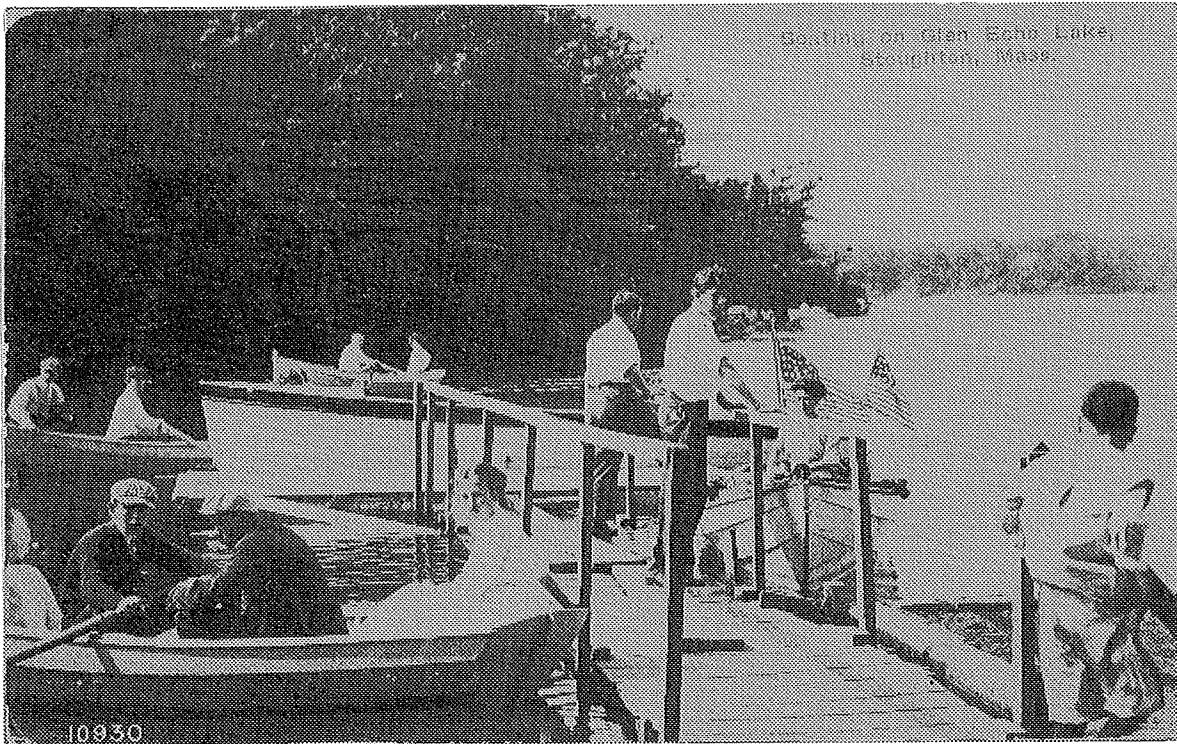


TOWN OF STOUGHTON

ANNUAL REPORT



For The Year Ending December 31, 2016

ON THE COVER:

Spending a summer day at Glen Echo Park, North Stoughton, included not only boating, but dancing, bowling, baseball games and picnicking as hundreds of local and out of town visitors flocked to the town's favorite recreation site between 1895 and 1936. Postcard circa 1915.

- Courtesy of Stoughton Historical Commission

**TOWN OF STOUGHTON
MASSACHUSETTS**

TWO HUNDRED AND EIGHTY NINTH TOWN REPORT

Form of Government: Representative Town Meeting
8 Precincts – 168 Town Meeting Representatives)

Town Manager and Five (5) Member Board of selectmen

Area of the Town: 16.3 square miles

Population: 24,882

Registered Voters:

Democrats	6,803
Republicans	1,670
Unenrolled	10,462
Libertarian	39
Green-Rainbow	10
Interdependent 3 rd Party	8
MA Independent	7
American Independent	6
Reform	1
Green Party USA	2
Working Families	3
Veteran Party America	2
Conservative	11
Constitution Party	1
Rainbow Coalition	1
Socialist	3
United Independent Party	167

Town Roads: 156 miles

Paved Roads: 143 miles

State Highways: 8.1 miles

Chapter 90 – State Roads: 109 miles

Sewer Mains: 93.4 miles

“The Birthplace of American Liberty”

Report compiled by Reggie Medeiros-Kowalczykowski

BOARDS AND COMMISSIONS

ELECTED OFFICIALS

Board of Selectmen

David Sousa, Chair
Peter J. Brown
Robert Cohn
Joseph Mokrisky
Robert J. O'Regan

Term Expires

April 2017
April 2019
April 2018
April 2017
April 2018

Housing Authority

Donald Brady, Chair
Barry Crimmins
Michael Horan
Kathy McLaughlin
William McNamara

April 2020
April 2018
April 2017
April 2017
April 2021

Moderator

Howard Hansen

April 2017

Redevelopment Authority

Michael F. Barrett, Chair
Louis F. Gitto
Forrest C. Lindwall
Helder Resendes

April 2019
April 2020
April 2018
December 2020

School Committee

Katie Pina-Enokian, Chair
Molly Cochran
Anita Hill
Joseph McDonough
Joaquin Soares

April 2017
April 2018
April 2019
April 2019
April 2017

Southeastern Regional Vocational Technical School Committee

Robin Zoll

November 2017

APPOINTED BOARDS AND COMMISSIONS

Area Agency on Aging

Karen Hall

Board of Assessors

Danielle Justo	May 2018
Louis Jutras	May 2019
Debra Roberts	May 2017

Board of Health

Stephanie Milligan	May 2019
Richard Parolin	May 2019
Ellen Epro	May 2018
Steven Snyder	May 2019
Andrew M. Tibbs	May 2018

Board of Registrars

Amy Summers	
Beverly Harris	May 2019
Michael Hirsch	May 2018
Robin G. Zoll	May 2017

Borderland State Park

Ardis Johnston	May 2019
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Brockton Area Transit Representative

Beverly Harris	May 2018
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Cable TV Advisory Committee

Vacant

Cedar Hill Committee

Joseph Araujo, Jr.	June 2019
Steven Baker	June 2018
Steven Bennett	June 2018
Eric Bucaria	June 2018
Paul Collins	June 2018
Leo Fay	June 2018
Gary Ilacqua	June 2019
Joseph Clements	June 2018
Walter Parshley	June 2018
Joyce Reeves	June 2017
Cynthia A. Walsh	June 2018

Charter Review Committee

Robert Cohn
Louis F. Gitto
Elliot Hansen
Richard Hill
Carin Klipp

Richard Ranallo
Teresa Tapper
David C. Young
Stanley Zoll
Robert Mullen
Deputy Moderator

Commission on Disabilities

Patricia MacNeill
Lawrence Sauer

May 2018
May 2018

Community Preservation Act Advisory Committee

Michael Barrett
Barry R. Crimmins
William Johnston
Janice Esdale Lindwall
John Linehan
Dwight H. MacKerron
John Morton
Joseph Scardino

April 2017
April 2018
June 2017
June 2018
April 2017
April 2017
April 2017
April 2017

Conservation Commission

David Asack
William Francis
Daniel Kelly
J. Lionel Lucien
Gerald J. McDonald
John Morton
Steven Wilkinson

May 2017
May 2019
May 2019
May 2018
May 2017
May 2018
May 2019

Constables

Michael Beaudette
Kevin Dowling
Joseph Faria
Edward G. Mattingly, Jr.
Francis Mogan
Wesley O. Morgan
Michael Santiago
Lawrence Verdun
Andrew D. Werman

June 2019
June 2019
June 2019
June 2019
June 2019
June 2019
June 2019
June 2019

Council on Aging

Norma Booker	May 2017
Chester S. Collins	May 2018
Beverly Harris	May 2017
Phyllis Holliday	May 2018
Michael Hirsch	May 2019
Oby C. Ikoro	May 2017
Eileen Kirchdorfer	May 2018
Susan Powers	May 2019
Mary Ellen Soares	May 2019

Cultural Council

Rosemary Amadeu	June 2017
Eric Anderson, Jr.	June 2018
Adam Dawkins	June 2017
Lauren Duff	June 2019
Pamela Dykeman	June 2018
Sharon Fradkin	June 2019
Adam Hartsock	June 2018
Terry Schneider	June 2018
Teresa Tapper	June 2019
Martin West	June 2019

Events Committee

Jamie Carr	July 2017
Kellie Laquerre	July 2018
Winshell Laquerre	July 2018
Melissa Lynch	July 2017
Jodi Rubin	July 2017
Dana Sager	July 2017
Stephanie Trovato	July 2017
Stephen Trovato	July 2017
Christopher Zienk	July 2018

Glen Echo Open Space and Recreation Development Plan

Dori Frankel	Dwight H. MacKerron
Eric Kolman	Mark G. Racicot
Janice Esdale Lindwall	

Historical Commission

Heather Lamplough	May 2018
Dwight Mackerron	May 2018
Sandra Spector	May 2017
Julie Widrow	May 2018

Library Trustees

Barbara Canavan	May 2019
David Lambert	May 2017
Harvey Levensohn	May 2018
Sheila Osborne	May 2019
Peggy N. Sewcyk	May 2018
Susan Zbinski	May 2017

Local Emergency Planning Committee

Janiece Bruce, Public Health Director
Thomas J. Fitzgerald, Superintendent of Public Works
Michael J. Hartman, Town Manager
Michael K. Laracy, Fire Chief
Donna McNamara, Chief of Police
Marguerite C. Rizzi, Superintendent of Schools
Marc Tisdelle, Town Engineer

Metropolitan Area Planning Council

Louis Gitto	May 2017
Noreen O'Toole, Alternate	May 2017

MWRA Advisory Board

Vacant

Norfolk County Advisory Board

Vacant

Old Colony Elderly Services

Vacant

Old Colony Planning Council

Robert Kuver, Delegate	May 2019
Forrest Lindwall	May 2017

Open Space Committee

Lauren Duff	May 2019
Ardis Johnston	May 2018
John Linehan	May 2019
Gerald J. McDonald	May 2019
John Morton	May 2017
John T. Perry, III	May 2018
Deborah Sovinee	May 2018
Jasmine Tanguay	May 2019

Planning Board

William Angelos	May 2019
Daniel Kelly	May 2021
Lynne M. Jardin	May 2020
Michael Sammarco	May 2018
Joseph Scardino	May 2017

Self Help, Inc.

Beverly Dancey, Representative	May 2018
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Southeastern Massachusetts Commuter Rail Task Force

Louis Gitto

Stoughton Media Access Corp. – (SMAC)

Stephen F. Bates	May 2019
Robert Mullen	May 2019

Youth Commission

Peter E. Banis	May 2017
Sheila Campbell	May 2017
Rebekah Hunt	May 2019
Paul A. Flanagan	May 2017
Nick Pirelli	May 2017
Michael Varner	May 2018
David Walsh	May 2019

Zoning Board of Appeal

Steven R. Argentieri	May 2018
Sherman Epro	May 2020
Gary Ilacqua	May 2019
Marguerite M. Mitchell	May 2017
Daniel Pessia	May 2021
Alternates:	
Shane McNeill	June 2018
Stanley Zoll	June 2018

TOWN MEETING STANDING COMMITTEES

Finance Committee

Elliot Hansen	Precinct 1
Scott D. Carrara	Precinct 2
John Roch	Precinct 3
John Anzivino	Precinct 4
Edward E. Trunfio	Precinct 5
Joseph R. Madden, Jr.	Precinct 6
Dianne J. Dolan	Precinct 7
Benjamin A. Thomas	Precinct 8
Robert A. Camacho	Moderator Appointee
Robert H. Desmond, Jr.	Moderator Appointee
Vaughn Enokian	Moderator Appointee
Christine Howe	Moderator Appointee
David M. Lurie	Moderator Appointee
Joseph R. Smith	Moderator Appointee

Intergovernmental Relations Committee

Mark Zamanian	Precinct 1
Jeffrey Blacker	Precinct 2
Vacant	Precinct 3
Arlene Cachopa	Precinct 4
Lisa Larkin	Precinct 5
Janice Z. Schneider	Precinct 6
Vacant	Precinct 7
Frank J. Lyons, Jr.	Precinct 8
Vacant	Moderator Appointee

Municipal Operations Committee

Lindsey D. Medeiros	Precinct 1
Peter E. Murphy	Precinct 2
Daniel R. McLaughlin	Precinct 3
Sean Carr	Precinct 4
Sharon Chaisson	Precinct 5
James Gearin	Precinct 6
Paul E. Smith	Precinct 7
Heidi Tucker	Precinct 8
Antonio M. Sousa	Moderator Appointee

Municipal Regulations Committee

James Fallon
Stephanie G. Carrara
Richard Fitzgerald
Barbara H. Anzivino
Adam Dawkins
James Gearin
Eric Patterson
John A. Kevin
Cynthia A. Walsh

Precinct 1
Precinct 2
Precinct 3
Precinct 4
Precinct 5
Precinct 6
Precinct 7
Precinct 8
Moderator Appointee

Rules Committee

David A. Mullen
George Dolinsky
Michael R. O'Neil
Juliann Gitto
Eric Kolman
Ann Marie Piana
Nancy Patterson
David Sheehan

Precinct 1
Precinct 2
Precinct 3
Precinct 4
Precinct 5
Precinct 6
Precinct 7
Precinct 8

BOARD OF ASSESSORS

Joseph A. Gibbons, MAA – Director of Assessing

Louis Jutras, Chairman

Debra Roberts, Member

Danielle Justo, Member

Kathryn Cayton, Program Administrator

Therese F. Romeus, Senior Clerk

Pamela J. Bettle, Senior Clerk

The year 2016 was a challenging year for this department. In the fall, we received final certification of the Fiscal Year 2017 revaluation by the Massachusetts Department of Revenue. This was the culmination of many years of diligent work by our department, our vendor (Patriot Properties) and various other town departments. During calendar year 2016, the Board conducted regular monthly meetings and one joint meeting with the Board of Selectmen. Also, the staff continued the process of conversion to the MUNIS financial software package.

The Total Value of all taxable Real Estate in Stoughton was calculated to be \$3,521,032,336 and all Personal Property, \$122,083,390. The Grand Total Valuation of all taxable property equaled \$3,643,115,726. This was an increase of \$223,698,662 from the previous year as market values and conditions improved and included growth in construction of new residential, commercial, industrial dwellings and personal property. The growth was \$609,326 in new tax dollars, bringing the current tax levy to almost 61.5 million dollars. Property tax in Stoughton accounts for roughly 55% of the Town's operating budget. In the late fall, tax rates of \$14.49 for Residential Property and \$25.79 for Commercial, Industrial and Personal Property were approved by the Commonwealth of Massachusetts' Bureau of Accounts.

Data collection and analysis for the on-going cyclical resinspection program continued throughout the year. In order to ensure accuracy, fairness and equitable assessments, attempts to visit every parcel of real estate and business property were made. We would like to thank our senior data collector, Gordon Cumberland and newly hired junior data collector, Priscilla Madan, who both assisted with this process.

The staff assisted the Stoughton citizens with many items including motor vehicle tax exemptions and property tax exemptions. Data collection was also performed by staff members and the Director worked closely with the Town Manager, Assessing Board Members and as an active member of the Financial Management Team.

The Board of Assessors and the office staff attended educational courses, seminars and workshops throughout the year in an effort to keep abreast of the continuously changing state requirements and guidelines set forth by the Department of Revenue regarding valuation of taxable property. Each member of the Board has to successfully complete DOR Course 101 within two years of appointment. Congratulations to Assessor, Danielle Justo who successfully completed this course in April of 2016.

We would like to take this opportunity to express our gratitude and appreciation to the Town Manager Michael Hartman, HR Director James Kelley, the Board of Selectmen, other Town Departments, Committees, Boards, Commissions and the General Public for their continued cooperation and support throughout this year. Special thanks and appreciation goes to all the staff in the office for their daily dedication to their work responsibilities and their exceptional professionalism in assisting the citizens and taxpayers of Stoughton.

BOARD OF HEALTH

James B. Conlon, RS, CHO – Acting Sanitarian

Denise Lochiatto, Administrative Assistant

Andrew Tibbs, Chairman

Ellen Epro

Stephanie Milligan

Richard Parolin

Steve Snyder

Elizabeth Recupero's term on the Board of Health ended in 2016 which was filled by Ellen Epro. At the departure of the Town Acting Sanitarian Kathleen Waldron in October, James Conlon former Town Sanitarian and current Environmental Affairs Officer, was assigned the role of Acting Board of Health Sanitarian.

The Board of Health held nine regular meetings and two public Hearings regarding regulating the sales of combustible tobacco and electronic nicotine delivery products.

The Board of Health passed a regulation regulating the prohibition of Smoking in the work place and at public places on January 11, 2017. The Board of Health passed regulations to raise the minimum age from 18 to 21 years of age, to purchase nicotine and tobacco delivery products on June 9, 2017.

The Board of Health's duties included administration of duties involving inspections reviews performed by their designated agent a specialist in Environmental Health with the knowledge and experience to address the range of duties under the Board of Health's authority. This includes the construction and repair of failed onsite sewage disposal facilities, a restaurant and food service sanitary inspection program, the investigation of housing complaints involving inspections and abatement of Housing violations; the investigation of nuisance complaints and abatements, the inspection of complaints involving incidents of food borne illness, the inspection for sites involving the siting of new artisan water wells and permitting, the inspection of semi-public swimming pools and permitting, the inspection and permitting lodging houses. The administration of Title 5 was handled by the Stoughton Engineering department at the departure of the former assistant Sanitarian in October.

Supplemental Regulation to the State Environmental Code: Title 5, 310 CMR 15.000 effective January 9, 2016, the Board of Health ruled that all cesspools receiving raw sewage shall constitute an automatic failure of the official inspection report required at the time a property is being sold or when there is a transfer of title. All existing cesspools and privies in the Town of

Stoughton shall be upgraded to meet the standards set forth in the Title 5 regulations at the time of or before a real estate transfer.

James B. Conlon served as the Municipal Coordinator of two Household Hazardous Waste and tire Collections. The two collection events were held May 14, 2017 and October 22, 2016.

Inspectional Services

- Inspection monitoring of licensed food establishments for food safety and sanitation is a primary concern of the Board of Health. There are one hundred and fifty three (153) food establishments currently licensed. The Board of Health has contracted with an outside company, ALSCO Food Check Group, to provide inspectional services of these establishments. Types of establishments include restaurants, retail food stores, mobile canteen trucks, bakeries, school kitchens, church kitchens, club and organization kitchens, residential kitchens and vendors who sell food products at the Stoughton Farmer's Market.
- Inspection of licensed Retail Tobacco Vendors for compliance is a routine once a year inspection.
- Inspection of licensed indoor and outdoor semi-public swimming pools and whirlpools are done annually for water quality standards and pool safety requirements.
- Ames Pond is monitored for water quality on a weekly basis which includes a lab analysis of a water sample. The licensed bathing beach met water quality standards throughout the 2016 swimming season.
- Licensed Recreational Day Camps are inspected prior to operation.
- Licensed Tanning Salons are inspected for required signage; record keeping and general sanitation are inspected on an annual basis.
- Licensed Hotels/Motels/Trailer Parks/Lodging Houses require an inspection.
- Inspections of dwelling units are made when an occupants complains of a violation of the State Sanitary Code. Inspections are followed up with written orders being issued to the owner(s) of the property. Inspection(s) to document corrective actions taken by the owner are required.
- Dumpsters are inspected when an alleged violation is received by the Board.
- Inspection during the construction of on-site septic systems is a responsibility of the board of health. Inspectional staff members hold certification as Massachusetts Soil Evaluators and are required to witness percolation tests for the accurate design of proposed septic systems.
- Design plans for proposed food service establishments licensed by the Board of Health are reviewed and must receive approval prior to operation of the establishment.
- The construction of a new on-site septic system and repair of all existing systems must receive Board of Health approval of an engineered design plan for the system.
- The Board of Health is responsible for licensing contractors who haul trash and haul septage through the Town.
- Contractors who install on-site septic systems in Stoughton are licensed by the Board of Health.

Stoughton is one of approximately 25 cities and towns that participate in the Norfolk County Mosquito Control District (NCMCD). There were no reported cases of WNV or EEE in the Town.

The Board continues to increase the level of preparedness through participation in the Bristol County Emergency Preparedness Coalition. The Board of Health staff attends coalition trainings so as to increase their knowledge and abilities in the area of emergency planning. Administrative staff routinely conducts notification drills of all town personnel who have been identified as essential personnel responsible for assisting at a designated emergency dispensing site.

Permits and Licenses

Food Establishments - 153
Temporary Food Establishments/Farmers Market Vendors - 9
Retail Tobacco Vendors - 33
Tanning Establishments - 4
Semi-Public Pools/Whirlpools - 26
Bathing Beach - 1
Recreational Day Camp - 5
Hotels/Motels/Trailer Parks - 3
Lodging Houses/JRC - 11
Septic Installers - 29
Septage Haulers - 22
Refuse Haulers - 13
Dumpsters - 99
Well Construction - 6
On-site Septic System Construction - 51
MRVP Certifications - 15
Mobile Food trucks - 2
Trench Permits - 60

Plan Review and Title 5 Review

Food Establishments Plan Review - 15
On-site Septic Design Plan Review - 39
Building Construction Plan Review - 34
Title 5 Inspection Reports Review - 73
Percolation Tests Witnessing - 47

Complaint Investigations

Housing Code - 36
Public Health Nuisance - 53
Food and Food Establishment - 25
Variance Requests - 8

The Board of Health meets on the second Thursday of each month in the Fitzpatrick Room of the Town Hall. Meeting begins at 6:30PM.

