardston Public Library Director

With the support of the Hubbardston Cultural Council Grants, the Library was able to offer the following programs during Calendar Year 2011:

- **Coffee House Musical Series:** offered a variety of local musical talent on the first Thursday of each month October through April.
- **Old Fashioned Kid Crafts:** hands on classic craft projects for children.
- **Meet the Masters Art Program:** exploration of the artists Monet, Van Gogh and O'Keeffe for children.
- **Water Color Sampler:** introduction to working with water colors for adults.
- **Holiday Luminaries:** open to all ages, holiday craft project.
- **Teen Journal Making:** creating a personal journal project for teens
- **Planting a Rainbow:** children's program featuring art, books and gardening
- **Calligraphy Made Easy:** introduction to the art of beautiful writing
- **Art of Georgia O'Keeffe:** adult pastel art program

The Library was also able to offer these additional programs for 2011:

- **Story Hour:** This library standard met each Wednesday from 10:00 until 11:00 AM from September through June. The program included a story, songs and a related craft project.
- **Statewide Summer Reading Program:** The 2011 theme of *One World, Many Stories* encouraged 78 children to continue to read over the summer and visit the library weekly. The library offered weekly programs exploring crafts, stories and music from diverse cultures teaching kids that they can travel the world without leaving Hubbardston. Summer Reading participants were also treated to free ice cream from Calico and Crème. We again are so very grateful to the McKays for their ongoing support of the library and its mission. Other generous sponsors included Johanna Henning, bookbinder, Gardner Cinemas, Gardner Ten Pins and the Hubbardston Hobby Barn.
- **Hubbardston Book Discussion Group:** Our Book Discussion Group for adults met on the third Thursday of the month at 7:00 PM to discuss a wide variety of genres.
- **Cosmic Kelly Colorful Concoctions:** hands on science program devoted to the exploration of colors
- **Rainwater Gardens:** presentation on design and benefits of rain gardens
- **Green Beauty for Teens:** natural skin care for teens

## REPORT OF THE LIBRARY DEPARTMENT

- *Tales of the Supernatural*: Parents Choice Award Winning story teller program for families
- *Museum of Science Animal Invaders*: ecological discussion featuring live animals
- *Birds of Prey*: conservation, education program featuring live birds

The Community Support that has been provided to the Library over the past year has been wonderful. Just to mention a few of the ways the support has manifested:

- In Memoriam donations by some of our longtime residents who passed away this year.
- The 14<sup>th</sup> Annual Library Road Race and Annual Holiday Raffle proceeds helped to make minor repairs to our building.
- The newly formed Friends of the Hubbardston Library, a non-profit group dedicated to promoting and assisting our library.

The library continued to offer the following hours for 2011:

Monday 1pm - 7pm  
Wednesday 10am - 4pm  
Thursday 1pm - 7pm  
Saturday 9am - 12pm

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

Respectfully Submitted,

Jayne Arata

Library Director

Hubbardston Public Library

| <b>HUBBARDSTON PUBLIC LIBRARY</b> |                     |                 |         |          |                |
|-----------------------------------|---------------------|-----------------|---------|----------|----------------|
| <b>TREASURER'S REPORT</b>         |                     |                 |         |          |                |
| July 2010 through June 2011       |                     |                 |         |          |                |
| <b>Account</b>                    | <b>Appropriated</b> | <b>Expended</b> |         |          | <b>Balance</b> |
| Wages                             | 32351.61            | 30761.98        |         |          | 1589.63        |
| Utilities & Maintenance           | 17835.87            | 13857.49        |         |          | 3978.38        |
| Books & Materials                 | 15239.41            | 15239.41        |         |          | 0.00           |
| <b>Other Library Accounts</b>     |                     |                 |         |          |                |
|                                   | Beginning Balance   | Credit          | Debit   | Balance  |                |
| Dog Fund                          | 0.00                | 675.00          | 675.00  | 0.00     |                |
| Annual State Grant                | 1892.11             | 2231.01         | 752.16  | 3370.96  |                |
| Donation Fund                     | 21903.73            | 7999.15         | 6038.22 | 23864.66 |                |
| Arts Lottery                      | 0.00                | 825.00          | 825.00  | 0.00     |                |
| Trust and Endowment Income        |                     | 1390.29         |         |          |                |

## **REPORT OF THE HUBBARDSTON OPEN SPACE COMMITTEE**

The Hubbardston Open Space Committee had another busy year in 2011, primarily focusing on its management plans for the Mt Jefferson Conservation Area and the Malone Rd Conservation Area, as well as generating the funds and manpower to implement these plans.

The Hubbardston Parks Commission approved \$4500.00 from the fund for Hubbardston Preservation to start work on the cleanup at the Mt Jefferson Conservation Area picnic area. The required bids were obtained for the cleanup of brush, removing 15-20 dead or damaged trees, creating a culvert to prevent further erosion, and placing a barrier around the foundation for safety reasons.

In addition to the above amount, after many volunteer hours, documentation and research, the Open Space Committee was awarded \$3578.00 from the Recreational Trails Grant. The Committee needed to match 20% of the award, which can be in labor hours, which is easily exceeded through the many volunteer hours and days of hard work and effort, including clearing trails, removing brush, moving and /or cutting logs or trees that have fallen across the trails, and creating water bars to prevent erosive water damage to trails, to name a few. The funds will be used toward signs and building bridges to span natural wetlands and a stream on the Behind the Chimney Trail. Many hours have been spent discussing plans to begin the process of the construction of the bridges, including obtaining bids and/or volunteers for the work, subject to approval, within the funds available.

In addition to the work done at the Mt Jefferson Conservation Area, the Selectboard approved a contract for the haying at Malone Rd, as well as the agreement to have the 40 acres at the Mt Jefferson Conservation Area hayed until 2013. They also approved and signed a 2-year contract to have the Mt Jefferson Foundation Area mown and trash removed weekly, in exchange for removal of the forestry slash.

Besides the regularly scheduled monthly meetings, the committee had several posted meetings at the sites; where the work to be done was assessed in keeping with preserving the natural environment, while promoting wildlife and indigenous species of vegetation.

Beginning in 2011, the Open Space Committee has invited residents to join in hikes on the 1<sup>st</sup> Sunday of the month, weather permitting. Please contact us for further information.

In anticipation of possible federal funding for the Wachusett to Quabbin Forest and Wildlife Corridor, the Open Space Committee has provided information to landowners who may be interested in preserving their land with a Conservation Restriction, and will continue to do so as requested.

In October, the Mt Grace Land trust, in celebration of their 25<sup>th</sup> anniversary, sponsored a horseback trail ride at the Mt Jefferson Conservation Area, with approval of DCR and the Hubbardston Conservation Committee. The riders were very enthusiastic about the trails, and are very supportive of our endeavors.

In April 2011, we experienced a deep loss with the passing of Dottie Athens. In honor of her memory, The Open Space Committee, with private donations from its members and friends,

planted an indigenous apple tree and placed a stone inscription to commemorate her tireless energy and optimism, and her devotion to the vision of preserving open space for the Town of Hubbardston and future generations to enjoy. She was “the wind beneath our wings”, and will be greatly missed by all who knew her.

Due to relocation, another committee member, Catherine Galbreath, has reluctantly left the committee but is looking forward to her next adventure in New Jersey. She has worked tirelessly creating and clearing a trail at the Malone Rd Conservation are, and has created a trail that is accessible to the disabled and the all-terrain wheelchair available from the town. She was also instrumental in helping to create a new trail to circumvent the eroded section of the Behind the Chimney Trail. We will miss her also.

The committee was happy to add 2 new members in 2011, Pat Taylor and Peter DeBlois, and we look forward to working with them.

With private donations from trail enthusiasts, the Open Space Committee has been very fortunate to be able to create an account with the town specifically for all future donations for Open Space Committee trail work.

The Open Space Committee would like to thank the many volunteers who have spent countless hard hours helping us with our trail work and with their donations of time, energy, hard work and donations. The committee operates fully on an all-volunteer basis, and with those willing to help, we will prevail and continue to do all we can to provide the Town of Hubbardston the recreation, peace, and serenity that our open spaces provide.

In addition, we would like to thank the many town committees that have worked with us to preserve open space for the town of Hubbardston.

We would also like to acknowledge the help and support of the town residents, whose faith in us has made it an honor to work with the Town of Hubbardston.

We would also like to invite any interested resident to attend our meetings, which take place the 1<sup>st</sup> Monday of the month, except for holidays, at the Senior Center at 7 pm.

Respectfully submitted,

Jassy Bratko, Chair

Joe Cataldo

Charlie Clark

Peter DeBlois

Susan Fox

Leslie M. Greiner – Secretary

Pat Taylor

## HUBBARDSTON VETERANS SERVICES

As the Veterans' Agent for Hubbardston, I hereby submit the Annual Report for Fiscal Year 2011 ending June 30, 2011.

The following expenditures occurred during this reporting period. Salary \$999.45. This department assisted one Veteran with financial assistance in the amount of \$463.74. \$35.00 was expended for professional development.

This department has and continues to assist Veterans and or their widows in filing for various federal programs such as Veterans Administration Compensations and or Pensions as well as filing for military documentation, request for medals and ribbons and enrollment into the Veterans Affairs medical program.

Assistance has been provided in helping Veterans filing applications for burial in the Massachusetts Veterans Cemetery in Winchendon.

I am the full time Veterans Agent for Gardner where I can be reached Monday through Friday. My office hours are 8 am to 4:30 pm, Monday through Thursday and 8 am to 1 pm on Fridays. My phone number is 978-630 4017 and I'm located at 95 Pleasant Street, City Hall, Room 13, Gardner, Ma 01440.

I look forward to serving the Veterans of Hubbardston as your Veterans' Agent.

Respectfully submitted

Phillip D. Buso  
Veterans' Agent



# ***PROTECTION OF PERSONS AND PROPERTY***

## **REPORT OF THE BOARD OF HEALTH**

The mission of the Board of Health is to promote and protect the public health of all residents in the Town of Hubbardston. This is done through education and enforcement of environmental, public, medical and mental health laws and regulations.

The Board of Health provides enforcement of the State Sanitary Code in the areas of housing, food sales and service, pools and camps. It is also responsible for the surveillance and reporting of communicable disease and the State Environmental Code for wells, septic systems, lead and asbestos abatement and ground water protection as well as the elimination of nuisances. These requirements reflect the principle that many critical health problems are best handled by local officials familiar with local conditions.

We would like to take this opportunity to thank The Wachusett Medical Reserve Corps, directed by Judie O'Donnell. We look forward to another healthy year of serving the residents of Hubbardston.

Respectfully Submitted,

Tomas Larson, Chairman  
Hayden Duggan, Vice-Chairman  
Randy Mizereck, Member

## **HUBBARDSTON RECYCLING CENTER**

In 2011 the center served 119 residents and took in \$1,241.00 of fees.

### Received:

|  |                                  |
|--|----------------------------------|
| 208 gallon of waste oil  | 4 dehumidifiers                  |
| 39 oil filters   | 17 pints of flashlight batteries |
| 14 gallons of antifreeze   | 3 lawn mowers                    |
| 55 tires   | 4 printers                       |
| 42 televisions   | 2 microwave ovens                |
| 5 bikes  | 3 air conditioners               |
| 2 VCRs   | 8 household appliances           |
| 7 refrigerators and freezers                                       | 20 car batteries                 |
| 7 computers; plus assorted keyboards, motherboards and ephemera    |                                  |
| 3 propane tanks, plus 2 scuba tanks and an oxygen tank for welding |                                  |

The recycling center has had a successful year, selling many tons of scrap for recycling and securing a new relationship with Ecyler (who will even take plastics). We have hired new staff to replace former employees and also benefited from participation in the senior tax work off program. We have added an off hours drop box and have assisted town offices and police by recycling the previous year's computers. We have continued to clear back logged items out of the shed and we have responded to several break-ins by installing a camera system to catch illegal dumpers and scavenging thieves. We stand to open in April for another successful year serving the citizens of Hubbardston and we thank the residents for their patronage.

## **REPORT OF THE FIRE DEPARTMENT**

The Fire Department provided another year of dedicated service to the Town of Hubbardston in 2011. The staff of the Department devoted thousands of hours, paid and unpaid, to provide the best possible emergency services to the residents we protect. The Department responded to 552 incidents during the year, which is a five percent increase from 2010, while also continuing its efforts in fire prevention through public education and code enforcement.

Following a springtime recruitment drive and First Responder class, the Department began a six-month Firefighter I training course in July. The intensive course, run on donated time, provided students with all of the basic skills and knowledge necessary to become operational firefighters. Many of the Department's staff, as well as numerous respected firefighters and fire officers from throughout the region, dedicated their time to provide a top-notch training program for eight new on-call firefighters. The graduates will continue to build upon their training and go on to earn their Firefighter I/II certification from the Massachusetts Fire Academy, becoming full members of the Department. These steps are part of a continuing effort to rebuild the on-call staff of the Department – the backbone of fire and emergency services in our Town.

Beyond time put toward training and operational readiness, the Department was kept busy with emergency responses during the year. Of particular note was a 2-Alarm fire that occurred on Christmas morning. Just before 7:00 AM, the Department responded to a reported structure fire in an apartment building at 43 Morgan Road. The first arriving engine found a large volume of smoke pushing from the building and fire showing from an apartment on the first floor. Crews forced entry and made an aggressive advance, containing the fire to apartment of origin while immediate searches found the unit was unoccupied. Families from the three other apartments were evacuated from the building, with three people sustaining minor smoke inhalation. The men and women of the Hubbardston Fire Department and mutual aid companies demonstrated what it means to be a firefighter that day, giving up Christmas morning with their families and coming to the aid of others.

The Department continued its efforts to pursue grants and alternative funding during the year. After a highly competitive application process, FEMA awarded the Department \$38,000 to replace our aging and obsolete SCBA fill system. The new unit, used to refill firefighters' protective breathing apparatus cylinders, represents a tremendous improvement in personnel safety, efficiency and performance. Also in 2011, the Department was able to upgrade its gas detection equipment, thanks in part to the generosity of a local residents' association. This, again, dramatically improves our ability to safely and effectively respond to explosive gas, carbon monoxide and other similar incidents.

In December, Deputy Chief Hayden Duggan retired from the Department, after sixteen years of dedicated service to the community. His work made a difference in the lives of countless individuals during that time. I thank him for his honorable service to the Department and wish him the best in his retirement.

I would like to thank all of the Town Officials, and members of the Police and Highway Departments; it has been a pleasure to work with them throughout the year. I would also like to express my appreciation to the residents of the community for their support. Finally, I would like to give a special thanks to the men and women of the Hubbardston Fire Department; they have done an excellent job serving their community and I am, as always, very proud to serve alongside them.

Respectfully submitted,

Robert F. Hayes Jr., Fire Chief

### Hubbardston Fire Department – Apparatus Inventory

|             |      |               |               |
|-------------|------|---------------|---------------|
| Engine 1    | 1993 | International | Engine        |
| Engine 2    | 2001 | KME           | Engine-Tanker |
| Engine 3    | 2007 | Spartan       | Rescue-Engine |
| Engine 4    | 1989 | Ford          | Engine        |
| Ambulance 1 | 2000 | Ford          | Class I       |
| Ambulance 2 | 2005 | Ford          | Class I       |
| Car 1       | 2007 | Ford          | Command Unit  |
| Forestry 1  | 1986 | Chevy         | Brush         |
| Car 2       | 2007 | Ford          | Pickup        |
| Trailer     | 1999 | AMC           | Haz-Mat       |

### Hubbardston Fire Department-Personnel

#### Officers:

|               |              |           |
|---------------|--------------|-----------|
| Robert Hayes  | Chief        | Paramedic |
| Hayden Duggan | Deputy Chief | EMT-I     |
| Troy Casey    | Captain      | Paramedic |
| James Dixson  | Lieutenant   | EMT-I     |
| Caleb Langer  | Lieutenant   | Paramedic |
| Erik Ares     | Lieutenant   | Paramedic |

**Fire/EMS Personnel:**

|                     |             |                 |
|---------------------|-------------|-----------------|
| Martin Scott        | Firefighter | EMT-I           |
| James Ares          | Firefighter | EMT-B           |
| John Demalia        | Firefighter | EMT-B           |
| Tina Dixson         | Firefighter | EMT-I           |
| Dennis Hamel        | Firefighter | Paramedic       |
| Ed Linhart          | Firefighter | EMT-B           |
| Thomas Power        | Firefighter | First Responder |
| Mark Phillips       | Firefighter | First Responder |
| Jeffrey St. Hilaire | Firefighter | EMT-B           |
| Jason Barrette      | Recruit/FF  | First Responder |
| Brett Carpenter     | Recruit/FF  | First Responder |
| Jeremy Goscila      | Recruit/FF  | First Responder |
| Cam Greim           | Recruit/FF  | First Responder |
| William Jackson     | Recruit/FF  | First Responder |
| Sean Spain          | Recruit/FF  | First Responder |
| Ellen Tornì         | Recruit/FF  | EMT-B           |
| Adam Wickstrom      | Recruit/FF  | EMT-B           |
| Corey Hallock       | Firefighter | EMT-B           |

**EMS Personnel:**

|                |           |
|----------------|-----------|
| Peter Laitinen | Paramedic |
| Pattie Hall    | EMT-B     |

## **POLICE DEPARTMENT**

As the Police Chief for this department, I am pleased to submit the 2011 annual report for the Town of Hubbardston Police Department.

The year brought an increase in calls for service, which the officers have handled admirably.

FY 2011 brought about more local aid cuts to the police department. Joining the elimination of community policing funds are highway safety grants and bicycle helmet allocation. This has limited our ability to provide programs to the residents of Hubbardston.

Despite these cuts the department has done a remarkable job at clearing many quality of life issue crimes. Many of the breaks into homes that occurred in 2011 have been cleared and we continue to work diligently with any and all information we receive.

The department has created a Facebook page that we have been using to advise the public about scams and criminal activity within the town. This medium has shown great promise and all are welcome to visit it often.

The department has increased its involvement with the North Worcester Drug Task Force, allowing us access to resources we would not normally have. This has allowed us to focus on drug issues plaguing our community and has resulted in numerous drugs arrests in the last quarter of the year.

In coordination with the task force the department was awarded a technology grant which provided us with equipment that allows us to secure and recall many different types of evidence. These tools will be very useful for our evidence needs.

Also in 2011, with the help of a grant from the Department of Health, we were able to purchase a new AED for the cruisers. These AEDs are a very valuable tool to have in the front line cruisers to save lives.

The department maintained a presence at the Memorial Day Parade with the officers volunteering their time to represent the Hubbardston Police. We were also present for Field Day, which was also done with voluntary efforts by the police officers. At field day we were able to issues in excess of 50 bike helmets to area youths as well as provide a child safety seat station for parents to have their seat fitted, and in some cases replaced.

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

The regionalization of dispatch, though painful at the time, has saved the town hundreds of thousands of dollars and the center continues to improve. In 2012 we can expect the town of Barre to join Rutland, Hubbardston and Oakham, saving us further funds. We also hope to have a new antenna and communications system in place, replacing our old outdated system. This will be paid for by the regional dispatch center, a cost we could never afford.

In closing I want to thank the hard working members of the Hubbardston Police Department for their dedication and vigilance. I feel that they represent the community of Hubbardston with pride and conviction. I would also like to thank the residents of Hubbardston for your support. Through budgetary vigilance we were able to stay within budget and provide the services that you, the resident, deserve.

## **POLICE DEPARTMENT**

2012 will bring many of the same challenges to the Town of Hubbardston. Crime is a constant reminder of the society we live in and that no community is immune. Our goal is to be as vigilant as possible to secure your continued safety. I believe we are well prepared, and dedicated, to meet these challenges and serve the residents of Hubbardston.

I am truly honored by the loyalty and dedication of the officers of The Hubbardston Police Department and the residents of this great town. I look forward to 2012 and the upcoming challenges that await us, I am confident that the men and woman of the Hubbardston Police Department are well equipped to handle any type of situation we are placed in.

“The police are the people, and the people are the police.”

## **OUR MISSION STATEMENT**

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

Respectfully submitted,

Chief Dennis G. Perron

**POLICE DEPARTMENT  
&  
COMMUNICATION CENTER**

**2011 Police Department Personnel**



**Chief of Police**

Dennis G. Perron

**Police Clerk**

Debra Chamberlain

**Full-Time Officers**

Sergeant Ronald Newton

Sergeant Robert Forte

Detective Hans Carlson

Officer Ryan Couture

Officer Timothy Miner

**Part-Time Police Officers**

Ofc. Ronald Flynn

Ofc. William Withycombe

Ofc. Scott Tibert

Ofc. Nicholas Malnati

Ofc. Rowdy Hough

Ofc. James Halkola

Ofc. Scott Chatigny

Ofc. Thomas Perry

**POLICE DEPARTMENT**

|  | <b>2009</b> | <b>2010</b>   | <b>2011</b>  |
|--|-------------|---------------|--------------|
| <b>Total Calls for Service</b>           | <b>8753</b> | <b>12,586</b> | <b>14398</b> |
| <b>Criminal Offenses</b>                 | <b>615</b>  | <b>507</b>    | <b>488</b>   |
| <b>Motor Vehicle Accidents</b>           | <b>96</b>   | <b>83</b>     | <b>90</b>    |
| <b>Motor Vehicle Civil Citations</b>     | <b>467</b>  | <b>164</b>    | <b>136</b>   |
| <b>Motor Vehicle Written Warnings</b>    | <b>319</b>  | <b>181</b>    | <b>143</b>   |
| <b>Motor Vehicle Verbal Warnings</b>     | <b>1040</b> | <b>676</b>    | <b>512</b>   |
| <b>Stolen Motor Vehicles</b>             | <b>2</b>    | <b>4</b>      | <b>3</b>     |
| <b>Larceny/Fraud</b>                     | <b>35</b>   | <b>30</b>     | <b>32</b>    |
| <b>Break &amp; Entering</b>              | <b>31</b>   | <b>18</b>     | <b>21</b>    |
| <b>Disturbances</b>                      | <b>30</b>   | <b>74</b>     | <b>91</b>    |
| <b>Domestic Disputes/Assaults</b>        | <b>28</b>   | <b>27</b>     | <b>21</b>    |
| <b>Restraining/209A Orders</b>           | <b>19</b>   | <b>27</b>     | <b>18</b>    |
| <b>Restraining Order Violations</b>      | <b>1</b>    | <b>9</b>      | <b>6</b>     |
| <b>Vandalism</b>                         | <b>24</b>   | <b>17</b>     | <b>32</b>    |
| <b>Aid to Public</b>                     | <b>610</b>  | <b>648</b>    | <b>704</b>   |
| <b>Suspicious Activity</b>               | <b>100</b>  | <b>123</b>    | <b>184</b>   |
| <b>Fire Arms Permits</b>                 | <b>23</b>   | <b>69</b>     | <b>124</b>   |
| <b>Narcotic Violations</b>               | <b>33</b>   | <b>38</b>     | <b>44</b>    |
| <b>Animal Complaints</b>                 | <b>249</b>  | <b>324</b>    | <b>310</b>   |
| <b>Burglar Alarms</b>                    | <b>77</b>   | <b>79</b>     | <b>91</b>    |
| <b>Medical Emergencies</b>               | <b>152</b>  | <b>245</b>    | <b>230</b>   |
| <b>Juvenile Runaways</b>                 | <b>6</b>    | <b>5</b>      | <b>1</b>     |
| <b>Juvenile Criminal Offenses</b>        | <b>41</b>   | <b>50</b>     | <b>28</b>    |
| <b>Building/House Checks</b>             | <b>1999</b> | <b>1922</b>   | <b>1949</b>  |
| <b>Assist Other Police Departments</b>   | <b>167</b>  | <b>145</b>    | <b>173</b>   |
| <b>Burglary</b>                          | <b>19</b>   | <b>21</b>     | <b>19</b>    |
| <b>Missing Persons</b>                   | <b>9</b>    | <b>8</b>      | <b>4</b>     |
| <b>Investigations</b>                    | <b>322</b>  | <b>355</b>    | <b>309</b>   |
| <b>Warrants Served</b>                   | <b>3</b>    | <b>6</b>      | <b>11</b>    |
| <b>Summons Served</b>                    | <b>53</b>   | <b>41</b>     | <b>40</b>    |
| <b>Total Criminal Arrests/Complaints</b> | <b>138</b>  | <b>131</b>    | <b>146</b>   |

## POLICE & DISPATCH EQUIPMENT

|   |                                  |
|---|----------------------------------|
| 2 Desks   | 6 Training Room Tables           |
| Misc. Chairs  | 21 File Cabinets                 |
| Misc. Office Furniture  | 2 Copy Machines                  |
| 2 Fax Machines  | 3 Stop Sticks                    |
| 1 Conference Table  | 1 VCR                            |
| 1 DVD/VCR   | 3 Mobile Data Terminals          |
| 3 Lap Tops  | 9 Computers                      |
| 1 Server  | 2 Inkjet Printers                |
| 1 LaserJet printer  | 1 Ammo Cabinet                   |
| Misc. Office Supplies   | Misc. Medical Supplies           |
| Paper Shredder  | Leaps/NCIC Computer              |
| 2 Police Network Computer System includes Hardware and Software |                                  |
| Breathalyzer  | 3 Portable Breath Tester         |
| 2 Base Radios   | 4 Mobile Radios                  |
| 13 Portable Radios  | 2 Radio Repeater System          |
| Highway Base Radio  | Fire Base Radio                  |
| CB Radio  | 2 X26 Tasers with cartridges     |
| Telephone Recording System                                      | Traffic Speed Monitor            |
| 3 Mobile Radar Units  | 2 Handheld Radar Unit            |
| 2005 Ford Crown Victoria Cruiser                                | 2007 Ford Crown Victoria Cruiser |
| 2007 Ford Explorer 4x4  | 2009 Ford Explorer Cruiser 4x4   |
| 2003 Polaris ATV  | 2003 Utility Trailer             |
| Misc. Cruiser Equipment/Supplies                                | 4 GPS handheld units             |
| 3 Portable Defibrillator  | 4 Hand Held Weapon Detectors     |
| Misc. Flashlights   | 3 Mossberg 12ga shotguns         |
| 18 Glock 45 Cal Handguns  | 4 Bushmaster AR-15 Rifles        |
| Electronic Weapon Cleaning System                               | Misc. Police Equipment           |
| 35mm Camera   | 5-Digital Cameras                |
| 1-Video Recorder  | Misc. Lockers                    |
| Misc. Crime Scene Equipment                                     | Night Vision Goggles             |
| Infrared Camera   | Undercover Body Wire System      |
| Power Point Projector   | 2 Speed minders                  |
| 1 LCD training TV   | 1 Trail Camera                   |
| 1 Gun Safe  | 1 Air Cleaner                    |
| 2 DVR recording system w/ 8 cameras                             |                                  |

# ***PLANNING***



## **REPORT OF THE PLANNING COMMITTEE**

The Planning Board is responsible for reviewing and approving land divisions and new subdivisions and for processing special permit applications and site plans for a variety of uses and activities. The Board's operating guidelines are the Town of Hubbardston Zoning By-laws and Subdivision Rules and Regulations, the state Zoning Act (Chapter 40A) and the state Subdivision Control Law (Chapter 41 Sections 81A to 81GG). There are five members of the Board, and one alternate member each serving for a term of 5 years, with terms staggered so one seat is up for election each year.

### **ANR Plans Reviewed in 2011:**

January 6, 2011 – Hale Road  
March 2, 2011 – Mt. Jefferson Road  
April 6, 2011 – Mt. Jefferson Road  
November 2, 2011 – Mt. Jefferson Road

### **Site Plan Review**

March 3, 2011 - 10 Gardner Road (Leading Edge Attachments)  
April 7, 2011 - 36 Main Street (bakery)

### **General Bylaws**

#### **Special Permits**

April 6, 2011- Main Street  
April 27, 2011- Overlay District (IPOD)  
May 19, 2011 – Cross Road (kennel license)  
July 7, 2011- Cross Road (kennel license)  
August 3, 2011- Mt. Jefferson Road  
August 17, 2011- Mt. Jefferson Road  
September 1, 2011- Old Boston Turnpike (kennel license)  
October 2, 2011- Mt. Jefferson Road  
October 5, 2011- Main Street  
November 6, 2011- Mt. Jefferson Road

### **GIS Study on Affordable Housing continues**

#### **Zoning Bylaws**

May 19, 2011 General Bylaw Earth Removal  
May 19, 2011 Amend Article 9 Site Plan Approval  
May 19, 2011 Article 20 Solar Photovoltaic Installations  
June 2, 2011 Rules & Regulations Earth Removal

## REPORT OF THE PLANNING COMMITTEE

### INVENTORY

Planning Board inventory includes the following:

- Computer and Printer
- Desk and Chair
- Four (4) file cabinets
- Miscellaneous Office Supplies (pens, pencils, stapler, etc.)

*Respectfully submitted by The Planning Board:*

Peter Carmosino

Mark Dymek, Chairman

Denis Halfrey

Peter Jefts

Caleb Langer

Vincent K. Ritchie, Associate Member

Lucinda Oates, Staff

## 2011 REPORT OF THE BOARD OF APPEALS

### Message from the Chairman

The Zoning Board of Appeals listens to all zoning appeals and variance requests. Applications are submitted through the Town Clerk's office. The Board stands ready to assist in any zoning matters on behalf of the applicant. I would like to thank the Board for all their work this year and for their attendance at hearings. We look forward to serving the Town on zoning matters in the next fiscal year.

### Report of the Board

The Board of Appeals consists of 5 voting members and 1 associate member who may exercise full voting rights in the absence of any regular member. All members are appointed by the Board of Selectmen. The Hubbardston Zoning Bylaws, Article 12, Section 12.2, gives the Board the power to hear and decide on appeals, and to hear and decide petitions for variances.

Variances: As an extraordinary remedy with respect to particular land or structures, the Board of Appeals has the power to grant a variance from the Hubbardston Zoning Bylaws. The petitioner must show a substantial hardship based on specific circumstances in order to be granted a variance. (M.G.L. Chapter 40A, Section 10)

Appeals: Any person who feels they have been wrongfully denied a permit or has been served with an enforcement order may appeal that decision to the Zoning Board. An appeal must be filed with the Town Clerk within 30 days from the date of denial or enforcement order. (M.G.L., Chapter 40A, Section 8)

For either an appeal or a variance, the petitioner must file an "Application for a Public Hearing Before the Board of Appeals" at the office of the Town Clerk with the required fee and additional documents as listed on the application. The application form and instructions are available from the Town Clerk or online at [www.hubbardstonma.us](http://www.hubbardstonma.us). When a complete application package has been received, a public hearing is then held according to state laws.

Officers for 2011 were Chairman Edward Blanchard, Vice Chairman John Prentiss, and Scott Janssens, Clerk.

### Public Hearings and Meetings Held in 2011

Four meetings were scheduled by the Board of Appeals during 2011 resulting in one variance being granted.

**February 22:** A continuation of a public hearing on application from Callie DiVico seeking relief for property off Selfridge Lane. The applicant requested in writing to withdraw her application without prejudice. The Board voted 3-0 in favor of granting the request to withdraw.

**August 25:** A public hearing was held on two variance applications. The first was from Cindy Phillips for property at 55 Old Boston Turnpike filed as a result of a court order. The variance requested was for a side-yard setback violation in connection with roofs on dog kennels. The hearing was continued until September 22.

The second application was from Michael Goguen for construction of a detached garage without the required side yard setback. The subject property is located at 2 New Westminster Road. A variance was granted 19' (nineteen feet) from the side setback requirements on the East lot line.

**September 22:** A continuation of the public hearing for Cindy Phillips. The public hearing was closed and following discussion, the vote taken was 5-0 to deny the variance.

**December 15:** A public hearing for Callie DiVico for property off Selfridge Lane was scheduled but the public hearing was not opened as there were only 3 board members present and a super majority of 4 members is required to act on a variance application. The hearing was rescheduled to January 5, 2012.

## **2011 REPORT OF THE BOARD OF APPEALS**

Respectfully Submitted for the Board by

Joyce Green, Secretary

Andrew R. Baum

Edward H. Blanchard, Chairman

William J. Homans

Scott M. Janssens, Clerk

John K. Prentiss, Vice Chairman

William C. Fernekees, Associate Member

**Inventory: 1 - GE Model #3-5364A Battery Operated Cassette Recorder**

# ***EDUCATION***



## QUABBIN REGIONAL SCHOOL DISTRICT

### ANNUAL REPORT OF THE SUPERINTENDENT OF SCHOOLS

The 2011-12 school year was one during which the school district initiated numerous projects designed to both expand and strengthen academic programs and repair and upgrade the district's infrastructure. The district was able to fund such projects due to the receipt of competitive state and federal grants.

The district received funds to provide new programs designed to address the needs of students at risk of dropping out of school. This MASSGRAD Grant allowed the school district to improve the graduation rate by implementing new academic programs dedicated to providing better support for students during their high school years. The school district also applied for and received financial support from the federal RACE TO THE TOP Grant program to initiate the development and eventual implementation of an International Baccalaureate Programme for 11<sup>th</sup> and 12<sup>th</sup> grade students. Both initiatives expand opportunities and strengthen the rigor of the educational programs offered to all high school students. While the aforementioned programs have already provided both teachers and students with new and valuable educational experiences, we estimate the future impact of these two new initiatives to be even more significant. Most importantly, the grant money used to fund these programs is available for a number of years and will enable the school district to continue to expand important services to students without burdening the district's limited operational budget.

The district also applied for and received a GREEN REPAIR GRANT from the Massachusetts School Building Authority (MSBA) to replace both the high school's expansive cafeteria atrium roof and the metal panel system cladding the exterior of the middle/high school building. This grant will pay for approximately 56% of the cost of these repairs. The total cost before reimbursement is estimated at \$3.9M. Clearly, receipt of the grant funds to offset the financial obligation of the member towns is important, even necessary, in these difficult financial times. The project will be completed during the winter of 2012.

While the district was fortunate to receive grants to improve academic programs and replace failing infrastructure, all of our efforts to improve the quality of educational programs and to repair school buildings were dwarfed by the on-going impact of the deepest economic recession in 75 years. As a result, working with the member towns to fund a school budget sufficient to meet student needs proved challenging. Sadly, cost saving measures (reducing force, eliminating programs, etc.) failed to close the budget gap between what the member towns felt they could afford and what the district knew it needed to meet student needs...but a magnanimous offer from district employees did! Employee groups agreed to forego any salary increase for the 2010-11 school year. Their and their families' sacrifice not only made the "numbers work", but also provided needed programs for the students of the school district.

The 2010-11 school year also saw a change in the demographics of the students who attend school within the Quabbin Regional District. We welcomed new students whose first language is not English. We are required to provide special instructional activities for these students. Thus, we developed and implemented an English Language Education (ELE) Program to provide these students with mandated services. Also, the number of students who qualify to receive free and reduced lunch increased significantly in the elementary schools in both Barre and Hardwick. This increase in students qualifying for the free and reduced lunch program resulted in the mandate to establish a breakfast program at Ruggles Lane Elementary School in Barre.

While economic uncertainties continue to ravage our time and attention, we are committed to finding ways to strengthen present and to develop new educational programs dedicated to preparing our students for successful citizenship within a global society. This is the mission to which our staff is committed. The staff works hard, and as a result, our drop-out rate is below the state average and all of our high school students pass the MCAS test required for graduation. Additionally, and more importantly, over 85% of our students continue their education well beyond Quabbin. Our students reflect well on our schools and communities. As has always been the case, the Quabbin communities strive to support their

children in both the best and worst economic times. This support is essential, if our children are to fulfill their potential and find success in an ever more competitive world.

Respectfully submitted,

Maureen Marshall  
Superintendent

# QUABBIN REGIONAL HIGH SCHOOL END OF YEAR REPORT 2010-2011 SCHOOL YEAR

## OPENING OF SCHOOL

The school year opened smoothly. The teachers returned on August 30, 2010 with all members of the district for opening day activities. The faculty and staff participated in professional development that day and prepared for the students' arrival. Classes began for all students in grades 9, 10, 11, and 12 on August 31, 2010. The freshmen participated in a LINK Crew program for the day. Faculty and staff were in place; and we were ready for another exciting year. The facility was in pristine condition thanks to Clare Barnes and her staff. They worked very hard during the summer to repair and refresh the high school.

Below is a summary of our opening day statistics for the past two years:

|          | 2010-2011 | 2009-2010 | Inc/(Dec) | % Change |
|----------|-----------|-----------|-----------|----------|
| Grade 9  | 234       | 262       | (28)      | (10.69)  |
| Grade 10 | 219       | 250       | (31)      | (12.40)  |
| Grade 11 | 238       | 228       | 10        | 4.39     |
| Grade 12 | 223       | 242       | (19)      | (7.85)   |
| Total    | 914       | 982       | (68)      | (6.92)   |

## STAFFING

We have a number of new employees at the high school who are replacing staff who retired, resigned, or took a new position within the district:

Jane Cremis  
Mary Catherine Gaspar  
Barbara Lozanski-Brynes  
Davis MacPherson  
Daniel McConnell  
Tatiana Mein  
Richardson Prouty III

## SCHOOL COUNCIL

The High School Council met several times during the course of the year. The council reviewed the progress made toward meeting the goals of the 2010-2012 School Improvement Plan. In addition, the council also worked to review the Student Handbook changes, as well as review the FY 2010 budget and its impact on the high school. As always, school council meetings are open to the public and we encourage anyone who is interested in serving on the council to call the high school office and make their interest known.

## Massachusetts Comprehensive Assessment System (MCAS)

At the time of graduation this year, 100% of the members of the class had passed MCAS and met that state-mandated graduation requirement. Congratulations to all students and faculty for that great accomplishment.

### MCAS RESULTS REVIEW

|      |     |     |     |     |     |     |     |     |
|------|-----|-----|-----|-----|-----|-----|-----|-----|
| 2010 | 0%  | 3%  | 6%  | 12% | 56% | 51% | 38% | 33% |
| 2009 | 1%  | 4%  | 12% | 18% | 55% | 52% | 32% | 26% |
| 2008 | 1%  | 4%  | 14% | 21% | 53% | 51% | 32% | 23% |
| 2007 | 0%  | 6%  | 17% | 24% | 49% | 49% | 34% | 22% |
| 2006 | 3%  | 7%  | 23% | 24% | 62% | 53% | 12% | 16% |
| 2005 | 2%  | 11% | 24% | 25% | 40% | 42% | 34% | 22% |
| 2004 | 4%  | 10% | 21% | 27% | 51% | 44% | 23% | 19% |
| 2003 | 3%  | 12% | 25% | 28% | 55% | 41% | 17% | 20% |
| 2002 | 6%  | 14% | 21% | 27% | 48% | 40% | 25% | 19% |
| 2001 | 7%  | 18% | 25% | 31% | 49% | 35% | 20% | 15% |
|      |     |     |     |     |     |     |     |     |
| 2010 | 2%  | 7%  | 17% | 18% | 32% | 29% | 49% | 45% |
| 2009 | 1%  | 7%  | 12% | 17% | 31% | 25% | 57% | 50% |
| 2008 | 3%  | 9%  | 18% | 19% | 31% | 29% | 48% | 43% |
| 2007 | 3%  | 9%  | 15% | 22% | 29% | 27% | 53% | 42% |
| 2006 | 6%  | 12% | 17% | 21% | 30% | 27% | 47% | 40% |
| 2005 | 4%  | 14% | 27% | 24% | 27% | 27% | 43% | 35% |
| 2004 | 4%  | 15% | 21% | 28% | 36% | 28% | 39% | 29% |
| 2003 | 5%  | 21% | 21% | 28% | 39% | 27% | 35% | 24% |
| 2002 | 13% | 25% | 40% | 31% | 30% | 24% | 17% | 20% |
| 2001 | 11% | 25% | 35% | 30% | 38% | 27% | 15% | 18% |

We met the AYP goal for the May 2010 MCAS Administration.

### *Student Accomplishments for school year 2010-2011*

The Quabbin Music Department began its season of concerts with their annual Faculty Recital in October. The season continued with their Octoberfest Concert featuring the Quabbin Singers, the Concert Chorus, the Symphonic Winds, and the Orchestra. As the year progressed, the students participated in many events including Central Districts, Winter and Holiday Concerts, All States, Quabbin Valley, Choral Festival, Band Festival, String Festival, Senior Instrumental Night, and Senior Vocal Night. The Music Department also provided the music for our graduation week activities and, as always, did a fantastic job.

On Tuesday, November 16, 2010, the Guidance Department, in conjunction with the Massachusetts Educational Financing Authority (MEFA), sponsored a college financial aid information night which was very well attended by parents, guardians, and students. An Ambassador for MEFA presented the various aspects of the financial aid process including the FAFSA (Free Application for Federal Student Aid), the CSS/Financial Aid Profile, how to compare financial aid award letters, and alternative financial aid options. In addition, the Guidance Department presented information on outside and local scholarships.

Quabbin Navy Reserve Officers Training Corps (NJROTC) had another successful year, once again receiving national recognition as a Distinguished Unit with Honors for academic performance and overall excellence. It was the 6th consecutive award bestowed upon Quabbin. It was a terrific year of academic excellence, participation and performance. The following is a synopsis of NJROTC activities and accomplishments for AY 2010/2011:

- New Cadet Orientation for 43 Cadets
- Quaboag Plantation 350th Anniversary Parade (over 90 Cadets) – First Place Marching Unit
- Basic Leadership Training (Mini Boot Camp) at Fort Devens (110 Cadets)
- Orange Harvest Parade (60 Cadets) – First Place Drill Unit
- Annual Inspection by Area FOUR Manager, CDR Hankins (106 Cadets) – Zero discrepancies
- Six Drill Meets (43 team members)
- Spaghetti Dinners in December & March
- Hosted Drill Meet for 8 schools and 350 Cadets
- Field Trip to Hanscom AFB – Orientation and Educational Benefits Briefings for 44 Cadets
- NJROTC Ball at Colonial Hilton (120 Cadets and Students)
- Annual Awards Ceremony and Farewell to Seniors (106 Cadets) – 18 Seniors “Piped Over the Side”
- Memorial Day Assembly for Quabbin Regional High School – Over 650 in attendance
- Memorial Day Parade in Barre (83 Cadets)
- Coast Guard Field Trip – Four day trip to Boston for Training/Education/Orientation (16 Cadets)
- White Water Rafting Field Trip (18 Cadets)
- Leadership Academy/Sail Training Newport, RI (8 Cadets)

There were two Changes of Command during the year: Cadet Commanding Officers were Nicholas Doherty (11), Emily Reidy (11), and Baylee Smith (12). All Senior Cadets graduated. Three Cadets received ROTC scholarships valued at \$160,000 each. Four Cadets enlisted in the armed services. Twelve Cadets went on to college or university. The Unit completed over 2,000 hours of community service.

The Quabbin Composting and Organic Gardening Program continued to realize their major goals this past year. During the summer, student volunteers spent Saturday mornings selling garden produce at the Barre Farmers’ Market and distributing information about home composting. Customers gratefully bought sugar snap peas, baby carrots, herbs and cucumbers, and often stopped to talk about the Quabbin program or discuss composting techniques.

Quabbin continued their work on their advisory program, a popular innovation in education nationwide, which was implemented in the spring of 2010 at the high school. Advisories consist of small groups of students who meet with one faculty member frequently throughout their four years of school. The program aims to provide each student with an adult member of the school community as a supportive resource.

On Friday, June 10th, under a beautiful, sunny sky, Quabbin Regional High School issued diplomas to 223 students. The total value of scholarships for next year amounted to \$372,860.00 with a value of \$1,267,040.00 over a four-year period. Of the 223 graduating seniors, 187 (84%) plan to continue their education; 117 (52%) plan to attend a 4-year college; 61 (27%) plan to attend a 2-year college or institution; 9 (4%) plan to attend a certificate program; 9 (4%) plan to enter the military; 28 (13%) plan to enter the work force full time.

## **QUABBIN REGIONAL MIDDLE SCHOOL END OF YEAR REPORT 2010-2011**

This year one new staff member was added to the middle school faculty. Michelle Sarkisian joined us as middle school art teacher after Dena Hengst moved to the high school. She comes to us from Abby Kelley Foster Charter School in Worcester.

To welcome students and parents to the Middle School, 7<sup>th</sup> grade orientation night was held on Monday, August 30, 2010. Student schedules were distributed and a mock schedule was followed so that parents and students could meet teachers and learn classroom expectations. Attendance was extremely high with 96% of seventh graders attending. Parents and students look forward to the orientation nights, which seem to lessen the anxiety of a new school year.

For 8<sup>th</sup> grade student and parents “Welcome Back Night” was held on Tuesday, August 31, 2010. Student schedules were distributed and a mock schedule was followed so that parents and students could meet teachers and learn classroom expectations. Information about the spring Washington, D.C. trip was given during this night.

On Tuesday, August 31, 2010, we welcomed 254 seventh graders and 248 eighth graders. This made the total Middle School student enrollment 502 on opening day.

### **Middle School Extracurricular Activities**

Sophia Kornitsky won the local Geography Bee and represented Quabbin at the state level of the National Geographic Bee at Clark University. Though Sophia did not move on to the next level, we are extremely proud of her accomplishment. The Middle School has continued its community involvement through “Trick or Treat for UNICEF” and donations of canned goods, collected at Middle School dances, to benefit local food banks.

The arts are an important part of the curricula and co-curricula activities at the middle school. Artwork from middle school students was entered into the Boston Globe Scholastic Art Competition. Sarah Brown and Emma Hager received honorable mention. Peyton Ortiz, Emma Hager, and Kalen Bara-Kennedy had pieces exhibited at the Worcester Art Museum. First place in The Gardner News Art Show went to Kalen Bara-Kennedy and Sarah Brown received honorable mention. Student art decorates the halls and office of the middle school. Several vocal and instrumental concerts were held throughout the year. Middle School Central District Music Festival Auditions were held in February, 2011. Congratulations to Julia Tuttle who was selected to the Central District Chorus and Miriam Wood participated in the band. Also in February, fifteen middle school students participated in the Quabbin Valley Music Festival in Palmer. These students were chosen by their music directors and attended two rehearsals to prepare for this concert. This was an excellent opportunity for students to play or to sing with a larger ensemble and to work with a new conductor without having to go through the audition process.

May and June saw numerous awards and honors programs. The Honors Breakfast, on May 14<sup>th</sup> was prepared and served by staff, honoring 163 students who achieved honor roll status for three marking terms. This program included a brief awards presentation for outstanding grade seven and eight students. June 21 was the grade eight graduation program, held on in the high school gym, which marked the passage of students from grade eight to grade nine.

### **Eighth Grade Activities**

In October, five buses of eighth grade students rotated through five stations at the Quabbin Reservoir. Included in these stops were The Quabbin Cemetery, Windsor Dam, the fish hatchery, the Goodnough

Dike, the tower, and Visitor's Center. We were fortunate to have wonderful weather for this great outdoors trip.

In October, Ray Zalneraitis, a four wheeler stunt driver, presented an outdoor assembly for 8<sup>th</sup> grade students. Students heard Ray speak about riding safety and the physical science necessary for him to complete his stunts. Then he demonstrated many of his tricks.

On Tuesday, April 30, 2010 sixty-six students were inducted into the National Junior Society in a candle lighting ceremony. To be inducted students had to maintain a 90% average for six marking terms and show leadership, character, citizenship, and service. Mr. Lee Wolanin, school committee member from Barre and parent of one of the inductees, was the guest speaker.

The sixth annual Craft Fair was held in the Quabbin cafeteria on Saturday, March 26<sup>th</sup>. This is a major fundraiser for the eighth grade Washington, D.C. trip. Over fifty crafters filled the cafeteria and downstairs halls of Quabbin. The eighth grade staff and parents worked on the bake table, food booth, cake walk, children's table, rock wall, and silent auction. There is a great deal of hard work that goes into this event. Our profit was approximately \$4,000. We want to thank all those in the community who support our Craft Fair.

On Sunday, April 10, 2010, 195 students and 25 chaperones traveled to Washington, D.C. Annual stops on the trip included the Smithsonian Museums, a tour of Arlington National Cemetery, the Holocaust Museum, a night bus tour of Washington, D.C., the World War II monument, and the Air and Space Museum at Dulles airport. Buses returned to Quabbin on Wednesday, April 13<sup>th</sup>.

### **Seventh Grade Activities**

The Chamber Repertory Theater came to Eagle Hill in Hardwick on February 4, 2011. The Cultural Center at Eagle Hill is an excellent facility for our students to view a production of five short stories which had been studied during the school year.

In June, Yoko Kawashima Watkins, author of So Far From the Bamboo Grove, visited with our social studies classes discussing her life as a young Japanese girl who was forced to flee North Korea at the end of World War II.

May 26 through May 27 was the date for the grade seven overnight. Students began the evening moving through stations where they experienced elements of Chinese culture, Ecuadorian music, a tour of the inside of a giant National Geographic globe in the high school gym and African dancers. Activities later in the evening included competitive games in the gym, a talent show, a geography bee and a movie. June 17 was the date of the seventh grade field trip to Canobie Lake Park. Before the trip students studied the "math of an amusement park".

### **MCAS TESTING**

On March 22, 2011, students in grade seven completed the long composition portion of the MCAS tests. March 23 & 24 both seventh and eighth graders completed the ELA MCAS tests. The testing resumed on May 10 through May 18. Grade seven completed the math test. Areas tested in grade eight were Mathematics and Science & Technology/Engineering. We received the results of these assessments in the spring and summer of 2011.

To help with the transition from grade 6 to grade 7, parent orientation nights were held in the elementary schools in the district. The purpose is to give parents an overview of the academic program, extracurricular activities, and to give some pointers before their children enter the middle school. The second transition activity was "Step Up Day" on June 10<sup>th</sup>. During this day students followed a mock schedule which included pictures and measurements in math, a tour of the building, and friendly

competition in the middle school gym. August 29, 2011, was orientation night for both parents and students.

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

Respectfully submitted,

Susanne R. Musnicki, Principal

**Principal's Report  
Hubbardston Center School  
School Year Ending June 2011**

The Hubbardston Center School provides a supportive learning environment that encourages students to achieve high levels of academic performance at each grade level as defined by state and local standards. To achieve this Hubbardston Center School faculty and staff implement challenging curriculum. Diverse teaching methods provide equal opportunities for all students to meet grade level expectations and encourage lifelong learning. We encourage communication and active involvement with parents, guardians, and community members. The school community demonstrates mutual respect for all members. To this end, students, staff and the administrator will strive to develop a sense of ownership and pride in their individual and collective achievements.

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

**Enrollment history**

|             |              |
|-------------|--------------|
| 2005 - 2006 | 483 students |
| 2006 - 2007 | 472 students |
| 2007 - 2008 | 471 students |
| 2008 - 2009 | 450 students |
| 2009 - 2010 | 434 students |
| 2010 - 2011 | 400 students |

**Average class size and grade configuration**

| Average Class Sizes 2011 - 2012 |               |  |
|---------------------------------|---------------|--|
| Grade                           | # of sections | Average number of students per section |
| K                               | 2             | 21                                     |
| 1                               | 2             | 22                                     |
| 2                               | 3             | 18                                     |
| 3                               | 3             | 19                                     |
| 4                               | 3             | 21                                     |
| 5                               | 3             | 21                                     |
| 6                               | 3             | 24                                     |

**Staffing**

Although we did not add any new positions in 2011, the school year brought two new staff members to our team due to retirements and vacancies. Barbara Bevers is our new secretary replacing Mary Quinlan who retired in June. Dr. Audette resigned in June and has assumed the responsibilities of principal of Norte Dame School. Sherry McDonald has joined the HCS team to replace Dr. Audette. Matthew Farrell went to Hardwick Elementary school as the new physical education teacher.

**Hubbardston Center School Parent/Teacher Organization**

The Hubbardston Center School Parent/Teacher Organization, PTO, is the parent teacher organization for the Hubbardston Center School. They are a vital part of our school community, hosting monthly programs for students and community members such as a Family Goblin Night, Spaghetti Supper and

Family Fun Night Dance, Scholastic Book Fair, Movie Night, Mother/Son Bingo, and Father/Daughter Dance. The PTO organizes fundraising events to assist with field trips for students and other cultural programs. Meetings are noted on the school's website and listed in the monthly school newsletter. If you would like more information about the PTO please contact the school.

### **School Council**

Meetings are held four or more times per year as needed. Regular agenda items include discussions about budget issues, student assessment and the annual School Improvement Plan. Meetings are always open to the public. They are posted at the town office and publicized in the weekly school news and the Hubbardston Center School calendar on the District website at [www.qrsd.org](http://www.qrsd.org). The school council was involved with the formulation of the 2011-2012 HCS budget. Program needs and building issues were reviewed and prioritized.

### **Curriculum and Learning MCAS Performance 2011**

Hubbardston Center School's MCAS performance based on the spring of 2011 results show the aggregate performance in ELA to have an on target improvement rating. The target range was 84.8-89.9 and HCS scores a CPI of 85.9. In the sub group category of Special Education the target range was 62.9-71.9 and HCS students scored a CPI of 62.8 which put us in the Restructuring Year 1 subgroups designation in NCLB accountability status. In Mathematics HCS did not meet the target range of 83.5-88.5 in the aggregate and scored a CPI of 81.3. In the subgroup category of Special Education HCS did not meet the target gain of 67.4-76.4 and scored a CPI of 63.3 with an *Improvement Year 2* designation for the NCLB accountability status.

Data was analyzed and an action plan was developed and implemented in September to address the need for improvement in MCAS performance. Data from the MCAS, curriculum benchmarks and formative assessments were used to determine grouping and instructional needs. Professional development and trainings focused on strategies for answering open response questions in both ELA and Math. A Response to Intervention program began in September using data collected to offer extra support to students in need in both ELA and Math. Students have been monitored for progress each month to insure that they are making adequate gains and to adjust instructional practices as needed.

### **Extra-Curricular Activities, Programs & Events**

**Nature's Classroom-** In the month of October, sixty fifth graders attended Nature's Classroom a residential environmental education program in Yarmouthport, MA. Students spend five days living and learning together developing a sense of community, confidence in themselves and an appreciation for others that carries over to the school community. While at Nature's Classroom, students take an active role in their education by participating in exciting hands on motivational activities which are both academic and fun.

**Music-** All children from grades K – 6 attended one 45 minute class of music instruction each week. Singing, rhythmic activities, note reading, music theory, folk dancing, music history and music appreciation were taught throughout the grade levels. All third grade students learned to play the recorder as a hands-on method of learning to read music. The Winter Concert highlighted the K – 2 students and the Memorial Day Concert featured grades 1 – 3. Grades 4-6 held their own observation of Memorial Day by singing songs and giving speeches around the flag pole, led by Mrs. Afonso, Dr. Killough-Miller and Mrs. Kielinen. The sixth grade spent time in the winter creating their own commercials, videotaping and then analyzing them. Then they worked hard on preparing for Recognition Night where they presented three songs, with accompaniment by students on guitar and piano.

Three after-school music groups were offered. Jazz Band, directed by Dr. Killough-Miller; Advanced Recorders, directed by Mrs. Afonso; and Select Singers, directed by Mrs. Afonso. Each of these groups are designed for students who wanted to progress further than the regular school groups of singers and instrumentalists. The Select Singers performed at the school Band/Chorus/Orchestra Concerts and were invited as guest singers at the Winter Circle of Song Concert in Barre as well as singing for the Spring Festival for the Hubbardston Historical Society.

Our Chorus of 60 students met once a week for 45 minutes and included students from grades 3 -6. The grade 3 and 4 chorus members practiced at a different time than grades 5 and 6, but had an overlap time of 15 minutes. Our school chorus participated in the Quabbin Choral Festival in March and in April we sponsored our own annual Quabbin Music Festival for local elementary Bands, Choruses and Orchestras. Our April Festival hosted 3 choruses, 3 orchestras and 1 band and provided workshops and assessments from professional conductors along with an opportunity to hear their peers perform from other schools. The afternoon was spent as a social time at Roll-on-America. One of the highlights of our year in chorus is the Old-Fashioned Caroling we do each year down the Main Street of Hubbardston on the Monday night before Christmas, singing at people's homes and ending with cocoa and cookies at the school cafeteria!

**Band and Orchestra-**The band, chorus and orchestra lead by Russell Killough-Miller and Nancy Afonso have again this year performed many concerts, competed in music festivals, and entertained us at assemblies and performances. In March, the jazz band performs at the Dennis Wrenn Jazz Invitational, a music festival created by the Hubbardston Center School and Narragansett Regional School music staff. Each group's performance is rated by professional adjudicators in the jazz field, a clinic is given, and individual soloing awards are bestowed on students. A number of advanced band and orchestra students are involved in many school activities outside the usual rehearsal schedule including strolling carol performances in December, a Memorial Day program in May, a String Fling in the spring which includes many adult community members, and the Recognition Program in June. We have over 50 students who take music instruments at the Hubbardston Center School and we are proud of their accomplishments.

**Destination ImagiNation Inc. -or DI** is a creative problem solving organization for youth and adults. Destination ImagiNation's educational goals are to foster creative and critical thinking, to develop teamwork, collaboration and leadership skills, and to nurture research and inquiry skills involving both creative exploration and attention to detail. The program is open to students from elementary school through college. Teams of up to seven members compete in various challenges that require complex thinking, problem solving, teamwork and creativity. We had three teams last year and the DI Dingoes placed second in the region 1 competition. We are grateful to Kerry Bart-Raber our art teacher who organizes this exciting program for our students each year.

**PE-** The Physical Education department introduces lacrosse, flag football, soccer, and ultimate Frisbee during the fall months. By mid-year basketball is introduced and practiced in grades 3 -6. Our younger grades work on their individual skills and having fun with the parachute and cooperative games.

**Art-** Under the direction of Kerry Bart-Raber our art department implements the curriculum frameworks by providing opportunities for students to express themselves with two dimensional and three dimensional media, as well as through the study of historical aspects of art. Students are encouraged to think inventively and reflect as they work to understand the role of the creative process in their own and the work of others. On occasion students are invited to participate on different submissions for contests. During the 2010-2011 school year Brody Fallon received an Honorable Mention on his artwork for the Forest Fire Prevention and Sarah Gregory and Victoria See received awards for their Junior Duck Stamp design entries.

**Extended Day-** The Hubbardston Center School houses a year-round Extended Day program, opening at 6:30 am and closing at 6:00 pm including school vacations. During the 2010-2011 school year this program served over 80 students. The program is run by Kerri Sacramone and provides a well-balanced

stimulating environment for students. Throughout the school year students are offered homework help and enrichment activities. During the summer months weekly field trips are planned as well as other activities to keep students minds and bodies sharp and healthy.

**Media-** Every class comes to the library for a 45 minute computer lesson as well has 20 minutes of library time to take out books and read. In the lower grades students are required to log into their computers and navigate the internet for enriching math, science and English Language Arts programs, as well as research. In the upper grade research, formulas, charts and graphs, drawing/painting and document set up are part of the curriculum. Students also use keyboarding software to learn to type. The Hubbardston Center School library currently has 1,303 entered materials; including fiction, non-fiction, picture books, teacher and standard reference materials, videos and CD's. The room houses a lab with 27 computers, smart board technology for instruction, and two portable lap top carts.