BUILDING AND ZONING DEPARTMENT

Thomas McGrath – Building Inspector and Zoning Officer

Jack Erickson – Assistant Building Inspector

William Angelos – Plumbing/Gas Inspector

Pat Byron – Wiring Inspector

Mary Martin – Secretary

Phyllis Godes – Part-Time Secretary

Permitting activity remained strong in 2016, consistent with what we have been experiencing the last few years. There were 2,557 total Building, Wiring and Plumbing & Gas permits issued as compared to 2,894 for 2015. Although the number of permits issued was slightly lower, total fee revenue received in 2016 increased to \$752,447.61, as compared to 2015's \$705,262.33. Total fees received in 2016 are slightly more than double that received in 2011, the year I arrived in Stoughton.

Continuing our efforts of last year, Jack Erickson has focused on zoning enforcement as well as helping me keep up with the permitting and inspection of the growing volume of construction projects. Reacting to feedback received from the Board of Selectmen, we have redoubled our efforts to correct zoning violations which have a very negative effect on the quality of life, not to mention real estate values in town. My pending budget for fiscal 2018 includes a half-time position dedicated to zoning enforcement which will allow us to have more success in this area. We have had some success last year in working with the Attorney General's office with the Abandoned Housing Initiative. This has resulted in several former derelict properties being sold and renovated and occupied by new owners. Our department has also benefitted from the assistance of attorney Brian Winner who has been assisting us since Leonard Kopelman's appointment as Town counsel.

A Special Town Meeting in November approved a few minor changes to the Zoning By-Law. A proposal to limit the size of "accessory structures" like garages was shelved for further study before it reached Town Meeting. I feel strongly that our current regulations, which are much less restrictive than other similar towns, allow structures that are inappropriate to their neighborhoods. I hope we will get the opportunity to bring a new modified bylaw to a future Town Meeting.

The department expects to introduce an electronic permitting system this year which will help us track and manage permits and inspections in a more efficient manner. The system will be a module of the new MUNIS software package recently purchased by the Town.

We again remind residents that under the Massachusetts State Building Code, Section 113.0, it is unlawful to construct, alter, repair/replace, or demolish a structure, to change the use/occupancy of a building/structure, or to install/alter any equipment for which provision is made, or the installation for which is regulated by this code without first filing a written application with the building official and obtaining the required permits. The Building Department will continue to issue violation citations for any construction started, or any swimming pools installed without a permit as well as for any roofing, siding, alterations/rebuilding of existing dwellings, etc., without first obtaining a permit from this department. We also intend to enforce our zoning

ordinance with regard to the regulations for uses of property, signs, parking and handicapped accessibility.

Although owner-occupants of one and two-family houses can act as their own contractor, we remind residents that State law requires permits for all gas, plumbing, and wiring work done on any residential, commercial, or industrial buildings with inspections to follow from our gas/plumbing and wiring inspectors. We strongly advise homeowners to have licensed contractors apply for building permits rather than take on the liability of the permit holder.

We also remind homeowners who have battery operated smoke detectors to change your batteries twice a year, spring and fall when you change your clocks.

The Building Department is actively involved inspecting multi-family dwellings of three or more units, churches, restaurants and other places of assembly, to determine if said premises conform to the requirements of state law with regard to fire alarms, sprinklers and means of egress, etc. We coordinate these inspections with the cooperation of the Stoughton Fire Department for maximum public safety.

The current Building code is the 8th edition of 780 CMR. The 8th Edition consists of the 2009 International Building Code (IBC) with Massachusetts amendments for projects other than one and two family dwellings and the 2009 International Residential Code (IRC) with Massachusetts amendments for one and two family buildings. The Massachusetts amendments are available on-line at www.mass.gov/eopps/agencies/dps/building-codebbrs.html and the State House Bookstore. The ICC codes are available from the International Code Commission (www.iccsafe.com) and from Amazon.com. ***A 9th edition of the state code, based on 2015 ICC codes, which we expected to be adopted last summer will certainly be adopted this year.***

As in past years, town residents have been requested to conform to the Town By-law that requires all residences and businesses to affix numerals three inches or larger in height identifying their street number. In 1992 this became state law. These addresses also became part of the 911 emergency data base system. This will make the job of the building inspectors, fire, police, and emergency personnel that much easier to better serve the public. Please cooperate in this effort and bring missing numbers to our attention. Be sure to replace numbers when installing new siding. Numbers should be mounted within 1'-0" of the entry door and in a contrasting color.

We also remind you to protect yourself before buying or renting any commercial or residential property. The records of this department are available to the public to check for legal occupancy, code compliance, and for complaints against the property you propose to purchase.

ZONING BOARD OF APPEAL

Regular Members
Sherman L. Epro, Chairman
Steven Argentieri
Gary Ilacqua
Marguerite M. Mitchell
Daniel Pessia

Alternate Members: Shayne McNeil, Stanley Zoll

The Zoning Board of Appeals held 17 meetings in 2016 for a total of 17 new hearings and 1 modification of a special permit. There were 5 applications for Variances, 3 Granted and 2 Withdrawn. There were 12 Special Permit Applications, 11 Granted and 1 Withdrawn. There was 1 Administrative Appeal which was upheld by the Zoning Board and then appealed.

The Board meets at 7:30 p.m. in the Town Hall on the first and third Thursday of the month.

Recent changes to Section 40A increases the time to exercise a variance from one to two years after the date of the granting. The Board has the authority to grant one six-month extension, which must be requested by the petitioner, in writing, prior to the expiration of the one-year permit.

Special Permits expire at the end of the grant period (usually 2 years under the amended 40A regulations) and are renewable upon written request of the petitioner. They are not transferable.

CEDAR HILL GOLF COURSE

Victor Barruzza – General Manager/Golf Course Superintendent

Gary Ilacqua, Chairman of Cedar Hill Committee

Introduction:

My name is Victor Barruzza. My goals for Cedar Hill remain simple, to create a friendly, inviting, yet challenging atmosphere while building better community relationships and increasing traffic.

Cedar Hill Golf Course is an executive par 33, nine hole golf facility. Most of the holes are tree lined and the green complexes are small and undulated. Cedar Hill offers challenges to all golfers regardless of their skill level. The small greens and narrow fairways require accuracy on every shot. There are also 8 greenside bunkers guarding the front half of their respective green.

2016 Work Performed:

The golf course requires seven days a week attention and maintenance ranging from mowing the grass, trash removal, chemical applications, equipment repair and service, golf course set-up, tree maintenance and landscape work.

Beyond the daily maintenance routine, my main focus remains the soil. Multiple aerations were done this year using a number of different methods. The addition of micronutrients and top dressing the soil with a sand base continues to alleviate the compaction found in the fairways, tees, and rough areas. We have over seeded the areas without irrigation with more drought resistant turf varieties. Although this is a progressive process that will take multiple seasons before we can go to a maintenance level schedule, the results have been immediate. I have been overwhelmed with compliments from the golfers. I have been told by many that the fairways are greener than ever, and that improved conditions are bringing golfers back to Cedar Hill who have not played here the last few seasons.

This was a very challenging year, with the drought conditions as drastic as they were and being extremely understaffed for most of the season. Making proper use of the water we had and the little help we received from the weather created a new level of obstacles for the course. Overall, it stayed green and rebounded nicely once the cooler temperatures came in. I have added irrigation to the 9th fairway toward the end of this season and have plans for the 1st and 6th fairway in 2017.

I removed a half an acre of brush from around the pond at the 5th green and 6th tee. This allowed for greater airflow and a much cleaner look. We added a cart path through this area to eliminate a safety hazard in front of the 6th tee. With the added airflow, the 5th green had very little disease activity requiring far less expensive chemical intervention. The benefits beyond monetary, include protecting the environment, saving valuable man hours, and a visually appealing surface.

The addition of the sign on Park Street has already proven its worth. Multiple golfers have come in saying that they had no idea we were here. This will also help increase communication about upcoming events.

Golf Leagues

Wednesday Women's League - 50 golfers

Thursday Men's League - 40 golfers

Friday Mixed League - 30 golfers

We continue to have successful participation in our weekly leagues. Typically the leagues start around 2pm, and are vital to the success of the golf course

Golf Tournaments:

Stoughton Grid Iron Club - 60 golfers

Babe Ruth Tournament - 50 golfers

Cedar Hill Fall Classic - 22 golfers

Glow Ball Tournament - 20 golfers

Cedar Hill hosted various outings this year and we thank those organizations for their support and we look forward to working with them in the future.

Community Events: Stoughton

Easter Egg Hunt

Free junior and veteran golf clinics with Bob Beech on Fridays 10 to 12

Week long junior golf clinic for Stoughton, Sharon, and Canton

Haunted Hayride

Outdoor Movie Night

Cedar Hill's numbers in 2016 have shown a slight rise. These numbers will continue to increase as the golf course improves and we look forward to a concessionaire that has a focus on the golfers, attract new customers, retain regular customers, and host tournaments.

Promoting the Cedar Hill Brand for 2017:

- Increase sales of memberships and rounds by improving our community awareness and golf course conditions
- Introducing a point of sale program to better track daily reports
- Advertising of events, tournaments, and programs
- Increased focus on outings

Golf Course Maintenance Goals for 2017:

- Organizing an organic fertilizer program to establish a healthier playing surface.
- Create a preventative maintenance schedule for the equipment.
- Work on repairing thin and damaged areas on fairways by leveling and seeding.
- Add irrigation to the focal areas of the clubhouse
- Remove trees to allow for greater air flow and sunlight.
- Repair and level irrigation heads and valve boxes.

Concessionaire report:

The contract with the concessionaire was terminated at the close of 2015. The goals of the future concessionaire will focus on the Cedar Hill and the golfers. As we accept bids for the space at the clubhouse, we are looking for someone to have a regular daily menu with hours that will better accommodate our golfers. There is currently negotiations with a caterer to occupy the clubhouse in 2017.

CONSERVATION COMMISSION

James B. Conlon, RS, PWS – Environmental Affairs Officer

David M. Asack, Esq., – Chairman

Lauren K. Duff

William A. Francis

J. Lionel Lucien

Gerald J. McDonald

John Morton

Steve Wilkinson

The Conservation Commission is responsible for administration of the Wetlands Protection Act, the Wetlands Protection By-law and the stewardship of our lakes, ponds and open space land. One of the foremost duties of the Commission is in the administration of the Massachusetts Storm Water Regulations. For all new construction projects the Commission insures that state of the art onsite storm water management facilities are adequately engineered, constructed, inspected and maintained. Protection of public and private water supply, protection of ground water supply, flood control, protection of land containing shell fish, protection of fisheries and protection of wildlife habitat; are the protected interests of the Wetlands Protection Act. It is the mission of the Conservation Commission to uphold the regulations and in doing so, exercise the preservation of these protected interests. Shellfish incidentally, including crayfish mussels and freshwater clams inhabit many of our surface water impoundments in the Town.

Maura Boudrot, the Engineering Department meeting minute/administrative secretary provides administrative assistance to the Commission. Mrs. Boudrot's fulfillment of this position has proven to be a major asset to the Conservation Commission. Mr. Conlon serves as principal advisor to the Commission and member of the staff in the Engineering department. He performs all reviews, inspections and investigations. He performed 5 wetland surveys for the Engineering department and DPW for important engineering projects handled in house. Mr. Conlon also performed the duties of the Town Sanitarian upon the resignation of the acting Town Sanitarian, Kathleen Waldron and departure October 15. Marc Tisdelle PE, the Town Engineer is the department head of the Engineering department.

Lauren Duff was appointed a two year term to the Stoughton Conservation Commission. Ms. Duff is also a member of the Open Space Committee. We look forward to working with Ms. Duff in 2017.

The Town implemented total pond management in Ames Pond for the first time for exotic invasive weed mitigation. Funded by Stoughton Town Meeting, the program was coordinated and implemented by professional staff at the Town hall. The project was a huge success. The project was filed as an Ecological Restoration Project with the MADEP by the Environmental Affairs Officer through the Conservation Commission. The control of the weeds resulted in an open water view of the pond in all three basins for the first time in many years. This greatly enhances the accessibility to the open water for paddling and other recreation. Improvement of the wildlife habitat is another benefit of the program. The Commission authorized a specialized scientific study funded by Town Meeting resulting in a five year Lake Management Plan of

Harris's Pond in 2016. We are confident that the implementation of the plan will result in the same measure of ecological restoration of Harris's Pond in 2017.

The Commission held eighteen public meetings in 2016. Twenty eight advertised public hearings were held. Sixteen Certificates of Compliance for completed construction projects were reviewed for compliance and issued. Fourteen Notice of Intent filings applicants were reviewed for new construction projects or repairs mitigating a release of water pollution to the groundwater or our protected wetland resources. Seven Enforcement Orders were issued for serious infractions. Fourteen Requests for Determination filings were processed. Seven Enforcement Orders were issued for violations resulting in the pollution, filling or destruction of protected Wetlands in Town. Five fines hearings were opened for serious violations where damage of the wetland was documented due to negligence. One hundred –twenty building permits were reviewed which included research and analysis. Two Emergency Certification Work Orders were issued for Public Works for emergency repairs one of which included a major water main break along Steep Hill Brook on Mill Street.

Enforcement Orders are issued to parties responsible for serious violations discovered during inspection and investigations performed in response to public complaints. Complaints in 2016 investigated included destruction of wetlands, pollution of wetlands from a major construction site, the unlawful intentional filling in of wetlands and unsecured construction sites resulting in pollution of down gradient wetlands. Protected wetland resource areas in Stoughton include swamps, flood hazard storage areas, bogs, ponds, surface impoundments and bordering wetlands to these features on the landscape. Any site with hydrology in the soils that supports a predominance of hydrophytes in the ecology is protected under the Wetlands Regulations. All complaints are investigated which includes site inspections.

The Environmental Affairs Officer continues to coordinate the Town's Community Composting/Rain barrels sale initiative with the assistance of DPW. The program offers the provision of a 65 gallon capacity rain barrel and /or a composting facility at a reduced rate. In this program we offer the community a service in addition to promoting further awareness of soil and water conservation in the community.

Active projects include the second phase of Goddard Highlands; TAJ Estates; the Hampton Inn and Conference Center on Page Street and other numerous construction projects across the community. Town projects involved the Stoughton Engineering Office. The Professional Wetland Delineations for these projects was performed by the Environmental Affairs Officer, a Professional; Wetlands Scientist (PWS) on several projects. All Wetland flagging was located on field survey performed by the Engineering Department. Five major Town projects were performed. Projects include: the Harris Pond Public Water Supply well/pump house access road project; the Gibbons School on-site storm water retrofit design project; the South Street culvert replacement design project, the Glen Echo Conservation Land Ingress/egress roadway design project; and a new parking design project at the Stoughton Council of the Aging offices on Rockland Street. A professional land survey project was performed by Coneco Engineering at the Capen Reynolds Estates. This project is associated with the development at the site and was coordinated by the Town Engineer, Marc Tisdelle, PE..

The Commission is responsible for the stewardship of greater than 1000 acres of open space lands under their care custody and control. This is with the support and assistance of the Open Space Committee, the Glen Echo development sub-committee and the Capen Reynold Farm development sub-committee. The Commission looks forward to the implementation of development initiatives for these conservation lands in the upcoming year.

In celebration of Arbor Day, the last Friday in April in Massachusetts, Robert Maltby, owner of Maltby Tree Company performed a community service project for the Town. Maltby & Company donated the use of machinery, manpower at the Capen Reynold farm. The farm is on land surrounded by fields and forests amounting to 35.3 acres under the care of the Conservation Commission. The farm house is located at 760 Pleasant Street. About 20 trees crowding the historic carriage house, farm house and machine shop were carefully cut down and removed from the site. Trees were either dead or overhanging the antique building structures creating a hazardous condition. This included a number of towering White Pines over 100 feet in height. Among the trees serviced, an original apple tree to the rear of the farm house was doctored by an arborist. The overall end result was astonishing. The appearance and esthetic quality of the site is greatly improved. The Commission appreciates this undertaking by Maltby and Company as one of the most honorable acts of stewardship from a local business to date. The project would have cost greater than \$10,000.00 to the taxpayers of the Town.

Multiple BSA Eagle Scout community service projects were proposed and reviewed by the Commission. These included trail blaze re-painting at the Bird Street Memorial Conservation lands and trail maintenance. The Conservation Commission extends "thanks" to Troop 88 and all who assisted in the coordinated effort. The Commission welcomes more scouting community service projects on our Conservation Lands in the upcoming year.

The Town of Stoughton is fortunate to maintain a Conservation Commission of the current character of dedication and intelligence. They continue to perform outstanding job in their service to the community. This will help to help insure safer drinking water resources, more forested areas and an overall cleaner community for all future generations to come.

OPEN SPACE COMMITTEE

John Linehan, Chairman
John Morton, Vice Chairman
Ardis Johnston, Secretary
Lauren Duff
Gerry McDonald
John Perry
Deborah Sovinee
Jasmine Tanguay

In 2016 the Stoughton Open Space Committees continued reviewing and revising the update of the 2007 Stoughton Open Space and Recreation Plan with the aid of consultant Horsley Witten Group, Inc. The update is necessary in order for Stoughton to be eligible for grants (the OSC since its inception has obtained for the town \$811,800 in grants and donations).

On March 1, 2016 a public meeting was held by the Open Space Committee and Horsley Witten to present and discuss the draft Open Space and Recreation Plan update. The attendees made useful comments and suggestions about the update. Discussed were maps, parcels of interest for preservation, which town departments should have responsibility for various open space and recreation parcels, and what their duties might be. Also discussed was protecting the land from ATV's.

At our July 13 meeting we welcomed our new member, Lauren Duff and continued to review and revise the plan.

When approached by owners wishing to sell or donate property to the town, the OSC thoroughly reviews documents and decides whether to initiate negotiations. Several parcels were considered this year.

Ardis Johnston, Secretary

COUNCIL ON AGING

Karen A. MacDonald , LICSW – Director

Beverly Harris – Chairman

Norma Booker

Chester Collins

Michael Hirsch

Phyllis Holliday

Oby Ikoro

Bunny Kirchorfer

Susan Powers

Mary Ellen Soares

The Mission of the Council on Aging is to develop programs and provide necessary services to Stoughton Seniors aged sixty and older and people with disabilities. Our primary responsibilities are:

1. To identify the needs of the community's senior population and the resources available to meet those needs.
2. To design, promote and implement needed services and programs to coordinate with existing services.
3. To educate the community as to the needs of its senior citizens.
4. To serve as advocates and enhance the lives of seniors in the community.

The COA is an excellent resource for people who are aging, have disabilities and for their families. Our friendly staff is here to help in many different ways, whether it is a one time question and referral or to offer ongoing support.

Additionally, the COA staff collaborates with Police, Fire, The Board of Health, The Stoughton Public Health/VNA, Veterans Agent, The Stoughton Public Library, The Stoughton Housing Authority as well as Old Colony Elder Services, Old Colony Hospice and the Norfolk County Sheriff's and the Norfolk District Attorneys offices to ensure the safety of seniors. One of the largest collaborations this year was with the Stoughton Fire Department and the Red Cross to

install Smoke-detectors and CO detectors for seniors. The VNA is a valuable resource to us; we partnered on three flu clinics, different screenings and a diabetic clinic.

Transportation

The COA provides rides to Stoughton seniors and people with disabilities who are unable to drive themselves. The majority, and our priority of these rides, is to provide transportation to and from medical appointments and to bring people to day programs. Other rides include transportation to and from the senior center for lunch, food shopping, and other errands as needed. Once a month, the COA drivers bring seniors and people with disabilities to the food pantry. In 2016, the COA transportation service served over 360 seniors and disabled residents providing over 11,000 rides. The 2015 Town meeting appropriated \$18,000.00 to be used with additional funding sources to purchase a 14 passenger van, to replace an aging town owned van. This van is in the process of being built, with an expected arrival in early spring 2017. The COA is grateful for the town's continued support of the COA transportation program.

Meals on Wheels

The COA provides seniors with nutritious hot meals in partnership with Old Colony Elder Services. This includes delivering meals to the ailing and homebound, as well as the congregate dining program, where seniors and people with disabilities come to the senior center to socialize and enjoy a hot meal. The COA provides the facility and volunteer drivers, while Old Colony Elder Services provides the meals and a part-time employee who oversees this process. Our volunteers deliver meals to approximately 139 seniors, averaging about 90 meals a day, Monday through Friday. In 2016 we delivered 17,916 meals.

Social/Wellness Programs

The COA provides a variety of programs throughout the year. We had over 20,000 sign-ins totals for all of our programs. The COA offers two to three exercise classes per day. Throughout the year, the COA puts on many different social events, such as: The Supper Series, which feature supper and a variety of speakers and entertainers. One of the most popular events is the ladies tea party. Breakfast is a favorite activity here at the senior center. We have a Men's Club breakfast, "Bunny's Breakfast" for the ladies and once a month "The Breakfast Club" goes to a different local restaurant who partner with us to offer a great senior discount on those occasions.