**Student Council-** The student council is a group of Hubbardston Center School students in grades 4, 5 and 6 who represent each homeroom in those grades. The council has elected officers; President, Vice President, Secretary, Treasurer and Sargent at Arms. Meetings are held weekly from 7:30 -8:10. The group currently has 32 students and four advisors, Mr. Newton, Mrs. Coons, Ms. Beaudet, and Mrs. Beaudry. Their mission is to promote school spirit in all grades, act as student representatives for community projects, and to investigate and contribute to organizations in need of assistance in any way possible. The Student Council was formed in January of 2010 by Dr. Audette, with the help of Kristen Coons and Ted Newton. In this first half year interested students were asked to run for student council. There were 2-3 representatives from each of the 4th, 5th, and 6th grade classes. During that first year the council held a spirit week for the entire school.

In the second year of its existence the Student Council decided it needed to raise money in order to contribute to some community projects and endeavors. Accomplishments during the 2010-2011 school year include: Coffee Cart in honor of retiring teacher Jane Appleton. Contribution to the Trust Fund in Honor of Maureen Bedard for the Bedard children. Compilation and creation of DVD's with photos of the 5<sup>th</sup> grades Nature's Classroom Trip: DVD's were sold to help raise money for the next year's group. Spirit days - held throughout the year including (tie-dye day, 70's day, Hat day, and HCS colors day)

**Homework Club-**Hubbardston Center School offers a weekly homework club for students who need extra help with homework assignments. Students can take part in this program Monday through Wednesday after school.

**Volunteers-** Hubbardston Center School is fortunate to have over 25 faithful volunteers who assist students and teachers in a variety of ways. Volunteers can be seen listening to students read, practicing skip counting, working on projects, or assisting with special crafts. We are fortunate to have such a strong group of parents who are always willing to lend a hand in the activities of our school.

**The Hubbardston Center School Composting and Organic Gardening Program** has approximately forty student volunteers in grades 3-6 who collect leftovers each day from four lunches and take this organic material out to the composting bins. There they mix the leftovers with dead leaves from the school grounds or wood shavings to create the perfect balance for microbes who will feast on the pile. The outcome of this feast is the world's best garden fertilizer. Since 2005, over six tons of leftovers a year are composted from the school's lunches and recycled into rich compost used in the school's garden. The composting program is lucky to have Karen DiFranza to direct the program along with several other supportive community volunteers who come into the school to oversee the students as they perform their composting duties.

**First Grade-** Students in grade one entered the Gardner News Essay and Story Book Character Contest. Jared Marchand won first place, Mckenzie Gillon won 2<sup>nd</sup> place, and Carley LeBlanc won an honorable

mention. Hannah Leger won 2<sup>nd</sup> place for Story Book Character and Joedyn Gillon won an honorable mention.

**Sixth Grade-**Selectman Matt Stauder visited with our sixth graders to talk about Hubbardston local government. Sixth graders wrote essays that began "If I were elected leader of my community I would make a difference by \_\_\_\_\_, for the Mass Municipal Association's annual contest. Sixth grader Olivia Charland won honorable mention for her essay.

**Science Fair-**Students in 5<sup>th</sup> and 6<sup>th</sup> grade participated in the HCS's science fair. Eighty four students created visual displays, researched topics of interest, conducted experiments and orally presented their projects to parents, friends, and staff.

Respectfully Submitted,

Cherie McComb  
Principal  
Hubbardston Center School

**QUABBIN REGIONAL SCHOOL DISTRICT EMPLOYEE SALARY REPORT FISCAL YEAR 2011**

| <b>Employee</b>             | <b>FTE</b> | <b>Description</b>         | <b>Amount</b> |
|-----------------------------|------------|----------------------------|---------------|
| ACKERMAN, GREGG F           | 0.00       | Coaching (Fall)            | \$2,091.00    |
| ADAMS, CHERYL S             | 0.00       | Coaching (Spring)          | \$3,732.00    |
| ADAMS, CHERYL S             | 0.00       | Stipend Chief              | \$2,642.00    |
|                             |            | Instructional Leader       |               |
| AFONSO, NANCY J             | 0.80       | Elem Music                 | \$53,230.40   |
| AFONSO, NANCY J             | 0.00       | Longevity                  | \$600.00      |
| ALLAIN-THOMAS,<br>DEBORAH L | 1.00       | MS Math                    | \$59,585.00   |
| ALLAIN-THOMAS,<br>DEBORAH L | 0.00       | Longevity                  | \$750.00      |
| ALLEN, ANN M                | 0.85       | Aide Sped                  | \$19,462.45   |
| AMIDIO, MARY C              | 1.00       | Office Manager             | \$37,239.00   |
| AMIDIO, MARY C              | 0.00       | Longevity                  | \$750.00      |
| APPLETON, JANE M            | 1.00       | Elem Teacher               | \$23,423.28   |
| APPLETON, JANE M            | 0.00       | Longevity                  | \$1,500.00    |
| ARNOLD, LUCINDA A           | 1.00       | Elem Teacher               | \$67,402.00   |
| ARNOLD, LUCINDA A           | 0.00       | Longevity                  | \$750.00      |
| ARSENAULT, CHERISE A        | 0.80       | Aide Sped                  | \$15,892.00   |
| AUDETTE, BERNARD P          | 1.00       | Elem Teacher               | \$70,373.00   |
| AUDETTE, BERNARD P          | 0.00       | Longevity                  | \$750.00      |
| BALLARD, ERIN M             | 1.00       | Custodian                  | \$16,327.36   |
| BALLARD, STEPHEN J          | 0.00       | Coaching (Fall)            | \$2,750.00    |
| BALSER, ANDREA L            | 0.00       | Coaching (Fall)            | \$1,273.00    |
| BALSER, MELANIE A           | 0.90       | Aide Sped                  | \$21,231.90   |
| BALSER, MELANIE A           | 0.00       | Longevity                  | \$550.00      |
| BALZANO, STEPHANIE L        | 0.85       | Aide Kindergarten          | \$19,079.10   |
| BARKER-BERLO, DONNA         | 1.00       | HS Science                 | \$58,126.00   |
| BARNES, CLARE H             | 1.00       | Plant & Facilities Manager | \$66,215.07   |
| BARNES, CLARE H             | 0.00       | Longevity                  | \$750.00      |
| BARRINGER, EVAN M           | 1.00       | HS Social Studies          | \$54,853.00   |
| BARRINGER, JANIS A          | 1.00       | Elem Sped                  | \$61,101.00   |
| BART-RABER, KERRY J         | 0.80       | Elem Art                   | \$53,230.40   |
| BART-RABER, KERRY J         | 0.00       | Longevity                  | \$800.00      |
| BASSETT, NANCY M            | 1.00       | Aide Autism                | \$15,127.52   |
| BASSETT, THEODORE A         | 0.00       | Coaching (Fall)            | \$5,537.00    |
| BATES, NITA                 | 1.00       | Secretary                  | \$29,988.00   |
| BATES, NITA                 | 0.00       | Stipend Advance Degree     | \$350.00      |
| BEAUDET, KRISTINE A         | 1.00       | Media                      | \$69,735.00   |
| BEAUDET, KRISTINE A         | 0.00       | Longevity                  | \$750.00      |
| BEAUDRY, DANIELLE T         | 1.00       | Elem Teacher               | \$68,232.00   |
| BEAUDRY, DANIELLE T         | 0.00       | Longevity                  | \$750.00      |
| BEAUREGARD, SHARON A        | 1.00       | HS Math                    | \$62,750.00   |
| BENNETT, JESSICA A          | 1.00       | Secretary                  | \$43,835.00   |
| BENNETT, JESSICA A          | 0.00       | Advisor HS                 | \$1,997.50    |
| BENNETT, JESSICA A          | 0.00       | Advisor HS                 | \$498.00      |
| BENNETT, JESSICA A          | 0.00       | Advisor HS                 | \$396.00      |
| BERNARD, HEATHER R          | 1.00       | Aide Sped                  | \$21,467.00   |

**QUABBIN REGIONAL SCHOOL DISTRICT EMPLOYEE SALARY REPORT FISCAL YEAR 2011**

|                       |      |                      |             |
|-----------------------|------|----------------------|-------------|
| BERTHIAUME, GAIL L    | 1.00 | Custodian            | \$34,195.20 |
| BERTHIAUME, GAIL L    | 0.00 | Longevity            | \$550.00    |
| BERTHIAUME, VALERIE A | 1.00 | Aide Sped            | \$26,710.00 |
| BERTHIAUME, VALERIE A | 0.00 | Longevity            | \$550.00    |
| BIEKSHA, STEVEN M     | 0.00 | Coaching (Spring)    | \$2,036.00  |
| BLACK, JEAN M         | 0.85 | Aide Sped            | \$19,555.95 |
| BLASZCZYK, VIRGINIA M | 1.00 | MS Math              | \$68,232.00 |
| BLASZCZYK, VIRGINIA M | 0.00 | Longevity            | \$750.00    |
| BOBKA, MARCIA A       | 0.40 | Elem Sped            | \$16,468.40 |
| BOGAARD, KATRINA N    | 0.80 | Aide Sped            | \$15,776.00 |
| BOHIGIAN, EILEEN O    | 1.00 | Elem Teacher         | \$68,232.00 |
| BOHIGIAN, EILEEN O    | 0.00 | Longevity            | \$1,000.00  |
| BOISSY, GAIL A        | 0.67 | Cafeteria            | \$11,156.84 |
| BOISSY, GAIL A        | 0.00 | Longevity            | \$425.00    |
| BOLGER, BRENT A       | 1.00 | HS Technology        | \$61,101.00 |
| BOLGER, BRENT A       | 0.00 | Advisor HS           | \$792.00    |
| BOLGER, BRENT A       | 0.00 | Longevity            | \$750.00    |
| BOREY, ANISSA         | 1.00 | Aide Autism          | \$24,175.00 |
| BOTTOMLEY, REBECCA B  | 1.00 | HS Science           | \$67,402.00 |
| BOTTOMLEY, REBECCA B  | 0.00 | Advisor HS           | \$1,318.00  |
| BOTTOMLEY, REBECCA B  | 0.00 | Advisor HS           | \$1,318.00  |
| BOTTOMLEY, REBECCA B  | 0.00 | Longevity            | \$750.00    |
| BOUCHER, RENEE M      | 1.00 | Athletic Trainer     | \$37,185.00 |
| BOYD, JOANNE          | 0.80 | Aide Kindergarten    | \$16,754.40 |
| BRAY, ELECIA C        | 1.00 | Elem Teacher         | \$56,245.00 |
| BRAY, ELECIA C        | 0.00 | Longevity            | \$750.00    |
| BREARLEY, DEBORAH A   | 1.00 | Custodian            | \$22,489.92 |
| BREARLEY, DEBORAH A   | 0.00 | Longevity            | \$1,000.00  |
| BRENNOCK, DANIEL J    | 1.00 | NJROTC               | \$74,146.08 |
| BRENNOCK, DANIEL J    | 0.00 | Stipend Chief        | \$2,074.00  |
|                       |      | Instructional Leader |             |
| BREWER, CHRISTINE M   | 1.00 | School Nurse         | \$66,122.00 |
| BREWER, CHRISTINE M   | 0.00 | Longevity            | \$750.00    |
| BRIAND, ANNE MARIE    | 1.00 | Aide Sped            | \$25,163.00 |
| BRIAND, ANNE MARIE    | 0.00 | Longevity            | \$550.00    |
| BRISTOL, CHRISTINE    | 1.00 | Elem PE              | \$69,735.00 |
| BRISTOL, CHRISTINE    | 0.00 | Longevity            | \$1,500.00  |
| BROSNAN, MARK A       | 1.00 | NJROTC               | \$75,321.75 |
| BROSNAN, MARK A       | 0.00 | Advisor HS           | \$792.00    |
| BROSNAN, MARK A       | 0.00 | Advisor HS           | \$792.00    |
| BROWN, TONI           | 0.67 | HS Math              | \$37,808.10 |
| BROWN, TONI           | 0.33 | Elem Teacher         | \$18,621.90 |
| BROWN, TONI           | 0.00 | Stipend Chief        | \$2,168.00  |
|                       |      | Instructional Leader |             |
| BROWN, TONI           | 0.00 | Coaching (Fall)      | \$1,375.00  |
| BROWN, TONI           | 0.00 | Longevity            | \$750.00    |

|                              |      |                                     |             |
|------------------------------|------|-------------------------------------|-------------|
| BROWNE, KIM A                | 1.00 | Elem Sped                           | \$67,402.00 |
| BROWNE, KIM A                | 0.00 | Longevity                           | \$1,000.00  |
| BROWNELL, LUKE M             | 0.00 | Coaching (Winter)                   | \$1,399.50  |
| BRUNELL, RACHEL M            | 1.00 | Elem Teacher                        | \$54,629.00 |
| BRYANT, SCOTT G              | 1.00 | MHS Music                           | \$61,101.00 |
| BRYANT, SCOTT G              | 0.00 | Advisor HS                          | \$2,201.00  |
| BRYANT, SCOTT G              | 0.00 | Advisor MS                          | \$1,493.00  |
| BURKLE, SHERRY L             | 1.00 | HS Math                             | \$53,277.00 |
| BURKLE, SHERRY L             | 0.00 | Advisor HS                          | \$791.50    |
| BURKLE, SHERRY L             | 0.00 | Advisor HS                          | \$659.00    |
| BURNETT, WILLIAM A           | 1.00 | Support Services<br>Manager         | \$75,127.08 |
| BURNETT, WILLIAM A           | 0.00 | Stipend Chief                       | \$2,000.00  |
| BURNETT, WILLIAM A           | 0.00 | Procurement Officer                 |             |
| BURNETT, WILLIAM A           | 0.00 | Longevity                           | \$750.00    |
| BURNS, LISA A                | 1.00 | Aide Autism                         | \$28,340.00 |
| CAKETT, FREDERICK W<br>JR    | 0.00 | Coaching (Spring)                   | \$3,461.00  |
| CANFIELD, ANDREA C           | 1.00 | Instructional Technology<br>Teacher | \$46,539.00 |
| CAPURSO, JANE M              | 1.00 | Elem Teacher                        | \$73,117.00 |
| CAPURSO, JANE M              | 0.00 | Longevity                           | \$750.00    |
| CAREY, EDWARD M              | 1.00 | Elem Teacher                        | \$44,351.00 |
| CAREY, KYLE J                | 1.00 | Elem Teacher                        | \$71,441.00 |
| CAREY, KYLE J                | 0.00 | Longevity                           | \$1,500.00  |
| CARLSON, CHRISTOPHER<br>B    | 1.00 | Elem Teacher                        | \$53,504.00 |
| CARLSON, KIMBERLY R          | 0.85 | Aide Kindergarten                   | \$20,148.40 |
| CARLSON, KIMBERLY R          | 0.00 | Longevity                           | \$550.00    |
| CARON, MARK D                | 1.00 | Psychologist                        | \$35,882.84 |
| CARROLL-PASCALE,<br>HELENE A | 1.00 | MS Science                          | \$68,232.00 |
| CARROLL-PASCALE,<br>HELENE A | 0.00 | Longevity                           | \$1,000.00  |
| CARROLL-PASCALE,<br>HELENE A | 0.00 | Advisor MS                          | \$440.50    |
| CASAVANT, THERESA J          | 1.00 | HS Math                             | \$56,245.00 |
| CASTRIOTTA, MARK             | 1.00 | MS Social Studies                   | \$61,101.00 |
| CASTRIOTTA, MARK             | 0.00 | Coaching (Spring)                   | \$2,199.00  |
| CASTRIOTTA, MARK             | 0.00 | Longevity                           | \$750.00    |
| CASTRIOTTA, MATTHEW          | 1.00 | MS Social Studies                   | \$74,737.00 |
| CASTRIOTTA, MATTHEW          | 0.00 | Coaching (Fall)                     | \$2,240.00  |
| CASTRIOTTA, MATTHEW          | 0.00 | Coaching (Spring)                   | \$1,120.00  |
| CASTRIOTTA, MATTHEW          | 0.00 | Longevity                           | \$750.00    |
| CASTRIOTTA, WENDY B          | 1.00 | Kindergarten Teacher                | \$63,550.00 |
| CASTRIOTTA, WENDY B          | 0.00 | Longevity                           | \$750.00    |
| CHABOT, JACQUELINE M         | 1.00 | Elem Teacher                        | \$55,885.00 |
| CHABOT, JACQUELINE M         | 0.00 | Longevity                           | \$750.00    |
| CHASE, MAUREEN L             | 1.00 | HS Math                             | \$62,471.00 |
| CHENEVERT, JOSEPH A          | 0.60 | Custodian                           | \$21,016.32 |
| CHRISTENSEN, RONALD P        | 1.00 | Treasurer                           | \$12,602.70 |

|                       |      |                            |             |
|-----------------------|------|----------------------------|-------------|
| CHURCHILL, JENNIFER E | 1.00 | Elem Teacher               | \$56,245.00 |
| CILLEY, PAUL D        | 1.00 | HS PE                      | \$67,402.00 |
| CILLEY, PAUL D        | 0.00 | Coaching (Spring)          | \$3,766.00  |
| CILLEY, PAUL D        | 0.00 | Stipend Chief              | \$2,642.00  |
|                       |      | Instructional Leader       |             |
| CILLEY, PAUL D        | 0.00 | Longevity                  | \$1,500.00  |
| CIRELLI, KATHLEEN M   | 0.90 | Aide Sped                  | \$21,444.30 |
| CIRELLI, KATHLEEN M   | 0.00 | Longevity                  | \$550.00    |
| CLARK, BLYTHE L       | 1.00 | Elem Teacher               | \$57,241.00 |
| CLOUGH, BARBARA J     | 1.00 | School Nurse               | \$61,211.00 |
| CLOUGH, BARBARA J     | 0.00 | Longevity                  | \$1,000.00  |
| COATES, MARIE A       | 1.00 | Elem Teacher               | \$41,171.00 |
| COLLINS, PETER W      | 1.00 | HS Social Studies          | \$45,796.00 |
| COLLINS, PETER W      | 0.00 | Coaching (Spring)          | \$2,158.00  |
| COMER, THOMAS J       | 0.00 | Coaching (Fall)            | \$2,503.00  |
| COMO, MARY L          | 1.00 | MS Math                    | \$62,750.00 |
| COMO, MARY L          | 0.00 | Longevity                  | \$750.00    |
| CONDE BEVERS, JOAN A  | 0.80 | Aide Sped                  | \$17,127.20 |
| CONSOLMAGNO, TERESA   | 1.00 | Office Manager             | \$39,703.00 |
| J                     |      |                            |             |
| CONSOLMAGNO, TERESA   | 0.00 | Longevity                  | \$900.00    |
| J                     |      |                            |             |
| CONSOLMAGNO, TERESA   | 0.00 | Stipend 711 -              | \$625.00    |
| J                     |      | Kindergarten               |             |
| COOLEY, MARGARET A    | 1.00 | Junior Executive Assistant | \$38,257.00 |
| COOLEY, MARGARET A    | 0.00 | Stipend Administrative     | \$2,000.00  |
|                       |      | Assistant                  |             |
| COOLEY, MARGARET A    | 0.00 | Stipend Advance Degree     | \$350.00    |
| COONS, KRISTEN D      | 1.00 | Elem Teacher               | \$71,441.00 |
| COONS, KRISTEN D      | 0.00 | Longevity                  | \$1,000.00  |
| COPPOLINO SR, PETER J | 1.00 | Project Engineer           | \$53,291.13 |
| COPPOLINO SR, PETER J | 0.00 | Longevity                  | \$550.00    |
| COPPOLINO, JOHN J     | 1.00 | Maintenance                | \$39,353.60 |
| CRANSTON, ASHLEY B    | 1.00 | Kindergarten Teacher       | \$54,629.00 |
| CRANSTON, ASHLEY B    | 0.00 | Coaching (Fall)            | \$2,117.00  |
| CRANSTON, KATHRYN A   | 1.00 | Instructional Assistant    | \$31,082.64 |
|                       |      | Sped                       |             |
| CRANSTON, KATHRYN A   | 0.00 | Longevity                  | \$550.00    |
| CRAWFORD, BARBARA A   | 0.50 | Custodian                  | \$17,513.60 |
| CRAWFORD, BARBARA A   | 0.00 | Longevity                  | \$550.00    |
| CREEDEN, CHERYL W     | 1.00 | HS Science                 | \$68,232.00 |
| CREEDEN, CHERYL W     | 0.00 | Longevity                  | \$1,500.00  |
| CREMINS, JANE H       | 1.00 | Clinical Coordinator       | \$68,232.00 |
| CROSS, PETER A        | 1.00 | Custodian                  | \$35,027.20 |
| CURRAN, AMY           | 1.00 | Math Coach                 | \$76,501.00 |
| CUSHING, HELEN E      | 1.00 | Elem Teacher               | \$67,402.00 |
| CUSHING, HELEN E      | 0.00 | Longevity                  | \$750.00    |
| DAHART, HAROLD N      | 1.00 | Custodian                  | \$35,027.20 |
| DAHART, HAROLD N      | 0.00 | Longevity                  | \$550.00    |
| DAHART, MICHELLE K    | 0.80 | Aide Sped                  | \$16,754.40 |
| DAIGNEAULT, LAURA L   | 1.00 | Aide Sped                  | \$18,770.00 |

|                      |      |                                     |              |
|----------------------|------|-------------------------------------|--------------|
| DALVE, JOHN R        | 1.00 | Elem PE                             | \$67,402.00  |
| DALVE, JOHN R        | 0.00 | Longevity                           | \$750.00     |
| DARCY, LORI A        | 0.80 | Aide Sped                           | \$16,696.00  |
| DEACETIS, SANDRA A   | 1.00 | Cafeteria                           | \$15,098.00  |
| DEACETIS, SANDRA A   | 0.00 | Longevity                           | \$350.00     |
| DEGNAN, MARTHA E     | 1.00 | HS Math                             | \$60,824.00  |
| DEPASQUALE, MARK S   | 1.00 | HS Social Studies                   | \$45,796.00  |
| DERR, CHERYL C       | 1.00 | MS Sped                             | \$68,232.00  |
| DERR, CHERYL C       | 0.00 | Longevity                           | \$750.00     |
| DESCHAMPS, DAVID A   | 1.00 | HS Social Studies                   | \$74,737.00  |
| DESCHAMPS, DAVID A   | 0.00 | Longevity                           | \$1,500.00   |
| DESILETS, SETH A     | 0.00 | Coaching (Fall)                     | \$2,240.00   |
| DEVINE, GREGORY J    | 1.00 | Assistant Principal                 | \$79,250.00  |
| DEVINE, GREGORY J    | 0.00 | Longevity                           | \$750.00     |
| DEVINE, THERESA L    | 1.00 | Elem Teacher                        | \$42,711.00  |
| DEXTRADEUR, DENNIS M | 1.00 | HS PE                               | \$68,232.00  |
| DEXTRADEUR, DENNIS M | 0.00 | Coaching (Winter)                   | \$5,179.00   |
| DEXTRADEUR, DENNIS M | 0.00 | Longevity                           | \$1,500.00   |
| DIAZ, ANNE M         | 1.00 | Media                               | \$64,115.00  |
| DICKSON, PAMELA J    | 1.00 | MS PE                               | \$64,917.00  |
| DICKSON, PAMELA J    | 0.00 | Coaching (Fall)                     | \$2,801.00   |
| DICKSON, PAMELA J    | 0.00 | Longevity                           | \$750.00     |
| DIETRICH, BARBARA J  | 1.00 | Elem Teacher                        | \$68,232.00  |
| DIETRICH, BARBARA J  | 0.00 | Longevity                           | \$1,000.00   |
| DIMARTINO, MICHELE A | 1.00 | MS English                          | \$66,538.00  |
| DIMARTINO, MICHELE A | 0.00 | Advisor MS                          | \$1,066.00   |
| DIMARTINO, MICHELE A | 0.00 | Longevity                           | \$750.00     |
| DOLAN, CHARLOTTE E   | 1.00 | Aide Sped                           | \$24,782.00  |
| DOLAN, CHARLOTTE E   | 0.00 | Longevity                           | \$550.00     |
| DONELAN, MAUREEN L   | 1.00 | Principal                           | \$85,680.00  |
| DOWGIELEWICZ, JILL M | 1.00 | Special Education Chair             | \$65,761.00  |
| DOWGIELEWICZ, JILL M | 0.00 | Longevity                           | \$750.00     |
| DOYLE, KIMBERLY J    | 1.00 | Elem Teacher                        | \$66,538.00  |
| DOYLE, KIMBERLY J    | 0.00 | Longevity                           | \$750.00     |
| DUBOIS, PAUL A       | 1.00 | HS Math                             | \$42,516.39  |
| DUBOIS, SEAN M       | 1.00 | Media                               | \$49,776.00  |
| DUBOIS, SEAN M       | 0.00 | Stipend Media Director              | \$4,977.60   |
| DUFORT, RAYMOND O    | 1.00 | HS World Language                   | \$33,585.10  |
| DUFORT, RAYMOND O    | 0.00 | Longevity                           | \$750.00     |
| DUFORT, RAYMOND O    | 0.00 | Advisor HS                          | \$396.00     |
| DUHAMEL, JOSEPH P    | 0.00 | Coaching (Fall)                     | \$3,766.00   |
| DUNN, NATALIE A      | 1.00 | Custodian                           | \$35,027.20  |
| DURAND, NICOLE A     | 1.00 | MS Sped                             | \$53,277.00  |
| DUVAL, CHERYL A      | 1.00 | Director of Administrative Services | \$109,763.00 |

|                            |      |                                |              |
|----------------------------|------|--------------------------------|--------------|
| DUVAL, CHERYL A            | 0.00 | Stipend Travel                 | \$1,000.00   |
| EKESON, PRINCE I           | 0.00 | Coaching (Winter)              | \$2,417.00   |
| EKSTROM, NADINE G          | 1.00 | Director of Pupil<br>Personnel | \$100,000.00 |
| EKSTROM, NADINE G          | 0.00 | Stipend Travel                 | \$2,000.00   |
| ELLIOTT, CHRISTA M         | 1.00 | Aide Autism                    | \$2,876.36   |
| ELLIS, KAREN J             | 1.00 | Elem Teacher                   | \$71,441.00  |
| ELLIS, KAREN J             | 0.00 | Longevity                      | \$1,500.00   |
| ELLSWORTH, ELLEN M         | 0.85 | Aide Sped                      | \$20,350.70  |
| ELLSWORTH, ELLEN M         | 0.00 | Longevity                      | \$550.00     |
| ENOS, EVELYN A             | 1.00 | Food Service                   | \$19,075.00  |
| ENOS, EVELYN A             | 0.00 | Longevity                      | \$425.00     |
| ERICKSON, TRISIA L         | 1.00 | Kindergarten Teacher           | \$59,481.00  |
| ERICKSON, TRISIA L         | 0.00 | Longevity                      | \$750.00     |
| ERICSON, CANDACE A         | 1.00 | Aide Media                     | \$29,031.00  |
| ERICSON, CANDACE A         | 0.00 | Advisor HS                     | \$640.00     |
| ERICSON, CANDACE A         | 0.00 | Longevity                      | \$550.00     |
| EVERITT, LAURA J           | 1.00 | Aide Sped                      | \$19,239.00  |
| EYLER-PELLETIER, AMY L     | 1.00 | MS Social Studies              | \$61,101.00  |
| FABRIZIO, JENNIFER E       | 1.00 | Guidance                       | \$54,242.00  |
| FARRAJ, LORI J             | 1.00 | Aide Autism                    | \$29,491.00  |
| FARRELL, MATTHEW J         | 1.00 | Elem Teacher                   | \$66,538.00  |
| FARRELL, MATTHEW J         | 0.00 | Longevity                      | \$750.00     |
| FAUTEUX, CHRISTINE E       | 1.00 | Elem Teacher                   | \$55,885.00  |
| FEMINO, SHERYL A           | 1.00 | Data Coordinator               | \$45,490.32  |
| FENSIN, CYNTHIA K          | 1.00 | Human Resources<br>Manager     | \$72,855.34  |
| FISHER, MARTINE A          | 1.00 | HS World Language              | \$76,501.00  |
| FISHER, MARTINE A          | 0.00 | Stipend Chief                  | \$3,068.00   |
| FISHER, MARTINE A          | 0.00 | Instructional Leader           |              |
| FOLEY, CAROLYN G           | 1.00 | Advisor HS                     | \$792.00     |
| FOLEY, JANET M             | 1.00 | Elem Teacher                   | \$63,992.00  |
| FOLEY, JANET M             | 1.00 | Elem Teacher                   | \$67,402.00  |
| FOLEY, JANET M             | 0.00 | Longevity                      | \$1,500.00   |
| FORD, LINDA J              | 1.00 | Elem Teacher                   | \$67,407.00  |
| FRANKLIN, CHRISTOPHER<br>J | 1.00 | Speech                         | \$64,337.00  |
| FRANKLIN, KELLEE J         | 1.00 | Elem Teacher                   | \$67,402.00  |
| FRANKLIN, KELLEE J         | 0.00 | Longevity                      | \$750.00     |
| FRITSCHER, GERALD W        | 0.30 | Roving Maintenance             | \$13,609.71  |
| FRITSCHER, JOHN A          | 1.00 | Maintenance                    | \$37,523.20  |
| FRITSCHER, JOHN A          | 0.00 | Longevity                      | \$1,000.00   |
| FRITSCHER, KATHLEEN S      | 1.00 | Aide Autism                    | \$28,001.67  |
| FRITSCHER, KATHLEEN S      | 0.00 | Longevity                      | \$1,000.00   |
| GABRIELLI, STEPHANIE M     | 0.50 | Cafeteria                      | \$6,185.50   |
| GARDNER, KATHLEEN          | 1.00 | MS Business                    | \$48,159.00  |
| GARDNER, KATHLEEN          | 0.00 | Advisor MS                     | \$1,066.00   |
| GAREAU, THOMAS D           | 1.00 | MS Math                        | \$45,796.00  |

|                            |      |                                       |             |
|----------------------------|------|---------------------------------------|-------------|
| GAREAU, THOMAS D           | 0.00 | Coaching (Fall)                       | \$4,286.00  |
| GAREAU, THOMAS D           | 0.00 | Coaching (Winter)                     | \$2,240.00  |
| GARLAND, JEFF R            | 0.50 | Cafeteria                             | \$5,331.15  |
| GARTNER, VICTOR            | 1.00 | Speech                                | \$74,737.00 |
| GARTNER, VICTOR            | 0.00 | Longevity                             | \$750.00    |
| GASPAR, MARY-<br>CATHERINE | 1.00 | Guidance                              | \$40,226.83 |
| GEORGE, ELIZABETH A        | 1.00 | MS English                            | \$66,538.00 |
| GEORGE, ELIZABETH A        | 0.00 | Longevity                             | \$750.00    |
| GILMARTIN, JASON M         | 1.00 | Assistant Principal                   | \$88,000.00 |
| GIORGI, KELLY M            | 1.00 | Aide Sped                             | \$18,770.00 |
| GIROUX, MARION L           | 0.80 | Aide Sped                             | \$11,672.08 |
| GLIDDEN, ERIN L            | 0.85 | Aide Sped                             | \$19,170.90 |
| GOEWY, ANNE R              | 1.00 | Secretary                             | \$31,316.00 |
| GOEWY, PAUL N              | 1.00 | HS Math                               | \$57,531.00 |
| GOEWY, PAUL N              | 0.00 | Coaching (Fall)                       | \$3,732.00  |
| GRAHAM, CATHERINE T        | 1.00 | Secretary                             | \$43,835.00 |
| GRAHAM, CATHERINE T        | 0.00 | Stipend Administrative<br>Assistant   | \$2,000.00  |
| GRAHAM, CATHERINE T        | 0.00 | Advisor HS                            | \$1,997.50  |
| GRAHAM, CATHERINE T        | 0.00 | Advisor HS                            | \$533.00    |
| GRAHAM, CATHERINE T        | 0.00 | Advisor HS                            | \$396.00    |
| GRAVES, JENNIFER           | 0.80 | Aide Sped                             | \$17,603.20 |
| GREGORIOU, JANE C          | 1.00 | Elem Teacher                          | \$49,303.00 |
| GRIFFIN, PATRICIA L        | 0.85 | Aide Sped                             | \$19,657.10 |
| GRONER, MICHAEL H          | 1.00 | MS Social Studies                     | \$58,750.00 |
| GRONER, MICHAEL H          | 0.00 | Longevity                             | \$750.00    |
| GRONER, MICHAEL H          | 0.00 | Advisor MS                            | \$527.67    |
| GUERTIN, FRANK J           | 1.00 | HS Math                               | \$68,232.00 |
| GUERTIN, FRANK J           | 0.00 | Stipend Scheduling<br>HS/MS           | \$10,790.00 |
| GUERTIN, FRANK J           | 0.00 | Stipend Chief<br>Instructional Leader | \$4,630.00  |
| GUERTIN, FRANK J           | 0.00 | Longevity                             | \$1,500.00  |
| GUILBAULT, LAURA J         | 1.00 | Elem Music                            | \$59,481.00 |
| GUILBAULT, LAURA J         | 0.00 | Longevity                             | \$750.00    |
| GUILBAULT, PETER B         | 1.00 | Aide Sped                             | \$18,198.00 |
| GUMULA, THADDEUS J         | 1.00 | Athletics Director/HS<br>Math         | \$81,038.18 |
| GUMULA, THADDEUS J         | 0.00 | Longevity                             | \$1,500.00  |
| GUNNARSON, RUSSELL B       | 1.00 | Custodian                             | \$34,195.20 |
| GUNNARSON, RUSSELL B       | 0.00 | Longevity                             | \$550.00    |
| GUO, HAIFENG               | 1.00 | HS Math                               | \$53,012.00 |
| HADDAD, GITA W             | 1.00 | Elem Teacher                          | \$69,735.00 |
| HADDAD, GITA W             | 0.00 | Longevity                             | \$1,000.00  |
| HALEY, CHRISTINE A         | 0.00 | Coaching (Fall)                       | \$2,240.00  |
| HALEY, CHRISTOPHER P       | 1.00 | HS Math                               | \$65,151.00 |
| HALEY, CHRISTOPHER P       | 0.00 | Coaching (Spring)                     | \$2,801.00  |
| HALEY, CHRISTOPHER P       | 0.00 | Longevity                             | \$750.00    |

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|----------------------------|------|---------------------------------------|-------------|
| HALL, MICHELLE L           | 1.00 | MS World Language                     | \$61,163.00 |
| HALL, MICHELLE L           | 0.00 | Advisor MS                            | \$1,700.00  |
| HALL, MICHELLE L           | 0.00 | Longevity                             | \$750.00    |
| HALL, WALLACE A JR         | 1.00 | MS Sped                               | \$69,735.00 |
| HALL, WALLACE A JR         | 0.00 | Longevity                             | \$750.00    |
| HALL, WALLACE A JR         | 0.00 | Advisor MS                            | \$527.67    |
| HANLAN, MARIE M            | 1.00 | Kindergarten Teacher                  | \$46,539.00 |
| HANLEY, TARA A             | 1.00 | Principal                             | \$94,435.00 |
| HANLEY, TARA A             | 0.00 | Stipend 711 -<br>Kindergarten         | \$2,000.00  |
| HANSON, DONNA T            | 1.00 | Purchasing & Payables<br>Coordinator  | \$46,185.00 |
| HANSON, DONNA T            | 0.00 | Stipend Administrative<br>Assistant   | \$2,000.00  |
| HANSON, DONNA T            | 0.00 | Longevity                             | \$1,000.00  |
| HANSON, DONNA T            | 0.00 | Stipend Advance Degree                | \$350.00    |
| HARDING, CHRISTOPHER<br>C  | 0.40 | Custodian                             | \$14,268.80 |
| HARDING, TAWNIA L          | 0.85 | Aide Sped                             | \$19,270.35 |
| HARMON, ROBIN D            | 1.00 | Elem Sped                             | \$73,117.00 |
| HARMON, ROBIN D            | 0.00 | Longevity                             | \$1,500.00  |
| HARRIS, BERNADETTE B       | 1.00 | HS World Language                     | \$69,735.00 |
| HARROLD, DANIEL W          | 1.00 | Psychologist                          | \$76,501.00 |
| HARROLD, DANIEL W          | 0.00 | Longevity                             | \$750.00    |
| HAUPT, KRISTI K            | 1.00 | Elem Sped                             | \$54,629.00 |
| HENGST, DENA J             | 1.00 | HS Art                                | \$54,629.00 |
| HENGST, RICHARD R          | 0.00 | Coaching (Winter)                     | \$5,132.00  |
| HEPPENSTALL, NANCY H       | 1.00 | Elem Teacher                          | \$68,232.00 |
| HEPPENSTALL, NANCY H       | 0.00 | Longevity                             | \$750.00    |
| HOEKSTRA, SHELLY L         | 1.00 | Adjustment Counselor                  | \$54,242.00 |
| HOLBROOK, LAURA L          | 1.00 | Special Services<br>Coordinator       | \$17,030.77 |
| HOLWELL, KATHLEEN M        | 1.00 | MS Science                            | \$73,117.00 |
| HOLWELL, KATHLEEN M        | 0.00 | Longevity                             | \$1,000.00  |
| HOSLEY, AMANDA K           | 1.00 | Aide Autism                           | \$28,340.00 |
| HOUGHTON, SUSANNE          | 1.00 | Aide Autism                           | \$30,384.00 |
| HOUGHTON, SUSANNE          | 0.00 | Longevity                             | \$550.00    |
| HUARD, JENNIFER A          | 1.00 | Elem Teacher                          | \$68,232.00 |
| HUARD, JENNIFER A          | 0.00 | Longevity                             | \$1,000.00  |
| HUBBARD, DONNA I           | 1.00 | Guidance                              | \$68,232.00 |
| HUBBARD, DONNA I           | 0.00 | Longevity                             | \$1,000.00  |
| HUDEC-SURRETTE,<br>BARBARA | 1.00 | HS PE                                 | \$73,117.00 |
| HUDEC-SURRETTE,<br>BARBARA | 0.00 | Longevity                             | \$1,500.00  |
| HUGHES, ANDREA L           | 1.00 | Elem Teacher                          | \$64,317.00 |
| HUGHES, ANDREA L           | 0.00 | Longevity                             | \$750.00    |
| HURLEY, RICHARD            | 1.00 | HS Sped                               | \$64,917.00 |
| HURLEY, RICHARD            | 0.00 | Stipend Chief<br>Instructional Leader | \$3,210.00  |

|                               |      |                                       |             |
|-------------------------------|------|---------------------------------------|-------------|
| HURLEY, RICHARD               | 0.00 | Longevity                             | \$750.00    |
| HURLEY, RICHARD J             | 1.00 | HS Sped                               | \$50,753.00 |
| INMAN, KATHLYN M              | 1.00 | MS English                            | \$68,232.00 |
| INMAN, KATHLYN M              | 0.00 | Longevity                             | \$750.00    |
| JABLONSKI, MICHAEL J          | 1.00 | HS Social Studies                     | \$70,478.00 |
| JABLONSKI, MICHAEL J          | 0.00 | Advisor HS                            | \$792.00    |
| JABLONSKI, MICHAEL J          | 0.00 | Advisor HS                            | \$792.00    |
| JABLONSKI, MICHAEL J          | 0.00 | Longevity                             | \$750.00    |
| JANACK, JOSEPH P              | 1.00 | Elem/MS Music                         | \$41,171.00 |
| JANACK, JOSEPH P              | 0.00 | Advisor MS                            | \$1,493.00  |
| JASUKONIS, LAUREN E           | 1.00 | Therapeutic Classroom<br>Teacher      | \$51,391.00 |
| JENKINS, MARY E               | 1.00 | Elem Sped                             | \$44,919.00 |
| JOHNSON, KATHLEEN D           | 1.00 | Elem Teacher                          | \$69,735.00 |
| JOHNSON, KATHLEEN D           | 0.00 | Longevity                             | \$1,500.00  |
| JONES, NANCY O                | 1.00 | Elem PE                               | \$74,737.00 |
| JONES, NANCY O                | 0.00 | Longevity                             | \$1,500.00  |
| JONES, PAMELA L               | 0.85 | Aide Sped                             | \$19,079.10 |
| JORDAN, MARY ANN              | 1.00 | Secretary                             | \$43,835.00 |
| JORDAN, MARY ANN              | 0.00 | Stipend Administrative<br>Assistant   | \$2,000.00  |
| JORDAN, MARY ANN              | 0.00 | Longevity                             | \$750.00    |
| JOSEPHSON, KELLIE A           | 1.00 | Literacy Coach                        | \$68,000.00 |
| JOSEPHSON, KELLIE A           | 0.00 | Longevity                             | \$750.00    |
| KANDROTAS, CASSANDRA<br>L     | 1.00 | Aide Autism                           | \$22,308.00 |
| KANE, KEVIN J                 | 1.00 | HS Business                           | \$67,402.00 |
| KANE, KEVIN J                 | 0.00 | Coaching (Spring)                     | \$4,325.00  |
| KANE, KEVIN J                 | 0.00 | Coaching (Fall)                       | \$2,260.00  |
| KANE, KEVIN J                 | 0.00 | Longevity                             | \$1,000.00  |
| KELSEY, PAULA M               | 1.00 | School Nurse                          | \$59,481.00 |
| KENTRIS, NANCY A              | 0.84 | Cafeteria                             | \$12,682.32 |
| KENTRIS, NANCY A              | 0.00 | Longevity                             | \$350.00    |
| KIELINEN, DONNA K             | 1.00 | Elem Sped                             | \$68,232.00 |
| KIELINEN, DONNA K             | 0.00 | Longevity                             | \$750.00    |
| KILLOUGH-MILLER,<br>RUSSELL D | 1.00 | Elem Music                            | \$73,117.00 |
| KILLOUGH-MILLER,<br>RUSSELL D | 0.00 | Longevity                             | \$750.00    |
| KING, PARALEE P               | 1.00 | HS Science                            | \$51,391.00 |
| KOERNER, ANDREW J             | 1.00 | Guidance                              | \$76,501.00 |
| KOERNER, ANDREW J             | 0.00 | Longevity                             | \$750.00    |
| KOLESNIK, ROBERT S            | 1.00 | HS Science                            | \$74,737.00 |
| KOLESNIK, ROBERT S            | 0.00 | Stipend Chief<br>Instructional Leader | \$4,346.00  |
| KOLESNIK, ROBERT S            | 0.00 | Longevity                             | \$750.00    |
| KONDE, BEVERLY M              | 1.00 | Elem Teacher                          | \$64,917.00 |
| KONDE, BEVERLY M              | 0.00 | Longevity                             | \$1,500.00  |
| KOVACH, CYNTHIA M             | 1.00 | Security                              | \$38,497.53 |
| KOVACH, CYNTHIA M             | 0.00 | Longevity                             | \$500.00    |
| KOWAL, SHAWNA L               | 0.85 | Aide Sped                             | \$19,270.35 |

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|-------------------------------|------|----------------------------|-------------|
| KUKAS, JOSEPH A               | 1.00 | Custodian                  | \$24,747.36 |
| KULARSKI, ELLEN R             | 1.00 | Office Manager             | \$37,239.00 |
| KULARSKI, ELLEN R             | 0.00 | Longevity                  | \$1,500.00  |
| KWIATKOWSKI, MARIA            | 0.84 | Cafeteria                  | \$11,860.80 |
| LACHARITE, AMY M              | 1.00 | Technology                 | \$20,131.39 |
| LADEAU, BRANDON A             | 0.00 | Coaching (Spring)          | \$3,529.00  |
| LAM, NICOLETTE                | 1.00 | Aide Kindergarten          | \$24,549.00 |
| LAM, NICOLETTE                | 0.00 | Longevity                  | \$550.00    |
| LAPATI, DONA L                | 1.00 | MS English                 | \$71,441.00 |
| LAPATI, DONA L                | 0.00 | Longevity                  | \$1,500.00  |
| LAPERLE, MICHAEL J            | 1.00 | Custodian                  | \$35,027.20 |
| LAPERLE, MICHAEL J            | 0.00 | Longevity                  | \$550.00    |
| LAROSE, SUSAN E               | 1.00 | Kindergarten Teacher       | \$66,538.00 |
| LAROSE, SUSAN E               | 0.00 | Longevity                  | \$1,000.00  |
| LATKA, SARAH F                | 1.00 | MS Science                 | \$53,012.00 |
| LAVALLEE, JOANNE K            | 1.00 | Junior Executive Assistant | \$38,724.00 |
| LAVIOLETTE, ANDREA E          | 0.50 | Cafeteria                  | \$6,555.00  |
| LEBLANC, JOANNE M             | 0.85 | Aide Sped                  | \$19,462.45 |
| LEBLANC, NANCY Z              | 1.00 | Elem Teacher               | \$74,737.00 |
| LEBLANC, NANCY Z              | 0.00 | Longevity                  | \$1,000.00  |
| LEFEVRE, MARY E               | 1.00 | Aide Sped                  | \$22,003.00 |
| LEROUX, ANDREA P              | 1.00 | MS Math                    | \$68,232.00 |
| LEROUX, ANDREA P              | 0.00 | Longevity                  | \$750.00    |
| LEROUX, ANDREA P              | 0.00 | Advisor MS                 | \$527.67    |
| LESLIE, MELISSA A             | 0.00 | Coaching (Spring)          | \$3,732.00  |
| LEWIS, PETER B                | 1.00 | MHS Music                  | \$62,739.00 |
| LEWIS, PETER B                | 0.00 | Advisor HS                 | \$2,548.00  |
| LEWIS, PETER B                | 0.00 | Advisor HS                 | \$1,493.00  |
| LEWIS, PETER B                | 0.00 | Advisor MS                 | \$1,493.00  |
| LIDDY, WENDY A                | 1.00 | Guidance                   | \$26,269.68 |
| LINDSTEN, RICHARD             | 1.00 | Aide Sped                  | \$4,538.08  |
| LOZANSKI-BYRNES,<br>BARBARA A | 1.00 | Special Education Chair    | \$63,766.00 |
| LUCCHESI, CRYSTAL A           | 1.00 | Technology                 | \$39,195.00 |
| LUCCHESI, CRYSTAL A           | 0.00 | Longevity                  | \$750.00    |
| LUDWIG, CAROLINE S            | 0.85 | Aide Sped                  | \$19,079.10 |
| LUUKKO, NANCY G               | 1.00 | Elem Teacher               | \$74,737.00 |
| LUUKKO, NANCY G               | 0.00 | Longevity                  | \$1,500.00  |
| MACCONNELL, DANIEL S          | 1.00 | HS Transition Class        | \$15,504.00 |
| MACPHERSON, DAVID S           | 1.00 | BCBA                       | \$60,312.00 |
| MAIO, CHRISTINE M             | 0.85 | Aide Sped                  | \$19,657.10 |
| MAIO, CHRISTINE M             | 0.00 | Longevity                  | \$550.00    |
| MAJOY, BRIAN R                | 1.00 | MS PE                      | \$61,101.00 |
| MAJOY, BRIAN R                | 0.00 | Coaching (Fall)            | \$4,286.00  |
| MAJOY, BRIAN R                | 0.00 | Coaching (Winter)          | \$3,358.00  |
| MAJOY, BRIAN R                | 0.00 | Coaching (Spring)          | \$1,120.00  |
| MAJOY, BRIAN R                | 0.00 | Longevity                  | \$750.00    |
| MAJOY, LESLIE B               | 0.60 | Elem Sped                  | \$35,688.60 |

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|-----------------------------|------|-------------------|-------------|
| MAJOY, LESLIE B             | 0.00 | Longevity         | \$450.00    |
| MALLOZZI, NICHOLAS C<br>JR. | 1.00 | Custodian         | \$30,326.40 |
| MAMMONE, DIANE M            | 1.00 | HS World Language | \$74,737.00 |
| MAMMONE, DIANE M            | 0.00 | Advisor HS        | \$792.00    |
| MAMMONE, DIANE M            | 0.00 | Longevity         | \$750.00    |
| MANKOWSKY, JULIE            | 1.00 | Elem Teacher      | \$69,735.00 |
| MANKOWSKY, JULIE            | 0.00 | Longevity         | \$1,500.00  |
| MARCOUX, LISA M             | 0.80 | Aide Sped         | \$16,696.00 |
| MARGOLA, ANN M              | 1.00 | Aide Autism       | \$30,677.00 |
| MARSDEN, DAWN M             | 1.00 | Cafeteria         | \$14,476.00 |
| MARSDEN, DAWN M             | 0.00 | Longevity         | \$350.00    |
| MARSHALL, PHYLLIS S         | 1.00 | Custodian         | \$36,150.40 |
| MARSHALL, PHYLLIS S         | 0.00 | Longevity         | \$550.00    |
| MARTINELLI, DENISE A        | 1.00 | HS English        | \$65,761.00 |
| MARTINELLI, DENISE A        | 0.00 | Longevity         | \$750.00    |
| MARTIROS, LAURA J           | 1.00 | Aide Autism       | \$23,437.00 |
| MCCARTHY, KATHLEEN          | 0.90 | Aide Sped         | \$21,444.30 |
| MCCARTHY, KATHLEEN          | 0.00 | Longevity         | \$550.00    |
| MCCARTHY, MATTHEW D         | 1.00 | Maintenance       | \$37,523.20 |
| MCCARTHY, MATTHEW D         | 0.00 | Longevity         | \$550.00    |
| MCCORMACK, MARY M           | 1.00 | School Nurse      | \$63,550.00 |
| MCCORMACK, MARY M           | 0.00 | Longevity         | \$1,000.00  |
| MCCRONE, ANN C              | 1.00 | MS Math           | \$49,776.00 |
| MCDONALD, SHERRY E          | 1.00 | Elem Teacher      | \$46,966.00 |
| MCDONALD, SHERRY E          | 0.00 | Longevity         | \$750.00    |
| MCDONALD, TRACEY E          | 1.00 | Elem Teacher      | \$66,538.00 |
| MCDONALD, TRACEY E          | 0.00 | Longevity         | \$1,000.00  |
| MCMORROW, DIANE K           | 1.00 | HS Science        | \$65,761.00 |
| MCMORROW, DIANE K           | 0.00 | Advisor HS        | \$791.50    |
| MCMORROW, DIANE K           | 0.00 | Advisor HS        | \$659.00    |
| MCNIFF, PAUL S              | 1.00 | Elem Teacher      | \$66,538.00 |
| MCNIFF, PAUL S              | 0.00 | Longevity         | \$1,000.00  |
| MEDEIROS, CARLA M           | 1.00 | Elem Teacher      | \$51,699.00 |
| MEDEIROS, CARLA M           | 0.00 | Longevity         | \$750.00    |
| MEIN, TATIANA F             | 1.00 | HS English        | \$43,303.00 |
| MEIN, TATIANA F             | 0.00 | Advisor HS        | \$498.00    |
| MELANSON, KAREN A           | 1.00 | Elem Sped         | \$71,441.00 |
| MELANSON, KAREN A           | 0.00 | Longevity         | \$1,000.00  |
| MERTZIC, LINDA L            | 0.71 | Food Service      | \$11,987.64 |
| MERTZIC, LINDA L            | 0.00 | Longevity         | \$425.00    |
| METTERVILLE, ELIZABETH<br>A | 1.00 | Cafeteria         | \$14,476.00 |
| METTERVILLE, ELIZABETH<br>A | 0.00 | Longevity         | \$350.00    |

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|----------------------|------|--|--------------|
| METZGER, NATALIE W   | 1.00 | HS English                             | \$60,312.00  |
| MILLER, KAREN A      | 1.00 | Elem Teacher                           | \$64,337.00  |
| MILLER, KAREN A      | 0.00 | Longevity                              | \$750.00     |
| MILLER, MOLLY A      | 1.00 | Aide Autism                            | \$29,491.00  |
| MIRABILE, KATHLEEN R | 1.00 | Aide Sped                              | \$24,782.00  |
| MIRABILE, KATHLEEN R | 0.00 | Longevity                              | \$550.00     |
| MOEBUS, GARY W       | 1.00 | HS World Language                      | \$74,737.00  |
| MOEBUS, GARY W       | 0.00 | Longevity                              | \$750.00     |
| MOLT, JESSICA L      | 1.00 | Aide Autism                            | \$26,224.00  |
| MONTALTO, HEATHER L  | 1.00 | Occupational Therapist                 | \$50,422.00  |
| MONTGOMERY, KERI LYN | 1.00 | Aide Sped                              | \$20,943.00  |
| MONTIVERDI, LORI L   | 1.00 | HS World Language                      | \$64,337.00  |
| MONTIVERDI, LORI L   | 0.00 | Advisor HS                             | \$792.00     |
| MONTIVERDI, LORI L   | 0.00 | Advisor HS                             | \$498.00     |
| MOONEY, NICOLE D     | 1.00 | Guidance                               | \$70,373.00  |
| MORRISON, DEBORAH M  | 1.00 | Aide Sped                              | \$24,782.00  |
| MORRISON, DEBORAH M  | 0.00 | Longevity                              | \$1,000.00   |
| MULCAHY, COLLEEN M   | 1.00 | Elem Sped                              | \$14,925.96  |
| MURRAY, GEORGE V JR  | 1.00 | Project Engineer                       | \$53,823.78  |
| MUSNICKI, SUSANNE R  | 1.00 | Principal                              | \$103,735.99 |
| MUSNICKI, SUSANNE R  | 0.00 | Longevity                              | \$1,500.00   |
| NEWTON, EDWARD R     | 1.00 | Elem Teacher                           | \$65,954.00  |
| NEWTON, EDWARD R     | 0.00 | Longevity                              | \$750.00     |
| NICHOLS, IDA S       | 1.00 | Aide Sped                              | \$25,402.00  |
| NICHOLS, IDA S       | 0.00 | Longevity                              | \$1,000.00   |
| NICHOLS, ROBERT E    | 1.00 | Custodian                              | \$35,027.20  |
| NOEL, KYLE H         | 1.00 | Custodian                              | \$30,326.40  |
| NOEL, ROBERT E       | 1.00 | Grounds Maintenance                    | \$41,184.00  |
| NOEL, ROBERT E       | 0.00 | Longevity                              | \$550.00     |
| NORTON, SANDRA L     | 0.84 | Cafeteria                              | \$11,860.80  |
| NOSEK, CHRISTOPHER W | 1.00 | MS Academic Support                    | \$41,171.00  |
| NOSEL, CHRISTINE R   | 1.00 | Grants Special Projects<br>Coordinator | \$50,659.04  |
| O'BRYAN, CHERYL M    | 1.00 | MS Science                             | \$51,391.00  |
| O'CONNOR, JEAN F     | 1.00 | Copy Technician                        | \$27,107.87  |
| O'CONNOR, JEAN F     | 0.00 | Longevity                              | \$1,000.00   |
| OLDAKOWSKI, AMY L    | 1.00 | Aide - Therapeutic Prog                | \$23,118.00  |
| OLSON, BETHANY G     | 1.00 | Elem Teacher                           | \$71,441.00  |
| OLSON, BETHANY G     | 0.00 | Longevity                              | \$750.00     |
| O'NEIL, CHRISTINA E  | 0.85 | Aide Sped                              | \$21,186.25  |
| ORNE, KERI A         | 0.80 | Aide Sped                              | \$12,398.37  |
| ORSZULAK, JAMIE K    | 1.00 | Aide Sped                              | \$24,434.00  |
| ORTOLINO, SHANNON M  | 1.00 | Elem Teacher                           | \$64,317.00  |
| ORTOLINO, SHANNON M  | 0.00 | Longevity                              | \$750.00     |
| OSTROSKY, ANDREA E   | 1.00 | Speech                                 | \$56,245.00  |
| PAGE, BARBARA G      | 1.00 | Guidance                               | \$64,115.00  |
| PAGE, BARBARA G      | 0.00 | Longevity                              | \$750.00     |
| PARADIS, JANET E     | 1.00 | Elem Teacher                           | \$67,402.00  |
| PARADIS, JANET E     | 0.00 | Longevity                              | \$1,000.00   |
| PARADISE, NADINE A   | 0.80 | Aide Kindergarten                      | \$16,754.40  |

|                             |      |                        |             |
|-----------------------------|------|------------------------|-------------|
| PARSE, RONALD R             | 1.00 | Custodian              | \$35,027.20 |
| PAYNE, LISA A               | 1.00 | Elem Art               | \$49,776.00 |
| PEABODY, DONNA M            | 1.00 | Custodian              | \$35,027.20 |
| PELLEGRINO, MARK J          | 1.00 | Guidance Director      | \$90,900.00 |
| PELLEY, DEBORAH R           | 1.00 | Technology Manager     | \$63,863.00 |
| PELLEY, DEBORAH R           | 0.00 | Stipend Advance Degree | \$1,000.00  |
| PELLEY, DEBORAH R           | 0.00 | Longevity              | \$750.00    |
| PELTIER, JOAN N             | 1.00 | Aide Kindergarten      | \$24,782.00 |
| PELTIER, JOAN N             | 0.00 | Longevity              | \$1,000.00  |
| PERKINS, DONNA M            | 1.00 | Food Service           | \$23,406.00 |
| PERKINS, DONNA M            | 0.00 | Longevity              | \$350.00    |
| PETERSON, JILL A            | 1.00 | Assistant Principal    | \$76,760.00 |
| PETERSON, JILL A            | 0.00 | Title I Coordinator    | \$7,000.00  |
| PETERSON, KARLA V           | 1.00 | Elem Music             | \$64,917.00 |
| PETERSON, KARLA V           | 0.00 | Longevity              | \$1,000.00  |
| PETTY, LINDA M              | 1.00 | MS English             | \$73,117.00 |
| PETTY, LINDA M              | 0.00 | Longevity              | \$1,000.00  |
| PIERMARINI, SUE M           | 1.00 | Elem PE                | \$66,538.00 |
| PIERMARINI, SUE M           | 0.00 | Longevity              | \$750.00    |
| PIKUL, BRENDA L             | 0.84 | Cafeteria              | \$11,860.80 |
| PIMENTAL, JOHN J JR         | 1.00 | Project Engineer       | \$57,559.36 |
| PIRRI, DAVID D              | 1.00 | Adjustment Counselor   | \$56,245.00 |
| PLANTE, MICHAEL W           | 1.00 | Grounds Maintenance    | \$25,977.60 |
| POIRIER, HELEN V            | 1.00 | Elem Teacher           | \$71,441.00 |
| POIRIER, HELEN V            | 0.00 | Longevity              | \$1,500.00  |
| POTHIER, PAMELA T           | 1.00 | Network Administrator  | \$45,607.67 |
| POULIOT, AMBER L            | 1.00 | HS Science             | \$51,391.00 |
| POULIOT, AMBER L            | 0.00 | Advisor HS             | \$879.00    |
| PRIZIO, PAMELA S            | 1.00 | Guidance               | \$44,919.00 |
| PROUTY, RICHARDSON K<br>III | 1.00 | HS English             | \$42,750.00 |
| PROUTY, RICHARDSON K<br>III | 0.00 | Advisor HS             | \$498.00    |
| PULNIK, VICTOR M            | 1.00 | Food Service           | \$19,938.00 |
| QUINLAN, MARY               | 1.00 | Secretary              | \$32,868.00 |
| QUINLAN, MARY               | 0.00 | Longevity              | \$1,000.00  |
| RANDALL, NICOLE M           | 0.00 | Coaching (Fall)        | \$3,974.00  |
| RANDALL, NICOLE M           | 0.00 | Coaching (Winter)      | \$3,974.00  |
| RECOS, WILLIAM J            | 0.00 | Coaching (Winter)      | \$2,563.00  |
| REED, DENNIS J              | 0.00 | Coaching (Fall)        | \$2,455.00  |
| REED, DENNIS J              | 0.00 | Coaching (Winter)      | \$1,427.50  |
| REED, FLORENCE J            | 1.00 | Dining Manager         | \$37,512.63 |
| REED, FLORENCE J            | 0.00 | Longevity              | \$750.00    |
| REED, VIRGINIA S            | 1.00 | Elem Sped              | \$68,232.00 |
| REED, VIRGINIA S            | 0.00 | Longevity              | \$750.00    |
| RENAUD, JEANETTE F          | 1.00 | MS Sped                | \$68,232.00 |
| RENAUD, JEANETTE F          | 0.00 | Longevity              | \$750.00    |
| RICCHIAZZI, NICOLE K        | 1.00 | Elem Teacher           | \$44,255.00 |
| RICE, JESSICA M             | 0.85 | Aide Sped              | \$19,751.45 |
| RICE, LINDA L               | 1.00 | Food Service           | \$17,755.00 |