The senior center has many ongoing programs. These include: Bingo, Bananagrams, Bridge, Coloring, Quilting, Knitting, Movies (cost \$1) and our choral group, "The Senior Serenaders". We offer computer help, free Wi-Fi and maintain a lending library. During tax season, the AARP provided free income tax preparation at the Senior Center and they prepared 135 returns. Additionally, we host a weekly bereavement group, a monthly MS support group, blood pressure clinics and foot care. We are always changing programs to meet the needs of the seniors.

Outreach

One of the most important services the Stoughton COA provides is Outreach. The COA is fortunate to have two Outreach Workers (one of whom speaks portuguese) and two Social Work interns that assist seniors-in- need. The outreach workers help with a range of issues that the seniors face. This includes, but is certainly not limited to: fuel assistance, welfare assistance, health information, help getting needed resources for individuals and their families, making

referrals to nursing homes, day programs and assessments. This program has significantly expanded as we continue to develop stronger relationships with town departments as we train more and more employees to notice the warning sign of seniors at risk. We are seeing more and more people who are dealing with significant life transitions and issues.

Grants

In 2016, The COA received a grant from EOEA (Executive Office of Elder Affairs). This grant called the “formula grant” is based on the senior population of the town and can be used in a number of ways to support the mission of the COA.. For FY 2017, the town received \$61,660.00, which is \$10 per senior based on the 2010 census.

Volunteers

The COA is grateful for the many excellent men and women who volunteer their time. The volunteers do a myriad of tasks, to include: building ramps, delivering meals on wheels, sitting on committees, assembling baskets at Thanksgiving, maintaining the flower garden in front of the COA, Thanksgiving Dinner, daily bread and pastry delivery, serving at different events, making beautiful centerpieces for our parties, and many more valuable tasks. In 2016, the COA worked to expand our volunteer program. This year we increased our volunteers by over 20 %, from 89 volunteers to 108 volunteers, and increased the number of hours donated from 7,000 hours to over 8600 hours - an increase of 25%. One of the volunteer opportunities that has really expanded is the Computer Help program, where seniors are paired with a volunteer on a one-to-one basis to learn about new technologies. The other program which is expanding is “The Friendly Visitor” program. This program pairs volunteers with a disabled person or seniors who are homebound, whom the volunteer visits once a week in the person's home.

The COA staff also administers the Senior Tax Work-Off program. In this program qualified seniors are placed in different Town departments, based on skills and preference, where they complete volunteer hours. These seniors can earn up to \$750 off their real estate taxes for their service to the Town.



YOUTH COMMISSION

Paul Flanagan , Chair

Peter Banis

Sheila Campbell

Nick Pirelli

Rebekah Thomas

Mike Varner

David Walsh

The mission of the Stoughton Youth Commission is to provide easily accessible, high-quality mental health services and community outreach to youth and their families who live in Stoughton, without regard to income, insurance status, culture, or social circumstances. Our purpose is to strengthen youth and families, and establish crucial partnerships within the community that foster respect for all.

Youth Commission fulfills this mission in many different ways:

1. By providing high quality individual, family, and group counseling to youth and their families. The counseling services are provided by staff who are Masters level clinicians, and by graduate student interns working on their degree in Social Work or related mental health field.
2. By acting as a convener within the community to bring people together in multiple ways and on issues focusing on the general health and wellness of the community-at-large.

Over the past several years, youth commission staff progressively and intentionally assumed lead roles as a convener in our community. This happens as we sit in leadership roles on different committees that serve our community including: OASIS, YMCA Board of Directors, Municipal Wellness committee, Farmers Market, Transportation task force, Kids Voting, ABE, Doing it For Diane, Brockton DMH Site Board and others.

In addition, the Youth Commission oversees **O.A.S.I.S. (Organizing against Substances in Stoughton)**, which provides the town a venue to do community outreach in the form of substance abuse prevention. 2016 marked a turning point for OASIS; September marked the end of a 10 year grant cycle where the town of Stoughton received over 1.3 million dollars. The town of Stoughton continues to support this work by funding the Prevention Coordinator position. This year focused on increasing our collaborations with our established partners and creating new partners to strengthen policies that would help Stoughton address the changing laws and attitudes regarding marijuana. See the full annual report for OASIS and a list of accomplishments at the OASIS website stoughtonoasis.org

As a direct result of our successes in Stoughton, OASIS was awarded a grant for 3 years (\$100,000 a year) from the MA Bureau of Substance Abuse Services at DPH (Department of Public Health.) The mission of this grant is to collaborate with and mentor the neighboring communities of Canton, Holbrook and Walpole.

Operation Horizons: For over two decades, the Youth Commission has provided one field trip a week during the months of July and August for the youth of Stoughton. The program is funded primarily by fundraising (through Stoughton Youth Resources, a nonprofit entity that supports youth commission) and sponsorships by local businesses, clubs or private partners. There is a nominal fee to help defer the cost for the participants; scholarships are available for residents who may have financial need. This program is available for all Stoughton youth, and usually has between 50-60 youth.

Youth Advisory Council (YAC) is a leadership group for high school students to learn the value of volunteerism. 2016 was another successful year for the Youth Advisory Council. The group volunteered for many projects which included Kids Voting, Walk for Autism, Kids Voting, Thanksgiving baskets, Christmas in the City (YAC had their own shelter to coordinate for the event), The Greater Boston Food Bank, Pride of Stoughton, the Youth Conference, and the Walk for Hunger just to name a few. Along with these volunteer events; YAC planned a book, blanket, and food drive which benefitted a local prison, animal shelter, and Stoughton's food pantry as well. YAC with the help of the Prone Family Foundation was able to award six seniors with scholarships for college in different amounts depending on length of time in the group. One student also received a scholarship from the SPAEA union this year. A Bake Sale helped the group defray the cost of our award ceremony and some of the cost for our fun trip to Six Flags to reward the group for all of their hard work throughout the year. This year in YAC, we have many new faces in the group and are hoping for another successful year.

The Youth Commission was again successful in securing an AmeriCorps Fellow to run our **Youth Leadership Institute**. It provides high school youth with the opportunity to develop fundamental leadership skills, promote civic engagement and build college readiness. The program has an emphasis on having youth identify their personal assets and leadership style. The curriculum encourages hands on experiences and creating personalized goals for their academic, community service, or extra-curricular success. Some highlights include; participated in over 28 workshops, partook in 25 community service projects, completed over 430 volunteer hours, facilitated a workshop at the YMCA Youth Leadership Conference at Bridgewater State, conquered high rope and low rope challenges at the Norfolk County Sherriff's Ropes Course, Attended the Massachusetts Promise Fellowship Career Day and MLK Day of Service and Leadership at Northeastern learned from 5 guest speakers Went on 9 field trips.

For the fifth season, the Stoughton Youth Commission ran the **Stoughton Community Garden Project**. The Community Garden has been well-received by the Stoughton community. This is an intergenerational program which incorporates seniors, youth and families from Stoughton. The Community Garden, located directly off the back patio of the SYC/COA building, has made it ideal for our seniors, mobility-challenged individuals and visitors of the Center to fully partake in this project. The people who are officially engaged are called "garden partners" and commit to one-year growing season at a time. The materials used for this project support ongoing programming of this project with minimal or no cost required to maintain its operation. Therefore, it has been offered to the Stoughton community participants at no cost.

Babysitter Training is a 9 hour course designed to help prepare youth (ages 12 and older) to learn the basic skills of responsible babysitting. This program includes that trains the group members in Heart Saver CPR run by the Stoughton Fire Department. It runs 2 times a year.

In summary, over 100 clients were seen for individual and family counseling. In addition, the Youth Commission, with the continued help from St James gave out Thanksgiving baskets and participated in the Giving Tree.

ECONOMIC DEVELOPMENT

Pamela McCarthy – Economic Development Director

The past year has been a time during which the Economic Development Office completed several economic development tools that can be used to market the Town of Stoughton to potential businesses and make finding a site and starting new businesses easier emphasizing the fact that Stoughton is a business friendly community. Grants were pursued in order to gain technical assistance to work toward achieving economic development goals including the revitalization of the Downtown and Commercial Parks/Corridors. The groundwork is being laid to pursue substantial grants in the future including Massworks Infrastructure funding and Community Development Block Grant Funding that can have a major positive impact on the Town of Stoughton relative to Economic Development.

Stoughton Business and Permitting Guide

During 2016 the Stoughton Business and Permitting Guide was completed. A technical assistance grant in the amount of \$13,000 was obtained from the Metropolitan Area Planning Council to assist with this guide. The guide serves as a marketing tool to attract new businesses to the town as well as a “How to Guide” for opening a business. The Guide contains valuable information including key contacts, maps, business resources for start-up and expansion, required licenses and permits by department, a permitting flow chart, local amenities, community organizations, etc. The guide also contains a form that allows potential business to request a joint department meeting in order to determine whether or not a project is feasible and what information they are expected to provide in order to expedite the permitting/approval process. Hardcopies of the Business and Permitting Guide are available at the Economic Development Office. An electronic version can be found on the Town of Stoughton’s website.

Restaurant Study, Consumer Preference Survey and Brochure

On March 23rd the Economic Development Office was notified that the Town had received a grant resulting in \$10,000 worth of technical assistance from the Mass Downtown Initiative Program which is run by the Department of Housing and Community Development (DHCD). The assistance had been requested in order to determine whether or not the community would support additional restaurants in the Downtown allowing it to become a dining destination. The study conducted by Peg Barringer of FinePoint Associates along with the help of a Restaurant Committee comprised of Friends of Stoughton Center members and the Town Planner provided an inventory of existing restaurants and an analysis of restaurant demand and supply in the surrounding area. As part of the study a consumer preference survey was conducted among Stoughton residents, employees and commuter rail passengers. There were close to 700 surveys submitted. The majority of survey respondents, 83% said that they are “likely” or “very likely” to patronize a new restaurant in Downtown Stoughton; 93% of the new resident and millennial

segments fell into this category. Types of restaurants receiving the highest scores relative to likelihood of patronage include Steak House, followed closely by Diner, Family-Friendly and Pub/Sports Bar; among millennials Pub/Sports was ranked the highest. The survey results have been used to create a marketing brochure intended to attract the desired type of restaurants.

Stoughton Site Finder

On November 9th the Stoughton Site Finder was launched with a Breakfast/Demonstration. Over one hundred area commercial realtors, commercial property owners and developers were invited to attend. Those that weren't able to attend the Demonstration are able to view it online. During the meeting the Site Finder was demonstrated by myself and Laurence Langlois, the Town's GIS Coordinator. Laurence took the concept and made it a reality by getting the necessary forms online and making the Site Finder into an interactive tool capable of accessing Assessor records, generating reports and providing an interactive mapping tool. The Site Finder allows Commercial Property Realtors and Property Owners to market their Stoughton properties. The Site Finder conversely allows businesses seeking sites to list what type of site they are looking for so that when a site that meets their needs becomes available they can be notified immediately.

Downtown Parking Management Plan

On August 25th the Economic Development Office applied for a grant from the Boston Region MPO Community Transportation Technical Assistance Program (CTTA) requesting a Parking Management Plan for Downtown. The grant was awarded and the Town will be receiving assistance from the Metropolitan Area Planning Council (MAPC) to develop a plan. The cost of the plan is approximately \$27,000 including \$5000 generously donated by the Stoughton Redevelopment Authority. The grant application requested an analysis of the current parking situation; recommended action items necessary in order to implement the plan and suggestions for wayfinding signage relative to parking. Stakeholders including local business owners and customers will be involved in the process. The goal is to eliminate the obstacle or perceived obstacle of insufficient parking in the Downtown that business owners have stated adversely affects their businesses. Work on the plan will commence in the Spring.

Community Choice Aggregation Program

On May 16th Town Meeting voted to authorize the Town Manager, with the approval of the Board of Selectmen, to research, develop and participate in a contract or contracts to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt-out of the aggregation. On November 16th the Board of Selectmen voted to approve the Municipal Aggregation Plan. The Plan has been filed by the consultant, Colonial Power Group, with the Department of Energy Resources (DOER) for review. Next, the Plan will be submitted to the Department of Public Utilities (DPU) for approval. The Town will most likely be prepared to go out to bid during the month of April.

Park Street/Campanelli Park Sewer Expansion Project/Chapter 23L

According to the Sewer Priority Ranking Plan prepared by the Town Engineer, the Park Street/Campanelli Park Area was ranked as the #1 priority area based on environmental and economic criteria. During the study, the Town Assessor projected that this project has the potential to increase the annual tax levy by over \$1.5 million within ten years after construction. The Economic Development Office proposed utilizing a fairly new funding mechanism called

Chapter 23L which enables a project to be funded by bonds issued by MassDevelopment which the property owners pay back by betterment liens over a period of up to 25 years. Chapter 23L financing must be initiated by a property owner. Currently, a property owner is circulating a non-binding petition to gauge interest in the project. There are approximately 290 properties involved in the initial project area. To be financially feasible a substantial number of property owners need to agree to take part in the project. If necessary, the project can be phased in order to move forward. Grants will be pursued with the goal of reducing the financial obligation of the individual property owners including the new MassDevelopment Site Readiness Program and the MassWorks Program. In order to increase the likelihood of grant funding from the previously mentioned programs a District Local Technical Assistance Grant (DLTA) has been applied for through Old Colony Planning Council to conduct a feasibility analysis to determine the Highest and Best Use of the Campanelli Park industrial properties and the commercial properties located on Park Street that would provide a plan for achieving actual expansion and job creation that may lead to the estimated increase in the tax levy once public sewer is available.

Preparation for Additional Grant Requests

In order to become eligible for Community Development Block Grant Funds (CDBG) which is one of the most significant sources of funding that the State offers for local projects have begun to prepare the Community Development Strategy (CDS) based on the goals of the Master Plan. I am also seeking funding to complete the Downtown Building and Infrastructure Condition Inventory which is also necessary to be eligible to apply for CDBG funding. The goal is to submit a FY 2018 CDBG application requesting funding for a Sign and Façade Improvement Program for the Downtown. Once the CDS and Inventory are complete the Town will be eligible to apply for funding in the amount of up to \$800,000 for additional projects every other year including infrastructure, social services and housing rehab projects to name a few.

Assisting Individual Business Owners/Entrepreneurs

During 2016 multiple businesses ranging from home based entrepreneurs to major developers have contacted the Economic Development Office seeking assistance on a regular basis. Individuals were provided with contacts and resources for business planning and financing; connections were made with the necessary town departments.

ENGINEERING DEPARTMENT

The Engineering Department aims to provide the Town of Stoughton with the highest level of professional engineering services. It is involved with nearly every engineering related task in Town. In order to accomplish our duties, the Engineering Department uses state of the art technologies, to adjust to the ever changing needs and priorities of the Town of Stoughton. The Engineering Department is comprised of several divisions which include Engineering, Sewer, Geographic Information Systems (GIS), and Environmental Affairs. The following are members of the Engineering Department:

Marc J. Tisdelle, P.E. – Town Engineer
Craig A. Horsfall, P.E. – Assistant Town Engineer
Michael Nolan, E.I.T. – Associate Engineer
James Conlon, R.S., C.H.O. – Environmental Affairs Officer
Laurence Langlois – GIS Coordinator
Kristen O'Brien – Senior Clerk II
Maura Boudrout – Part-time Secretary/ Meeting Minutes

Engineering Department:

The following are examples of some of the duties:

- Management of the State Stormwater Program for compliance with stormwater discharges from the MS4 stormwater infrastructure.
- Technical Review and Support for the Planning Board, Conservation Commission, Zoning Board of Appeals, Board of Selectmen and other Town departments with site development plans (Site Plan Review, Subdivision, Stormwater, Form A, 40B Site Development, Scenic Roads, Paper Streets, etc.)
- Sewer Permitting and Inspection.
- Work closely with the Public Works Department to provide engineering assistance with property line advisements, infrastructure design & construction, plan review, construction layout, utility mark-outs and research.
- Engineering Design and Survey for town projects.
- Preparation and Review of Engineering Reports.
- Perform Topographic and Location Surveys, Computer Aided Drafting (CAD)
- Hydraulic, Hydrological, and Floodplain Analysis & Assistance.
- Construction Inspection and Cost Estimating.
- Technical Review of all Residential and Commercial Construction Design and As-built Plans for conformance to local, state and federal requirements.
- Review of Deed and Easement Descriptions, property line closure calculations.
- Record Maintenance of Engineering Plans and Documents.
- Review of street acceptances.
- Preparation of grants & bidding packages for town engineering related projects.
- Project representation for town building and construction projects.
- Geographic Information System (GIS) Operations.
- Counter assistance for engineering related matters.

As previously mentioned, we provide technical review, support and inspectional services for many projects throughout the town. The following are examples of some of the projects that the Engineering Department has worked on this year:

- “Goddard Highlands-Phase 2” –Residential 40B Subdivision & Pump Station
- “Pond View Estates” – Residential Development
- “Taj Estates” – Residential Development Site Development/Offsite Improvements
- Hampton Inn Hotel and Conference Center – Page Street
- Mixed Use Re-development Project - #760 Washington Street
- Mixed Use Re-development Project - #105 Porter Street
- Commercial Site Development - #1873-1883 Central St. – Polillio’s Garden Center
- Commercial Site Development - #372 Washington St. – Mobil Gas/Dunkin Donuts
- Commercial Site Development - #1634 Turnpike St. – Cumberland Farms
- Commercial Site Development - #630 Washington St. – Sonic
- Commercial Site Development - #299 Washington St. – Burger King
- Commercial Site Development - #497 Washington St. – Randolph Savings Bank
- Commercial Site Development - #1776 Washington St. – Barros Basketball Facility
- Municipal Building Improvements (High School, Public Library)
- Improvements for Tosca Drive and Central Street Intersection moved onto the MassDOT Transportation Improvement Program List (T.I.P)
- Washington Street Corridor Improvements moved onto the MassDOT Transportation Improvement Program List (T.I.P) – Estimated **\$4.4 million**
- Board of Health Assistance: soil evaluation, percolation testing; septic system plan review and approval; construction inspections; Health Code enforcement, etc.

In addition to the tasks outlined above, the Engineering Department also performs Survey and Design Services for various Town Projects. The following are examples of some of the projects that the Engineering Department has worked on this year:

- Town Square Center Traffic Island Improvements
- Central Street Sidewalk Construction from Pearl Street to Tosca Drive
 - **\$400,000** Complete Streets **Grant** obtained for project
- Stormwater Management Improvements – Gibbons Elementary School
 - **\$137,046** – 319 Non-point Source Pollution **Grant** obtained for project
- Glen Echo Site Improvements
- South Street Culvert Replacement
- Harris Pond Pump Station Access Improvements

Sewer Division:

Our Sewer Division constantly receives queries regarding the location and accessibility of the town sewerage system. This is a serious concern to many residents. We strive to raise the awareness of the Town to the negative impacts that the absence of sewerage has on the town and we hope to be the catalyst for a new program that will bring sewer to the remaining un-sewered areas in town. We work closely with the Public Works Department on all sewer issues as they are responsible in maintaining the entire sewer network.

While the Sewer Division has many duties, the following are examples of the major tasks that were undertaken this year:

- Town wide sewer planning
- Sewer utility research and field mark-outs for all excavation in Town roadways
- Technical Review and Permit Issuance for all Sewer Connections and Extensions
- Field Inspection of every sewer main, sewer service connection, and sewer extension for conformance with Town standards

GIS Division:

The Geographical Information System (GIS) Division is a critical part of the Engineering Department. The GIS Division is responsible for the development and maintenance of the Town's digital spatial database and for providing state-of-the-art mapping and data services to various town departments, citizens, and businesses.

A major goal of the GIS Division is to continually develop and maintain GIS to improve town efficiency and customer service. The GIS Division seeks to ensure that Stoughton's public decision-makers, commissioners, and others have access to geographic information that is complete, timely, accurate, and reliable. The Engineering Department promotes the use of the GIS and related technologies to more effectively and efficiently address problems, develop plans, and manage the natural, cultural, economic, and physical resources of the town.

We continuously upgrade the GIS database with the most current utilities, parcels, roadways, buildings along with various other data. We are currently in the process of scanning and linking many types of as-built plans and water/ sewer tie cards to the parcel/ roadway database to aid the public and Town departments in their research and inspections. We encourage the public to visit our GIS website via the link located on the Town's website.

The following are examples of some of the projects that the GIS Division has worked on this year:

- Created webpage, maps and forms for Site Finder Site for Economic Development
- Awarded **\$7,500 MassGIS Grant** to update assessor parcels to "Layer 3" level
- Created Assessors Neighborhood Residential and Commercial Maps for DOR
- Updated Master Address Points to current MassGIS 911 Standards

Environmental Affairs:

Environmental Affairs is a vital component of the Engineering Department. The Environmental Affairs Officer serves largely as an agent to the Conservation Commission. The Environmental Affairs Officer enforces and administers the State Wetlands Protection Act, the Local Wetland Protection By-laws, Groundwater Protection By-laws and many other local and state regulations. Furthermore, Environmental Affairs is responsible for enforcement of the Hazardous Material By-law.

Environmental Affairs advises the Town Engineer of regulatory, environmental, and wetland protection matters. Additionally, the Environmental Affairs Officer provides plan review, application review and site inspection services for a vast amount of projects submitted to the Massachusetts DEP, Conservation Commission and local authority.

A more detailed report describing many more of the tasks of Environmental Affairs is filed separately under the Conservation Commission.

FACILITIES

Paul Giffune – Facilities Manager

There were many projects the department was able to complete in 2016. All three (3) projects approved from the 2016 Annual Town Meeting were successful. The first project was for additional cameras at Town Hall. The appropriation for the replacement of the concrete ramp at Town Hall was also used. The third project approved was for the Fire Station #2 gutters. The existing, residential sized, 4” gutters were replaced with heavy gauge aluminum 8” gutters throughout with oversized downspouts. In addition, all rotted pine and plywood trim (fascias / soffits) were replaced with PVC and were freshly painted.

Another project was a renovation to the Ames Pond Bathhouse. This project consisted of new energy efficient LED lighting fixtures, plumbing fixtures, a new roof, fresh interior and exterior paint, HDPE toilet partitions and fire retardant wall coverings.

The DPW roofing systems were also improved. The mechanic’s garage had a liquid applied roof coating on its standing seam metal roof. Snow rails were installed on all metal roofs to prevent snow and ice falling onto vehicles and walkways. Skylight protection and new handrails were added to access hatches for safety. The administration building rubber membrane roof was all re-seamed and additional membrane was installed on a block wall connecting the garage areas, which was a problem area.

Energy saving projects were, and are, also continually looked at. The antiquated thermostats at Town Hall were replaced. The new wireless thermostats are controlled digitally through a secured network connection. The Town received an energy savings rebate from utility companies as part of a MA Chapter 25A Department of Energy Resources program.

A retrofit of roughly a third of the Police Station air conditioning systems was also accomplished through this program. The newly installed variable refrigerant flow system improved the energy consumption as well as the comfort in the building. There is a plan to retrofit the remaining spaces in the station with similar equipment within the next year.

New LED lighting was also installed at Halloran Park, The Council on Aging and the mechanic and highway garages at DPW.

There were three (3) new generators installed in 2016. The DPW is now home to a 96kW natural gas one that can power the entire building with future capabilities in mind also. The Council on Aging now has an 80 kW natural gas generator with very similar features. The third generator installed was a 70 kW propane at the Daly Drive sewer station.

There are several projects ongoing that will complete within the next year. The Community Preservation Committee will fund new window projects at the Lucius Clapp Historical Society and Town Hall. Design documents are in process and bidding for each project will be in early spring.

The dispatch and sergeants areas at the police station will be renovated this spring. This will be the future home of the centralized (fire as well as police) dispatch. While the renovation work takes place, the Town's emergency communications will take place in the Norfolk County Sheriff's mobile command unit, due on site in mid-March. The aforementioned police station HVAC retrofit will take place as part of this project, as well.

Another project the department will oversee is the outfitting of kitchen equipment at the Cedar Hill clubhouse. With a concessionaire contract in place, negotiations have been ongoing with vendors for purchasing and installing the equipment by late winter. An updated facilities master plan is underway, with reports due in early spring. The department will use this update as a planning and budget tool to bring the facilities up to the standards desired by the community.

FIRE & RESCUE EMERGENCY MANAGEMENT

Chief Michael K. Laracy, Sr.
Deputy Fire Chief Scott G. Breen

The Stoughton Fire Department is pleased to submit our department's annual report as of December 31, 2016. The Stoughton Fire Department has evolved into an All-Hazards department providing the following services to the community: Fire Suppression; Advanced and Basic Emergency Medical transport; Fire Prevention to include plan review and inspections; Emergency Management; Hazardous Material Response and Mitigation; and Technical Rescue. We continue to not only meet our department's mission statement but exceed it.

"The Stoughton Fire Department has evolved into an All-Hazards department to meet the ever changing needs of the community. We are committed to serving the Town of Stoughton with the highest level of life and property protection utilizing resources allocated by the Town. We will achieve this by providing excellent and compassionate service in an ever changing profession that requires continued innovation, professional development, and adaptive change"

The Town of Stoughton established their first Fire Department in 1853, becoming a permanent department in 1924. We work out of two staffed fire stations: Station 1 was built in 1926, with a 1950's renovation and Station 2 was built in 2001. The Stoughton Fire Department today is comprised of 53 career personnel, along with two civilians, working a four group rotation schedule with a minimum of 9, max of 12, fire suppression/EMS personnel.

The following personnel changes took place in 2016: Acting Chief Douglas Campbell transitioned back to Group 2 as shift commander, Senior Captain Scott Breen was promoted to Deputy Fire Chief, long time Acting Deputy Chief Gregory Goldberg returned to shift as Senior Lieutenant in the department, Captain Brad Newbury transitioned from Safety & Training to shift commander on Group 3, and Lieutenant Michael Carroll was promoted to Acting Captain of Safety & Training. Along with these transitions, Firefighter Andrew McAllister transferred to Quincy Fire Department and Firefighters Giovanni Rodriquez and Wesley Dwyer were hired as firefighter/paramedics. Currently the fire department has one vacancy that is in the process of being filled.

Since becoming Fire Chief on April 1, 2016 the fire department has worked on, and/or continues to work on, the following initiatives to move the department forward: staffing, development of new department policies; the institution of a new time off management program; an updated EMS billing and fee policy; an updated Inspection and plan review fee policy; a vehicle replacement policy, the decommissioning of the Towns municipal hard wired fire alarm system; the purchasing of approved FY17 capital budget funding equipment; the purchase and in-service of a new fire engine; and a new central dispatch center to be located at the police department.

A priority in FY17 will be to formulate a plan to increase fire department staffing moving forward. Our staffing plan is to hire (4) firefighters in FY18 budget and to apply for (8) additional firefighter/paramedics under a Federal Staffing for Adequate Fire and Emergency Response (SAFER) grant. This grant opportunity is not guaranteed and if we do not receive a successful SAFER grant award then the fire department would be looking to hire an additional (4) firefighters in FY19 and (4) more in FY20. This would bring our staffing to 15 firefighters per group. It's important to note that no additional staffing increases have taken place since 2000 even though our incidents have increased by 22% from FY2000 to FY2016. The demands of our organization have increased with growth in our town over the years. Our personnel continue to do more while providing the highest level of service to our community.

Currently we are budgeted for (12) firefighters per each of our four group and for a number of years we have gone as low as (9) minimum per shift. When at 9 personnel per shift we operate only 1 ambulance. When staffing at (9) personnel we requested approximately 500 mutual aid ambulance requests, from our surrounding communities in 2016. In 2016 the fire department presented the Selectmen with an updated EMS billing fee policy that is projected to generate an additional \$398,000 in revenue annually. By staffing to (11) personnel this would allow the fire department to continuously staff two ambulances 24/7 thus estimating an additional annual revenue increase of \$230,000 from lost revenue from mutual aid transports. This generated revenue is in addition to the above stated \$398,000.

The following is a summary of the 5,385 incidents the Fire Department responded to in 2016:

EMS	3323
False Alarm	663
Service Call	522
Good Intent	508
Hazardous Condition	184
Fire	162
Special Incident	20
Explosion	3

Our Fire Prevention continues to incorporate fire prevention activities which support the department's mission statement. This is achieved by proactive planning and inspection programs to address community risk reduction planning, prevention and education. The fire prevention division continually strives to achieve this goal through code compliance, enforcement and community education. The department's fire prevention program is managed by Deputy Fire Chief Breen and Fire Prevention Lieutenant James Rush. The department has the responsibility of overseeing and enforcing Massachusetts General Laws-Chapter 148, the Commonwealth of

Massachusetts Comprehensive Fire Safety Code CMR 527, the State Building Code and also standards and guidelines set forth by the National Fire Protection Association. Over the course of the year fire department personnel conducted approximately 2,000 inspections of residential, commercial and industrial properties to include: smoke detectors, carbon monoxide alarms, oil burners, propane storage, fuel tank removals and installations, tank trucks, commercial fire alarm and sprinkler systems and state mandated quarterly and annual occupancy inspections. Each year fire prevention works with a number of architects, engineers and contractors on projects annually throughout town. In 2016 fire prevention was responsible for the plan review and final inspections on a number of new and renovated occupancies. A majority of this plan review is working in partnership with the following town departments and committees: building, economic development, engineering, town administration, Planning Board and the Board of Appeals.

In 2016 the fire department, working with a number of town departments, established a first ever Town of Stoughton Community Risk Reduction Team. The goal of this team is to meet quarterly to identify risks within the community and once identified to work as a team to reduce or eliminate these risks. The following departments are represented on this team: Fire, Police, Public Health, Building, Council on Aging, DPW and Environmental Affairs. We hope to grow this team to include representatives from the School Department. In 2017 it will be the fire departments goal to incorporate a new Community Crisis Intervention Team, utilizing the above department representatives, to address the increasing number of mental health issues in the community and to improve our community's efforts in dealing with emergency, and repeat non-emergency, public safety calls involving mental health issues.

In 2016 the fire department was successful in being awarded two MEMA grants to support the Towns emergency management program. We were also successful with Public Education grant award, through the Massachusetts Department of Fire Services, to educate Stoughton's Children and Senior's in fire safety programs to reduce fire and fire related injuries within our community. In November of 2016 the fire department applied for a Federal assistance to Firefighters Grant (AFG) to allow our Town to purchase firefighting equipment in the amount of \$270,000 if successful in our application. We will always strive to apply for state and federal grants that allow our department to meet our mission.

As Emergency Management Director I have been working with MEMA to update the Towns Comprehensive Emergency Management Plan. I have been fortunate enough to be assisted by Nick Pirelli, a longtime Stoughton volunteer Emergency Management Professional, so that I could focus my attention to fire department operations during my transition. With Nick's assistance the Town continues to receive MEMA grants allowing us to supplement our emergency management activities through these grants. Through Stoughton Emergency Management we will shortly be introducing a new reverse 911 emergency notification system in the first quarter of 2017. Along with this new notification system the fire department is updating our EM website to be more user friendly and providing up to date emergency notifications. The fire department continues to work with MEMA on an application to join the Central Norfolk County Regional Emergency Planning Committee. This application started in November of 2016 and should be completed in February of 2017.

In conclusion, I would like to take this opportunity to thank the members of the Stoughton Fire Department, the Board of Selectmen, Town Manager Michael Hartman, and Town Department Heads for their continued support during my transition as Chief. Their dedication and commitment to the Community of Stoughton leaves me with a great sense of pride.

HUMAN RESOURCES DEPARTMENT

James Kelley – Human Resource Director

In previous fiscal years, the Human Resources Department provided recommendations on the reorganization of departments and the budget which facilitated proper manpower allocation and costing analysis. The HR Department drafted and updated mandated personnel policies to protect the Town and ensure compliance with Federal/State statutes and regulations. Human Resources staff recommended a Personnel By-Law, and a town-wide Classification and Compensation Plan to Town Meeting which established a baseline for salaries and town-wide terms and conditions of employment. On the HR staff's recommendation the Town contracted with All-One Health to provide services for the Town's Employee Assistance Program, a service which had been previously allowed to lapse. The HR staff, as part of the "Budget Team", has proposed initiatives that have implemented governmental "Best Practices", including:

- Budgeting for anticipated retirement buy-outs in department budgets
- Reallocating Engineering staff to reflect actual duties
- Reorganizing Public Works into 5 divisions with properly allocated staffing
- Moving payroll and personnel processes in house

During FY16 and FY17, the HR Department's primary focus was the installation and implementation of the Tyler MUNIS HR Module. As of close of business, January 4, 2016 the Town successfully ran a complete payroll in-house, using the MUNIS HR Module payroll function. This successful run included payroll processing, direct deposit transfers, verifications of benefits, withholding and accounting of taxes, and payment of wages. Throughout the installation, the Human Resources staff, the Town Accountant, the Town Treasurer/Collector, the Internal Auditor, the IT Director, and the School Business Manager worked together to define, install, and verify 228 salary tables, 47 accrual tables, 334 job classification types, and 929 various payroll codes as well as installing into the new customized MUNIS Payroll System applicable Federal Tax Tables and State Tax Tables. In addition, the HR staff had to link 1323 employees to appropriate General Ledger Org. codes and General Ledger Object codes. Finally, all employee records, tax records, and direct deposit records from the previous payroll company, had to be imported into the newly built MUNIS architecture, aligned in the new architecture, verified as to accuracy, and maintained in both the new and old systems. Moving the payroll and tax reporting functions in-house has saved the Town \$40,000 in outside processing costs. After this success, the focus shifted to MUNIS EMPLOYEE SelfServ. This function will enable the employee to receive a direct deposit or earning statement in a secure electronic format instead of in hardcopy. This will save the HR staff 3-5 hours of compiling, printing, stuffing, and sorting every two weeks. When annualized, this will save approximately \$3,000 - \$5,000 per year. The HR Department is now using the MUNIS HR module to process and circulate Personnel Action

forms (PAFs). Circulating PAFs electronically saves both staff time and expedites the process for payroll processing. In the first half of 2017, the HR Department is implementing and testing the rest of the HR Module. These functions include tracking and accounting paid time off (PTO) and attendance, electronically storing personnel files, as well as tracking employee training, licenses, and certifications.

More recently, the Human Resources Department has accepted the responsibility for administering the Group Health Insurance and Group Life Insurance programs as well as managing the Worker's Compensation and Unemployment Compensation systems. In FY 17, in compliance with MGL Chapter 30B and in association with the Treasurer/Collectors Department and the Procurement Department, the HR Department went out to competitive bid for a health benefits consultant. The successful bidder was our present consultant, Group Benefits Strategies. The Human Resources staff met with Group Benefits Strategies and the three health insurance plans on cost containment options and the impact of the ACA and its reporting requirements. The HR Department has also represented the Town in Workers Compensation and Unemployment Appeal hearings. HR staff negotiated Workers Compensation and 111F lump sum settlements and processed involuntary ADR retirement applications to shift the costs of catastrophic cases from the Town to Norfolk County Retirement. To further limit liability and future insurance costs, the HR Department has conducted seminars and advisory sessions with Department Managers and staff on applicable Laws & Town Policies. These trainings focused on Harassment/Sexual Harassment & Workplace Conduct; the Fair Labor Standards Act and its impact on Time & Attendance; and the Civil Rights Act of 1964, the Immigration Reform and Control Act (IRCA), the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA) & Discrimination.

The Human Resources Department continues to provide assistance to the Board of Selectmen and the Town Manager in developing a cohesive collective bargaining strategy and progressive proposal packages as well as continuing to process and settle employee grievances for both the Town and the School Department prior to litigation. The HR staff continues to serve on the Town's Finance Team and the Town's Budget Team. Recently, the HR department provided analysis to management on the shifting of plans or costs for GIC plan teacher retirees.

INFORMATION TECHNOLOGY

Trish Shropshire – Deputy Information Technology Director

I've thoroughly enjoyed the short time I have been working here. It's a wonderful community and everyone was quick to welcome me aboard. I look forward to working on our upcoming projects and assisting in moving the Town forward with technology!

A major goal for the Town of Stoughton Information Technology Division is to provide the best service possible to town personnel so they may better serve our citizens. A reliable environment needs to be provided for our 24 X7 operations.

Infrastructure Upgrades:

In order to combine Fire and Police dispatch our fiber optic backbone needed to be expanded for communication purposes. This Fiber installation between Police and Fire Station 1 and 2 has been completed. The Server Virtualization project to fully merge all Police and Fire servers should be completed during the first half of January of 2017.

Tritech IMC Dispatch Project: Assist with the Fire Department migration over to IMC. This is a requirement for the combined dispatch department .

Training : Ongoing Munis training with departments along with various software application offerings. Training is very important for our various needs.

Software Implementation/Upgrades:

A new Help Desk software(called Fresh Service) was implemented. Employees will use this to submit Technology Department request s online. This package will allow for an improvement in call response time and closure notification. Utility Billing and Human Resources were both started this year within Munis.

INTERNAL AUDITOR

Susan Herman – Internal Auditor

The adoption of the 2.5% wage grid for municipal side operations has been an important achievement for the Town of Stoughton. This rate is consistent with the growth in total tax revenue which has increased between 2.9% and 5.4% during the fiscal years 2010 to 2016. This tax base is the largest single revenue source for the town and it can, and does, fluctuate. The value of commitments, pace of collections, and adoption of local options are key factors in the rate of growth. Adhering to a long term wage increase of 2.5% makes sense as it allows the town to provide a level of service that is responsive to the citizenry, improve its infrastructure, and remove fluctuations in the budget due to collective bargaining cycles.

The Internal Auditor develops estimates for town wide (shared) expenses for the upcoming fiscal year that will be appropriated at the Annual Town Meeting. The town faces both challenges and opportunities for shared expenses. Shared expenses are monitored though out the year where appropriate.

- Contributory retirement is nearly a \$5,000,000 expense and is expected to increase 11.2% for Fiscal 18. The above average increase is not expected to moderate until Fiscal 2020. These annual increases result from a surcharge on all plans due to 2008 market performance.
- The growth of regional school expense over the past several years is primarily attributable to the growth in students. Stoughton's new High School could represent an opportunity for the town to reach out to families regarding the town's programs and facility, thus lessening this rate of growth.
- Meetings with health care carriers, indicate costs may be challenging in coming years due to the increase in pharmacy costs. Offsetting this, are increases in out-patient choices. The "Wellness" Initiative begun by the town is particularly worthy of recognition, can become increasingly active in disseminating information, and deserves each employee's participation.

- For the town's property casualty estimate (MIIA), a line by line estimate was developed. The payment options instituted by MIIA and the result of the Rewards program are not known until late spring and may result in a meaningful savings of \$30,000-\$50,000.
- We have recommended all departments, including the school department, increase workers compensation training. This past year training information for the schools was disseminated. Where applicable a department's physical plant should be reviewed. Workers compensation claims are particularly costly – not only in charges to the trust, but the cost of time to complete essential tasks.

Going forward, and in conjunction with Accounting, we are setting up specific line items for grants and requiring a “roll up” which is available in Munis software. The roll up is an important feature as it gives departments “alerts” if there is a risk of overspending. We ask that departments send terms and conditions, the award letter, and the budget as “signed off” by the grantor for new grants. Specific assistance to departments is provided as grant opportunities are filed, reimbursements are requested, or information is needed.

Our work continues to include monitoring of all budgets – both operating and capital as well as specific department concerns and opportunities. Our goal continues to serve the Town of Stoughton residents in the finest manner possible.

LIBRARY

Patricia Basler – Library Director

Library Board of Trustees
 Harvey Levensohn – Chairman
 Barbara Canavan, Secretary
 David Lambert
 Sheila Osborne
 Peggy Sewcyk
 Susan Zbinski
 Patricia Basler, Library Director

Library Building Project

The Library Building Committee has been meeting twice a month for most of 2016. During this time the LBC has hired an Owner's Project Manager (OPM), Daedalus Projects, Inc. with Tom Gatzunis as the project OPM, and Finegold Alexander Architects to provide designer services. Planning for the project as it moves forward has involved transforming the MBLC grant application “conceptual design” into the “final design” that Construction Design documents will be based on. The project schedule projects work to begin on the site in the Spring of 2017 with completion in the late Fall 2018. All Library services will be moved to a temporary space in Stoughton for approximately 18 months, with the hopes of maintaining most programs at the temporary site or other locations in Town.

A dedicated and talented committee appointed by the Town Manager, consists of 11 local citizens and Town employees who bring a wide range of skills and knowledge to the project: Gary Ilacqua, (Chair), former Town Finance Committee member and chair, electrician; Joel Wolk (Vice Chair) retired Owner's Project Manager (OPM); Maureen Doherty, Town Procurement Officer, former OPM; Paul Giffune, Town Facilities Manager, former Construction Supervisor; Marc Tisdelle, Town Engineer, experience in construction and design; Mike Hartman, Town Manager, years of experience in municipal building projects; Lynne Jardin, Principal, Gibbons Elementary School, Planning Board member, municipal experience; Pat Colburn, former Town Finance Committee member and vice chair, town meeting representative; Joseph Palermo, Vice President of Pre-construction with Skanska international construction company; Harvey Levensohn, Library Board of Trustees Chair, experience teaching art and interior design; Pat Basler, Library Director

Library Services

The Stoughton Public Library is open 64 hours per week (9am-9pm Mon-Thurs.; 9am-5pm Fri, Sat), 6 days per week, and offers services such as computer/Internet access, comfortable reading and study seats, and over 119,003 items to borrow in the form of books, magazines, books and music on CD, movies, TV series and games on DVD, e-books thru *Overdrive*, e-magazines thru *Zinio*, Kindles and many reference sources. Since we are a member of Old Colony Library Network (OCLN), a consortium of 28 public and academic libraries located in the towns of Braintree all the way down to Sandwich, our patrons have access to all the items within those town and college libraries. Patrons have access to our on-line catalog from home as well as in the Library via any Internet device including smart phones. Statewide delivery ensures a book you borrow from another library will be delivered to the Stoughton Library within 1-2 days. During FY2016

Stoughton Public Library provided:

- 150,537 patrons visits to the Library
- 148,425 items were borrowed
- 14,386 patrons attended programs
- 14,720 patrons used public computers/Internet
- 5,781 volunteer tutor hours were provide to Adult Learners
- 931 community and conference room uses

The Library provides **Outreach Services** through personalized delivery to our elderly patrons who may be homebound or residing in one of the many local senior housing complexes or long-term care facilities in Town. Outreach services include bringing large type books, audio books, music, videos and a friendly visit to a homebound senior. We also lend several aides for the vision impaired such as a large Kindle, hand-held magnifying Travelers and two desktop Optelec Video Magnifying Units. This service is crucial to helping seniors live independently in their homes as long as possible.

The Library offers a wide variety of programs for adults, teens and children. Our regular programs include book discussion groups, chess clubs, special performances for all ages, slide show travel programs, and many educational, self-improvement, and entertainment programs.