|                         |      |                                  |             |
|-------------------------|------|----------------------------------|-------------|
| RICE, LINDA L           | 0.00 | Longevity                        | \$425.00    |
| RICH, EUGENE M          | 0.00 | Coaching (Winter)                | \$5,132.00  |
| RICHARDS, REBECCA L     | 0.80 | Aide Sped                        | \$15,776.00 |
| RIVAL, FAITH M          | 0.84 | Cafeteria                        | \$11,860.80 |
| ROBERTS, MARIA M        | 1.00 | Food Service                     | \$28,808.00 |
| ROBERTSON, MARTHA H     | 0.80 | Aide Sped                        | \$10,134.58 |
| ROBILLARD, CHRISSY M    | 1.00 | Kindergarten Teacher             | \$44,255.00 |
| ROBINSON, BONNIE R      | 1.00 | Aide Sped                        | \$24,782.00 |
| ROBINSON, BONNIE R      | 0.00 | Longevity                        | \$1,000.00  |
| ROGOWSKI, LINDA M       | 0.90 | Aide Sped                        | \$21,875.40 |
| ROGOWSKI, LINDA M       | 0.00 | Longevity                        | \$550.00    |
| ROGOWSKI, NANCY R       | 0.85 | Aide Sped                        | \$19,846.65 |
| ROLLINS, LISA M         | 0.75 | Custodian                        | \$7,546.24  |
| ROTTI, JANICE E         | 1.00 | Office Manager                   | \$33,409.00 |
| ROTTI, JANICE E         | 0.00 | Stipend Administrative Assistant | \$2,000.00  |
| ROTTI, JANICE E         | 0.00 | Longevity                        | \$750.00    |
| ROTTI, JANICE E         | 0.00 | Stipend Advance Degree           | \$500.00    |
| ROUSSEAU, JULIE         | 1.00 | Office Manager                   | \$37,239.00 |
| ROUSSEAU, JULIE         | 0.00 | Stipend Administrative Assistant | \$2,000.00  |
| ROUSSEAU, JULIE         | 0.00 | Longevity                        | \$1,500.00  |
| ROUSSEAU, SUSAN M       | 1.00 | Elem Teacher                     | \$50,950.00 |
| ROUTHIER, LU-ANN        | 0.85 | Aide Kindergarten                | \$19,657.10 |
| ROUTHIER, LU-ANN        | 0.00 | Longevity                        | \$550.00    |
| ROY, NANCEE J           | 1.00 | Elem Teacher                     | \$60,824.00 |
| RUCKI, DIANA L          | 1.00 | Elem Teacher                     | \$68,232.00 |
| RUCKI, DIANA L          | 0.00 | Longevity                        | \$1,000.00  |
| SACRAMONE, JASON D      | 1.00 | MS English                       | \$62,471.00 |
| SACRAMONE, JASON D      | 0.00 | Longevity                        | \$750.00    |
| SAINT DENIS, LINDA R    | 0.85 | Aide Sped                        | \$19,657.10 |
| SAINT DENIS, LINDA R    | 0.00 | Longevity                        | \$550.00    |
| SALVADORE, LAURIE J     | 1.00 | Kindergarten Teacher             | \$69,735.00 |
| SALVADORE, LAURIE J     | 0.00 | Longevity                        | \$1,500.00  |
| SALVADORE, THERESE L    | 1.00 | HS Art                           | \$44,255.00 |
| SARKISIAN, MARY M       | 1.00 | MS Art                           | \$53,504.00 |
| SAYRE, PATRICIA A       | 1.00 | Kindergarten Teacher             | \$68,232.00 |
| SAYRE, PATRICIA A       | 0.00 | Longevity                        | \$1,000.00  |
| SCOTLAND, CHERYL L      | 1.00 | Aide Sped                        | \$24,549.00 |
| SCOTLAND, CHERYL L      | 0.00 | Longevity                        | \$550.00    |
| SHAULIS-WISEMAN, TINA M | 1.00 | Cafeteria                        | \$14,727.00 |
| SHELDON, ARTHUR G       | 1.00 | HS PE                            | \$68,232.00 |
| SHELDON, ARTHUR G       | 0.00 | Coaching (Winter)                | \$3,389.00  |
| SHELDON, ARTHUR G       | 0.00 | Longevity                        | \$750.00    |
| SHELDON, LAURIE A       | 1.00 | Kindergarten Teacher             | \$56,245.00 |
| SHELDON, LAURIE A       | 0.00 | Longevity                        | \$750.00    |
| SHORTEN, MATTHEW D      | 1.00 | HS Sped                          | \$71,441.00 |
| SIMONS, WILLIAM J       | 1.00 | HS Art                           | \$48,879.00 |
| SKERRY, STACEY L        | 0.75 | Finance/Accounting               | \$50,406.14 |

|                            |      |                         |              |
|----------------------------|------|-------------------------|--------------|
| SKOWYRA, PATRICIA          | 1.00 | Manager                 |              |
|                            |      | Special Services        | \$26,972.13  |
|                            |      | Coordinator             |              |
| SKOWYRA, PATRICIA          | 0.00 | Stipend Administrative  | \$2,000.00   |
|                            |      | Assistant               |              |
| SKOWYRA, PATRICIA          | 0.00 | Longevity               | \$1,500.00   |
| SKRZYPCZAK, ANN M          | 1.00 | Speech                  | \$74,737.00  |
| SKRZYPCZAK, ANN M          | 0.00 | Longevity               | \$1,000.00   |
| SPOONER, JOHN M            | 1.00 | Elem Teacher            | \$73,117.00  |
| SPOONER, JOHN M            | 0.00 | Longevity               | \$750.00     |
| ST JEAN, JAN T             | 1.00 | Elem Teacher            | \$69,735.00  |
| ST JEAN, JAN T             | 0.00 | Longevity               | \$750.00     |
| STAITI, KIM S              | 1.00 | School Nurse            | \$36,916.67  |
| STAITI, KIM S              | 0.00 | Longevity               | \$750.00     |
| STANDRING, SHIRLEY L       | 1.00 | HS English              | \$54,242.00  |
| STANDRING, SHIRLEY L       | 0.00 | Advisor HS              | \$792.00     |
| STANKAITIS, DANIELLE M     | 1.00 | MS Math                 | \$53,012.00  |
| STARK, LAUREN B            | 1.00 | HS Sped                 | \$44,919.00  |
| STEKL, NANCY A             | 1.00 | HS Science              | \$69,735.00  |
| STEKL, NANCY A             | 0.00 | Longevity               | \$750.00     |
| STEVENS, ERIN A            | 1.00 | MS Social Studies       | \$66,538.00  |
| STEVENS, ERIN A            | 0.00 | Longevity               | \$750.00     |
| STEWART, TODD D            | 1.00 | MS Assistant Principal  | \$76,760.00  |
| STEWART, TODD D            | 0.00 | Longevity               | \$750.00     |
| STOCKWELL, SUSAN E         | 1.00 | Kindergarten Teacher    | \$66,538.00  |
| STOCKWELL, SUSAN E         | 0.00 | Longevity               | \$1,000.00   |
| STOLZ, PATRICIA A          | 1.00 | Secretary               | \$43,835.00  |
| STOLZ, PATRICIA A          | 0.00 | Stipend Virtual HS      | \$2,000.00   |
| STOLZ, PATRICIA A          | 0.00 | Advisor HS              | \$879.00     |
| STOLZ, PATRICIA A          | 0.00 | Longevity               | \$750.00     |
| STUART, DEBRA A            | 1.00 | Elem Teacher            | \$67,402.00  |
| STUART, DEBRA A            | 0.00 | Longevity               | \$1,000.00   |
| STYMIEST, MICHAEL G        | 1.00 | Custodian               | \$33,196.80  |
| SULLIVAN, JEANETTE M       | 1.00 | Aide                    | \$24,782.00  |
| SULLIVAN, JEANETTE M       | 0.00 | Longevity               | \$1,000.00   |
| SZAFAROWICZ, PATRICIA<br>A | 1.00 | Elem Teacher            | \$69,735.00  |
| SZAFAROWICZ, PATRICIA<br>A | 0.00 | Longevity               | \$750.00     |
| TANKERSLEY, JANET L        | 1.00 | Secretary               | \$34,616.00  |
| TENCZA, MARILYN A          | 1.00 | Principal               | \$115,875.87 |
| TERRIEN, DEBORAH A         | 1.00 | Elem Teacher            | \$67,402.00  |
| TERRIEN, DEBORAH A         | 0.00 | Longevity               | \$1,500.00   |
| TESCHNER, RACHEL N         | 1.00 | Aide - Therapeutic Prog | \$19,865.00  |
| TOOMEY, CHRISTINE M        | 0.90 | Aide Sped               | \$21,444.30  |
| TOOMEY, CHRISTINE M        | 0.00 | Longevity               | \$550.00     |
| TOPPER, LISA A             | 1.00 | Elem Art                | \$43,303.00  |
| TREMBLAY, NOREEN B         | 1.00 | School Nurse            | \$50,422.00  |
| TUTTLE, REBECCA L          | 1.00 | Payroll Coordinator     | \$46,185.00  |
| TUTTLE, REBECCA L          | 0.00 | Stipend Administrative  | \$2,000.00   |

|                            |      |                        |             |
|----------------------------|------|------------------------|-------------|
| TUTTLE, REBECCA L          | 0.00 | Assistant              |             |
| VAILLANCOURT, SASHA L      | 1.00 | Stipend Advance Degree | \$350.00    |
| VAILLANCOURT, SASHA L      | 0.00 | Elem Teacher           | \$61,952.00 |
| VALARDI JR, EDWARD J       | 1.00 | Longevity              | \$750.00    |
| VALARDI JR, EDWARD J       | 0.00 | Custodian              | \$35,027.20 |
| VALARDI, BRENDA J          | 1.00 | Longevity              | \$550.00    |
| VALLEE, CHARLENE C         | 0.00 | Food Service           | \$19,075.00 |
| VARIN, KERRY E             | 1.00 | Coaching (Winter)      | \$2,855.00  |
| VARIN, KERRY E             | 0.00 | HS Social Studies      | \$68,232.00 |
|                            |      | Stipend Chief          | \$4,062.00  |
|                            |      | Instructional Leader   |             |
| VARIN, KERRY E             | 0.00 | Longevity              | \$750.00    |
| VASSEUR, CARRIE A          | 1.00 | HS English             | \$48,159.00 |
| VASSEUR, CARRIE A          | 0.00 | Stipend Chief          | \$3,872.00  |
|                            |      | Instructional Leader   |             |
| VERHEYEN-CUDJOE, DOROTHY J | 1.00 | HS Social Studies      | \$68,232.00 |
| VERHEYEN-CUDJOE, DOROTHY J | 0.00 | Advisor HS             | \$1,583.00  |
| VERHEYEN-CUDJOE, DOROTHY J | 0.00 | Longevity              | \$1,000.00  |
| VEROLINI, NORENE J         | 1.00 | Custodian              | \$35,027.20 |
| VERROCHI, EDWARD R III     | 1.00 | MS English             | \$53,012.00 |
| VILLANOVA, CAROL-ANNE      | 1.00 | HS English             | \$50,422.00 |
| VYCE, JANICE A             | 1.00 | MS Science             | \$58,126.00 |
| VYCE, JANICE A             | 0.00 | Longevity              | \$750.00    |
| VYCE, JANICE A             | 0.00 | Advisor MS             | \$440.50    |
| WAGNER, ANDREW W           | 1.00 | Guidance               | \$43,303.00 |
| WAITE, CLARISSA L          | 1.00 | Elem Sped              | \$71,441.00 |
| WAITE, CLARISSA L          | 0.00 | Longevity              | \$750.00    |
| WALKER, ANTONETTE P        | 0.80 | Aide Sped              | \$2,182.28  |
| WALSH, ANDREW A            | 1.00 | Director of Technology | \$6,769.23  |
| WALSH, ANDREW A            | 0.00 | Stipend Travel         | \$168.58    |
| WELCH, JOANNE L            | 0.80 | Aide Kindergarten      | \$15,391.20 |
| WHITAKER, STEPHANIE M      | 0.85 | Aide Sped              | \$19,079.10 |
| WHITCOMB, MARISOL T        | 0.80 | Aide Sped              | \$15,776.00 |
| WHITE, KRISTIN L           | 1.00 | Elem Teacher           | \$65,954.00 |
| WHITE, KRISTIN L           | 0.00 | Longevity              | \$750.00    |
| WHITE, PAUL W              | 1.00 | Custodian              | \$35,027.20 |
| WHITELAW, ROBERT B JR      | 0.00 | Coaching (Spring)      | \$2,545.00  |
| WHITNEY, CAROL W           | 1.00 | Cafeteria              | \$15,098.00 |
| WIDING, MAUREEN A          | 1.00 | School Nurse           | \$68,232.00 |
| WIDING, MAUREEN A          | 0.00 | Stipend Nurse Leader   | \$1,000.00  |
| WIDING, MAUREEN A          | 0.00 | Longevity              | \$750.00    |
| WILLIAMS, JANETH H         | 1.00 | Principal              | \$92,202.90 |
| WILLIAMS, JANETH H         | 0.00 | Stipend Advance Degree | \$1,000.00  |
| WILLIAMS, JANETH H         | 0.00 | Longevity              | \$750.00    |
| WILLIAMS, JOANN            | 1.00 | Elem PE                | \$66,538.00 |
| WILLIAMS, JOANN            | 0.00 | Longevity              | \$750.00    |
| WILLIAMS, MARTHA K         | 1.00 | Aide Media             | \$28,322.00 |
| WILLIAMS, MARTHA K         | 0.00 | Longevity              | \$550.00    |

|                            |      |                        |             |
|----------------------------|------|------------------------|-------------|
| WORTHINGTON,<br>PATRICIA A | 1.00 | Principal              | \$98,947.18 |
| WORTHINGTON,<br>PATRICIA A | 0.00 | Longevity              | \$1,000.00  |
| WORTHINGTON,<br>PATRICIA A | 0.00 | Stipend Advance Degree | \$1,000.00  |
| WROBEL, LINDA              | 1.00 | Elem Sped              | \$74,737.00 |
| WROBEL, LINDA              | 0.00 | Longevity              | \$1,500.00  |
| WYNNE, AILEY P             | 1.00 | HS English             | \$45,796.00 |
| WYSZYNSKI, KIM E           | 1.00 | Elem Sped              | \$50,120.00 |
| YOUNG, BRIAN T             | 1.00 | HS Sped                | \$69,735.00 |
| YOUNG, BRIAN T             | 0.00 | Coaching (Fall)        | \$3,766.00  |
| YOUNG, BRIAN T             | 0.00 | Longevity              | \$750.00    |
| ZALNERAITIS, BARBARA A     | 0.90 | Aide Sped              | \$21,231.90 |
| ZALNERAITIS, BARBARA A     | 0.00 | Longevity              | \$550.00    |
| ZALNERAITIS, MICHELLE<br>M | 1.00 | Elem Teacher           | \$56,245.00 |
| ZALNERAITIS, MICHELLE<br>M | 0.00 | Coaching (Fall)        | \$4,325.00  |
| ZALNERAITIS, RICHARD P     | 1.00 | HS Technology          | \$62,750.00 |
| ZALNERAITIS, RICHARD P     | 0.00 | Stipend Webmaster      | \$10,289.00 |
| ZALNERAITIS, RICHARD P     | 0.00 | Coaching (Spring)      | \$4,325.00  |
| ZALNERAITIS, RICHARD P     | 0.00 | Coaching (Winter)      | \$2,260.00  |
| ZALNERAITIS, RICHARD P     | 0.00 | Longevity              | \$750.00    |
| ZAORSKI, STEPHEN M         | 1.00 | HS Social Studies      | \$59,178.00 |
| ZAORSKI, STEPHEN M         | 0.00 | Advisor HS             | \$2,500.00  |
| ZAORSKI, STEPHEN M         | 0.00 | Longevity              | \$750.00    |
| ZBIKOWSKI, ALISSA          | 1.00 | Elem Sped              | \$59,481.00 |
| ZIENIUK, CELESTE           | 0.80 | Aide Sped              | \$17,603.20 |
| ZOLA, JEAN G               | 1.00 | Elem Teacher           | \$73,117.00 |
| ZOLA, JEAN G               | 0.00 | Longevity              | \$1,500.00  |



# MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL

## *A Letter from the Superintendent-Director*

I am honored to serve as Superintendent-Director of Monty Tech, a school that has transformed secondary education in North Central Massachusetts, bringing to life lessons learned in a classroom, at the workplace, and in the community. This school exemplifies what I believe education is all about – a commitment to excellence and the provision of a relevant learning experience.

A Monty Tech education is grounded on workforce trends and labor markets, balanced by a rigorous academic curriculum. Our students are prepared not only to enter the workforce, but to also continue their education by enrolling in college. In fact, while 44% of the Class of 2011 is currently employed in a field related to their Monty Tech trade, 43% of 2011 graduates are currently seeking higher education.

Compiling information for the 2011 Annual Report has been an exercise of great value for me. As a new administrator, it has provided me with an opportunity to reflect on the achievements and activities of our students, faculty and staff. It has afforded me the opportunity to visit with thoughtful partners in vocational education, and has given me great insight into the achievements of the 2010-2011 academic year. Some of the more notable highlights include:

- 100% of the Class of 2011 successfully passed the state-required MCAS exam in English, Math and Biology.
- The Class of 2011 earned a 93% placement rate: 62% college acceptance or advanced technical training, 13% career bound in field, 9% career bound out of field, and 7% military.
- Seventy-eight members (25%) of the Class of 2011 were awarded the John and Abigail Adams Scholarship for outstanding performance on the MCAS examination.
- 100% of Dental Assisting graduates passed the Dental Assisting National Board exams in both Radiation Health and Safety and Infection Control.
- 2011 graduate Alicia McKean was the first student in the school's history to be named a National Achievement Scholar, and was the first to receive the coveted Presidential Scholar Award, providing a "full-ride" to attend Boston College.
- Eleven students advanced through local, district and state competitions to earn the right to compete at the National SkillsUSA Conference in Kansas City, Missouri. The Monty Tech delegate was awarded four silver medals and one bronze medal.
- Victoria Holbert was elected to the office of National SkillsUSA President.
- Two cadets in the Class of 2011 were awarded Naval Reserve Officers Training Corps Scholarships—a first for the Monty Tech MJROTC unit and the school. Selected students were awarded full tuition, fees, books, uniforms, summer experiences, as well as monthly stipends.
- Monty Tech was selected as one of only sixteen schools in the country and the only vocational school in the nation to have a student science experiment launch into space aboard the last shuttle flight of the U.S. Space Program, STS-135.

Much like districts across the state, Monty Tech has been affected by the nationwide economic recession. Maintaining high standards of fiscal responsibility, with an eye on our over-arching mission of increasing student achievement and understanding, this school has been able to maintain our high standards of academic success, while presenting a budget that is fiscally conservative. Our FY11 Annual Budget was unanimously accepted by each of the eighteen member communities, and reflected less than a 1% increase over the 2009-2010 Educational Plan. We recognize that we are in the midst of some of the most difficult economic times faced by public education and, as a result, we will continue to strive to seek creative ways to reduce member town assessments.

## **MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL**

Thank you for your interest in our 2011 Annual Report, your continued support of vocational education in North Central Massachusetts, and for providing our students – your students – with the resources that enable them to become successful, contributing members of our communities.

Steven C. Sharek

*Superintendent-Director*

### **Our Mission**

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

### **Our District**

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

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

### **Leadership**

There were major changes in the school's leadership during the 2010-2011 school year.

James R. Culkeen, who served as Superintendent-Director at Monty Tech for eight years, resigned in December of 2010. Francine K. Duncan, the school's Director of Technology, was named Acting Superintendent-Director, a position she held for just over two months. Dr. Frank R. Llamas, retired Superintendent-Director of Smith Vocational and Agricultural High School in Northampton, became interim Superintendent-Director on February 14. I was appointed Superintendent-Director during the summer and began work on July 18. Katy Whitaker was promoted to the position of Development Coordinator.

### **Enrollment**

Monty Tech's October 1, 2010, enrollment included 1,400 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (46), Ashby (42), Athol (122), Barre (37), Fitchburg (393), Gardner (193), Harvard (3), Holden (46), Hubbardston (53), Lunenburg (63), Petersham (6), Phillipston (20), Princeton (14), Royalston (21), Sterling (53), Templeton (104), Westminster (57), and Winchendon (115). The remaining twelve students were from out-of-district towns, including Clinton, Lancaster, Leominster, Orange and Townsend.

The Guidance/Admissions Department received 736 applications for admission to the school. Of those, 636 were from students hoping to enter our incoming ninth-grade class. The balance of the applications came from students hoping to enter the school as upperclassmen. There were only a limited number of slots for students applying in either category. We admitted 382 freshmen. We admitted 28 students to the tenth- and eleventh-grade classes.

Monty Tech continued to offer a variety of opportunities for students, parents and community members to learn about and visit the school. In October 2010, 1,110 district eighth graders participated in Tour Days. Students toured many of our twenty vocational/technical areas and learned about the challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return at night, with their family members, to explore the facilities and talk with staff members. Career Awareness Night, as well as last spring's Open House, was attended

by an estimated one thousand individuals per event, comprised of students, parents, and community members from throughout the district.

The Vocational Interest Program (V.I.P.) continued to attract large numbers of seventh and eighth grade students during the 2010-2011 school year. Due to the high enrollment, a third five-week session was implemented and this is our second year doing all three sessions. Participants had opportunities to attend hands-on after-school sessions in a variety of vocational/technical areas. A satisfaction survey rated this program 4.75 out of 5. Enrollment was 725, among the highest ever.

### **Class of 2011 Awards**

Members of the Class of 2011 were awarded at least \$52,225 in scholarships. The Monty Tech Foundation provided \$21,000 in scholarships to graduating seniors, ranging in amounts of \$100 to \$1,500. The Foundation also awarded \$6,000 to the practical nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges continue to play an important role in helping our graduates enter college through credits earned at Monty Tech. Approximately 65% of our graduates entered a two- or four-year college. This number has continued to grow over the years.

### **Financial Report**

Numerous challenges were faced during the development of the fiscal year 2010-2011 budget including rising health insurance, student transportation, and utility costs. Considerable effort was put forth by the School Committee, administration and staff to develop a cost-effective budget. The final fiscal year 2010-2011 Educational Plan totaled \$22,225,324, which represents less than a 1% increase over the 2009-2010 Educational Plan. The District was audited in August 2011 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and an “excellent” report is anticipated.

### **Grants and Contracts**

Monty Tech continues to pursue grant funding on an annual basis. These funds assist in providing many educational and social services to the student population. For fiscal year 2011, state and federal grant sources provided the school with \$1,236,639. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Drug Free Schools, Perkins Occupational Education, and Summer Academic Support.

In addition to state and federal grant sources, Monty Tech was also the recipient of private and competitive grant awards totaling \$22,084. For Fiscal Year 2011, Monty Tech received \$13,334 in grant funds from the Community Foundation of North Central Massachusetts, to support the Student Spaceflight Experiment Program. The Massachusetts Space Grant Consortium and the North Central Massachusetts Workforce Investment Board also contributed to this ground-breaking program, by adding an additional \$6,873 in grant funds. Finally, the school received I-Car grant funds (to be used toward instructional equipment) and a Lowe’s Toolbox for Education Grant, totaling just under \$2,000. Grants totaled \$1,258,723 for fiscal year 2011.

### **Academic Achievement**

Montachusett Regional Vocational Technical School continued to see significant improvement in MCAS scores in English Language Arts, Mathematics, and Biology. In the spring of 2011, Monty Tech’s

passing rate on the English Language Arts exam was 100%, Mathematics 98%, and Biology 97%. More specifically, students achieving proficiency or advanced status on MCAS exams also increased, satisfying all AYP requirements for each subgroup within the school.

The following data represents the percentage of students who met the competency score in English Language Arts, Mathematics and Biology at the time of graduation:

|               | <u>English Language Arts</u> | <u>Mathematics</u> | <u>Biology</u> |
|---------------|------------------------------|--------------------|----------------|
| Class of 2011 | 100%                         | 100%               | 100%           |
| Class of 2010 | 100%                         | 100%               | 100%           |
| Class of 2009 | 100%                         | 100%               |                |
| Class of 2008 | 100%                         | 100%               |                |
| Class of 2007 | 100%                         | 100%               |                |
| Class of 2006 | 100%                         | 98.3%              |                |
| Class of 2005 | 100%                         | 98.6%              |                |
| Class of 2004 | 100%                         | 94.8%              |                |

### **Vocational Projects In Your Community**

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2010-2011 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body: Collision Repair Technology: During 2010-2011, the program had eight students participate in SkillsUSA, all of whom finished in the top ten of their competition. There were two seniors accepted into the co-operative educational program, completing their work at local collision shops. The shop continued to repair many vehicles and equipment for staff, the school and district communities. The shop is pleased to have a new spray booth being installed, providing students with training in more efficient water borne paint systems. The shop is in the process of re-certifying NATEF certification. (Total enrollment: 59; 40 males, 19 females)

Automotive Technology: Two of our top students were asked to compete at the state level in the Mass Tech Competition. Alex Gay and Jonathan Erickson (Class of 2011) represented Monty Tech as Team Audi. Four students attended the SkillsUSA district competition- Alex Gay, Jonathan Erickson, Robin Murray and Daniel Mugure (Class of 2011). The automotive program was fortunate to receive numerous equipment upgrades throughout the year, including: a new Coates tire changer, new shop benches with drawers for the freshmen tools, a new Brannik strut compressor, and a new fluid exchange machine. An updated scan tool was added to the new Snap On Verdict, providing a new graphing system operation and wireless communication capabilities, and the Hunter alignment machine was updated to be compatible with the new electronic steering systems and wireless communication. (Total enrollment: 63; 54 males, 9 females)

Business Technology: The Business Technology program has been enhanced by the addition of new software and technology, a new exploratory process and curriculum, and an increased presence in the school community. Students and instructors in the Business Technology program assist shops and offices throughout the school by coordinating bulk mailing, labeling, and organizing collating jobs. Offices that receive direct support from the Business Technology program include: Monty Tech Nurses Office, front office, and Student Support Services. Students also assist wherever there is a customer service need, as in the annual greenhouse project, directed by Mr. Dylan Hagar. Students serve as customer service representatives and cashiers for this very busy seasonal operation. Students also run a successful school store, refining their skills in cash handling, customer service, organization, and marketing. During 2010-2011, the shop received new software programs that have had a direct impact on the students' employability: WinWay Resume Deluxe and QuickBooks Pro 2011. (Total enrollment: 60; 11 males, 49 females)

Cabinetmaking: Cabinetmaking students spent a great deal of time building and installing over forty custom bookcases in the Barre children's library, a project with an estimated value exceeding \$40,000. Students also made and installed all of the architectural millwork inside the Stone House at Fitchburg's Coggshall Park, made over eighty feet of railings for the outside of the Stone House, crafted numerous gift sets for the Annual Monty Tech Golf Tournament and the Annual Superintendent's Dinner, and built and installed custom solid cherry kitchen cabinets, vanities, and solid surface counters in the house built by Monty Tech students (located in Gardner). Five student projects traveled from Monty Tech to the annual New England Student Wood Design Competition, held at Marlborough High School. There were forty-six student projects submitted from all over New England and Monty Tech students placed 12<sup>th</sup>, 5<sup>th</sup>, 3<sup>rd</sup>, and 1<sup>st</sup>. First place went to Leighton Noel from Barre (Class of 2012), who entered a solid cherry gun cabinet, and received the top award \$500. Finally, the program also purchased an OMGA cross cut saw and a new Powermatic wood lathe, and is training students to use this new technology safely and efficiently. (Total enrollment: 71; 38 males, 33 females)

Cosmetology: Over the course of the 2010-2011 school year, twelve Seniors took and passed the Massachusetts State Board exam. The program continues to run a full-service clinic, servicing many outside clients as well as staff and students that walk-in. Two cosmetology students qualified for the SkillsUSA State competition. Allison Soucy (Class of 2011) placed 2<sup>nd</sup>, and was awarded a silver medal, selected from over five hundred entrants, and Kaitlyn Thibault (Class of 2011) placed 1<sup>st</sup> in the nail competition, and traveled to the national SkillsUSA competition. Senior students continue to take great pride and satisfaction in the community services activities, including providing monthly cosmetology services to the residents of the Gardner High Rise. (Total enrollment: 92; 1 male, 91 females)

Culinary Arts: Students and instructors in the Monty Tech Culinary Arts program are among the busiest in our school. In addition to operating a full-service dining room and bakery, culinary students and instructors participated in the Wachusett Chamber of Commerce "Taste of Wachusett" at Wachusett Mountain, and continue to showcase their talents at similar trade shows and events throughout the year. The program was fortunate to receive new equipment this year, including a walk-in cooler and freezer and a bread slicer for the bakery. (Total enrollment: 101; 43 males, 58 females)

Dental Assistant: 2010-2011 proved to be a busy one for the students and instructors in the Dental Assisting program. The program supported four students who competed at the district level for SkillsUSA. Two went on to compete at the state level, and one, Sarah Marshall (Class of 2011), attended the national competition during the summer. Monty Tech welcomed Community Health Connections, a school-based dental hygiene program whose goal is to provide dental services to students in need.