We offer a series of Employment Seminars to assist those looking for jobs, as well as classes on Introduction to the Internet. We continue to offer additional STEM related programs, which are very well received by children and parents alike, and are truly engaging young minds with the world of science.

Summer Reading Program has been in place for over 34 years with the Stoughton Public Library and the Recreation Department collaborating to provide an exciting and entertaining program for the children of Stoughton, both at the Library and at the South School summer camp. We are always amazed at the attendance of programs during the summer and in 2016 over 650 children and young adults participated in our 6 week program filled with weekly performances by storytellers, clowns and magicians, crafts, dance, and art classes, along with a graduated incentive program which rewards children with small prizes and raffles as they read throughout the summer months. We are especially thankful to the Knights of Pythias who provided 6 children's bikes, helmets and locks for raffle prizes.

Monday Night Homework Center is now in its 10th year and has become a well-established program at the Library. Originally funded by a grant from the Mass. Board of Library Commissioners, it has become so successful that the School Dept. now covers the cost of 3 part-time teachers, Sheila Osborne, Susan Zbinski and Debbie Conrad, who run the program. This program offers homework assistance to children from 6th to 10th grade every Monday night during the school year, and is staffed by volunteer tutors from the High School Honor Society as well as Stonehill College students majoring in education. One-on-one tutoring occurs for all subjects, from 6-8 pm with a 20-minute break for dinner, and an occasional guest speaker. This year 60 volunteer tutors shared the responsibility of helping their classmates, 64 students were served by this program and 676 hours of tutoring was provided. This program would not exist without the wonderful talents of the volunteer tutors who offer their time, knowledge and patience when tutoring. We are thankful to Chuck & Cheese who has provided discounted pizza dinners throughout the year. We are very grateful to the Stoughton Schools for their support of this program and hope this cooperative effort will continue as long as there is a need.

Adult Literacy Program

The Adult Literacy program at the Library has offered free volunteer tutor training and in-service workshops to ensure successful one-to-one tutor/adult student learning for the past 17 years. We currently have 104 pairs of adult students matched with trained volunteer tutors, with 59 still on the waiting list. Our students represent many different ethnic groups, backgrounds and education levels, but what they share in common is the desire to become fluent in English, provide for their families, and become more involved members of the community. This past year, several of our students have become US citizens. The Sharon Public Library Literacy Program continues to operate under our umbrella, thereby increasing the number of available tutors to assist in meeting the needs of our adult students. We continue to provide 5 Conversation Classes a week to bring people off the waiting list and get them started before we have a trained tutor available for them. This program has provided 5,781 hours of free one on one tutoring to adult literacy students and over 300 hours of Conversation Classes. We are grateful for the support of the Town of Stoughton, the Department of Education, Literacy Volunteers of Mass. and the many volunteers that make this program work.

Stoughton Reads Together *promoted the 12th annual town-wide reading program this past March and April, when over 500 Stoughton residents participated in a community reading of the same book, "In the Heart of the Sea, the Tragedy of the Whaleship Essex" by Nathaniel Philbrick. This year among the many special programs related to this true whale hunting tale, we visited the New Bedford Whaling Museum. Special thanks to the Stoughton Reads Together Committee for their enthusiasm and hard work: Barbara Canavan, Dolores Cummings, Mary Lou Giordano, Joan Bryant, Dwight MacKerron, Josh Olshin and Cynthia Walsh.*

Local Support

Special thanks to the Library friends group SOLA (Support Our Library Association) who have continued a wonderful community tradition of Murder Mystery Plays, with the "Murders at the Library Resolved?" This final play brought laughter to over 300 guests at the Stoughton High School Auditorium, and served to bring the community together in a very special way. Dori Frankel as SOLA President, along with Board Members Dolores Cummings, Marylou Giordano, Ann McDonald, Sharon Fradkin, Fred Yaitanes and Chris Petrie worked extremely hard to bring this together.



Cast: (l-r, back to front) Pat Basler, Karen MacDonald, Jan Jones, Stephanie Cararra, TJ Recuperero, Jaime Velazquez, Juliette Miller, John Denison, Peggy Sewcyk, Joseph Feaster, Matt Colantonio, Dori Frankel, Cynthia Walsh, Mark Snyder, Dave Sousa, Carlos Vargas, Michael Hammond, Ann MacDonald, Donna Locurto, Terry Schneider and Jeffrey Pickette, (written & directed by Michael Hammond and Jeffrey Pickette, with Jan Jones)

We are thankful to the many hard working participants from the Senior Tax Relief program sponsored through the Town as well as the school PTO/PTAs, local businesses and clubs whose donations sponsor the Summer Reading Program. The Stoughton Cultural Council has also continued to be a generous sponsor of extra library programs. We also appreciate the spirit of cooperation we receive from other Town departments such as the Stoughton Schools, Youth Commission, Recreation, Council on Aging, Public Health, Police, Fire, Engineering, Building and Public Works Dept. We thank the staff at the Stoughton Public Library for their dedication to providing a pleasant and welcoming environment for Stoughton residents to visit, learn,

explore and improve the quality of their lives. And finally, we are grateful to the Town Meeting Representatives who have always voted to financially support their Library.

PLANNING BOARD

Noreen O'Toole – Town Planner

Members of the Planning Board

Joseph Scardino, Chairman

William Angelos, Vice Chairman

Lynne Jardin

Daniel Kelly

Michael Sammarco

The Planning Board promulgates the Subdivision Control Law under Massachusetts General Law, Chapter 41, Sections 81 – K through 81 – GG which consists of a detailed comprehensive set of land use regulatory tools. The Planning Board's recommendations are an integral mechanism which facilitates and implements the planning function of the Town. The Planning Board analyzes a diverse range of issues, including, but not limited to, the following: (1) land use zoning changes; (2) growth and development management; (3) attracting suitable commercial and industrial development to the Town; (4) water supply demands; (5) affordable housing creation; (6) transportation and railway issues; (7) open space, and (8) environmental impacts. The Planning Board makes recommendations on land use policies and future planning strategies in an effort to preserve and continue to improve the quality of life.

In addition to reviewing Preliminary Subdivisions, Definitive Subdivisions, Form ANR (Approval Not Required plans), and the Board reviews plans for the Special Permits and Site Plan Approval on commercial and industrial developments, conducts Scenic Road public hearings for conformance to the Town of Stoughton's standards. In collaboration with the Engineering Department, there is an ongoing review and inspections of the construction of subdivisions, commercial and industrial developments

The Town's update of the Master Plan has been an ongoing project by both the Planning Board and the Master Plan Committee. Under the Massachusetts General Law, Chapter 41, Section 81-D, the Master Plan consists of the following components: (1) Goals and Policies; (2) Land Use Plan; (3) Housing; (4) Economic Development; (5) Natural Resources; (6) Open Space and Recreation; (7) Community Facilities; (8) Transportation and (9) Implementation. The goal of the Master Plan is to facilitate the decision making process and provide a footprint for future progress. A Master Plan is a comprehensive document which reflects the ideas of citizens, elected officials, town officials, town boards, committees and the business community in an effort to reach consensus utilizing the best practices and techniques available. The Master Plan focuses on fulfilling these elements which are required under Massachusetts General Law, Chapter 41, Section 81-D, as well as, identifying planning issues of concern.

Zoning Benchmarks

The Planning Board held a public hearing on November 1, 2016 in accordance with the Massachusetts General Law, Chapter 40A, Section 5, The Zoning Act to amend the Town of Stoughton Zoning Bylaws and to discuss the proposed amendments which were to be presented at Town Meeting on December 5, 2016. The zoning proposals were presented and recommendations made by the Planning Board and were adopted at the Town Meeting on December 5, 2016. The project of updating the Stoughton Zoning Bylaw is an ongoing activity for the Planning Board.

The Town has diligently worked with Mark Bobrowski, Land Use Attorney, in order to identify deficiencies in the bylaw and suggest changes. Some of the changes, included, but are not limited to all the information that was delved through to create a more user-friendly and practical zoning bylaw. Some changes entailed definitions, clarification of terminology, grammatical inserts, rewording sections and removing internal inconsistencies.

Special Activities

The Town has taken a number of key steps to reduce energy consumption and increase sustainability. These steps range from conducting studies, to making capital improvements to building components and infrastructure, to updating regulations, and increasing community awareness. Each represents a move toward more prudent use of resources and increase community resilience.

As a result of these policy initiatives, the Town of Stoughton has been designated a “Green Community” and the Town was awarded \$209,910.00 by the Massachusetts Department of Energy Resources. The Town Planner is currently working with the Director of the Department of Public Works, Tom Fitzgerald, to fine-tune the program on implementation of the LED street lights.

The Old Colony Planning Council (OCPC) will continue to work with the town and provide technical assistance in areas such as traffic congestion, road safety audits, comprehensive planning endeavors, and transportation improvements measures such as: the implementation of the Transportation Improvement Program (TIP) administered by the Massachusetts Department of Transportation. (MassDOT).

Metropolitan Area Planning Council (MAPC) will continue to assist the Town on a technical assistance basis on various planning activities such as: energy resources, (LED) lights installation program, create options for downtown parking, and to advance planning, zoning and comprehensive planning efforts.

Permit Activity

The Planning Board activities include meeting approximately twenty (20) times in the 2016 calendar year to review and approve applications, and to oversee the construction of residential, commercial, and industrial developments, reviewed applications for the reconfiguration of lots

not requiring subdivision approval (ANR Lots), reviewed and held public hearings for review of Special Permits and Site Plan Approval..

There were additional large projects submitted and reviewed by the Planning Board on Washington Street which required close attention to traffic circulation, LED lighting and the enhancement of landscaping features in order to create an aesthetic quality along our business corridors. In larger scale projects, the Planning Board has worked with developers to install Level 2 Electric Charging stations with compatible cable (SAE J-1772).

The Town Center consists of residential, commercial/retail and government buildings. The Planning Board has worked collaboratively with developers to address challenges in an ongoing review of a downtown development of a mixed use project which consists of commercial/residential uses which is located in the Stoughton Center Mixed Use Overlay District (SCMUOD). The intent of the Stoughton Center Mixed Use Overlay District is to accomplish the following: (1) to maintain the cultural and architectural integrity of the Town Center; (2) to promote a range and balance of residential and commercial uses in the Town Center; (3) to promote efficient use of land within the Town; (4) to facilitate integrated physical design and synergies between activities; (5) to facilitate an increase in the variety of housing stock available in the Town Center; (6) to enhance vitality in the Town Center during both day and night time; (7) to promote a pedestrian friendly living and working environment that encourages transit use and bicycling; (8) to facilitate economic development of the Town Center while maintain consistent with the established Design Guidelines and sensitive to environmental impacts; (9) to encourage building reuse and appropriate infill development and (10) to promote innovative and sustainable building and site design.

Membership

Joseph Scardino and William Angelos were elected Chairman and Vice Chairman respectively. The terms of the Planning Board members are as follows: Joseph Scardino (2017); Michael Sammarco (2018); William Angelos (2019); Lynne Jardin (2020) and Daniel Kelly (2021).

Professional Continuing Education

The Planning Board attended the Citizen Planner Training Collaborative conference on Saturday, in March of 2016, at Holy Cross College, Worcester, MA. In addition, the Planning Board members are committed to attending the American Planning Association seminars and other seminars throughout the year at various locations, so as to update their knowledge on the planning and decision making process. The Planning Board's role is so diverse in nature that the Board members are required to update themselves on recent land use decisions.

The Planning Board wishes to acknowledge and thank their staff, all of the many committee members, town employees, and department heads that facilitate our planning endeavors with their invaluable expertise



MASTER PLAN COMMITTEE

Members of the Master Plan Committee

Joseph Scardino, Chairman
Daniel Kelly, Vice Chairman
William Angelos
Lou Gitto
Steve Kelley
Robert J. O'Regan
Forrest Lindwall
Noreen O'Toole, Town Planner

Master Plan Implementation Committee

(As of 10/19/2016)

Joseph Scardino, Chairman
Daniel Kelly, Vice Chairman
William Angelos
Lou Gitto
Forrest Lindwall
Lionel Lucien
Joseph Mokrisky

The Master Plan Committee has transitioned into the Master Plan Implementation Committee with new members from the Board of Selectmen and the Conservation Commission. The last stage of the Master Plan is the Implementation Program which takes into account all the recommendations, identifies objectives and strategies, identifies responsible parties, anticipates time frames, and potential funding sources. The first meeting of the Master Plan Implementation Committee (MPIC) was scheduled for October 19, 2016. The Implementation Program will be a long term on-going process with the commitment of the Town to advance multiple goals. The Master Plan's recommendations will be shared by town leaders, departments, boards and committee members. A cornerstone of the Master Plan was the open and inclusive public process that attracted hundreds of community residents and stakeholders together to discuss current challenges and opportunities and identify viable options for affecting change. The plan identifies policies, regulations and initiatives required to implement changes.

The General Laws of Massachusetts, Chapter 41, Section 81D state that a Master Plan "shall be a statement, through text, maps, illustrations or other form of communication that is designed to provide a basis for decision making regarding the long-term development of the municipality."

The Phase II report includes each of the elements required by state statute with the exception of Economic Development and includes an additional element: Energy and Sustainability. The Economic Development Master Plan was prepared separately by McCabe Enterprises and Paul Luketz Architecture. The law prescribes the elements which make up a Master Plan.

- Goals and policies statement (Vision and Goals)
- Land Use (Land Use and Growth Management)
- Housing
- Economic Development
- Natural and Cultural Resources
- Open Space and Recreation
- Public Services and Facilities
- Circulation (Transportation and Circulation)
- Implementation Program

Land Use and Growth Management provides an approach to future growth management that organizes future public facility and infrastructure investments according to a framework based on conservation and growth areas that produces compatible and complete neighborhoods, village centers, and corridors.

Housing supports a mix of distinctive neighborhoods; use Transit Oriented Design to increase housing in the Town Center; appeal to millennial, young families, seniors, and high income households who will help sustain Stoughton's revitalization; and meet the needs of limited income households within inclusive and integrated neighborhoods.

Transportation and Circulation identifies opportunities for creating a safe and efficient transportation system that enhances the aesthetic quality of the community. Goals and strategies focus on Complete Street design standards, transit based development opportunities, pedestrian safety and walkability improvements, circulation and connectivity improvements, access management, and parking.

Community Facilities and Services takes into account the town's current and future capacity to manage facilities and services vital to the health, safety and quality of life in Stoughton. The goals and strategies center on proactive and strategic management and maintenance, capital improvements to support community revitalization. The improvement of the physical conditions of schools is a priority.

Natural, Historic and Cultural Resources outline options for preparing for preservation opportunities, resource management of the town's ponds, and conservation lands, and laying out a foundation for supporting public/private initiatives to preserve and reuse key historic buildings and landscapes

Open Space and Recreation offers actions that look to balance the town's desire for improved open space and recreation facilities and programs with the town's capacity to provide and

manage them. A few examples would be to create and improve bike and pedestrian paths, sports fields and a vibrant open space network.

Energy goals and strategies focus on reducing the amount of energy used to operate municipal facilities and provide municipal services; attaining Green Communities designation; and supporting energy awareness in the private sector.

Economic Development offers tools to strengthen the local tax base, provide land use tools to revitalize the Town Center, retain local businesses, attract new businesses town wide, create local jobs, redevelop targeted properties, and strengthen public/private partnerships.

Implementation how the Master Plan's recommendations can be successfully carried out. It identifies objectives and strategies, identifies responsible parties, anticipated time frames, and the potential funding sources.

The Economic Development element of the Master Plan provides an understanding of the town's economic base and guides future actions to enhance commercial activity and provide employment opportunities. The economic development plan includes the framework for the protection and strengthening of the local tax base, assuring the provision of convenient access to goods and services for residents, and fostering appropriate and quality development/redevelopment of commercial and industrial land and properties. Economic development contributes to the Town's quality of life, community image, and overall fiscal sustainability.

During the visioning process, master plan participants developed four goals regarding Stoughton's business corridors. These goals are as follows:

- Develop business corridors and centers that are attractive and portray a positive image;
- Broaden Stoughton's tax base with high value businesses
- Attract and retain businesses and industry that provide valuable employment opportunities without compromising the Town's character; and
- Create a culture of support and cooperation amongst the government, business and residents.

The key challenges that were evident in the economic development plan were:

- Revitalization of Downtown Stoughton was the number one economic development priority;
- Maintaining a diverse economic base with higher paying jobs;
- Improving the image and gateways to Stoughton's business areas;
- Strengthening Town-business relationships with better communication; and
- Upgrading electrical and telecommunications infrastructure to support business development.

The Downtown Strategy provides a guide for Stoughton to implement the program of revitalization activities and redevelopment actions independent of the planned South Coast Rail expansion by the State. The Town wants a depressed rail line through Downtown and a Town-

MBTA partnership to build a parking structure with ground level services. The action steps will strengthen Downtown and can be implemented even if the South Coast Rail project is delayed or reconfigured.

Some of the goals of Downtown Stoughton were:

- Increase and improve active retail businesses as ground floor uses;
- Support housing and offices on upper floors;
- Create beautiful public gathering spaces;
- Provide adequate, accessible and safe parking to meet the needs of businesses, residents, and visitors;
- Assure that the design and maintenance of buildings, infrastructure, and landscapes create a cohesive and attractive center; and
- Create traffic and pedestrian patterns that promote safety and accessibility.

Maintaining the public's interest and building confidence in the planning process will be enhanced by taking some early actions along with continued planning. The Master Plan's recommendations offer diverse options for a strategic long term Work Plan that will bring about positive and dramatic changes. By working together with departments and boards, through public/private partnerships, with regional and state assistance, and with continued involvement, the Town of Stoughton is creating its vision of a town that is vibrant, safe and sustainable.

POLICE DEPARTMENT

Donna M. McNamara – Interim Chief of Police

Dear Residents and Businesses of the Stoughton Community,

The following is the Stoughton Police Department's annual report ending December 31, 2016. The Police responded to 25,746 calls for service, which included 473 arrests, 553 summons, 1,464 offense reports, 762 accident reports, 2,526 citations, 63 overdose calls for service. As the Opiate epidemic continues to plaque the many communities in the Commonwealth, Stoughton Police Officers were able to save the lives of 15 individuals with the use of Narcan. Numerous other opiate reversals were accomplished in collaboration with the Fire Department.

The officers have committed to a partnership with the community by participating in numerous family and community events such as Cedar Hill Movie Night, Stoughton Day, Haunted Police Station, Haunted Hayride, Car Seat Safety Inspection, Shop with a Cop, Ride to School with the Chief, Reading Programs and Youth Explorers.

The Police Department has continued to demonstrate the highest standards of professionalism, ethical integrity and accountability with the accomplishment of Re-Accreditation. I wish to extend my heartfelt gratitude to the dedicated hardworking men and women of the Stoughton Police Department. During a difficult time in policing, the members of the Police Department have continued to deliver outstanding police services to the Stoughton community. I would also like to acknowledge the many other town departments who have assisted the Police Department to provide such great service to include, the Fire Department, Public Works, Council On Aging and Youth Commission, Engineering, Public Health, Board of Health and Building Department.

The Police Department has continued to develop officers skills and abilities by providing additional training programs to include Verbal Defense and Influence, Law Enforcement Active

Diffusion Strategies (de-escalation training), Executive Development Senior Management Institute for Police, Accreditation Update, Imposing Discipline, MIIA EVOC (defensive driver training) and Property and Evidence Room Management. We are committed to being the most progressive well trained department in the Commonwealth.

The Police Department would like to thank the citizens of Stoughton for their ongoing support, expressions of appreciation, but most importantly for their partnership in making the Stoughton community a safe, secure place to live.

Respectfully submitted,

Donna M. McNamara, Interim Chief of Police

Stoughton Police Mission Statement

Our Purpose

The men and women of the Stoughton Police Department are dedicated to providing excellence in safety, security, and service to the community. We uphold the laws of the Commonwealth and the Constitution of the United States.

We in the Stoughton Police Department exist to serve all people with respect, fairness and compassion. We are committed to the prevention of crime and the protection of peace, order and safety.

Committed to the Community

We will maintain a bond with the community through continued partnerships, initiatives, and outreach. We strive to be a full partner with the people of Stoughton by holding ourselves to the highest standards of performance and ethics.

We are Problem-Solvers Committed to the Future

We shall employ a forward thinking approach in all that we do. We will think innovatively to correct the quality of life problems so important to our residents.

Our highly dedicated members are the most treasured asset and the cornerstone of our department's success. We will attain successes through a dedication to the development of our officers with world-class training and leadership.

PROCUREMENT OFFICE

Maureen R. Doherty – Procurement Officer

Fran Bruttaniti – Deputy Procurement Officer

DEFINITION:

Procurement is a management function to obtain goods or services from external resources that an organization needs or may need to fulfill its' strategic mission. Procurement is the function that describes the activities and processes used to acquire goods/supplies and services. It is distinct and different from *purchasing*. Procurement incorporates the activities involved in establishing fundamental requirements, sourcing activities; such as market research, vendor evaluation and contract negotiation.

MISSION STATEMENT:

The mission of the Procurement Department is to provide the departments within the Town of Stoughton contracts to obtain the goods and services they need to operate efficiently through an open, transparent and competitive bidding process. An open and transparent procurement process will increase competitiveness and ultimately result in lower prices for the goods and services being processed. It is the vision of the department to develop contracts for the majority of the Town's needs either through Town bids or in partnerships with collaborative purchasing groups. This will allow the Town's departments to reduce the number of emergency purchases and create greater efficiency in operations.

The Procurement Office has the responsibility to administer, manage and develop the process to meet the Town's procurement needs by determining the appropriate bidding method in accordance with statutory requirements of MGL c. 30B, MGL c149, (and c 193 of the Acts of 2004), MGL 30 – 39M and MGL c. 7. The Procurement Office is also responsible for analyzing and awarding bids and proposals along with selecting the product, service or vendor in accordance with the bid documents and statute. The Procurement Office has an open door policy; staff, vendors and residents are always welcome to come in for assistance or information.

The Procurement Office has been in continuous operations for over 4 years now and we continue to work on the primary goal to standardize and centralize as many of the purchasing procedures as possible. A review of the current procedures is ongoing and several new procedures have been implemented. These new procedures are necessary, essential and beneficial to the Town in cost or time savings as well as reducing the risk of procurement errors and litigation. This year we distributed "Procedures for Departmental Purchasing" to all departments as well as staff members who are responsible for purchasing within their departments. The handbook will be updated in 2017 to comply with the procurement changes due to the implementation of the Municipal Modernization Act in December 2016. The Procurement Officer was able to provide procurement training to all department heads and administrative staff called "Procurement 101".

The Procurement Office has been very busy in 2016. The Office manages the bidding and contract management of 187 active contracts that are used by the Town Departments, by statute these contracts can only run three years so the department is very busy. We are pleased that though our diligence in creating a level and open competitive market for bidders we were able to realize a savings of over \$1.1 million for the Town. People want to do business with Stoughton.

We welcome the opportunities for local business members and residents to stop by the office to learn about doing business with Stoughton.

The Procurement Office continues to be very involved in MUNIS managing several of the financial segments including Requisitions and Purchase Orders. The Office creates user guides and provides one to one training to assist the staff. Over 13,000 requisitions were converted to purchase orders with a 99.9 % accuracy rate.

In 2016, the Office continued its use of collaborate purchasing groups which is allowed under the Municipal Relief Act of 2010. The Procurement Office was involved with the Governors new initiative which for the modernization of municipalities and governments through their affiliation with MAPPO which was approved by the Legislature and became law on December 7, 2016. Collective Purchasing helps participating municipalities to save money, by leveraging economies of scale, by entering into bulk purchasing agreements with other public entities both outside our state borders and within our state borders. In this spirit, the Town side of government began to share some common contracts with the School Department. Two other groups that have proven to be very beneficial to the Town are the MA Higher Education Consortium (MHEC) and South East Regional Services Group (SERSG). SERSG is made up of over 20 communities in southeastern Massachusetts. The Town participates in a variety of SERSG cooperative procurements which include paper and office supplies, DPW supplies, water and treatment chemicals, roadway services, drug and alcohol testing. This SERSG discount is significantly higher than participating in the State contract through the Operational Services Division (OSD). Purchasing the office supplies through OSD would have cost the Town approximately \$33,000 more. The Town continually participates in regional procurements for fuel and salt purchases. The Procurement Office looks at various existing purchasing collaborative groups and determines if a collaborative purchase or bidding offers the best value for the Town of Stoughton.

The Procurement Officer is pleased to report that she is included in the Town's Financial Cabinet, High School Building Committee, Library Building Committee, and has been appointed to the SERSG Executive Board of Directors as Vice Chairperson, and Massachusetts Association of Public Purchasing Officials, (MAPPO). Because of the standardization and efficiencies of the office the Procurement Officer was invited to teach a class the Creating a Procurement Office and continues to teach "Perfecting your Procurement File" and "Creating a Procurement Office" for the Office of the Inspector General's MCPPO program. Inclusion in these interdepartmental and agency teams further enhances the Town's commitment and dedication to improve the procurement services to the departments and provide a good value to the residents of Stoughton.

PUBLIC HEALTH ASSOCIATION

Janiece Bruce – Administrator

2016 was a very productive year for the Stoughton Public Health and Visiting Nurses. As your “Hometown VNA”, our agency provided skilled, non-skilled, and public health visits and health related activities to Stoughton and neighboring towns. In total we provided 3,987 visits. Our Skilled Nursing visits totaled 1,464 visits, 1,194 Physical Therapy visits, 661 Occupational Therapy visits, 86 Speech Therapy visits, 10 Medical Social Work visits, and 502 Home Health Aide visits. Non-skilled visits totaled 70, which include our Elder Service Program and public health visits.

One of the goals we had set for our agency in 2016 was to expand our insurance base. We were pleased to be accepted by Tufts Health Plan in August to be one of their providers. For many of our residents and people living in our service area, they will now be able to utilize our VNA for their skilled home care services. Currently we accept Medicare, Medicaid, Harvard Pilgrim and Tufts Health Plan, as well as Worker’s Compensation.

Some of our 2016 Public Health activities include:

- Weekly Community Blood Pressure Clinics
- “Converse with a Nurse” Program on Thursdays in our office
- Annual Seasonal Flu Clinics
- Annual Rabies Clinic with Veterinarian Dr. Arthur Mallock
- Daily DPH data base surveillance for communicable disease follow up
- Participation in Stoughton’s Employee Wellness Committee
- REACH Program (Racial and Ethnic Approach to Community Health)
- OASIS meetings for the prevention of substance abuse in Stoughton
- Emergency Preparedness Activities
- Regional Chapter Meetings for Massachusetts Public Health Nurses
- Community Risk Management Meetings
- Educational Health Programs at the COA
- Participation in Stoughton’s Hazardous Waste Day and the “Prescription Drug Take Back”

Much of our agency's activities is preparing for the vast amount of health care changes our country is facing. CMS (Centers for Medicare and Medicaid) have introduced many regulations in an effort to decrease health care costs and improve efficiency. The delivery of health care services in the country is moving away from "health care silos" in which there is little coordination of care amongst health care providers, rather toward more collaborative and patient-centered care. Improvement in transitions of care from one health care setting to another, chronic disease management, reducing preventable hospital readmissions, paying providers for performance and good outcomes, and cost saving "bundling of services" are driving the health care industry.

Stoughton Public Health was pleased to receive our first scores from one of CMS's new programs that started in January 2016 called "Home Health Value Based Purchasing". The results showed that our agency is doing well in patient satisfaction and positive performance outcomes and exceeded the bench mark scores. This is in addition to our agency being named as one of the "Top 500" agencies in the country on the "HomeCare Elite" list, which is determined by publically available data on CMS's Home Health Compare and our Medicare Cost Report.

Stoughton Public Health's 2016 Fiscal Year End Report indicates that we have maintained a minimal profit margin of \$83,238 in revenues over operating expenses. However, the indirect costs to the Town of Stoughton, which are our agency's business costs, were \$215,225. This results in a negative balance of \$131,987 which will be taken from Stoughton Public Health's Enterprise Fund.

A significant goal the VNA has for 2017 will be to make the smooth transition from paper clinical records to electronic health records. After much research and review of different EHR systems, we will be working with the town's procurement department to choose a vendor that will meet our requirements. Although we know the adjustment for our staff to switch from paper documentation to electronic will be somewhat challenging and time consuming, electronic records have now become an industry standard and believe it will have positive benefits to our agency.

As we look forward to another year in providing skilled services and public health services to our town, we want to thank all of our patients, patient families and residents for their continued support. As part of the fabric of this community, it is our privilege to assist you in any way with your health care needs. Please feel free to stop by and see us in our office on the second floor of Town Hall, or call us at 781-344-7011.

Respectfully Submitted,
Janiece Bruce

PUBLIC WORKS DEPARTMENT

Thomas Fitzgerald, Superintendent

Introduction

The Stoughton Public Works Department is responsible for a variety of services that affect all our municipal departments, many outside organizations, and you the residents of the Stoughton Community. Our Public Works is made up of Forestry & Parks, Highway, Water, Sewer, Sanitation, Maintenance, and Office Administration.

Care, custody, and maintenance of Town infrastructure includes more than 400 lane miles of town roads, snowplowing, deicing, cleaning and repairing of storm drains, water treatment and distribution, wastewater collection and pump stations, forestry and trash collection. Together these municipal divisions provide uninterrupted effective and efficient services. Our goal is to protect, promote, and sustain the community.

The following report details work done by the various departments under the auspices of the Public Works during the last calendar year, which is as follows.

WATER DEPARTMENT

In 2016, the Water Department, with 10% assistance of our MWRA Canton connection, (2015 was 45%) and supplied potable water to customers of the Town of Stoughton.

We pumped a total of 670,959,000 gallons of water during 2016, which was a decrease from 2015 of approximately 5%. Our highest day of consumption occurred on July 26, 2016 with 2,735,000 gallons. Our average daily water consumed was 1,833,221 gallons.

Our Water Department repaired 17 water main breaks and replaced/repared 49 water services in 2016. There were 13 water inspections done for approved contractors. We also installed 4 new services to new customers. 26 Hydrant/Fire Flow Tests were done for different businesses in town. Water service replacement is an ongoing program that ensures quality service to our customers. It stops leakage before it becomes a maintenance problem.

We conducted Directional Hydrant Flushing in the Spring of 2016 for the purpose of removing mineral and biofilm buildup from distribution pipe wells. This exercise flushes the water at high velocity to pull this buildup out and serves to maintain and improve water quality. This is an exercise that will continue on a yearly schedule (Spring).

The leak detection program monitors the entire distribution system on a yearly basis (April). 26 leaks with a total of estimated leakage of 241,920 gpd that would have gone undetected but were found and repaired. The hydrant replacement program continues with 24 hydrants replaced/repared. We had approximately 4900 feet of new water main chlorinated, tested and added to our system, which brings our total mileage of water mains up to 150.47 miles.

During the summer of 2016 we experienced some coliform hits in the distribution system. In each case, following testing yielded clear results. In the fall, we had the Oakland Tank cleaned, inspected and disinfected prior to returning it to service. The Goddard Well was put back into service in May of 2016 after cleaning the well and installing and upgrading.

The third phase of design work for the water pipe replacement project was completed. This work will provide the town a significant improvement in the water distribution system. New water main is proposed for Island St, Mill St, Turnpike St and Willow St. Muddy Pond/Station #1 by-pass continues to supply 40% of the Town's water demand on a temporary basis and provides the Town with approximately one half million gallons of water daily thus reducing our need for MWRA water.

Project Design work continues of the following:

1. 4 new generators at the water stations
2. Chemical Feed upgrades at 4 stations
3. Conversion from Comcast hard-wire Scada Communication to Radio Communication for all pump stations
4. New Muddy Pond Source Well to replace old wells
5. New Water Treatment Facility for Manganese removal Stations 3,3a,4 & 5

The Consumer Confidence report was distributed to every home in July 2016 as required by law. This report outlines the results of the quality of our water for 2016. Also, the DEP conducted a "Sanitary Survey" of our entire water supply and distribution system in December of 2016. Their comments and recommendations were minimal in nature.

SEWER DEPARTMENT

The Sewer Department was extremely busy this year inspecting, rodding, flushing and jetting the approximately 94.2 miles of sewer lines in the Towns system. The sewer jetting truck continues to keep the lines free and reduce sewer obstructions by keeping the lines open.

The sewer camera truck remains a vital tool in sewer investigative work in. Numerous leaks have been detected and repaired by the equipment utilized by the Sewer Department. Monitoring of all new sewer lines installations and/or repairs has proven to be a valuable asset in our quest to keep our system tight.

The I&I program (Infiltration and Inflow) continues to reduce the leakage in our system but still more work has to be done to keep this flow down thus keeping the cost of our MWRA sewer bill as low as possible. Phase 9 & 10 was completed and Phase 1 & 2 continues. Attention will now be toward infiltration in low lying wet areas to identify large leaks in trunk line.

Extensive repairs on sewer manholes and catch basins were done. The twelve sewer lift stations the town presently owns are all in relatively good shape as they have been carefully maintained to obtain a maximum life span from each station.

Design upgrades for improvements to each station are underway, including a new Hawes Way Pump Station. Construction is expected to begin in the Summer 2017.

The Sewer Department problems this year included 24 blocked sewer connections, which were handled by the Sewer Department. A special thanks to the people of this crew for their professionalism while working under adverse conditions.

SANITATION DEPARTMENT

In 2016, the Public Works Department removed 8,480 tons of trash and 3,510 tons of recyclables from the town of Stoughton. This Department continues to provide unmatched services to our customers at a relatively low cost. We want to thank the Board of Selectmen for their prompt attention and proactive approach to this matter for this will save the ratepayers money, while guaranteeing us a direct disposal site through the year 2030.

HIGHWAY DEPARTMENT

The street system in the town of Stoughton consists of over 100 miles of paved roadways. Due to the incredible winter we had, there were 110 potholes, 13 berms and 10 fences repaired.

The street sign damage continues to be a problem with many signs damaged or vandalized 26 new signs were installed and 6 signs repaired. All catch basins were cleaned and all roads were swept numerous times as needed.

Litter, which is becoming a continuing problem, was picked up with the assistance of the Norfolk County Court System with their community assistance program, a very valuable asset to the Town

Snow plowing in calendar year 2016 amounted to 10 snowstorms and 15 sanding operations. Technology continues to change in this area as the environmental and safety issues have to be addressed. I have never seen an average winter yet.

FORESTRY AND PARKS DEPARTMENT

Tree trimming and hazardous tree removal program are priorities of this department. 20 trees were removed and 18 stumps grinded.

Tree replacement and safety will continue to be a priority of this Department. All roadside mowing was completed. Maintenance of the parks, playgrounds, cemeteries, and memorials that often go unnoticed were accomplished. Much more needs to be done.

MAINTENANCE DEPARTMENT

Maintaining equipment is necessary to any organization if it is to function properly and effectively. These financially tight times in which we live, perhaps makes us hold on to equipment that should under normal circumstances be replaced. Town members have done an exemplary job in approving new equipment, which was surely needed. Consideration should be given to the continued practice of replacing older equipment, as it is cost effective. Our new complex will assist us in a better environment to do our job and keep our equipment longer. Our mechanics do an outstanding job of keeping our equipment operable. We truly appreciate their commitment to their jobs and all that they accomplish with so little.

CONCLUSION

My sincere thanks to the men and women of the Stoughton Public Works Department. Their assistance and dedication is greatly appreciated in helping this Department to reach its level of professionalism and productivity in the many departments, which comprise the Public Works Department.

During the past year we unfortunately lost three very dedicated employees of this department, Randy Dewar 20 years, Robert Boucher 22 years and Charles Blazis 12 years of service to the town. Each of these dedicated employees are missed daily.

The following employees retired this past year and we wish them all a long happy healthy retirement. Joseph Figuerido 20 years, Floriano Rebelo 17 years, Carlos Viveiros 25 years, Joseph Teixeira 10 years.

RECREATION DEPARTMENT

John Denison – Recreation Director

Tim Davis – Assistant Director

Our transformation into a more modern and more accessible department continued in 2016 with the advent of online registrations and a significant expansion of program offerings. We are reaching more of our target population with a wider variety of offerings. About 800 households registered and participated in our programs this year. In addition we became the face of the town wide wellness program. While still in its infancy, the initiative is engaging employees with program offerings and incentives to adopt a healthier lifestyle. We continued to maintain our facilities and despite a prolonged drought during the growing season our turf grasses rebounded nicely in the fall. Highlighting our year in facilities is the completed renovation of the Ames Pond bathhouse.

Wellness

The Stoughton Employee Wellness Committee has provided the Recreation Department the opportunity to provide health and wellness programming for the benefit of all town employees. Through multiple outlets, we have promoted not only the benefits of a healthy lifestyle, but the means to achieving one. Besides implementing fitness programming, our department has initiated and sustained relationships with local businesses. We have secured town employee discounts with the Old Colony YMCA, Elite Health and Fitness and Beach Body Design.

Signature Healthcare of Brockton has joined the initiative to provide employee health screenings and other educational materials and experiences for our work force. To date, we have run eleven wellness programs as a direct result of employee needs surveys. These include Crossfit, Spin, Yoga, Zumba and an Introduction to Fitness course. Preventative classes such as first aid and CPR have been offered and as we look at 2017 many new options will be added. With budget support from the Recreation Department and a *Working on Wellness* grant, we are able to offer these programs at a reduced price. In its first six months the program has registered more than forty employees in a variety of activities.

Summer programming

Over 480 households registered for one or more of our summer program offerings. We expanded the **Open Playground** program by adding a week to seven from six, and we gave the option of an extended day from 2:30 until 4:00 PM. The program provided the usual careful supervision, ten field trips, theme days, a version of the Stoughton Olympics and good old fashioned free play. Our staff, comprised of Stoughton's finest college students blended well with the veterans modeling the practices of the department for our six new hires. Little rain made for few scheduling changes so we were outdoors for all but one day. Our staff is particularly adept at modifying the program for the needs of children who have difficulty with our open structure. We designate staff to accommodate those children with special needs within the regular playground structure. "Play" is the operative word in this summer program. **Total registered: 187**

Complementing the open playground program is our version of a preschool age offering we call **Pre-Playground**. Designed for four and five year olds, this half day program challenges the children with original arts and crafts, movement, singing and a taste of the outdoors with the older children. Carefully supervised by three of our staff, these children also benefit from three field trips. They visited Franklin Park Zoo, the Easton Children's Museum and the Lessa Memorial Playground. **Total registered: 20**

Our half day **Sport clinics** comprise a vital summer offering for sports enthusiasts. They are instructional in nature with most of the coaching done by our local high school coaches. We offered and ran clinics in Baseball, Golf at Cedar Hill, the District Attorney's basketball, tennis and the multisport for preschoolers. **Total registered: 94**

No summer is complete without the **Waterfront Program at Ames Pond**. We had another banner year with over sixty children enrolled in swim lessons. The waterfront staff provided a safe supervised environment that is truly family oriented. Weekly state mandated testing demonstrated excellent water quality. Of note this year was the dramatic change in the weed level in the pond thanks to the success of the aquatic weed management program promoted by the Conservation Commission and funded by Town Meeting. By August, the pond had become relatively free of the invasive weeds that have clogged it in recent years.

Total thru gate: 2,448 Swim Lessons: 61

Water quality tested for Ecoli: 15.76/100ml, state limit 126/100ml

In the fall, winter and spring we modify our offerings in our **Community Services programming**. In the **winter/spring session** of Community Services we had a great Blue Hills ski/snowboard turn out with 36 children participating. Early release programming became a new focus for us. What to do with the children on early release days is a problem for parents. Our Dolce Cupcakes class held at the COA building offers an answer for some. The children make original cookies and cupcakes and even a meal under the guidance of the certified Dolce

instructor. For other children an afternoon of Lego creation at the public library served to entertain and teach children basic concepts in teamwork and engineering. Adults found both entertainment and exercise in our traditional zumba and yoga classes that drew good crowds. In the spring we move outdoors to Halloran Park and two classes of Minikickers, a most creative and age appropriate soccer program for four and five year olds, was wildly popular. While their siblings are in school these youngsters rule the park under the careful watch of their parents or grandparents. **Total registered: 170**

In this past **fall session**, Assistant Recreation Director, Tim Davis, added more activities targeting the early release days. Field Trips to Tree Top Adventures, Five Wits and Launch Trampoline Park were popular for the grade 4 – 8 group. Dolce cupcake classes all filled to capacity and especially popular was the flat bread pizza dinner made exclusively by the children. Ceramics for adults and children returned to our programming room in town hall. Both classes were filled. And for the first time ever we offered a series of fitness programs in collaboration with Elite Fitness in Stoughton. Many employees and some residents took advantage of Crossfit for Beginners, Exercise for Beginners or the Spin class which filled to capacity. Yoga and Zumba continue to have steady numbers. Once again, Minikickers graced the Halloran Park field in May with two classes brimming with preschoolers. **Total registered: 148**

The last piece of our mission in the Recreation Department is the **Care and Maintenance of Facilities**. The Stoughton Recreation Department is responsible for the care and maintenance of the West School Athletic Complex, Halloran Park and the Children's Playspace, and the Lessa Memorial Playground. We contract out the cutting, trimming and fertilization at the complex and work with the PWD on maintaining Halloran Park. Irrigation and electrical work is contracted out. This past growing season stressed all of our turf grasses and trees at the fields and parks. It began in the spring with a major gypsy moth caterpillar infestation. We scrambled to get some spraying done at Halloran Park around the playground. The spraying helped but we lost much of the leaf cover at the playground area. The prolonged drought dried our well at the complex and we were unable to water for two months. We thank Joel Harding and the school department for their collaboration in assisting with the grounds maintenance in an effort to keep the West School Complex fields playable for our interscholastic sports program. Despite the drought all the grasses rebounded fairly well in the fall after a modicum of rainfall. In the fall we hydro seeded large bare areas at the complex in an attempt to bring back some grass after this difficult summer. We fixed comfort station doors at the complex and repainted the interior bathrooms. Irrigation fixes were required at the Halloran but the well there held off the drought. We thank the Public Works department for their assistance in cutting, trimming and fertilizing the park. Their help in maintaining the beach area at Ames Pond is also appreciated.

The **renovation of the Ames Pond bath house** was a highlight of the fall. Contractors replaced the roof shingles and trim. Interior work included new partitions in both bathrooms as well as new toilets and sinks. Plumbing has been upgraded and the floors, doors and exterior has been painted. Patrons will find a much improved bathroom facility complete with an outdoor rinse shower in the summer of 2017.