Approximately thirty-five students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. Dental Assisting students also attended the Yankee Dental Convention, and learned about the most current trends and practices in the field. Finally, the Class of 2011 was the first graduating class to have all students take and pass the Dental Assisting National Board exams, becoming certified in Infection Control and Radiology on their first attempt. (Total enrollment: 58; 3 males, 55 females)

Drafting Technology: The Drafting program began with some new additions to the program, both in the form of equipment/technology and faculty. Genevieve Castillo was hired to replace long-time Drafting Technology teacher, George Tignor. Ms. Castillo has previous educational experience, as a former instructor at Assabet Regional Vocational Technical School where she taught Architectural Design, as well as industry experience, specializing in Architectural Design. The shop has benefited from the addition of nineteen new Dell Optiplex computers, one 32" LCD monitor, a SMARTBoard with overhead monitor, and the AutoCad educational bundle 2011 (including AutoCad, Inventor, Architectural, and 3D studioMax). Every Drafting Technology student competed in the SkillsUSA local competition, where two students advanced to the state level. The shop continued to provide countless community services in the form of banners, signage, building plans, interior design plans, and decorating for school-sponsored events. A capstone project for the 2010-2011 year came in the form of developing plans for a much-needed nurse's station renovation. Students and instructors worked closely with nurses, facility director and building personnel to design a more efficient and modernized space that will provide students with increased confidentiality, cleanliness, and access to efficient medical care. (Total enrollment: 45; 33 males, 12 females)

Early Childhood Education: The Early Childhood Education program at Monty Tech proudly graduated sixteen students, all females, all college bound, from the program in June. The program continues to be a popular trade, with an emphasis on community service and continued education. During 2010-2011, Early Childhood education students participated in the Fitchburg Public Schools: Math & Literacy Fair, operating a table, and engaging children in an activity-based scavenger hunt, based on two popular children's books. The Monty Tech Childcare Center continues to operate at full capacity, and serves as a co-operative education site for one student (Class of 2012). The Childcare Center graduated seventeen children, and prepared them for transition into Kindergarten. The Center's Director, Ms. Amanda Kelly, visits with prospective parents almost daily and handles frequent calls for Fall placement. (Total enrollment: 66; 2 males, 64 females)

Electrical: The Electrical program at Monty Tech continues to be one of the busiest trades in the school. During the 2010-2011 year, students and instructors completed in excess of two hundred projects that required repair or installation. Some of the more notable accomplishments from this shop include: all electrical work (including wiring and installation) at the Cogshall Park Stone House project (Fitchburg), all electrical work (including wiring and installation) for Monty Tech House project (Gardner), work in Toy Town Elementary School (Winchendon) to replace fixtures in gymnasium and install motion sensors and hand dryers in restrooms, installation of energy efficient lighting fixtures in the Monty Tech warehouse, installment of all wiring for residential wind turbine and photovoltaic array for on-site training center, and installation of new lighting fixtures in MJROTC. (Total enrollment: 84; 78 males, 6 females)

Engineering Technology: The Monty Tech Engineering program has undergone a great transformation over the course of the past three years. During the 2010-2011 exploratory process, the project was

changed to attract the interest of more students, and the exploratory project was changed from a robot to an IPOD stereo amplifier. As a result, sixteen freshmen listed this program as their top choice. We are pleased to report 100% placement for our graduating class (all but one going to college in the Fall, with the remaining student employed). Our graduates are attending Wentworth Institute of Technology, UMASS Lowell, Fitchburg State University, and Mount Wachusett Community College. The shop continues to complete numerous repairs for faculty, staff and students, including: in excess of one-hundred fifty headphones, video game systems, IPods, phones, hair driers, and other electronic devices. (Total enrollment: 43; 35 males, 8 females)

Graphic Communications: The Monty Tech Graphic Communications program is pleased to announce 100% placement for the Class of 2011. In June, the program graduated twenty students: eighteen were accepted to colleges, one entered the workforce, and one enlisted in the military. The shop continues to produce large quantities of print projects for district towns and community service organizations. This year, the shop produced over four hundred projects, billing in excess of \$15,000. This may be calculated as a savings of up to \$50,000. The shop also produces yearbooks for local institutions, saving each school approximately \$2,000 - \$3,000, as the billing only reflects cost of materials. In our student-operated copy center, over three million black and white copies and one hundred fifty thousand color copies were completed. The program developed an innovative partnership with Boutwell Owens (Fitchburg), where two students were placed on co-op, and received an opportunity to put into practice what they have learned in the shop. (Total enrollment: 89; 31 males, 58 females)

Health Occupations: The Health Occupations program at Monty Tech continues to incorporate the EMT curriculum into the program, providing students with a wide range of medical knowledge and exposure to a variety of health related career options. In an effort to increase opportunities for hands-on application and deeper understanding, the number of program affiliation sites has been increased. Due to rising numbers of students in this popular program, an additional LPN was also hired. The program also benefited by the addition of new technology and equipment, including a new EKG machine, hodoscopes, ophthalmoscopes, books, a SMARTBoard, and printer. The program, which boasts an enrollment of ninety-eight students, continues to participate in community service programs, including the annual Red Cross Blood Drives and Pediatric Day, in conjunction with students from the Early Childhood Education program. (Total enrollment: 98; 5 males, 93 females)

House Carpentry: Most of the work done by the students and instructors in the Monty Tech House Carpentry program is done off-campus, completing renovation, building, and repair work for member communities. Some of the more notable projects from the 2010-2011 school year include: the successful completion of the Stone House project at Coggs Hall Park (Fitchburg), building a single family home for the Greater Gardner Community Development Corporation, constructing and installing the Ashby Town Hall kiosk, framing, shingling, and adding a new roof to the Baldwinville Cemetery building, constructing a new shed in Ashburnham, building several utility sheds for the Winchendon Housing Authority, building a shed for Crocker Pond in Westminster, constructing and installing benches for the Gardner Housing Authority, constructing and installing new flower boxes for Fitchburg Rotary, and designing, constructing and installing a sonotube foundation for the Monty Tech Renewable Energy Center. (Total enrollment: 66; 56 males, 10 females)

Industrial Technology: Students and instructors in the Monty Tech Industrial Technology program are called on for “a little bit of everything.” Whether busy on campus or off, these students contribute to the educational community in countless ways. During 2010-2011, some of the more notable accomplishments include: the installation of building markers for the Fitchburg Historic Commission, the

installation of three sheds for the Winchendon Housing Authority, the continued construction of office space in the old Department of Public Works building in Phillipston, the installation of a 10' x 12' shed for the Westminster town beach, and the design, construction and installation of three information kiosks for the Massachusetts Land Trust Association. In-house projects included: the form construction for the Monty Tech Renewable Energy Center, the creation and construction of décor for the annual Superintendents dinner, and countless repairs, maintenance and troubleshooting efforts throughout the school. The co-operative education program continues to be a highlight for students in the Industrial Technology program, as seven students were awarded co-op placements during the year. (Total enrollment: 57; 52 males, 5 females)

Information Technology: As with any school, information technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the Information Technology program, students and instructors performed in excess of two hundred sixty-six hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Thirteen students earned Internet Computing Core (IC3) certification, and eighteen students completed the Occupational Safety & Health Administration 10-hour training and certification course. Students in Information Technology competed in the Fall Programming competition at Fitchburg State University, as well as the local, district and state levels of the SkillUSA competitions. Two students were awarded gold medals at the state level (in Computer Maintenance and Programming) and were sent to the national competition in June. The program also benefited from the addition of new books and software, as twenty new Adobe Creative Studio 5 books were purchased to accommodate the updated Dreamweaver, Flash, and Fireworks software and to support the incorporation of CS5 into the 10<sup>th</sup> grade course. (Total enrollment: 65; 55 males, 10 females)

Machine Technology: The Monty Tech Machine Technology program saw several key improvements during the 2010-2011 school year. The program benefited from new technology, including: a Haas CNC Lathe, a table top CNC simulator, a Rollin band saw, a new laser engraver and cutter, and updated computers and software. Two students advanced from the SkillsUSA local competition to compete at the district level. From there, they advanced to the state competition, where a silver medal was earned in CNC milling. Students in the Machine shop have consistently earned co-operative education placements, and 2010-2011 proved to be no different. Five students were offered co-op employment, and were able to put their vocational education into practice at area machine shops. Students who remained at the school refined their skills by completing a number of special projects, including: manufacturing key chains for the Fitchburg Police Department, manufacturing flag spreaders for the Korean War Veterans, manufacturing in excess of forty parts for the school's first Robotics Club, manufacturing brass pins for the Adirondack chair gifts, and manufacturing a branding die for the golf tournament. Students also manufactured numerous engraved brass plaques used to mark projects completed by Monty Tech students, and performed routine maintenance and troubleshooting of equipment and tools for other trades within the school. (Total enrollment: 56; 48 males, 8 females)

Masonry: Students and instructors in the Monty Tech Masonry program were busy on our campus, as well as in many of the member communities throughout the 2010-2011 school year. Community services included: repairing the steps at the Barre Town Hall, installing the block walls, block in windows, and tile in the restrooms at the Stone House project at Coggs Hall Park (Fitchburg), repairing concrete walkways, porches, foundation, and remodeling bathrooms for the Gardner Elderly Housing, installing the tile floors, brick stairs, concrete walkways, and sauna tubes at the Gardner Community Development Corporation house-building project, ensuring handicap accessibility by installing ramps and new sidewalks at Lunenburg High School, designing and completing Kevin's Gate (Lunenburg), and installing all block

work for the Templeton Cemetery Garage addition. When students weren't busy in our district communities, they were busy hosting the Massachusetts Trowel Trades Association (MTTA) competition, where our students placed 1<sup>st</sup> in Hardscape, and working on our own campus. Students installed non-slip stair treads throughout the school, worked with Electrical and Industrial Technology students to erect a small residential wind turbine and install photovoltaic array to be used for training purposes, and complete a new concrete foundation for additional outdoor storage. (Total enrollment: 55; 45 males, 10 females)

Plumbing: The Monty Tech Plumbing program, like others throughout the school, is committed to community service, and as a result, during the 2010-2011 school year, students and instructors renovated an apartment for the Gardner Housing Authority. Students replaced the piping and fixtures to make the housing unit accessible for a disabled resident. The Plumbing program also participated in the annual house-building project, installing plumbing, heating, and air exchange system in a single-family home in Gardner for the Greater Gardner Community Development Corporation. On our own campus, students worked daily on fixing leaks, cleaning drains, and repairing and maintaining the plumbing system in the school. The Monty Tech Plumbing program proudly graduated fourteen students in the Class of 2011. Two students, in particular, received prestigious trade awards/recognitions: Casey Phillips of Athol was named a Voc-Tech All Star by the Plumbing, Heating, Cooling Contractors Association of Mass, and Mark Gokey of Fitchburg won the Central Massachusetts Plumbing & Gasfitting Inspectors Association scholarship. (Total enrollment: 66; 63 males, 3 females)

Welding/Metal Fabrication: The Welding/Metal Fabrication program is charged with successfully completing numerous projects on the Monty Tech campus, including repair work, layout, design and installation. In conjunction with other trades at the school, students and instructors in the Welding/Metal Fabrication program are instrumental in the successful completion of many of the school's capstone projects. Their contributions include: building and installing railings for the Stone House project at Coggshall Park (Fitchburg), building and installing railings for town offices in Barre, constructing and installing all structural supports for the Stone House project at Coggshall Park (Fitchburg), designing, manufacturing and installing the original ornamental copper work for the Stone House project at Coggshall Park (Fitchburg). (Total enrollment: 48; 46 males, 2 females)

### *Special Services*

During the 2010-2011 school year, the Montachusett Regional Vocational Technical School District provided special education services to over two hundred students. In September 2010, the Student Support Services Department was actively providing services to approximately three hundred students identified with disabilities, both on 504 plans and Individual Education Programs (IEP's).

The Student Support Services Department at Montachusett Regional Vocational Technical School provides support to all students. It has full-time nursing staff that administers medications, perform state mandated health screening exams, and provide, when necessary, health information to the TEAM for a student's IEP meeting. The department employs a full-time school social worker that is able to participate in TEAM meetings and assist students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. Our students have access to the services of a full-time adjustment counselor, part-time school psychologist and school social worker. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention. We have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In

addition, we have a full-time speech pathologist that is available to assist students with disabilities, assess these students and consult with teachers.

The Special Education Program at Montachusett Regional Vocational Technical School District is reviewed annually in May, in accordance with regulatory requirements. The results of this evaluation are used to improve the special education procedures and programs at Montachusett Regional Vocational Technical School. The Parent Advisory Council participates in this review and evaluation.

The Montachusett Regional Vocational Technical School District adheres to federal and state laws regarding confidentiality of personally identifiable student information.

### **Technology**

Monty Tech is very fortunate to have the support of a school committee and administrative team that is committed to meeting the technology needs of our students and staff. All of our classrooms and shops have Internet access, each academic classroom has a SMARTboard and projector, and there is at least one computer in each room. Monty Tech's computer inventory includes workstations using both Windows and Apple operating systems, with a computer to student ratio of 1:1.5.

In recent years Monty Tech's technology spending has been supplemented by funds received through the American Recovery and Reinvestment Act (ARRA). Recent purchases include SMARTboards for several classrooms and a mobile computer lab. Monty Tech's technology spending is also supplemented by funds received through the federal E-Rate program, which provides discounts for Internet service, email, and telephone services.

The Massachusetts Department of Elementary and Secondary Education is developing a new teaching and learning system with resources aligned to the 2011 Massachusetts Curriculum Frameworks for English Language Arts and Literacy as well as Mathematics. The Mathematics framework stresses technology as an essential tool to be used strategically in mathematics education. Monty Tech math teachers are leaders in using ASSISTments software as part of their instruction. ASSISTments is a computer-based program designed to identify student strengths and weaknesses and to improve student achievement in math.

### **SkillsUSA**

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through our association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service.

The 2010-2011 school year was an extraordinary one for our chapter of SkillsUSA. The students met the challenges of districts, performed well at states and took back to Monty Tech 5 national medals and a first for Monty Tech as well as the State of Massachusetts- a National President! Co-advisors for the program were Timothy Gately (English Instructor), Anne Marie Cataldo (Early Childhood Education Instructor), and Dan Starr (Graphic Communications Instructor).

Highlights of the year included:

- In November, 13 students attended the three-day Annual Fall Leadership Conference, developing leadership skills and performing community service at an area YMCA Day Camp.
- Forty-six medals were captured at the District Competition held in March at Bay Path Regional Vocational Technical School: 12 gold, 22 silver and 13 bronze medals.

- Yolanda Bosworth (Cosmetology) and Sadie Caron (Early Childhood Education) served on the State Advisory Committee to help aid in the planning of the State Conference.
- Seventy-one students attended the State Leadership and Skills Conference, held in April at Blackstone Valley Vocational Technical School and the Best Western Royal Plaza (Marlborough). Monty Tech finished the competition with twenty-three medals.
- Eleven students advanced through local, district and state competitions to earn the right to compete at the National SkillsUSA Conference in Kansas City, Missouri.
- The Monty Tech delegate to the National Conference was awarded four silver medals and one bronze medal. Sarah Marshall, Dental Assisting- Bronze; James Grenier, TeamWorks/Carpenter- Silver; Aaron Beals, TeamWorks/Plumber- Silver; Alan Bourgouis, TeamWorks/Mason- Silver; Max Hitchcock, Teamworks/Electrician- Silver
- Victoria Holbert was elected to the office of National SkillsUSA President.

### *Marine Corps JROTC*

The 2010-2011 school year was a strong, effective and rewarding year for the Monty Tech MCJROTC program. The year started with our July 4th parades, where our Mounted Color Guard detail was in high demand. The unit marched in four parades, supporting four of the eighteen communities that make up the school district. Five Cadets attended the Region One Leadership Camp.

Over the summer our Color Guard performed several details for the Boston Red Sox. Cadets continued to meet two days a week for team building activities. The summer was also spent working on the unit's new vehicle, a 1974 Swiss Army Pinzgauer.

The unit's mounted color guard team was also busy over the summer, spending many hours riding, training and caring for the horses.

The school year started after the unit conducted a New Cadet Leadership Camp, where enrollment exceeded two hundred participants. The highlights for the year include:

- Conducted a ten mile "March-a-Thon", raising \$12,500 dollars for the Boston Fisher House
- Full school assembly to celebrate Veterans Day / Marine Corps Birthday
- Annual Raffle drive, raising \$25,000 dollars for Cadet Leadership Trip
- Attended Region One Drill Meet
- Participated in Cyber Patriot III, won honors as best team in the Marine Corps.
- Conducted Annual Leadership Trip at Naval Training Base Gulfport, Mississippi. Military airlift was provided to and from Gulfport. Trip highlights:
  - 75 Cadets attended
  - Visit to National WWII Museum, New Orleans
  - Visit to NASA
- Conducted Memorial Day observation in five sending communities
- Two Cadets awarded NROTC scholarships- a first for our unit!
- Unit purchased a Marksmanship training simulator
- Conducted over 4000 hours of community service

On September 9, 2011 the Commanding General named Montachusett Regional Vocational Technical School a *Naval Honor School* for the 2010-2011 school year. This distinction is bestowed upon our MCJROTC program in recognition of exemplary performance over the past 12 months.

## *Women in Technology*

The ninth year of the North Central Massachusetts Women in Technology (WIT) program was a transition period for the program. Due to company downsizing, a number of employees at the Westminster site of the program's sponsors--SimplexGrinnell and Tyco Safety Products-- were laid off or relocated. This resulted in fewer hands-on projects for the students to work on and in larger groups for those projects that did run. In addition, the program was expanded to include two additional schools: Oakmont Regional and Quabbin Regional high schools.

Consequently, participating schools were required to enroll fewer students this year. However, this did not adversely affect the program. The five young ladies from Monty Tech who were accepted did an outstanding job and were a credit to their school. All juniors, the students were Business Technology, Graphic Communications and Drafting Technology majors. All students said they enjoyed the experience, felt they learned a lot and wanted to participate the following year.

Through the program, qualified females have the opportunity to acquire hands-on experience, working on real world business and industry projects, under the mentorship of company personnel. The students spend two days a month at the industry site, where they get firsthand experience working in a corporate setting. Students interested in participating in the program must first pass a pre-screening process at their sending schools, and then attend an all-day Orientation Program, where they are interviewed by company personnel. Not all candidates are accepted.

A final projects presentation is held each year in May to showcase the students' completed projects for company executives, school officials, parents and classmates. This event, and an all-day rehearsal, is held each year in Monty Tech's Performing Arts Center.

The Greater Gardner Chamber of Commerce, serving as fiscal agent for the program, provides transportation to the industry site through a private-sector grant.

## *Student Athletics*

The Monty Tech Athletic program enjoyed success again in the 2010-2011 school year, and we continue to see a rise in participation each year. Eighteen teams competed in the Fall of 2010, twelve in the Winter of 2010-2011 and nine in the Spring of 2011.

Last Fall, the Varsity Football team won only two games, but they improved every week and gave their all during practice and games. They finished the year at 2-9 and 1-5 in Division 3A. The Varsity Boys Soccer team finished at 13-3-2, qualifying for the post-season tournament, where they lost to Groton-Dunstable, 6-1, at the new Leominster turf field. The JV Boys Soccer team was 5-8-2. The Varsity Golf team was 10-8, playing in the Central Mass Division 3 Tournament, where they finished 7<sup>th</sup>. They placed 5<sup>th</sup> in the State Vocational Tournament and 3<sup>rd</sup> in the Colonial Athletic League (CAL) Tournament. We had three JV Golf tournaments at the Red Farm Golf Course in Upton and finished the season 3-4. The Field Hockey team was 11-2-5, qualifying for the Central Mass Tournament for only the second time in the programs existence. They lost to Nipmuc. The Boys Cross Country team was 6-5 and finished 2<sup>nd</sup> in the CAL. The Girls Cross Country team was 1-2. The Girls Volleyball team went 0-20, but continued to play hard throughout the season. The JV Girls Volleyball team was 5-12 and the Freshmen Girls team, 2-10, as they continue to improve. The Varsity Girls Soccer team was 9-8 and qualified for a post-season berth. They lost to Leicester High School, 3-0. The JV Girls Soccer team finished at 11-4-1, with most of the girls moving up this fall, our girls program looks very promising.

The Girls Varsity Basketball finished at 7-13 and won 3 of their last 5 games. The JV Girls were 13-7 and the Freshmen Girls were 6-7 as they prepared to move up to the JV and Varsity programs this year. The Varsity Boys Basketball team finished 8-12. The JV Boys Basketball team was 10-10 and played with a lot of desire and pride. The Freshmen Boys were 9-5 and showed vast improvement over the year. The Wrestling team participated in many dual meets and tournaments finishing at 2-13. The Co-Op Ice Hockey team did very well again as they won the Central Mass Coughlan Conference and participated in the District Tournament, losing in the Finals to Groton-Dunstable, 2-1. The JV Ice Hockey team played very well as the younger players look to improve their skills. We participated in a Co-Op Swim Team with Leominster and North Middlesex and again, it went very well. They swam at the Fitchburg State University pool, one of the best in the area.

In the spring, the Varsity Softball team qualified for the Central Mass Tournament with a 10-10 record, losing to West Boylston, 15-2. The JV Softball team was 1-8. The Varsity Boys Volleyball team was 4-13 and the new JV Boys Volleyball team was 4-12. The Varsity Baseball team finished at 9-11. The JV Baseball team was 7-6 and the Freshman Baseball team was 1-5. The Boys Track & Field team was 10-2, 2<sup>nd</sup> in the CAL with a 5-1 record. The Girls Track & Field team was 8-4 and 3-3 in the CAL.

The Outstanding Male and Female athletes for the 2010-2011 were Kevin Duong and Kelsie Twombly.

### **Postgraduate and Continuing Studies**

The Postgraduate and Continuing Studies Program, also known as Monty Tech Nites, continues to update and add courses that emphasize a commitment to excellence through the provision of affordable, quality and enjoyable educational experiences.

For Fall 2010, there were 112 post-graduate and continuing education courses offered, with approximately 875 seats sold. There were 105 courses offered during Spring 2011, with over 930 seats sold.

Most recently we have added online courses and online certificate programs to our offerings. This gives individuals the versatility to take a course when it is convenient for them in the comfort of their own home.

In August 2010, the program was honored to receive a three-year full accreditation from the Office of Emergency Medical Services for an Emergency Medical Technician (EMT) program, a program that is expected to generate a great deal of interest and address workforce shortages in the region.

### **Practical Nursing Program**

In October 2010, the Practical Nursing Program was reviewed and received full approval status from the Massachusetts Board of Nursing. In May 2011, the program received full accreditation from the Council on Occupational Education.

In June 2011, thirty-four students graduated from the Practical Nursing Program and entered the nursing profession.

*An Experienced Advisory Council – the Monty Tech School Committee*

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district’s operations, policies, and procedures.

Our students continue to benefit from the broad scope of their experience and varying perspectives, and we are thankful to the following members of the 2010-2011 School Committee for their outstanding service.

Diane Swenson, Ashburnham *Chair*

Eric Olson, Phillipston *Vice Chair*

Warren Landry, Ashby

James Cournoyer, Holden

Toni L. Phillips, Athol

Kathleen Airoidi, Hubbardston

John Scott, Barre

Barbara Reynolds, Lunenburg

Brian J. Walker, Fitchburg

Edward Simms, Petersham

Robert H. Campbell, Fitchburg

John P. Mollica, Princeton

LeRoy Clark, Fitchburg

Mary C. Barclay, Royalston

Mark W. Louney, Fitchburg

Dr. Kenneth I.H. Williams, Sterling

Helen Lepkowski, Gardner

James M. Gilbert, Templeton

Eric D. Commodore, Gardner

Jeffrey A. Schutt, Westminster

Sue Tokay, Harvard

Burton E. Gould, Jr., Winchendon

Terri Hillman, Winchendon

*Secretary*

Norman J. LeBlanc

*District Treasurer*





***TOWN CLERK***

## 2011 REPORT OF THE TOWN CLERK

The Town Clerk position is elected with a term of 3 years. The office is located in the basement of the library building at 7 Main Street using the rear entrance. Office hours are Monday 2pm-8pm and Tuesday, Wednesday, and Thursday 8am-4pm. Other hours are available by appointment.

A variety of services are provided including voter registration, Notary Public, dog licenses, fishing and hunting licenses, marriage licenses, business certificates, and certified copies of vital records (births, marriages, deaths). Most of these items are also available online at [www.hubbardstonma.us](http://www.hubbardstonma.us).

### TOWN MEETINGS

#### *Town Meetings Held in 2011*

| <u>DATE</u> | <u>TYPE</u>         | <u>VOTER TURNOUT</u> |
|-------------|---------------------|----------------------|
| June 7      | Special             | 115 (4%)             |
| June 7      | Annual Town Meeting | 253 (8%)             |

### ELECTIONS

2011 was an off year for State elections, making for a quiet election schedule. As always, I'd like to thank the poll workers for a job well done.

**Ballot Question Information:** Last year, the Board of Selectmen voted to accept Chapter 188, Section 37 of the Acts of 2010 which allows the mailing of information on ballot questions to voters. A summary of each question along with arguments for and against may now be mailed to voters. The ballot must include the summary and the statements describing the effect of a yes and no vote. This should go a long way toward educating voters on ballot questions.

**Change of Polling Location:** On February 28, 2011, the Board of Selectmen voted to change the location of the polling place from the Center School library to the Center School gymnasium. The change was made based on a recommendation by the school principal who had several concerns, one being the fact that there was no security when using the school library. The hallway outside the gymnasium has a gate that can be locked to keep voters from accessing the rest of the school during elections.

With this change, the town was required by State law to send notice of the new polling location to every household where a registered voter resides. The information was printed on the Town Meeting warrant and sent to every household.

**Voting Machine:** We currently use an Optech Eagle III optical scanner as our voting machine. This machine has been very reliable and provides a paper backup for potential recounts. Only machines that have been certified by the Secretary of State may be used in Massachusetts elections. The Optech Eagle III is certified by the state; however, it is no longer being manufactured and is only being supported while spare parts are available. Because of this, I purchased a used machine from another town to have as a backup and/or to use for parts if the need arises.

New election laws are always being enacted and requirements for voting machines may eventually change. It is quite likely that at some point in the future our current machine will no longer be certified for use in Massachusetts.

***Elections Held in 2011***

| <u>DATE</u> | <u>TYPE</u>             | <u>VOTER TURNOUT</u> | <u>TOTAL COST</u> |
|-------------|-------------------------|----------------------|-------------------|
| June 14     | Annual Town             | 277 (10%)            | <b>\$3,137.38</b> |
| August 23   | Special Town (override) | 450 (15%)            | <b>\$2,275.25</b> |

***Reminder to Voters***

If you have recently moved into Hubbardston, please be aware that your voter registration does not automatically follow you. You must re-register any time you move to a new city or town. It is not necessary to re-register to vote each year if you have not moved. You can register to vote in person at the Town Clerk's office or at the Registry of Motor Vehicles when renewing your driver's license or by mail using a voter registration card available at many post offices. Your voter registration remains current when you respond to the Annual Town Census, vote at any election or Town Meeting, or sign a petition or nomination papers.

**NEW WEBSITE & PAYMENT KIOSK**

At the beginning of 2011, a new town website was launched using the services of Virtual Town Hall. Town Secretary Elaine Peterson and I were made responsible for keeping the website up-to-date and posting announcements as needed. A considerable amount of time was spent getting the website up and running. Each board/committee or department has their own page with complete information about their department and some photos. Most all forms are now available to be downloaded.

Residents are now able to sign-up for e-alerts through the website. There are a variety of different notices that you can choose to have sent to your email address; News Notices and notification of meetings and minutes for particular boards are some of the items that can be received upon request.

At the suggestion of the Tax Collector, a payment kiosk was installed in the lobby outside the offices in the basement of the library. Since debit cards are not an accepted method of payment in the office, the kiosk provides a convenient location for those who wish to pay tax bills, renew dog licenses, etc. using their credit or debit card.

**MEETING POSTINGS**

The website public meetings calendar became the official posting location in connection with the Open Meeting Law. Clerks for several boards were trained on how to post meetings with agendas on the website. This has been a welcome time-saver for the clerk's office and hopefully more convenient for residents interested in attending board meetings.