As a small department with few resources we appreciate the help of so many departments. Notably, fire and police respond to our emergencies and provide training and support to our seasonal staff. We have a terrific relationship with the COA/Youth Commission and appreciate

all the assistance they give us with their facility sharing and van service. In addition we thank all the town hall departments who assist us in our day to day operations.

TOWN ACCOUNTANT

William J. Rowe, C.P.A. – Town Accountant

Scott A. Curtis – Assistant Town Accountant

Brenda T. Harrington – Senior Clerk II

Edward J. O'Keefe – Part-time Clerk

The financial software conversion to Munis is ongoing. General ledger, accounts payable and payroll have been converted. Treasury Management module is slated for 4/1/17. Utility Billing is expected to come on line on 7/1/17, with Tax Collection to follow. Once the system is fully-integrated, it will facilitate general ledger reconciliations, which now must be done with several different systems in place. We have successfully completed our first year closeout. Departments are now accustomed to preparing their own budget reports.

All processed invoices are now scanned into Munis' Tyler Content Manager and can be stored on line permanently. This has drastically reduced the amount of storage required for vendor invoices. Cash receipts are now scanned as well for review and approval.

With the assistance of Susan Herman, Internal Auditor, and Scott Curtis, Assistant Town Accountant, several import files have been created from other software systems. Scott has assisted the Procurement Department with the Project Ledger module.

With the beginning of calendar 2016, we have converted from biweekly invoice processing to weekly bill processing. This allows faster payment to vendors and reduced late charges.

The special appropriation project progress report is now on the Accountant's web page. It details financial activity and includes status updates from department heads. Our Statement of Indebtedness, as filed with the DOR Division of Local Services, can be accessed there also.

Susan Herman, Internal Auditor, has assisted with grant setup by developing a new setup form for departments and reviewing that documentation.

Our office has assisted with processing invoices for payment from the Massachusetts School Building Authority for the Dawe and Hansen doors and windows project. For the Dawe School, we received reimbursement of \$497,728 on submitted expenditures of \$933,726. For Hansen, we received \$426,859 on submitted expenditures of \$926,277.

Our actuarial report from Odyssey Advisors for other post-employment benefits as of January 1, 2015 was issued in May, 2016. The report shows a decrease in the actuarially determined liability from \$108,024,876 to \$81,356,472. This report can be obtained from the Accountant's web page.

Preliminary audit results show that the General Fund balance increased by \$2,072,269 during FY2016, as opposed to an increase of \$745,215 during FY2015. We have maintained our bond rating from Moody's at Aa3.

Our department processed 8,993 purchase requisitions and 20,956 vendor invoices during FY2016.

Once again, we'd like to express our thanks to the Board of Selectmen, School Committee, Finance Committee, Community Preservation Committee, Town meeting members and all Town residents for granting us the privilege of serving you all.

TOWN CLERK

Amy S. Akell, Town Clerk
Stephanie G. Carrara, Program Administrator II
Kellie Correia, Principal Clerk

2016 was a very busy year in the Town Clerk's Office.

Elections

There were five (5) elections in 2016:

Presidential Primary in March – 7920 ballots cast – 44% turnout

Annual Town Election in April – 2,355 ballots cast – 13% turnout

Special Election in June – 4,858 votes cast – 26.5% turnout

State Primary in September – 1,604 ballots cast – 7.9% turnout

State Election in November – 14,448 ballots cast – 79% turnout

Board of Registrars

The Board of Registrars consists of Amy K. Summers, Town Clerk, Michael Hirsch, Steven Wilkinson, and Robin Gamzon Zoll. The Town Clerk's Office registered 3,047 voters; made 107 voters inactive; and deleted 741 voters in 2016. The Town of Stoughton's population is 24,867.

Census

The Annual Town Census was conducted in February, entirely by mail, with over 12,000 forms mailed to residences.

The local census assists the Town Clerk in putting together the Street List (resident book) and the Jury List. Major functions served by an annual local census are:

- Information collected for municipal purposes
- School needs
- Growth and planning needs
- Resident identification for police and fire

- Collection of dog information
- Veteran Information
- Information for the Jury Commissioners
- Determining inactive voter status for voter removal as required by the National Voter Registration Act.

Town Meeting

We held our Annual Town Meeting in May in four (4) sessions. We also held a Special Town Meeting within the Annual Town Meeting that was completed in one (1) session. The following were completed in a timely manner – recap sheet, certified articles, bonding articles sent to Department of Revenue, and bylaw changes sent to the Attorney General for approval. The Attorney General approved the bylaw changes.

A budget of \$89,277,957.00 was voted on.

The Town also held a Special Town Meeting in December 2016 that was completed in one (1) session.

Vital Statistics and Licensing

During the calendar year 2016, the following Vital Statistics were recorded in the Town Clerk's Office: Births – 317 Marriages – 129 Deaths – 382 The Town Clerks Office provided 4,100 certified copies of birth, death, and marriages to customers. Also issued were 1,501 dog licenses; 158 business certificates, and 48 renewals for underground storage tanks.

Total receipts collected in the Clerk's Office for the calendar year 2016 amounted to: \$81,936.00.

DEPARTMENT OF VETERANS' SERVICES

Michael Pazyra – Veterans' Agent

Accurate census information on the number of veterans in Stoughton was not available this year, but I'd estimate the number of veterans in the Town are approximately 1200, not much of a change from last year. In general terms, the veteran's population has been steadily declining. For nearly 2 generations no American has been obligated to serve in the military and few have and few do. The burden of sacrifice shown by those who have served and who are serving cannot be overstated.

Statistics vary widely depending on where you look, but as best I can determine the most accurate currently available information shows there are now approximately 2.1 million men and women serving in armed forces, less than 1% of our Country's population. Of those serving 1.3

million are active duty with the rest serving in the Reserves and State National Guards. There are 18.8 million veterans in the Country, approximately 6% of our population. Of those, 1.6 million are women. Massachusetts has approximately 328,000 veterans, around 6% of the population. Of these, approximately 10% are from the WWII era, 15% from the Korean era, 45% from the Vietnam era, 15% from the Gulf War era from 1990- 9/11/2001 and 15% are post 9/11/2001.

State benefits, available through the Department of Veterans' Services, include the Welcome Home Bonus for honorably discharged veterans, annuities for dependents and 100% service-connected disabled veterans, education benefits, real-estate tax exemptions, burial benefits and direct financial, fuel and medical assistance through Massachusetts General Law Chapter 115.

MGL Chapter 115 is an earned benefit program that works in conjunction with the Cities and Towns of the State. The earned benefits paid by a community can only be paid to those veterans, dependents and widows who actually reside in the community. Assistance eligibility is determined through various financial means criteria. There is little judgment involved regarding the granting of these earned benefits. 75% of the assistance granted is reimbursed by the State to the Cities and Towns providing the assistance. Also reimbursed at 75% is the cost of all cemetery flags purchased for the 9 cemeteries in the Town. Reimbursements are processed and paid quarterly, approximately a year after funds are expended.

In FY2016 this office processed \$563,272 of direct assistance to Stoughton veterans, their dependents and widows through MGL Chapter 115. This was a decrease from the \$621,006 processed in FY2015. The FY2017 Cherry Sheet currently shows \$464,400 coming back to Stoughton. As of January 2016, FY2017 veterans' benefits were tracking towards a total of approximately \$550,000, a slight decrease from FY2016. It is worth noting the number of clients we have is remaining constant. However, older clients falling off the rolls are being replaced with clients with more income. Since this is a means tested benefit, the more income you have, the less the benefit; hence the reduction in the total amount of benefits paid.

State annuities of \$2000/year are currently paid to 78 100% service-connected disabled veterans and 27 of their surviving spouses.

Regarding real estate tax exemptions, currently 142 disabled veterans receive a \$400 exemption, 59 100% service-connected disabled veterans or their surviving spouses receive a \$1000 exemption and 9 surviving spouses receive a FULL exemption as their spouses died as a direct result of their military service.

Federal benefits, available through the Veterans Administration, include service-connected disability compensation, non-service connected pensions, dependency and indemnity compensation for surviving dependents, burial benefits, health care benefits, education benefits, home loan guaranties, aid & attendance and other benefits. The caseload in this area has grown substantially over the years and this office now handles hundreds of cases annually. During the past year this office has assisted veterans and their dependents in all of these areas but 2 in particular continue to grow.

Applications for Aid & Attendance have markedly increased, most associated with the Assisted Living facilities in the immediate area. Most of the residents are elderly and given that back in the day virtually all men served their Country, many of the residents there are eligible for the benefit.

Also applications to the Veterans Administration health care system continue to increase. Fact is, many veterans can no longer afford their private health insurance premiums and now look to the VA for their health care. Current records show approximately 450 Stoughton veterans currently utilize the Boston VA Healthcare System facilities in Brockton, Jamaica Plain and West Roxbury

During the past year this office has quite literally acquired hundreds of thousands of dollars in Federal benefits for Stoughton veterans, dependents and widows. The latest information available dated December 2016 shows \$6,221,880 in Federal benefits being received annually by Stoughton veterans, their dependents and surviving spouses. Fully 60% of the workload in this office is processing Federal claims.

This office has also successfully assisted veterans in applying for Social Security Disability Income, Mass Health medical benefits, Prescription Advantage, Medicare D drug prescription plans and Medigap insurance plans. Also, through generous donations from Stoughton's residents, this office has been able to offer some measure of help to those in need who fall just outside the scope of existing programs.

Another function of this office is establishing and maintaining contact with State and Federal representatives and agencies to advocate for changes in State and Federal laws to further benefit veterans. In 2016 the Governor signed into law the HOME ACT which added a number of benefits to our veterans. For example, the new law mandates that Housing Authorities are now prohibited from counting as income any veterans benefits for service-connected disabilities in excess of \$1800 when calculating rent.

With the aforementioned declining veteran's population, regionalization of veteran's services continues. In that regard, this office also works with many other veterans' organizations, along with the State Department of Veterans' Services, to help ensure that adequate staffing levels are maintained in order to provide a high level of services.

In addition we are responsible for overseeing the maintenance of all veteran's graves and memorials and for conducting appropriate ceremonies on Memorial Day, Veterans Day and during other patriotic events. We are responsible for reviewing all Memorial Square Dedication applications and making recommendations to the Board of Selectmen. Upon approval, we conduct dignified dedications. Also, when called on we are available and conduct appropriate ceremonies at the time of the death of a veteran.

As stated above, Massachusetts veterans now comprise approximately 6% of the state population and Massachusetts continues to work diligently to ensure that these men and women continue to receive all the benefits they have earned to honor their service. Even during these times of political and economic uncertainty, it should be remembered that veterans, and by extension their

families, have provided a service and justly deserve all of the best opportunities and benefits due them. Massachusetts continues to remain the number one state in the country in providing for its veterans, their dependents and widows.

Finally, this Office would like to express our sincere gratitude to all of our veterans, and especially to our active duty military personnel and their families who continue year after year to bear such a disproportionate sacrifice and share in the cost of our current conflicts and in service to our Nation.

NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

We are engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic.

Virus Isolations in the town: No virus isolations in 2016
Requests for service: 384

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work.

Culverts cleared 45 culverts

Drainage ditches checked/hand cleaned 17,350 feet

Intensive hand clean/brushing* 2,900 feet

Mechanical water management 0 feet

Tires collected 20

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of disease control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications (April) 425.9 acres
Summer aerial larvicide applications (May – August) 0 acres
Larval control - briquette & granular applications by hand 6.2 acres
Rain basin treatments – briquettes by hand (West Nile virus control) 2,689 basins
Abandoned/unopened pool or other manmade structures treated 0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks 6,343 acres
Barrier applications on municipal property 0

Respectfully submitted,
David A. Lawson, Director

NORFOLK COUNTY REGISTRY OF DEEDS

William P. O'Donnell ~ Register

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 5 million land documents dating back to 1793. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipalities, homeowners, title examiners, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell who has held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, the Registry's mission has remained the same: to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County.

2016 Registry Achievements

- Register William P. O'Donnell and his staff continue their direct outreach to town halls, senior centers, businesses and civic groups across Norfolk County. The Register a guest speaker at the Stoughton Public Library on May 12th and the Register held office hours at Stoughton Town Hall on November 22nd.
- The Registry of Deeds recently renovated walk-in Customer Service and Copy Center continues to provide residents and businesses with quality service. This year alone, the Center handled more than 5,000 requests. These included filings of Homesteads,

accessing your deed, confirming that documents affecting your property have been duly recorded and help with obtaining a mortgage discharge notice. You can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.

- In calendar year 2016, we collected more than \$50 million in revenue.
- This year saw a record number of email filers.
- In 2016, we hit a milestone of recording our 34,000 Registry of Deeds book. For the sake of security and redundancy, we record our documents 3 different ways: hard copy, electronically and by microfiche.
- So far this year, more than 11,000 Homesteads applications have been filed at the Registry. The law Chapter 188 (M.G.L.) provides limited protection of one's home against unsecured creditor claims.
- In 2016, the Registry of Deeds unveiled its Transcription Project. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy to read electronic text.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today all documents dating back to the first ones recorded in 1793 - are available for viewing.
- This year, many technological, office and capital improvements were implemented, including upgrading the cyber security protections of our registry computers, server and network infrastructure. The Registry's website www.norfolkdeeds.org is routinely updating its latest resources such as real estate statistics, answers to frequently asked questions, along with detailing the latest consumer programs.
- The Registry of Deeds Consumer Notification Service hit a milestone with its 500th subscriber. This consumer/public safety program, started last year, allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.
- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the public, including trade groups, public officials, real estate professionals, genealogists on how to access land record information using the Registry's new website technology.

- The Registry expanded its community outreach commitment by working with the Veterans Administration of Boston on our 'Suits for Success' program and supporting the newlife Home Refurbishing program to assist those who are in need of household items, including furniture. Our Toys for Tots' Drive has over the years collected 1,500 presents. Our Annual Holiday Food Drive continues to assist in supporting Food Pantry's throughout Norfolk County.
- The Registries of Deeds had several legislative accomplishments in 2016 such as county registries extending their tech fund to year 2020 to offset their hi-tech expenditures and clarifying Freedom of Information Act requests so that registries remain cost efficient and productive.

Stoughton Real Estate Activity Report January 1, 2016 – December 31, 2016

During 2016, Stoughton real estate activity saw increases in both total sales volume and average sales price.

There was a 10% increase in documents recorded at the Norfolk County Registry of Deeds for Stoughton in 2016, resulting in an increase of 574 documents from 5,743 to 6,317.

The total volume of real estate sales in Stoughton during 2016 was \$251,974,380, a 52% increase from 2015. The average sale price of homes and commercial property was up 35% in Stoughton. The average sale was \$493,100.

The number of mortgages recorded (1,299) on Stoughton properties in 2016 was up by 17% from the previous year. Total mortgage indebtedness increased 11% to \$367,214,383 during the same period.

There were 22 foreclosure deeds filed in Stoughton during 2016, representing a 38% increase from the previous year when there were 16 foreclosure deeds filed.

Homestead activity increased 15% in Stoughton during 2016 with 540 homesteads filed compared to 470 in 2015.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you

Respectfully submitted by,

William P. O'Donnell, Norfolk County Register of Deeds

OLD COLONY PLANNING COUNCIL

To the Honorable Board of Selectmen and the Citizens of the Town of Stoughton.

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2016.

The Old Colony Planning Council was established in 1967 by state statute and is authorized to prepare plans for the physical, social and economic development of the seventeen-member community region. OCPC is designated as: an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities; an Area Agency on Aging (AAA) by the Executive Office of Elder Affairs to plan, manage and coordinate elder services in a twenty-three community service area; and, the Metropolitan Planning Organization (MPO) to plan and program transportation and transit improvements for the region.

In addition to the above-designated responsibilities, the Council also assists its member municipalities with technical planning, grant application preparation and current local and regional socioeconomic information.

During the past year, the Council completed the 2016 Comprehensive Economic Development Strategy (CEDS) Plan; the 2016 Old Colony Regional Transportation Plan; the FFY 2017-2021 Transportation Improvement Program (TIP); the Brockton Area Transit Comprehensive Regional Transit Plan; the Plymouth Special Events Traffic Analysis and Management Plan; the FFY 2017 Unified Planning Work Program (UPWP); and provided numerous Road Safety Audits, Intersection Analyses, and Transportation Technical Studies to the member communities; and, continued participation in the South Coast Commuter Rail Task Force. The Council also provided technical assistance to member communities under the District Local Technical Assistance (DLTA) Program. The DLTA funding was used in such areas as regionalization, including aggregation of electricity, the investigation of water and wastewater, as well as conducting a number of land use analyses, neighborhood economic and transportation analyses. The Council also provided assistance to Plymouth on the Decommissioning of the Nuclear Power Plant, assistance to municipalities in the development of Business Councils and Site finder, and provided a variety of economic development technical assistance as well as Green Communities Designation. The Old Colony Area Agency on Aging (AAA) during the past year, with assistance and guidance from member community advisory committee members, has continued the ongoing administration of over \$1.3 million dollars of Federal and State funding for elder services. The OCPC-AAA administers and oversees funding for services like nutrition, transportation, day care, legal services, and others to the more than 96,000 persons age 60 and over in the region. The OCPC-AAA continues to advocate on behalf of older persons from throughout the region. The OCPC-AAA Long-Term Care Ombudsman Program continues its efforts, with over 1,350 visits to nursing and rest homes, investigating over 300 issues of concern from residents or families. In Addition, OCPC continues to administer the Septic Loan Program for the Towns of Avon, Cohasset, Hanson, Kingston and Stoughton. During 2016, the Council processed approximately \$361,000 in loans for both septic systems and sewer connection for the communities under the Septic Loan Program.

One delegate and one alternate member represent each member community of the Council. The Council members establish policy, develop the work program, and employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 7:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. In 2016, the Council elected Frank P. Staffier, of Avon as Council President; Christine Joy, of Plympton as Council Treasurer; and, Fred L. Gilmetti, of Whitman as Council Secretary. Pasquale Ciaramella serves as Executive Director of the Council.

The Council gratefully acknowledges the generous support and cooperation of its member communities and the participation and involvement of the many individuals who participate as members of committees. Special thanks are extended to the Joint Transportation Committee Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee Chair Mary Waldron; and, the Area Agency on Aging Advisory Committee Chair Anna L. Seery for their commitment, dedication and leadership during the past year. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted the Council in its efforts.

Respectfully submitted,
Robert E. Kuver, Delegate
Forrest Lindwall, Alternate
Troy E. Garron, Delegate At Large

TOWN OF STOUGHTON

2016

TOWN MEETING REPRESENTATIVES

TOWN OF STOUGHTON

2016

SPECIAL TOWN MEETING

ANNUAL TOWN MEETING

TOWN MEETING REPRESENTATIVES

PRECINCT 1

TERM EXPIRES 2017

Danyl Collings	25 Meadowbrook Lane
Beverly S. Dancey	78 Bento Street
Robert H. Desmond, Jr.	241 Central Street
James P. Fallon	891 Pleasant Street
Jeffrey P. Gomes	86 Packard Road
Elliot W. Hansen	600 Pleasant Street
Scott H. Lutes	115 Lowe Avenue
David A. Mullen	645 Pleasant Street
Robert J. O'Regan	26 Freely Drive
Manuel M. Pacheco, Jr.	22 Central Drive
Richard A. Parolin	7 Glen Echo Blvd.
Joseph Shean	560 Pleasant Street
Michael T. Sullivan	50 Bento Street

TERM EXPIRES 2018

John J. Linehan	123 Deady Avenue
Julie L. Linehan	123 Deady Avenue
Jason M. Ranallo	183 Lowe Avenue Ext.