**RECORDS MANAGEMENT**

In an effort to reduce the amount of space required for records storage, I initiated a records management awareness program. Each department was sent a copy of the Records Retention Manual and asked to list all records that they keep in their offices. Then each department was to compare the retention time for each of their records, identify those records that were no longer required to be kept, and then write to the Public Records Division to get Destruction Permission.

The goal of the program was to make employees aware that some records could be destroyed while others had to be kept permanently. The goal was met even though not all departments were able to complete all of the steps. They were at least given the information and hopefully have a better understanding of their responsibilities with respect to records retention for municipal government.

## LICENSES

### ***Dog Licenses***

Massachusetts General Laws require that all dogs over the age of 6 months must be licensed each year and have a current rabies vaccination. The number of licenses issued in 2011 was:

- 920 Dog Licenses
- 5 kennel licenses for 4 dogs or less (pet kennel)
- 1 kennel license for 6 dogs only
- 4 kennel licenses for 10 dogs or less
- 3 kennel licenses for more than 10 dogs

### ***Hunting/Fishing Licenses***

This will be the last year that the traditional type of licenses will be sold by the Commonwealth of Massachusetts. Beginning in the year 2012, all sales will be done through the internet. This office will continue as a licensing agent as a service to our residents. The numbers of licenses sold during 2011 were:

- 23 Fishing
- 4 Hunting
- 20 Sporting (Hunting & Fishing)
- 1 Duplicate Sporting
- 9 Archery stamps
- 4 Waterfowl stamps
- 12 Primitive Firearms stamps

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

Respectfully Submitted,

Joyce E. Green, CMMC

COMMONWEALTH OF MASSACHUSETTS

TOWN OF HUBBARDSTON

SPECIAL TOWN MEETING                      MINUTES      JUNE 7, 2011



**STABILIZATION: \$356,347.30              FREE CASH: NOT YET CERTIFIED**

Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator Edward Leonard; Board of Selectmen members Matt Castriotta (Chair), Michael Stauder, and Ernest Newcomb; Town Clerk Joyce Green; Finance Committee members Edward Blanchard (Chair), David Simmerer, Benjamin Prentiss, Patrick Girouard, James Pitney, and Chris Norcross; Interim Town Administrator Brian Bullock; and representative for Town Counsel, Joel Bard.

A total of 115 registered voters were checked in by Marcia Howlett and Kellianne Becker. A quorum of 50 voters was present throughout the meeting.

Moderator Leonard called the meeting to order at 7:07pm. The following actions were taken on the articles presented in the aforesaid warrant:

**ARTICLE 1. Motion**, Matt Castriotta, that the Town vote to **transfer** the sum of **\$15,811.72** (Fifteen Thousand Eight Hundred Eleven Dollars and Seventy Two Cents) **from the Highway Winter Wage Account (#01-423-5101) to the Winter Materials Account (01-423-5400)** and to **transfer** the sum of **\$5,818.45** (Five Thousand Eight Hundred Eighteen Dollars and Forty Five Cents) **from the Winter Maintenance Fuel Account (01-422-5402) to the Winter Fuel Account (01-423-5402)**.

(FinCom Recommends)

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 2. Motion**, Matt Castriotta, that the Town vote **to amend the action taken at the June 1, 2010 Annual Town Meeting, Article #23**, in the amounts recommended by the **Community Preservation Committee** for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2011, with each item to be considered a separate appropriation:

Appropriations:

From FY 2011 estimated revenues for Committee Administrative Expenses (5%) \$3,102.74 (**no change**)

Reserves:

From FY 2011 estimated revenues for Historic Resources Reserve (10%)

**\$6,205.74 to \$5,818.05**

From FY 2011 estimated revenues for Community Housing Reserve (10%)

**\$6,205.74 to \$5,818.05**

From FY 2011 estimated revenues for Open Space Reserve (10%)

**\$6,205.74 to \$5,818.05**

From FY 2011 estimated revenues for Budgeted Reserve (65%)

**\$40,335.56 to \$37,817.32**

(Fin Com Recommends)

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 3. Motion**, Matt Castriotta, that the Town vote **to transfer \$2,200.00 (Two Thousand Two Hundred and 00/100 Dollars) from funds remaining in appropriation** voted as Article 15 of the Annual Town meeting of June 1, 2010 for a an exterior message board **to the Assessors Expense (01-141-5201)** for the upgrade of software that will allow online access of property record cards.

(Fin Com Recommends)

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 4. Motion**, Matt Castriotta, that the Town vote to **transfer** the amount of **\$184,406.16** ( One Hundred Eighty-Four Thousand, Four Hundred Six and 16/100)said amount being the **balance of the FY 10 Certified Free Cash to the Municipal Capital Stabilization Account.** (Fin Com Recommends)

**2/3 Vote Required**

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Unanimous in favor

**ARTICLE 5. Motion**, Matt Castriotta, that the Town vote **to transfer the amount of \$2,100.00** (Two Thousand One Hundred and 00/100 Dollars) **from Hubbardston Center School Water Tank (01-300-5810), \$1,114.50** (One Thousand, One Hundred Fourteen and 50/100 Dollars) from **New Electrical Heat/Upgrade (01-610-5800), \$91.11**(Ninety- one and 11/100 Dollars) from **New Telephone System (01-122-5202-0009), \$183.64** (One Hundred Eighty-Three and 64/100 Dollars) from **Agricultural Commission Expense (01-650-5200) and \$9,719.21** (Nine Thousand Seven Hundred Nineteen and 21/100 Dollars) **from Insurance Expense (01-945-5700)**, to pay the interest accrued on a previously approved tax abatement pursuant to M.G.L. Chapter 58A, section 13. (Fin Com Recommends)

**2/3 Vote Required**

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Unanimous in favor

**ARTICLE 6: Motion**, Matt Castriotta, that the Town vote **to amend the Hubbardston General Bylaws, Chapter XXIV, Public Safety, Section 2, “Property, Numbering of”** by deleting sub-section 4, *“Assignment of Assessors, filing: The numbers shall be assigned to each structure by the Assessors and filed in the office of the Town Clerk”* from the Bylaw.

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Yes-114, No-1, Abstain-0

The Moderator adjourned the Special Town Meeting at 7:12pm and announced that Annual Town Meeting would be starting in 18 minutes.

Respectfully Submitted,

Joyce E. Green

Town Clerk

(Town Seal)

COMMONWEALTH OF MASSACHUSETTS

TOWN OF HUBBARDSTON

ANNUAL TOWN MEETING MINUTES June 7, 2011



Pursuant to the foregoing warrant, the voters of the Town of Hubbardston assembled at the Center School gymnasium to act on the articles in said warrant. Present were Moderator Edward Leonard; Board of Selectmen members Matt Castriotta (Chair), Michael Stauder, and Ernest Newcomb; Town Clerk Joyce Green; Finance Committee members Edward Blanchard (Chair), David Simmerer, Benjamin Prentiss, Patrick Girouard, James Pitney, and Chris Norcross; Interim Town Administrator Brian Bullock; and representative for Town Counsel, Joel Bard. Assisting with the PowerPoint presentation was Albert Afonso.

A total of 253 registered voters were checked in by Marcia Howlett and Kellianne Becker. A quorum of 50 voters was present throughout the meeting. Two voters, Allan Olly and Dennis O'Donnell, were selected as counters by the Moderator.

Chairman of the Historical Commission, Gary Kangas, unveiled a gift to the town of an etched stone marker commemorating the invention of the backhoe in Hubbardston by Wain-Roy Manufacturing. The stone was etched by Bella Kaldera of Simond Hill Road and will be prominently displayed near the former location of the Wain-Roy building.

Chairman of the Board of Selectmen, Matt Castriotta, dedicated the 2010 Annual Town Report to Council on Aging Director Claudia Provencal who was given a standing ovation for her endless energy, enthusiasm, and dedication to our seniors, the center, and the Town.

Moderator Leonard called the meeting to order at 7:30pm. The following actions were taken on the articles presented in the aforesaid warrant:

**ARTICLE 1.** All necessary officers will be chosen at the Annual Town Election on Tuesday, June 14, 2011.

**ARTICLE 2.** The reports of the Town Officers and Committees will be published in the Annual Town Report.

**ARTICLE 3. Motion,** Ernest Newcomb, that the Town vote **to authorize the Board of Selectmen to enter into agreements with the Commonwealth of Massachusetts Highway Department** for the construction and maintenance of public highways for the twelve month period beginning July 1, 2011.

(FinCom Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 4. Motion,** Ernest Newcomb, that the Town vote **to accept educational grants and aid for Fiscal Year 2012**, to be expended for authorized purposes by the Montachusett Regional Vocational Technical School and the Quabbin Regional School District. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 5. Motion,** Ernest Newcomb, that the Town **vote to authorize the continuation of the following Holden Hospital Accounts for Fiscal Year 2012:**

**a. Vehicle Replacement Assistance Account**

Funded by monies received from the establishment of a \$2,500,000.00 trust fund under a settlement between Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. This fund would be used to assist in funding the replacement of a RESCUE VEHICLE for the Town of Hubbardston. Fund would accumulate, and would supplement any town funds utilized for the purchase. Any purchases to be presented for payment from this Account, shall be preauthorized by the Board of Selectmen with voucher authorized by the Board of Selectmen.

**b. Education and Training Account**

Funded by monies received from the establishment of a \$2,500,000.00 trust fund under a settlement between Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. This fund would be used to reimburse Hubbardston residents for successfully completing EMT training only after one full year of active service with the Hubbardston EMS Division of the Fire Department. Fund would also be used to reimburse EMTs for successfully completing advanced training in the same manner. Any purchases to be presented for payment from this Account, shall be preauthorized by the Board of Selectmen with voucher authorized by the Board of Selectmen.

**c. Health Related Account**

Funded by monies received from establishment of a \$2,500,000.00 trust fund under a settlement between Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. This fund would be utilized for other Health related programs within the Town of Hubbardston, under the direction of the Board of Health, or other health related agencies. Funds to be withdrawn by voucher submitted by the Board of Health or other Town Health related agencies, co-signed by the Board of Selectmen.

**d. Excess Investment Surplus Account**

Funded by monies received from the establishment of a \$2,500,000.00 trust fund under a settlement between Medical Center of Central Massachusetts (MCCM) and the eleven communities formerly served by Holden Hospital. Any return on investment above 8% will be placed in this account which will accumulate and can be used for any special project or acquisition associated with any of the above three categories of distribution, or any other health related projects deemed compatible with the fund's design, with the approval of the Board of Selectmen. Funds may be withdrawn by voucher submitted by the Board of Selectmen.

(Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 6. Motion,** Ernest Newcomb, that the Town **vote to authorize the following Revolving Accounts for Fiscal 2012** under MGL Ch. 44 §53E ½, as shown on the following chart:

(Fin Com Recommends)

**Recommended change from prior year use is noted in bold within chart.**

| <b>Fund</b>                           | <b>Authorization By</b> | <b>Revenue Source</b>  | <b>Use of Fund</b>   | <b>Limit</b>    |
|---------------------------------------|-------------------------|--|--|-----------------|
| Wiring Fund                           | Wiring Inspector        | Electrical Permit Fees and Applications  | Pay inspector for inspection services and clerical wages   | \$ 20,000       |
| Gas Fund                              | Gas Inspector           | Gas Permit Fees and Applications   | Pay inspector for inspection services  | \$ 3,000        |
| Plumbing Fund                         | Plumbing Inspector      | Plumbing Permit Fees and Applications  | Pay inspector for inspection services  | \$ 6,000        |
| Recycling Fund                        | Board of Health         | Fees collected for use of center and drop-off of recyclables                           | Costs associated with programs and facilities needed to recycle materials, including employee wages  | \$ 5,000        |
| Grave Fund                            | Cemetery Commissioners  | Payments for grave openings  | Payment to party hired to open grave   | \$ 5,000        |
| Haz Mat Fund                          | Fire Chief              | Service charges for clean-up and disposal of hazardous materials                       | Expenditures related to clean-up and disposal of hazardous materials   | \$ 3,000        |
| Septic Fund                           | Board of Health         | Fees for septic system plan review, agent inspections, and perc tests                  | Payments to septic system plan review engineers and to agents witnessing perc tests or performing inspections  | \$ 20,000       |
| <b>Vaccine Administration Account</b> | <b>Board of Health</b>  | <b>Fees, health insurance reimbursements and receipts for vaccine related services</b> | <b>Payments for vaccine, supplies, and services deemed necessary by the Board of Health</b>  | <b>\$ 5,000</b> |
| Con Com Fund                          | Conservation Commission | Receipts from fees for site inspections and plan review                                | Payment to member performing site inspection and expenses relating to such inspections or plan review  | \$ 3,000        |
| Open Burn Fund                        | Fire Chief              | Receipts for fees for open burning   | Payment of expenses related to fighting brush fires in town, including payment of part-time wages, forest fire fighting equipment and other costs of fighting such fires | \$ 11,000       |
| Late fee Dog License Fund             | Town Clerk              | Fees for late licensing of dogs and kennels  | Payment of costs associated with the regulation of dogs, including ACO capital expense.  | \$ 10,000       |

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

## **BUDGET ARTICLE**

**ARTICLE 7. Motion**, Ernest Newcomb, that the Town vote **to raise \$6,711,267.00** to defray Town charges and expenses for the year ensuing (July 1, 2011 through June 30, 2012) and to fix the salary and compensation for all the elected officers of the Town, as provided by MGL Ch. 41 §108, as amended, and to **make appropriations** therefor. (Fin Com recommends) **Second:** Michael Stauder

The Moderator explained the process for voting each line item and providing the opportunity for residents to speak on a particular line item by placing a “hold” on the line item as it is read. At the end of each section of the budget, opportunity to speak will be given to those who have placed a hold on a line item.

Brian Bullock, Interim Town Administrator, thanked the Board of Selectmen and Finance Committee for their work to present a balanced budget tonight and discussed the roads plan that will be presented.

Budget Discussion: Questions were raised on several line items including Town Administrator Salary, Assessors’ Property Update, Legal Services, Police Chief Salary, Police Wages, Administrative Clerks for Board of Health and Planning, Conservation, Building Dept, Quabbin Required Net School Spending, Highway Superintendent Salary, Highway Wages, Highway Foreman Wages, and Highway Dept. Secretary Wages.

**Motion:** Vincent Ritchie, to amend the un-numbered account for Administrative Clerk (BOH) by reducing it to \$0.00 (Zero Dollars) and to reinstate 510-5102 Board of Health Clerk Wages at FY11 level of \$10,325. **Second:** Tom Bratko **Vote on motion to amend:** Motion fails; Majority Negative Vote

**Motion:** Tom Bratko, to amend 421-5100 Highway Superintendent Salary by increasing to \$63,551. **Second:** Kathy Derzius **Vote on motion to amend:** Motion fails; Majority Negative Vote

**Vote on total Article 7 to raise & appropriate \$6,711,267.00:** Motion Carries; Majority Affirmative Vote

| Account Number            | Account Name                                  |  | FY2011 APPROVED      |
|---------------------------|---|--|----------------------|
| <b>General Government</b> |   |  |                      |
| 114-5100                  | Moderator                                     |  | 314.68               |
|                           | <b>Total Legislative</b>                      |  | <b>\$ 314.68</b>     |
| 122-5100                  | Selectboard Salary                            |  | 3,544.08             |
| 122-5105                  | Town Secretary Wages                          |  | 19,942.00            |
| 122-5200                  | Selectboard Expense                           |  | 10,000.00            |
| 122-5700                  | Binding of Records                            |  | 100.00               |
| 129-5100                  | Town Administrator Salary                     |  | 55,000.00            |
| 129-5200                  | Town Administrator Expense                    |  | 1,600.00             |
| 161-5100                  | Town Clerk Salary                             |  | 32,857.03            |
| 161-5105                  | Town Clerk Certification                      |  | 1,000.00             |
| 161-5200                  | Town Clerk Expenses                           |  | 4,030.00             |
|                           | <b>Total Executive</b>                        |  | <b>\$ 128,073.11</b> |
| 135-5101                  | Town Accountant Salary                        |  | 34,759.12            |
| 135-5105                  | Municipal Finance Clerk Wages                 |  | 4,721.25             |
| 135-5201                  | Town Accountant Expense                       |  | 1,040.00             |
| 135-5703                  | Annual Audit                                  |  | 15,000.00            |
|                           | <b>Total Accountant/Auditor</b>               |  | <b>\$ 55,520.37</b>  |
| 141-5100                  | Assessors' Salary                             |  | 3,544.08             |
| 141-5104                  | Deputy Assessor Salary                        |  | 33,992.64            |
| 141-5103                  | Assessor's Certification                      |  | 500.00               |
| 141-5105                  | Municipal Office Clerk II                     |  | 8,849.99             |
| 141-5201                  | Assessors' Expenses                           |  | 3,776.00             |
| 141-5206                  | Assessors' Property Update                    |  | 14,300.00            |
| 141-5400                  | Assessors' Maps                               |  | 3,245.00             |
|                           | <b>Total Assessors</b>                        |  | <b>\$ 68,207.71</b>  |
| 145-5100                  | Treasurer's Salary                            |  | 25,393.98            |
| 145-5200                  | Treasurer's Expense                           |  | 2,000.00             |
| 145-5704                  | Payroll Service                               |  | 2,500.00             |
| 145-5708                  | Treasurer's Tax Title Expense                 |  | 2,500.00             |
|                           | <b>Total Treasurer</b>                        |  | <b>\$ 32,393.98</b>  |
| 146-5100                  | Tax Collector Salary                          |  | 28,395.10            |
| 146-5105                  | Tax Collector Certification                   |  | 1,000.00             |
| 146-5200                  | Tax Collector's Expenses                      |  | 7,125.00             |
| 146-5708                  | Tax Collector Tax Title Expense               |  | 8,150.00             |
| 155-5200                  | Data Processing                               |  | 2,700.00             |
|                           | <b>Total Tax Collector</b>                    |  | <b>\$ 47,370.10</b>  |
| 151-5200                  | Legal Services                                |  | 40,000.00            |
|                           | <b>Total Town Counsel</b>                     |  | <b>\$ 40,000.00</b>  |
| 171-5100                  | Conservation Comm. Salaries                   |  | 941.16               |
| 171-5102                  | Conservation Comm. Clerk Wages                |  | 2,240.40             |
| 171-5200                  | Conservation Comm. Expenses                   |  | 1,325.00             |
|                           | <b>Total Conservation Commission</b>          |  | <b>\$ 4,506.56</b>   |
| 122-5106                  | Custodial Wages                               |  | 7,562.88             |
| 122-5204                  | Slade Building                                |  | 26,000.00            |
|                           | <b>Total Public Buildings/Property Maint.</b> |  | <b>\$ 33,562.88</b>  |
| 122-5202                  | Town Office Phone                             |  | 7,000.00             |
| 122-5207                  | Computer Maintenance                          |  | 25,000.00            |
| 122-5400                  | Copier Expense                                |  | 4,500.00             |
|                           | <b>Total Operations Support</b>               |  | <b>\$ 36,500.00</b>  |
| 162-5200                  | Elections & Registrations                     |  | 7,557.00             |
| 163-5101                  | Board of Registrars Wages                     |  | 400.00               |
|                           | <b>Total Election and Registration</b>        |  | <b>\$ 7,957.00</b>   |

|                      |   |  |                        |
|----------------------|---|--|------------------------|
| 175-5102             | Planning Board Clerk Wages                    |  | 4,972.24               |
| 175-5200             | Planning Board Expenses                       |  | 1,000.00               |
| 175-5202             | Planning Board Engineering Expense            |  | -                      |
| 175-5700             | Montachusett Reg. Planning District           |  | 1,124.07               |
| 175-5204             | Master Plan                                   |  | -                      |
| 176-5102             | Board of Appeals Clerk Wages                  |  | 597.00                 |
| 176-5200             | Board of Appeals Expense                      |  | 950.00                 |
| 195-5200             | Town Report                                   |  | 1,000.00               |
|                      | <b>Total Other</b>                            |  | <b>\$ 9,643.31</b>     |
| 700-5700             | Reserve Fund *                                |  | 29,500.00              |
|                      | <b>Total General Government</b>               |  | <b>\$ 493,549.70</b>   |
| <b>Public Safety</b> |   |  |                        |
| 210-5100             | Police Chief Salary (inc. Quinn bill payment) |  | 83,462.50              |
| 210-5102             | Police Wages (inc. Quinn bill payments)       |  | 332,154.86             |
| 210-5103             | Police Training Wages                         |  | 10,072.80              |
| 210-5104             | Police Department Clerk                       |  | 14,840.80              |
| 210-5200             | Police Dept. Maintenance                      |  | 11,529.88              |
| 210-5201             | Police Dept. Vehicle Maintenance              |  | 10,750.00              |
| 210-5403             | Police Dept. Equipment & Outlay               |  | 14,325.00              |
| 210-5800             | Police cruiser - lease/purchase payment       |  | 10,928.55              |
|                      | <b>Total Police Department</b>                |  | <b>\$ 488,064.39</b>   |
| 220-5100             | Fire Chief Salary                             |  | 60,000.00              |
| 220-5102             | Fire Chief Holiday Pay                        |  | -                      |
| 220-5101             | Fire Department Wages                         |  | 119,529.00             |
| 220-5106             | Fire Department Training Wage                 |  | 8,424.00               |
| 220-5200             | Fire Department Maintenance                   |  | 26,000.00              |
| 220-5203             | Fire Department Vehicle Maint.                |  | 14,000.00              |
| 220-5404             | Fire Department Equipment & Outlay            |  | 23,750.00              |
| 220-5720             | Emergency Medical Service Space Rent          |  | 8,190.00               |
|                      | <b>Total Fire Department</b>                  |  | <b>\$ 259,893.00</b>   |
| 299-5100             | REGIONAL FEE RUTLAND                          |  | 85,000.00              |
| 299-5200             | Dispatch Maintenance & Equip.                 |  | 11,722.24              |
|                      | <b>Total Dispatch Department</b>              |  | <b>\$ 96,722.24</b>    |
| 192-5100             | Building Commissioner Salary                  |  | 24,897.39              |
| 192-5102             | Building Department Clerk Wages               |  | 7,403.88               |
| 192-5200             | Building Department Expenses                  |  | 2,612.00               |
| 519-5100             | Animal Inspector Salary                       |  | 802.00                 |
| 519-5705             | Animal Inspector Mileage                      |  | 230.00                 |
|                      | <b>Total Inspection</b>                       |  | <b>\$ 35,945.27</b>    |
| 249-5100             | Tree Warden Wages                             |  | 1,160.45               |
| 249-5200             | Tree Warden Outside Serv.                     |  | 4,000.00               |
| 291-5100             | Emergency Planning Director                   |  | 204.00                 |
| 291-5200             | Emergency Planning Expenses                   |  | 1,435.00               |
| 292-5100             | Animal Control Officer/Services & Expense     |  | 10,091.00              |
|                      | <b>Total Other</b>                            |  | <b>\$ 16,890.45</b>    |
|                      | <b>Total Public Safety</b>                    |  | <b>\$ 897,515.35</b>   |
| <b>Education</b>     |   |  |                        |
| 300-5700             | School: K - 12 Operations - Quabbin           |  | <b>\$ 3,379,482.00</b> |
| 300-5705             | School: Montachusett. Reg. Voc. Tech.         |  | 290,807.00             |
| 300-5800             | Center School Construc. Assessment            |  | -                      |
| 300-5805             | Quabbin Construction Assessment               |  | 112,369.68             |
| 300-5807             | Out of District Tuition and Transportation    |  | 51,060.00              |
|                      | <b>Total Education</b>                        |  | <b>\$ 3,833,718.68</b> |

| <b>Public Works</b>   |  |  |                      |
|-----------------------|--|--|----------------------|
| 421-5100              | Highway Superintendent Salary          |  | \$62,612.08          |
| 422-5101              | Highway Wages                          |  | \$159,088.58         |
| 422-5102              | Highway Foreman Wages                  |  | \$47,009.60          |
| 422-5103              | Highway Dept. Secretary Wages          |  | \$9,938.10           |
|                       | <b>Total Highway Wages</b>             |  | <b>\$278,648.36</b>  |
| 422-5202              | Street Signs                           |  | 1,000.00             |
| 422-5205              | Highway Uniforms                       |  | \$5,289.98           |
| 422-5206              | Highway Bridges & Railings             |  | \$500.00             |
| 422-5207              | Highway Dept. Maintenance              |  | \$61,000.00          |
| 422-5210              | General Highway Expense                |  | \$106,113.00         |
| 422-5400              | Highway Dept. Equipment & Outlay       |  | \$7,000.00           |
|                       | <b>Total Highway Expenditures</b>      |  | <b>\$ 180,902.98</b> |
| 423-5101              | Highway Winter Wages                   |  | \$52,873.25          |
| 423-5102              | Highway Winter Outside Wages           |  | \$7,000.00           |
| 423-5200              | Highway Winter Machine Maintenance     |  | \$12,000.00          |
| 423-5205              | Plowing of Private Ways                |  | \$3,500.00           |
| 423-5400              | Highway Winter Materials               |  | \$96,000.00          |
| 423-5402              | Highway Winter Fuel                    |  | \$28,000.00          |
|                       | <b>Total Highway Snow &amp; Ice</b>    |  | <b>\$199,373.25</b>  |
|                       | <b>Total Highway Department</b>        |  | <b>\$658,924.59</b>  |
| 424-5200              | Municipal Lights                       |  | 4,000.00             |
|                       | <b>Total Street Lighting</b>           |  | <b>\$ 4,000.00</b>   |
| 422-5402              | Town Vehicle Fuel & Pump Maintenance   |  | \$50,000.00          |
|                       | <b>Total Fuel</b>                      |  | <b>\$50,000.00</b>   |
| 491-5100              | Cemetery Commission Salaries           |  | 872.00               |
| 491-5101              | Cemetery Commission Clerk-Mun. Clerk I |  | 1,173.00             |
| 491-5103              | Old Cemetery Expenses                  |  | 2,698.00             |
| 491-5203              | Cemetery Maintenance & Improvement     |  | 2,765.00             |
| 491-5205              | Evergreen Cemetery, New Lots           |  | 500.00               |
| 491-5400              | Cemetery Equipment & Outlay            |  | 1,260.00             |
| 491-5700              | Veterans' Graves                       |  | 500.00               |
|                       | <b>Total Cemeteries</b>                |  | <b>\$ 9,768.00</b>   |
|                       | <b>Total Public Works</b>              |  | <b>\$ 722,692.59</b> |
| <b>Human Services</b> |  |  |                      |
| 510-5100              | Board of Health Salaries               |  | 1,649.72             |
| 510-5102              | Board of Health Clerk Wages            |  | 10,316.80            |
| 510-5200              | Board of Health Expenses               |  | 2,853.00             |
|                       | <b>Total Health Services</b>           |  | <b>\$ 14,819.52</b>  |
| 541-5100              | Elderly Van Wages                      |  | 28,148.40            |
| 541-5400              | Elderly Van Expenses                   |  | 100.00               |
| 541-5105              | Council on Aging Director              |  | 2,000.00             |
| 541-5200              | Council on Aging Expense               |  | 675.00               |
|                       | <b>Total Special Program</b>           |  | <b>\$ 30,923.40</b>  |
| 543-5100              | Veterans' Agent Salary                 |  | 999.45               |
| 543-5200              | Veterans' Agent Expenses               |  | 35.00                |
| 543-5700              | Veterans' Benefits                     |  | 1.00                 |
|                       | <b>Total Veteran's Services</b>        |  | <b>\$ 1,035.45</b>   |
|                       | <b>Total Human Services</b>            |  | <b>\$ 46,778.37</b>  |

|   |   |                   |                        |
|---|---|-------------------|------------------------|
| <b>Culture and Recreation</b>                                     |   |                   |                        |
| 610-5100  | Library Wages   |                   | 32,351.61              |
| 610-5200  | Library Utilities & Maintenance                               |                   | 16,357.18              |
| 610-5400  | Library Books & Materials                                     |                   | 14,113.00              |
|   | <b>Total Library</b>  |                   | <b>\$ 62,821.79</b>    |
| 650-5200  | Agricultural Commission Expense                               |                   | 500.00                 |
| 691-5200  | Historical Commission Expenses                                |                   | 500.00                 |
|   | <b>Total Commission Expenses</b>                              |                   | <b>\$ 1,000.00</b>     |
| 692-5200  | Memorial Day  |                   | 1,500.00               |
|   | <b>Total Celebrations</b>                                     |                   | <b>\$ 1,500.00</b>     |
| 699-5200  | Parks Commission Services & Expense                           |                   | 11,870.92              |
|   | <b>Total Parks</b>  |                   | <b>\$ 11,870.92</b>    |
|   | <b>Total Culture and Recreation</b>                           |                   | <b>\$ 77,192.71</b>    |
| <b>Debt Service (see Maturing Debt delineated below)</b>          |   |                   |                        |
| 710-5900  | Retirement of Debt Principal                                  |                   | 50,078.00              |
| 751-5900  | Interest - Long Term  |                   | 5,400.00               |
| 752-5900  | Interest - Short Term   |                   | 9,000.00               |
|   | <b>Total Debt Service</b>                                     |                   | <b>\$ 64,478.00</b>    |
| <b>Unclassified</b>   |   |                   |                        |
| 911-5100  | Worcester Regional Retirement                                 |                   | 154,046.00             |
| 912-5100  | Workers Compensation  |                   | 10,739.44              |
| 913-5100  | Unemployment  |                   | 1.00                   |
| 914-5100  | Ch. 32B (Health Insurance)                                    |                   | 102,426.00             |
| 916-5100  | FICA Assessment (other employee benefits)                     |                   | 24,512.25              |
| 945-5700  | Other Insurance   |                   | 109,140.00             |
|   | <b>Total Unclassified</b>                                     |                   | <b>\$ 400,864.69</b>   |
|   | <b>TOTAL OPERATING BUDGET</b>                                 |                   | <b>\$ 6,536,790.09</b> |
| Town Meeting Articles   |   |                   |                        |
| <b>Article 11</b>   | Maintenance of Evergreen Cemetery                             |                   | 500.00                 |
| <b>Article 12</b>   | Landfill Capping and Monitoring                               |                   | 2,500.00               |
| <b>Article 15</b>   | Exterior Message Board to comply with Open Meeting Law        |                   | 2,200.00               |
|   | <b>TOTAL OPERATING BUDGET WITH ARTICLES WITHIN LEVY</b>       |                   | <b>\$ 6,541,990.09</b> |
| <b>Approved Contingent on Override Ballot Vote (Outside Levy)</b> |   |                   |                        |
|   | ATM Article 16 Dump Truck/Highway (Borrow)                    | 150,400           |                        |
|   | ATM Article 17 Pickup Truck/Highway (Borrow)                  | 65,000            |                        |
|   | ATM Article 22 Capital Stabilization Account (Raise & Approp) | 36,000            |                        |
|   | ATM Article 28 1st Year of Roads Upgrade Plan (Raise & Appr   | 225,000           |                        |
|   | ATM Article 29 Equipment/Materials for Parks (Borrow)         | 10,000            |                        |
|   | <b>TOTAL APPROPRIATION</b>                                    | <b>\$ 486,400</b> |                        |

| FY2011  |                      |                      |
|---|----------------------|----------------------|
| THE FOLLOWING CHARTS ARE FOR INFORMATIONAL PURPOSES                   |                      |                      |
| Ambulance Service   | FY10                 | FY11                 |
| <b>Revenues as of 12/31 prior calendar year</b>                       | \$ 220,190.52        | \$ 135,590.08        |
| <b>Expenses</b>   |                      |                      |
| Art 11 ATM Chief Stipend  | 6,526.00             | -                    |
| Art 8 ATM Wages   | 95,929.00            | 93,594.00            |
| Art 8 ATM Expenses  | 73,862.00            | 72,890.00            |
| N/A FY10 Ambulance loan   |                      |                      |
|   | <b>\$ 176,317.00</b> | <b>\$ 166,484.00</b> |
| <b>Total Ambulance Revenue over Expenses</b>                          | \$ 43,873.52         | \$ (30,893.92)       |
| <b>Balance of Receipts Reserved For Appropriation as of 2/25/2010</b> |                      | \$ 256,287.76        |
| <b>Maturing Debt Detail (within line item appropriations)</b>         |                      |                      |
|   | <b>FY10</b>          | <b>FY11</b>          |
| Fire Truck - Principal  | <b>\$50,078.00</b>   | <b>\$50,078.00</b>   |
| Long Term Interest  | <b>\$13,450.00</b>   | <b>\$5,400.00</b>    |
| <b>Total Maturing Debt Detail</b>                                     | <b>\$63,528.00</b>   | <b>\$55,478.00</b>   |

## DEPARTMENTAL ARTICLES

**ARTICLE 8. Motion**, Ernest Newcomb, that the Town vote **to transfer a sum not to exceed \$650.00** (Six Hundred Fifty and 00/100 Dollars) **from the Library Dog Fund (#24-210-5200) to the Library Books and Materials Account (#610-5400)**. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Unanimous in favor

**ARTICLE 9. Motion**, Ernest Newcomb, that the town vote **to transfer from Overlay Surplus (#01-00-3130-000) the sum of \$25,903.77** (Twenty-Five Thousand Nine Hundred Three and 77/100 Dollars) **to the 2009 Overlay Account (#01-000-1230-2009)**. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Unanimous in favor

**ARTICLE 10. Motion**, Ernest Newcomb, that the Town vote **to transfer a sum not to exceed \$92,426.00** (Ninety-Two Thousand Four Hundred Twenty-Six and 00/100 Dollars) from the **Ambulance Receipts Reserved Account (#28-000-5200) to the Ambulance Wage Account (#01-220-5104)** and a **sum not to exceed \$46,290.00** (Forty-Six Thousand Two Hundred Ninety and 00/100 Dollars) from the **Ambulance Receipts Reserved Account (#28-000-5200) to the Ambulance Expense Account (#01-220-5201)** to cover costs of operating the ambulance service for Fiscal Year 2012, **with any unused portion from transfer reverting back to said Ambulance Receipts Reserved Account at year end**. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

**ARTICLE 11. Motion**, Sanda Barry, the Community Preservation Committee recommends and I move that the Town vote to acquire under the Community Preservation Act and to authorize the sum of \$60,000 **to purchase a parcel of land** for open space and active recreation purposes on High Street further identified as Assessors Map 5C, Parcel 48 and that the funding for this purchase come from the

Community Preservation Committee's Undesignated Fund and further, that the Town authorize the Board of Selectmen to acquire said land under such terms and conditions as the Board deems to be in the best interests of the Town.

(Fin Com Recommends)

**Second:** Karen Chick

Discussion followed with 11 residents speaking against the article, 1 noting that by town bylaw purchases of over \$10,000 must come before the Capital Improvement Planning Committee and this project has not, 3 residents with questions of a general nature, and 3 residents spoke in favor.

**Vote:** Motion fails; Yes-72, No-144, Abstain-

**MCSA ARTICLES**

**ARTICLE 12. Motion,** Ernest Newcomb, that the Town vote **to transfer the balance of funds currently held in the Property Value Update Account** so called (**approximately \$125,000**), for the purposes of triennial revaluations, **to the Municipal Capital Stabilization Account.** (Fin Com Recommends) **Second:** Michael Stauder **2/3 Vote Required**

Explanation: Brian Bullock reviewed the roads plan in more depth that is being proposed from funds within the levy and requires the passage of Articles 12 -15 tonight in order to move forward with improving our roads.

**Vote:** Motion Carries; Yes-213, No-3, Abstain-0

**ARTICLE 13. Motion,** Ernest Newcomb, that the Town vote to **transfer** from other funds in the hands of the Treasurer **\$204,123.00** (Two Hundred Four Thousand One Hundred Twenty-One and 00/100 Dollars) **to the Municipal Capital Stabilization Account.**(Fin Com Recommends) **2/3 Vote Required**

**Second:** Michael Stauder

**Vote:** Motion Carries; Yes-214, No-2, Abstain-0

**ARTICLE 14. Motion,** Ernest Newcomb, that the Town vote to **transfer** from the **Municipal Capital Stabilization Account**, a sum not to exceed **\$132,856.00** (One Hundred Thirty-Two Thousand Eight Hundred Fifty-Six and 00/100 Dollars) to pay for the following:

**EXISTING OBLIGATIONS**

|   |                     |
|---|---------------------|
| Rehabilitation of <b>1998</b> Ford Truck          | \$ 7,000.00         |
| (Note: year of mfg was corrected at Town Meeting) |                     |
| HPD Police Cruiser #1                             | \$ 10,929.00        |
| HPD Police Cruiser #2                             | \$ 8,500.00         |
| Slade Building Rehabilitation Project             | \$ 17,000.00        |
| Hubbardston Fire Department Engine #3 Principal   | \$ 50,078.00        |
| Hubbardston Fire Department Engine #3 Interest    | \$ 5,258.00         |
| <u>Short Term Interest</u>                        | <u>\$ 9,000.00</u>  |
| <i>Sub Total</i>                                  | <i>\$107,765.00</i> |

**FY2012 OBLIGATIONS**

|   |                     |
|---|---------------------|
| Hubbardston Fire Department Forestry Unit | \$ 12,500.00        |
| Parks Commission Lawn Cutting Equipment   | \$ 5,000.00         |
| HPD Police Computer Secure Server         | \$ 5,875.00         |
| <u>Tax Collection Printing Equipment</u>  | <u>\$ 1,716.00</u>  |
| <i>Sub Total</i>                          | <i>\$ 25,091.00</i> |

**TOTAL**            **\$ 132,856.00**

(CIPC & Fin Com Recommends)

**2/3 Vote Required**

**Second:** Michael Stauder

**Vote:** Motion Carries; Yes-212, No-4, Abstain-0

**ARTICLE 15. Motion**, Ernest Newcomb, that the Town **authorize the borrowing of \$1,300,000.00** (One Million Three Hundred Thousand and 00/100 Dollars) for a period of 10 years to be used for the engineering, design, Project Management, rehabilitation and construction (including the acquisition of any necessary easements) of the streets and roads within the Town of Hubbardston and **to appropriate from the Municipal Capital Stabilization Account** the amount of **\$165,000.00** (One Hundred, Sixty Five Thousand and 00/100 Dollars) to pay the first year's interest and principal. (CIPC & Fin Com Recommends) **2/3 Vote Required**

**Second:** Michael Stauder

**Vote:** Motion Carries; Yes-205, No-11, Abstain-0

**Motion:** David Simmerer, Chairman of Economic Development Committee, to move Article 20 to be voted on now.

**Second:** Stacey Bellone

Moderator explained that to advance an article is upon vote of the meeting and requires a simple majority vote.

**Vote to advance Article 20:** Motion passes; Yes-98, No-78

### **ZONING ARTICLE**

**ARTICLE 20. Motion**, Sandra Knipe, that the Town vote **to amend the Town of Hubbardston Zoning Bylaws by adding Article 21 – IPOD Integrated Planning Overlay District and to amend Article 5.1 Table of Dimensional Requirements by inserting “Article 5.1.c. For development within an Integrated Planning Overlay District, the requirements of Section 21.C shall govern regarding Lot Area, Frontage, Front and Rear Side Yards, Lot coverage, and building dimensions, rather than those contained above in Section 5.1.”** Creation of the IPOD would allow an applicant to file for a Special Permit and Plan with the Hubbardston Planning Board for the development of land for multiple uses including residential, recreational, retail, service commercial, manufacturing or industrial use. Each proposed use would require a minimum of 10 acres of area. The IPOD District shall be defined as that area of Hubbardston that is on the West side of Gardner Road lying between the North side of both Pitcherville Road and Shady Lane and the Town boundaries with the Town of Templeton and the City of Gardner. **A complete text of this proposal and map is on file with the Town Clerk and available for viewing during normal office hours and is on the Town's website at [www.hubbardstonma.us](http://www.hubbardstonma.us).**

(Fin Com Offers No Opinion)

**2/3 Vote Required**

**Second:** Ronald Ruston

Discussion followed with 10 residents speaking against the article, 1 resident making general questions, and 1 resident speaking in favor. Permission was asked of the Moderator to allow a non-resident (owner of one of the properties within the area of proposed zoning change) to speak to the article. Seeing objections from the meeting, the moderator called for a vote on whether to allow the non-resident to speak and a majority voted against allowing the non-resident to speak. Vincent Ritchie, Chairman of

the Planning Board, read a report written by the Planning Board after their public hearing on the proposed zoning change. The Planning Board does not recommend the passage of Article 20.

**Vote on Article 20:** Motion fails; Yes-8, No-183, Abstain-1

**ARTICLE 16. Motion,** Ernest Newcomb, that the Town **authorize the four-year lease** of a 6-Wheel Dump Body Truck with the use of Chapter 90 State Aid Funds. (Fin Com Does Not Recommend)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority Affirmative Vote

### **CPA ARTICLES**

**ARTICLE 17. Motion,** Ernest Newcomb, that the Town vote **to appropriate and/or reserve from the Community Preservation annual revenues** in the amounts recommended by the Committee Preservation Committee for committee administrative expenses, community preservation projects and other expenses in Fiscal Year 2012, with each item to be considered a separate appropriation:

Appropriations: From FY 2012 estimated revenues for Committee Administrative Expenses (5%)  
\$2,960.63

Reserves:

|  |             |
|--|-------------|
| From FY 2012 estimated revenues for Historic Resources Reserve (10%) | \$5,921.25  |
| From FY 2012 estimated revenues for Community Housing Reserve (10%)  | \$5,921.25  |
| From FY 2012 estimated revenues for Open Space Reserve (10%)         | \$5,921.25  |
| From FY 2012 estimated revenues for Budgeted Reserve (65%)           | \$38,488.12 |

(FinCom Recommends)

**Second:** Michael Stauder

Jassy Bratko, Chair of the Community Preservation Committee, gave the annual report from the committee.

**Vote:** Motion Carries; Majority affirmative vote

**ARTICLE 18. Motion,** Ernest Newcomb, that the Town vote **to appropriate \$4,253.60** (Four Thousand Two Hundred Fifty-Three and 60/100 Dollars) **from the Community Preservation Open Space Reserve Account** (#24-600-5030) and **\$10,746.40** (Ten Thousand Seven Hundred Forty-Six and 40/100 Dollars) **from the Budgeted Reserve Account** (#24-600-5040) to cover year four (of five) for the borrowing associated with the Malone Road Project approved Article 8 at the Special Town Meeting December 4, 2007. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority affirmative vote

**ARTICLE 19. Motion,** Ernest Newcomb, that the Town vote **to appropriate \$4,253.60** (Four Thousand, Two Hundred Fifty Three and 60/100 Dollars) from the **Community Preservation Historic Reserve Account** (#24-600-5010) and **\$6,746.40** (Six Thousand, Seven Hundred and Forty Six and 40/100 Dollars) **from the Budgeted Reserve Account** (#24-600-5040) to cover year three (of five) for the borrowing associated with the Steeple, Bell Tower, Roof and for masonry work and painting of the First Parish Unitarian Church of Hubbardston approved Article 14 of the Annual Town Meeting June 3, 2008. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Majority affirmative vote

**ARTICLE 20.** [Vote previously taken after Article 15]

**ARTICLE 21. Motion**, Ernest Newcomb, that the Town vote to accept by gift a parcel of land shown on Assessors Map 12W Lot 590 and further identified as located on Chicopee Drive in Hubbardston, Massachusetts. (Fin Com Recommends)

**Second:** Michael Stauder

**Vote:** Motion Carries; Unanimous in favor

**PETITION ARTICLES**

**ARTICLE 22. Motion**, Michael Stauder, that the Town vote **to appropriate a sum not to exceed \$225,000.00** (Two Hundred Twenty-Five Thousand and 00/100 Dollars) for support of the first year of a multi-year road upgrade plan with this expenditure to be **contingent on a Capital Exclusion Ballot Question**. (Fin Com Recommends)

**Second:** Ernest Newcomb

**Vote:** Motion Carries; Majority affirmative vote

**ARTICLE 23. Motion**, Ernest Newcomb, that the Town vote **to allow retired full-time and part-time town employees** with benefits who have been employed by the Town for a minimum of ten years to continue to purchase health insurance through the Town **by accepting the provisions of M.G.L. Ch 32b Sec. 9e**. Further that the Town contribute to said insurance at the applicable premium rate offered to current employees. At age 65 the retiree (and spouse at age 65) must sign up for Medicare Part A & B.

(Fin Com Does NOT Recommend)

**Second:** Vincent Ritchie

**Vote:** Motion Fails; Majority negative vote

**ARTICLE 24. Motion**, Ernest Newcomb, that the Town vote **to amend the Hubbardston General Bylaws, Chapter XXIV – Public Safety, Section 2, Paragraph 4**, to add: *any property owner may appeal their change of number or address to the Town Building Inspector*. (Fin Com Offers No Opinion)

**Second:** Michael Stauder

**Motion:** Vincent Ritchie, to amend to include that numbers shall be assigned by the Building Inspector and requires the street number to be recorded at the Registry of Deeds and filed with the Town Clerk.

**Second:** William Murray

Discussion followed and ended with the motion being withdrawn by the maker. Subsequently, the original motion on Article 24 was withdrawn. No action taken on Article 24.

Seeing no further business before the meeting, the Moderator adjourned the Annual Town Meeting at 10:10pm.

Respectfully Submitted,

Joyce E. Green

Town Clerk

(Town Seal)



LIST OF BYLAWS APPROVED BY THE ATTORNEY GENERAL IN 2011

| Meeting Date    | TM Warrant Article # | General or Zoning | Bylaw Ch/Sec | Subject/ Comments  | Date of AG Approval Letter | Effective Date |
|-----------------|----------------------|-------------------|--------------|--|----------------------------|----------------|
| 6/7/2011<br>STM | 6                    | General           | Ch. XXIV     | Amend Chapter XXIV; delete Section 2, sub-section 4, [Property, Numbering of; Assignment of Assessors, filing] to remove Assessors as party responsible for assigning street numbers | 7/5/2011                   | 7/7/2011       |

MASSACHUSETTS GENERAL LAWS/ACTS & RESOLVES/SPECIAL LEGISLATION  
ACCEPTED BY HUBBARDSTON IN 2010  
(not previously reported)

| Date      | Method of Acceptance    | MGL/Act or Bill No.                                     | Subject/ Comments  |
|-----------|-------------------------|---|--|
| 8/30/2010 | Board of Selectmen vote | Acts of 2010, Ch 188, Sec 37; amends MGL Ch 53, Sec 18B | Allows municipalities to send information on local ballot questions to voters before local elections and requires a fair summary of the question and the effect of a yes and no vote to be printed on the ballot with the question |

|              |           | <b>Town Employee/Board/Commission Compensation</b> | <b>2011 Wages</b> |
|--------------|-----------|--|-------------------|
| Afonso       | Albert    | Assessor   | \$1,217.78        |
| Arata        | Jayne     | Library Director                                   | \$21,464.43       |
| Ares         | Erik      | Lt./Medic  | \$5,362.38        |
| Ares         | James     | FFI/EMT  | \$9,703.28        |
| Barbera      | Christine | Library Worker                                     | \$4,246.97        |
| Baxter       | Beverly   | Election Worker                                    | \$104.00          |
| Becker       | Kellianne | Election Worker                                    | \$124.00          |
| Bettez       | Edward    | MART Van Driver                                    | \$12,764.57       |
| Blanchard    | Alyre     | Highway Driver/Laborer                             | \$44,997.64       |
| Bourque      | Jeffrey   | Tree Warden  | \$1,160.45        |
| Brandt       | Lawrence  | Building Commissioner                              | \$25,029.05       |
| Bullock      | Brian     | Interim Town Administrator                         | \$26,362.50       |
| Buso         | Phillip   | Veterans Agent                                     | \$999.73          |
| Carlson      | Hans      | Police Officer                                     | \$53,971.65       |
| Casey        | Troy      | Fire Captain/Medic                                 | \$57,708.36       |
| Casey,Sr.    | Edward    | Parks/Cemetery Seasonal                            | \$5,648.01        |
| Castriotta   | Matthew   | Selectman  | \$1,193.16        |
| Chamberlain  | Deborah   | Police Department Clerk                            | \$19,319.60       |
| Chatigny     | Scott     | Police Officer                                     | \$2,877.53        |
| Chick        | Karen     | Accountant   | \$34,942.84       |
| Coppola      | Anthony   | Conservation Commissioner                          | \$188.24          |
| Couture      | Ryan      | Police Officer                                     | \$61,965.02       |
| DeMalia, Jr. | John      | FFI/EMT  | \$2,628.34        |
| Dickie       | James     | Highway Driver/Laborer                             | \$13,694.02       |
| Dixson       | James     | Lt./EMT I  | \$6,329.60        |
| Dixson       | Tina      | FFIII/EMT-I  | \$3,772.60        |
| Duggan       | Hayden    | Board of Health/Asst./EMT-I                        | \$8,911.56        |
| Dunbar       | James     | Treasurer  | \$25,528.14       |
| Fernekees    | William   | MART Van Driver                                    | \$14,831.31       |
| Forte        | Robert    | Police Sergeant                                    | \$66,561.74       |
| Fox          | Embert    | Foreman  | \$53,745.33       |
| Gauthier     | Lyn       | Highway Superintendent                             | \$69,424.38       |
| Gemborys     | Eric      | Conservation Commissioner                          | \$188.24          |
| Gochis       | Sandra    | Assessor Clerk                                     | \$4,240.72        |
| Goscila      | Jeremy    | Auxillary Firefighter                              | \$166.68          |
| Green        | Joyce     | Town Clerk/Zoning Board of Appeals Clerk           | \$33,805.01       |
| Greim        | Campbell  | Auxillary Firefighter                              | \$27.78           |
| Griffith     | Michael   | Highway Driver/Laborer                             | \$9,612.78        |
| Gushue       | Anne      | Election Worker                                    | \$52.00           |
| Halkola      | James     | Police Officer                                     | \$6,865.70        |
| Hall         | Patricia  | EMT  | \$1,131.87        |
| Hallock      | Corey     | FFI/EMT  | \$4,848.43        |
| Hamel        | Dennis    | FFIII/Medic  | \$10,114.61       |
| Hamer        | Rhonda    | Library Worker                                     | \$300.49          |
| Hayes, Jr    | Robert    | Fire Chief/Medic                                   | \$66,691.32       |
| Henning      | Pamela    | Election Worker                                    | \$111.99          |

|              |             | <b>Town Employee/Board/Commission Compensation</b>     | <b>2011 Wages</b> |
|--------------|-------------|--|-------------------|
| Hough        | Rowdy       | Police Officer   | \$2,160.00        |
| Howlett      | Marcia      | Cemetery Commission Clerk                              | \$785.80          |
| Jefts        | Peter       | Recycling Center Worker*                               | \$190.17          |
| Kaldera      | Bella       | Recycling Center Supervisor*                           | \$794.52          |
| Kennedy      | Maureen     | Election Worker  | \$38.00           |
| Klinch       | David       | Conservation Commissioner                              | \$228.24          |
| Knipe        | Sandra      | Board of Health  | \$252.07          |
| Laitinen     | Peter       | Medic  | \$18.49           |
| Landry       | Kimberly    | Animal Inspector                                       | \$734.17          |
| Langer       | Caleb       | Lt./Medic  | \$54,236.95       |
| Lanney       | Nichole     | Fire Department Student Intern                         | \$168.70          |
| LaPierre     | Justine     | Assessor Clerk   | \$12,915.18       |
| Larson       | Shonna      | Election Worker  | \$112.00          |
| Larson       | Tomas       | Board of Health  | \$527.07          |
| Leonard      | Edward      | Moderator  | \$503.68          |
| Leslie       | Kurt        | Assessor   | \$1,217.78        |
| Linhart      | Edward      | FFII/EMT   | \$2,145.93        |
| Malnati      | Nicholas    | Police Officer   | \$30,644.00       |
| McGrath      | Michael     | Police Officer   | \$9,780.78        |
| Miner        | Timothy     | Police Officer   | \$48,257.00       |
| Mizereck     | Randy       | Board of Health  | \$1,189.96        |
| Monfreda     | Thomas      | Gas/Plumbing Inspector                                 | \$8,284.00        |
| Mossey       | Stephen     | Conservation Commissioner                              | \$588.24          |
| Newcomb      | Ernest      | Highway Driver/Laborer/Cemetery Commissioner/Selectman | \$48,128.39       |
| Newcomb      | Bruce       | Cemetery Commissioner                                  | \$290.66          |
| Newton       | Ronald      | Police Sergeant  | \$67,972.36       |
| Norcross     | Christopher | Parks/Cemetery Seasonal                                | \$1,766.96        |
| Oates        | Lucinda     | Administrative Clerk                                   | \$12,365.85       |
| O'Donnell    | Dennis      | Highway Clerk  | \$10,445.54       |
| O'Malley     | Patrick     | Custodian  | \$7,632.00        |
| Pearson      | Laurie      | Board of Health Clerk                                  | \$11,725.07       |
| Perron       | Dennis      | Police Chief   | \$84,728.28       |
| Perry, Jr.   | Thomas      | Police Officer   | \$7,369.21        |
| Peterson     | Elaine      | Town Secretary   | \$20,252.35       |
| Peterson     | Elaine      | Cable TV Bulletin Board **                             | \$1,350.44        |
| Phillips     | Mark        | FFI  | \$292.50          |
| Power        | Thomas      | FFII/EMT   | \$844.84          |
| Prentiss     | John        | Assessor   | \$1,217.78        |
| Provencal    | Claudia     | Council on Aging Director                              | \$2,712.12        |
| Scott        | Martin      | FF3/Medic  | \$45,294.73       |
| Sena         | Brian       | Highway Driver/Laborer                                 | \$21,974.01       |
| Silva        | Peter       | Recycling Center Worker*                               | \$216.72          |
| St. Hillaire | Jeffrey     | FFI/EMT  | \$3,868.03        |
| Stauder      | Michael     | Selectman  | \$1,181.36        |
| Stevens      | Amy         | Election Worker  | \$28.00           |
| Stevens      | Michael     | Conservation Commissioner                              | \$409.12          |

|                |             | <b>Town Employee/Board/Commission Compensation</b> | <b>2011 Wages</b> |
|----------------|-------------|--|-------------------|
| Sweeney        | Darrell     | Wiring Inspector                                   | \$6,532.00        |
| Thibodeau      | Christopher | Police Officer                                     | \$3,547.59        |
| Tibert         | Scott       | Police Officer                                     | \$18,399.23       |
| Torni          | Ellen       | FFI/EMT  | \$1,136.43        |
| Valis          | Mark        | Highway Driver/Mechanic                            | \$50,109.27       |
| Vincent        | Kathleen    | Election Worker                                    | \$134.00          |
| Walker         | Antonette   | Library Worker                                     | \$5,560.99        |
| Washburn-Doane | Cynthia     | Tax Collector                                      | \$29,872.00       |
| Webb           | Norman      | Highway Seasonal Driver                            | \$780.00          |
| Whitney        | Brianna     | Town Clock Winder                                  | \$456.00          |
| Whitney        | Carol       | Election Worker                                    | \$126.00          |
| Wickstrom      | Adam        | FFI/EMT  | \$1,612.86        |
| Withycombe     | William     | Police Officer                                     | \$2,161.00        |
|                |             | * Wages generated from recycling fees collected.   |                   |
|                |             | ** Public Education Grant Funding                  |                   |

## **Town of Hubbardston Contact Information**

### **Board of Assessors**

7 Main Street, Unit# 1  
Hubbardston, MA 01452  
978-928-1400 x 203  
[assessors@hubbardstonma.us](mailto:assessors@hubbardstonma.us)

### **Board of Health/Conservation Commission/Recycling Center**

7 Main St. Unit #2  
Hubbardston, MA 01452  
978-928-1400 x 212  
[health@hubbardstonma.us](mailto:health@hubbardstonma.us)  
[concom@hubbardstonma.us](mailto:concom@hubbardstonma.us)

### **Board of Selectmen/Town Administrator**

7 Main St. Unit# 3  
Hubbardston, MA 01452  
978-928-1400 x 201 (Town Secretary/BOS Office)  
[bos@hubbardstonma.us](mailto:bos@hubbardstonma.us)  
978-928-1400 x 200 (Town Administrator)  
[admin@hubbardstonma.us](mailto:admin@hubbardstonma.us)

### **Building Department. /Planning Board**

7 Main Street, Unit #7  
Hubbardston, MA 01452  
978-928-1400 x 209  
Building Dept. [inspect@hubbardstonma.us](mailto:inspect@hubbardstonma.us)  
Planning Board [plan@hubbardstonma.us](mailto:plan@hubbardstonma.us)

### **Council on Aging**

7 Main Street, Unit #3  
Hubbardston, MA 01452  
978-928-1400 x 211 (COA Director)  
[coa@hubbardstonma.us](mailto:coa@hubbardstonma.us)  
MART Van Scheduling: 978-928-1400 x 210

### **Emergency Management/CERT**

7 Main St. Unit #4  
Hubbardston, MA 01452  
978-928-1400 x 230  
[emd@hubbardstonma.us](mailto:emd@hubbardstonma.us)

### **Fire Department**

7 Main Street, Unit # 5  
Hubbardston, MA 01452  
978-928-4423  
[firechief@hubbardstonma.us](mailto:firechief@hubbardstonma.us)

## **Town of Hubbardston Contact Information**

### **Highway Department**

7 Main Street, Unit# 6  
Hubbardston, MA 01452  
978-928-1408  
[highway@hubbardstonma.us](mailto:highway@hubbardstonma.us)

### **Jonas Clark Library**

7 Main Street, Unit # 8  
Hubbardston, MA 01452  
978-928-4775  
[library@hubbardstonma.us](mailto:library@hubbardstonma.us)

### **Police Department**

7 Main Street, Unit #9  
Hubbardston, MA 01452  
978-928-1400 x 101 (Police Dept. Clerk)  
[pdclerk@hubbardstonma.us](mailto:pdclerk@hubbardstonma.us)

### **Tax Collector**

7 Main Street, Unit # 10  
Hubbardston, MA 01452  
978-928-1400 x 205  
[taxcoll@hubbardstonma.us](mailto:taxcoll@hubbardstonma.us)

### **Town Accountant/ Treasurer**

7 Main Street, Unit #11  
Hubbardston, MA 01452  
Accountant: 978-928-1400 x 206 [tacct@hubbardstonma.us](mailto:tacct@hubbardstonma.us)  
Treasurer: 978-928-1400 x 207 [treas@hubbardstonma.us](mailto:treas@hubbardstonma.us)

### **Town Clerk/Zoning Board of Appeals**

7 Main Street, Unit #12  
Hubbardston, MA 01452  
978-928-1400 x 202  
[tclerk@hubbardstonma.us](mailto:tclerk@hubbardstonma.us)

### **Veterans Agent**

Gardner City Hall  
95 Pleasant Street, Room 13  
Gardner, MA 01440  
978-630-4017  
[pbuso@gardner-ma.gov](mailto:pbuso@gardner-ma.gov)