TERM EXPIRES 2019

Chester S. Collins	30 Barnes Road
Lindsey D. Medeiros	133 Lowe Avenue
Joseph O. Scardino	303 Pine Street

TOWN MEETING REPRESENTATIVES

PRECINCT 2

TERM EXPIRES 2017

Jeffrey C. Blacker	65 Christie Murphy Drive
Anita A. Hill	249 William Kelley Road
Richard C. Hill	249 William Kelley Road
Phyllis E. Kelleher	264 Park Street
Mary Ann Killgoar	12 Pierce Street
Robert E. Mullen, Jr.	19 Clover Lane
Paul K. O'Leary	177 Leach Street
Lawrence E. Sauer	77 Tamarack Drive

TERM EXPIRES 2018

Peter E. Banis	41 Walnut Court
Stephen F. Bates	102 Chestnut Street
Scott D. Carrara	540 Park Street
Stephanie G. Carrara	540 Park Street
George L. Dolinsky	58 Chapman Road
Joseph R. Smith	524 Park Street
Cynthia A. Walsh	1096 Park Street

TERM EXPIRES 2019

Peter J. Brown	63 Chapman Road
Molly Cochran	77 Tamarack Drive
Joel A. Connor	241 Curtis Avenue
Peter E. Murphy	60 Peters Drive
Joaquin J. Soares, Jr.	390 Central Street
David J. Walsh	52 Central Street

TOWN MEETING REPRESENTATIVES

PRECINCT 3

TERM EXPIRES 2017

Daniel R. McLaughlin	369 Sumner Street
Michael R. O'Neil	60 Parkview Avenue
John T. Perry, III	575 Sumner Street
Joseph T. Sbardella	650 Sumner Street

TERM EXPIRES 2018

Laura M. Bushlow	277 Atkinson Avenue
Richard W. Fitzgerald	56 Franklin Street
Dennis J. Gada	115 Erica Drive
Lori Ann Gover	632 Sumner Street
Brian Holmes	9 Fords Run
Marguerite M. Mitchell	140 Bergeron Way
John H. Morton	541 Sumner Street
Rachel M. E. Morton	541 Sumner Street
Erin Travassos	8 Winship Way

TERM EXPIRES 2019

Robert E. Blumenthal	960 Sumner Street
Lynne M. Jardin	92 Duncan Road
Daniel Pessia	21 Stephanie Drive
John M. Roch	68 Franklin Street
Antonio M. Sousa	130 Bergeron Way
Harvey E. Spack	57 MacArthur Street
David C. Young	809 Sumner Street

TOWN MEETING REPRESENTATIVES

PRECINCT 4

TERM EXPIRES 2017

Barbara M. Anzivino	25 Ross Avenue
Sean L. Carr	1212 West Street
James W. Curtin	140 Swanson Terrace
Katie Pina-Enokian	61 Swanson Terrace
Diane Medeiros	1521 Washington Street
Elinor E. Raeke	8 Malcolm Road
Deborah J. Sovinee	68 Palisades Circle

TERM EXPIRES 2018

John M. Anzivino	25 Ross Avenue
Arlene Cachopa	440 Morton Street
Roberta A. Camacho	1308 West Street
Juliann M. Gitto	1261 West Street
Louis F. Gitto	1261 West Street
Michael B. Silveira	52 Palisades Circle
David J. Sousa	53 Glover Drive

TERM EXPIRES 2019

Suzanne M. Barrett	209 Highland Street
Jonathan L. Beder	209 Highland Street
Patricia E. Colburn	53 Gilbert Drive
Joseph D. Feaster, Jr.	301 Palisades Circle
Ardis A. Johnston	994 West Street
Gerald J. McDonald	14 McPherson Road
Stephen R. Shepherd	522 Plain Street
John J. Stagnone	500 Highland Street

TOWN MEETING REPRESENTATIVES

PRECINCT 5

TERM EXPIRES 2017

Carolyn J. Campbell	64 Chisolm Road
Janice M. Esdale	175 Swanson Terrace
Forrest C. Lindwall	175 Swanson Terrace
Elinore M. Morris	42 Kenneth Court
Richard L. Morris, Jr.	42 Kenneth Court
Linda J. Rinaldi	28 Winslow Drive
Kathleen A. Silva	460 School Street
Edward E. Trunfio	146 Poskus Street
Lawrence Verdun	149 Swanson Terrace

TERM EXPIRES 2018

Elaine M. Breen	109 Winslow Drive
Sharon Chaisson	71 Taxiera Road
Robert M. Cohn	134 Kotlik Street
Eric J. Kolman	14 Kotlik Street
Lisa E. Larkin	211 Rogers Drive

TERM EXPIRES 2019

Adam L. Dawkins	56 Kinsley Street
John Fields	49 Walnut Avenue
Michael Horan	47 Green Street

TOWN MEETING REPRESENTATIVES

PRECINCT 6

TERM EXPIRES 2017

Bertrand J. Durand	61 Oriole Road
Dori N. Frankel	461 School Street
David M. Guglia	103 Winfisky Drive
Carin J. Klipp	53 Pratts Court
Joseph R. Madden, Jr.	28 Pratts Court
Joseph M. Piana	110 Bay Road
Janice Z. Schneider	82 Ethyl Way
Richard J. Terry	582 Canton Street

TERM EXPIRES 2018

Edward J. DeFelice	200 Ethyl Way
George E. Kelleher-Bianchi	24 Henry Street
Kristina M. Kelleher-Bianchi	24 Henry Street
Kellie Lamb	6 Camille Avenue
Ann Marie Piana	110 Bay Road
Margaret N. Sewcyk	78 Howland Road
Mary P. Shea	474 Bay Road

TERM EXPIRES 2019

Joseph F. Baeta	239 Chemung Street
Joseph Figueiredo	120 Decota Drive
James W. Gearin	49 Donald Road
David M. Lurie	18 Robinette Road
Joseph A. McDonough	7 Swallow Lane
Debra C. Roberts	2116 Central Street

TOWN MEETING REPRESENTATIVES

PRECINCT 7

TERM EXPIRES 2017

Nicole C. Cardoso	101 Cross Street
Theresa Cardoso	101 Cross Street
Patrick C. Farrington	126 Carey Circle
John J. Malley	21 Stoughton Street
Rebecca Markson	121 Copperwood Drive
Eric J. Patterson	533 Buckley Road
Nancy C. Patterson	533 Buckley Road
Brian Pritchard	29 Carey Circle
Paul E. Smith	60 Cottonwood Drive
Walter B. Smith	21 Horan Way
Jeanette M. Tucker	696 Pearl Street
Stanley Zoll	167 Cross Street

TERM EXPIRES 2018

Dianne J. Dolan	37 Woodbine Road
Erdem A. Ural	659 Pearl Street
Robin Zoll	167 Cross Street

TERM EXPIRES 2019

Karen E. Castro	121 Marjorie Road
Candace Fisher	119 Woodbine Road
Samantha H. Malley	21 Stoughton Street
Paula L. Smith	75 Ralph Mann Drive
Randolph S. Tankerly	64 Donahue Way
Joel N. Wolk	340 Island Street

TOWN MEETING REPRESENTATIVES

PRECINCT 8

TERM EXPIRES 2017

Christyn Hobbs	37 Sentinel Street
Jonathan Lott	119 Britton Avenue
Frank J. Lyons, Jr.	93 Rockland Street
Fred T. Simms	38 Rose Glen Street
Stephen E. Tapper	26 Rose Glen Street
Teresa D. Tapper	26 Rose Glen Street
Benjamin A. Thomas	45 Lambert Avenue

TERM EXPIRES 2018

Allan J. MacNeil	155 Pearl Street
Patricia M. L. MacNeil	155 Pearl Street
David C. Sheehan	49 Grove Street
Peter A. Ventresco	587 Canton Street

TERM EXPIRES 2019

John A. Kavin	53 McCormick Terrace #61
Robert L. Kramer	145 Pleasant Street
Cameron A. Ramos	36 Pearl Street Place
Heidi A. Tucker	246 Pearl Street

NECROLOGY— MAY 2015 to MAY 2016

- JOANNE G. (McEvoy) BLOMSTROM (85) May __, 2015;** Former School Committee member, Selectman, Cedar Hill Golf Course Advisory Committee
- MANUEL M. PACHECO (69) June 17, 2015;** Father of Prec 1., Town Meeting Member Manuel M. Pacheco, Jr.; Father-in-law of Stoughton Police Officer Lino Azul
- WILLIAM LLOYD, DVM, (93), June 16, 2015;** Former Inspector of Animals
- ENES V. LYNCH, (100); August 15, 2015,** Retired 1985, High School Cafeteria Worker
- MADELYN L. CONNORS (83) August 30, 2015;** Executive Secretary of Housing Authority 14 years
- JAMES R. KELLY (92) September 10, 2015;** Retired 1983, Stoughton Police Dept. first Safety Officer
- JOSEPHINE INTERRANTE (81), September 14, 2015;** former crossing guard SPD 15 years; Wife of Town Meeting Rep. Donald Interrante.
- MILDRED WILSON (88) September 26, 2015;** Substitute Teacher SPS, member of Old Stoughton Musical Society.
- JEAN RUBEL HILL (86) October 15, 2015;** Aunt of retired Assistant Recreation Director Laurice Rubel.
- MARY T. (Halloran) KELLEHER (87); October 24, 2015;** Food Service Manager at Hansen School (retired 1995) Poll worker; widow of SFD Edward Kelleher; sister of John Halloran, Jr., [WW II] for whom Halloran Park is named.
- ARNOLD I. SMITH (80); October 22, 2015;** Town Meeting Member Pr.7, Board of Health; Zoning Board of Appeal, Republican Town Committee; father of Walter Smith, Precinct 7 TMM.
- RICHARD A. POORE (67); October 25, 2015;** husband of former Assistant Town Clerk Bonnie Poor.
- JAMES S. NOE (83); November 12, 2015;** Former Precinct Eight Town Meeting Rep. and unofficial photographer of Town events, member of Council on Aging.
- DEBORAH (SIMMS) BEAUREGARD (56); November 15, 2015;** Daughter of Precinct 8 Representative and former Fin Com member Fred and Barbara Simms.
- ROBERT E. CORBETT (93); November 30, 2015;** Retired Stoughton High School Music Teacher and Uncle of retired Fire Chief Mark Dollof.
- ROBERT J. SPRISLER (62); December 4, 2015;** Driver, switchboard operator for Council on Aging.
- MARY SILVA (77); December 10, 2016;** Mother of High School Teacher Thomas Silva.
- HELEN (LaSALLE) PERNOCK (85); December 12, 2015;** Clerk in Treasurer's Office 1978-1999.
- FRANCIS D. HOLMES (79); December 27, 2015;** Father of Stoughton Police officer Brian Holmes.
- CHARLES H. STARKOWSKY (84); January 7, 2016;** Town Engineer 1976-1993, Former Grenadier 1975-2001, original member of Conservation Commission, Brother of retired 3rd grade South School teacher Sandra Jardin.
- FRANCES FINNERTY (84); January 28, 2016;** Special Needs Teacher's Aide in Stoughton Schools
- BLANCHE N. SELLARS (87); February 7, 2016;** Precinct One Town Meeting Member and Finance Committee Member in 1980s;
- MARGARET A. LYNCH (78); February 10, 2016;** Mother in-law of Pr. 2 Town Meeting Rep. Peter Brown.
- LORRAINE F. ROCHE (98); February 19, 2016;** Member of Stoughton Golden Agers.
- ANTHONY T. NOVELLO (91); February 25, 2016;** Former Fire Chief
- MADELINE T. ROACH (90); March 18, 2016;** Widow of late Fire Chief Paul J. Roach and mother of Retired former SFD Deputy Chief, Paul J. Roach, Jr.
- JOHN R. TOBIN (89); May 2, 2016;** Former Veterans' Graves Officer.
- JOSEPH R. DAWE, Jr.; (89) May 11, 2016;** Retired Principal of North Elementary School, 1969-1996.

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF STOUGHTON
SPECIAL TOWN MEETING
MAY 2, 2016**

On Monday, May 2, 2016 the first session of Town Meeting was called to order at 7:05 pm with 93 present. (Quorum 75). A motion was made and passed by voice vote at 7:54 PM to adjourn the Annual Town Meeting until the Special Town Meeting was completed.

ARTICLE S1 Stoughton High School Building Project

To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the Stoughton High School Building Committee for the design, construction, original equipping and furnishing of a new high school and district office, to be located at the high school site or at another location within the Town, and undertaking any and all related site development on Town-owned property located at 232 Pearl Street in Stoughton to replace the existing high school and district office, and all incidental and related expenses including but not limited to the demolition of the existing building and office ("Project"), pursuant to a construction contract procured in accordance with the provisions of M.G.L. Chapter 149, or a contract utilizing construction management at risk delivery method in accordance with the provisions of M.G.L. Chapter 149A, as determined by the High School Building Committee, which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"); the Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town; any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) Fifty-six and Twenty-six Hundredths percent (56.26%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; or take any other action relative thereto.

Inserted by: Board of Selectmen
Req By: High School Building Committee

MOTION: That the Town of Stoughton appropriate the amount of One Hundred Twenty-Three Million Seven Hundred Sixty Thousand Dollars (\$123,760,000) for the purpose of designing, constructing, originally equipping and furnishing a new high school and district office and undertaking any and all related site development on Town-owned property located at 232 Pearl Street in Stoughton to replace the existing high school and district office, and all incidental and related expenses, including but not limited to the demolition of the existing building and office ("Project"), pursuant to a construction contract procured in accordance with the provisions of M.G.L. Chapter 149, or a contract utilizing construction management at risk delivery method in accordance with the provisions of M.G.L. Chapter 149A, as determined by the High School Building Committee, which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the Stoughton High

School Building Committee; to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow said amount under M.G.L. Chapter 44, or pursuant to any other enabling authority; that the town of Stoughton acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town of Stoughton incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Stoughton; provided further that any grant that the Town of Stoughton may receive from the MSBA for the Project shall not exceed the lesser of (1) Fifty-six and Twenty-six Hundredths percent (56.26%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½); and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town of Stoughton and the MSBA.
BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted 11 in favor and 1 opposed to approve this article up to the Town borrowing \$71 million dollars.

INTERGOVERNMENTAL RELATIONS COMMITTEE: Voted unanimously to defer this article to the Committee on Finance and Taxation due to the lack of quorum.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic voting: Yes: 124 No: 5 Abstain: 4. Article S1 passes by the necessary 2/3rd vote. Voted on May 2, 2016.

ARTICLE S2 Federal Reimbursement of Health Services

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, a sufficient sum of money for services in order to recover Federal reimbursement of health-related services provided to Chapter 766 students; or to take any other action relative thereto.

Est Cost: \$25,000.00

Inserted by: Board of Selectmen
Req.by: Donna Erickson, Town Treasurer
Date: March 15, 2016

MOTION: That the Town vote to appropriate \$25,000 to pay for services in order to recover Federal Reimbursement of health-related Services provided to Chapter 766 Students, and as for funding therefor, \$12,925.00 be transferred from Article 63 Annual Town Meeting of May 2012 (Project 03565), \$7,075.00 be transferred from Article 65 Annual Town Meeting of May 2012 (Project 03568) and the remaining amount of \$5,000 be transferred from Free Cash.

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINACE COMMITTEE: Voted unanimously to approve this article and recommend using \$20,000 from unexpended articles and \$5,000 Free Cash.

A motion was made and passed by voice vote to move the question.

ACTION: Voice vote carries unanimously. Voted on May 2, 2016.

ARTICLE S3 Establishing a Cable Public Access Enterprise Fund

To see if the Town will accept the provisions of M.G.L. Ch.44, § 53F ½ of the Massachusetts General Laws establishing a Cable Public Access as an enterprise fund effective with Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen

Req by: William Rowe; Town Accountant

Date: March 15, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted 10 in favor, 1 opposed and 1 abstaining from the motion to approve this article.

MOTION: To dismiss Article S3.

ACTION: Voice vote carries by the necessary majority. Voted on May 2, 2016.

ARTICLE S4 Cable Public Access Enterprise Fund

To see if the Town will vote pursuant to the provisions of M.G.L. Ch.44, Section 53F ½ to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the Cable Public Access Fund for Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen

Req by: William Rowe; Town Accountant

Date: March 15, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted 10 in favor, 1 opposed and 1 abstaining from the motion to approve this article for the amount of \$385,352.

MOTION: To dismiss Article S4.

ACTION: Voice vote carries by the necessary majority. Voted on May 2, 2016.

ARTICLE S5 Cedar Hill Kitchen Upgrades

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to purchase equipment and/or do kitchen upgrades at Cedar Hill Golf Course; including all incidental and related costs; or take any other action relative thereto.

Est Costs: \$20,000

Inserted by: Board of Selectmen

Date: March 15, 2016

(Article 38.f.2 for Cedar Hill Capital Greens Mower will be rescinded within the Annual Town Meeting)

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted 11 in favor and 1 opposed to approving this article and recommend the funding source be General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted 6 in favor and 1 opposed to approving this article.

MOTION: That the Town vote to appropriate the sum of \$20,000 for the purchase and installation of equipment and/or do kitchen upgrades, including all incidental and related costs; and, as funding therefor to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 100 No: 16 Abstain: 0 Article carries by the necessary 2/3rd vote. Voted on May 2, 2016.

ARTICLE S6 Assessment Study for the South School Property

To see if the Town will vote to raise and appropriate, and/or transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to perform a site assessment of the parcel of land located behind the South School, with a Parcel ID of Assessors Map 076, Lot 147, for intended use as an elementary school, including all incidental and related costs; or take any other action relative thereto.

Est Cost: \$30,000

Inserted by: Board of Selectmen

Date: March 15, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article with the funding to come from the Building Stabilization Fund.

FINANCE COMMITTEE: Voted 9 in favor and 3 opposed to approving this article and recommend the funding source be General Borrowing.

MOTION: to appropriate the sum of \$30,000 to perform a site assessment of the parcel of land located behind the South School, with a Parcel ID of Map 076 Lot 147, for its intended use as an

elementary school, including all incidental and related costs; and, as funding therefor to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic voting: Yes: 33 No: 79 Abstain: 1. Article fails. Voted on May 2, 2016.

The Special Town Meeting was adjourned at 10:37 pm on May 2, 2016.

A True Copy Attest:

Amy K. Summers, CMC
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF STOUGHTON
ANNUAL TOWN MEETING
MAY 2, 2016**

On Monday, May 2, 2016 the first session of Town Meeting was called to order at 7:16 pm with 129 present. (Quorum 78). A motion was made and passed by voice vote at 10:36 pm to adjourn to May 4, 2016 at Stoughton High School.

On Wednesday, May 4, 2016 the second session of Town Meeting was called to order at 7:13 pm with 110 present. (Quorum 78). A motion was made and passed by voice vote at 10:30 pm to adjourn to May 9, 2016 at Stoughton High School.

On Monday, May 9, 2016 the third session of Town Meeting was called to order at 7:08 pm with 108 present. (Quorum 78). A motion was made and passed by voice vote at 10:55 pm to adjourn to May 16, 2016 at Stoughton High School.

On Monday, May 16, 2016 the fourth session of Town Meeting was called to order at 7:04 pm with 94 present. (Quorum 78). A motion was made and passed by voice vote at 10:26 pm to dissolve Town Meeting at Stoughton High School.

ARTICLE 2 Receive Reports

To see if the Town will vote to receive the reports of any Boards or Town Officers or of any other duly established Commission, Council, Authority of the Town; or take any other action relative thereto.

Inserted by: Board of Selectmen
 December 31, 2015

RECOMMENDATION: That the Town vote to approve Article 2 as written in the printed warrant.

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

A motion was made and passed by voice vote to table Article 2 until the end of the Town Meeting on May 4, 2016.

A motion was made and passed by voice vote to take Article 2 off the table on May 16, 2016.

ACTION: Voice vote carries by the necessary majority. Article 2 passes. Voted on May 16, 2016.

ARTICLE 3 Accept and Contract Funds for Town Roads

To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contracts for the expenditure of any funds allocated or to be allocated by the Commonwealth for the construction, reconstruction, and improvements of Town roads; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to authorize the Board of Selectmen to accept and enter into contracts for the expenditure of any fund allocated or to be allocated by the Commonwealth for the construction, reconstruction, and improvements of Town roads.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 4 Apply for and Accept Federal/State Funding

To see if the Town will vote to authorize the Board of Selectmen to apply for and accept any Federal and/or State Funding which may be available to the Town; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to authorize the Board of Selectmen to apply for and accept any Federal and/or State Funding which may be available to the Town.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 5 Cedar Hill Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of M.G.L. Ch.44, Section 53F ½ to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of

money to fund the Cedar Hill Golf Course for Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to appropriate the sum of \$253,369 in the Cedar Hill Golf Course Enterprise Fund and that to meet this appropriation \$253,369 be raised from Fiscal Year 2017 Cedar Hill Golf Course Revenue.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 102 No: 18 Abstain: 2. Article passes by the necessary 2/3rd vote. Voted on May 4, 2016.

ARTICLE 6 Public Health Association Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of M.G.L. Ch.44, Section 53F ½ to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the Stoughton Public Health Association for Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to appropriate the sum of \$1,064,407 in the Public Health Enterprise Fund and that to meet this appropriation \$648,568 be raised from Fiscal Year 2017 Public Health Revenue and \$415,839 be transferred from Public Health Fund retained earnings.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 7 Sewer Department Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of M.G.L. Ch.44, Section 53F ½ to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the Sewer Department for Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to appropriate the sum of \$6,661,950 in the Sewer Enterprise Fund and that to meet this appropriation \$6,250,196 be raised from Fiscal Year 2017 Sewer Revenue and \$411,754 be transferred from Sewer Fund retained earnings.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 8 Water Department Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of M.G.L. Ch.44, Section 53F ½ to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the Water Department for Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to appropriate the sum of \$5,556,556 in the Water Enterprise Fund and that to meet this appropriation \$5,556,556 be raised from Fiscal Year 2017 Water Revenue.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 9 Revolving Fund Accounts

To see if the Town will vote to re-authorize the use of the Revolving Accounts as authorized under the provisions of M.G.L. Ch. 44, Section 53E ½ for the Council on Aging, the Recreation Department, the Geographic Information Systems (GIS), the Stoughton Community Events Committee, the Stoughton Youth Commission, the Conservation Commission, the Board of Health (Hazardous Waste Material Control By-law), the Department of Public Works (Storm-water Management) and Compost Bin Program; and to authorize the creation of new revolving accounts as may be requested, and as recommended by the Board of Selectmen, or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to re-authorize in accordance with the provisions of M.G.L. Ch. 44, Section 53E ½ the Revolving Accounts specified in the chart below, which funds are to be expended under the authority and direction of the agencies or officials identified, to be credited with receipts from the specified revenue sources, to be expended for the stated purposes and not to exceed the stated spending limits and further, to carry forward any monies remaining in said funds at the end of FY16 into FY17 for said purposes:

Fund	Programs or Purposes	Department Receipts	Max Annual Expenditure
Council on Aging	Fund instructor fees, reservation fees, tickets for trips and functions. To fund transportation related items, which includes the following; part-time drivers wages; gasoline; vehicle maintenance, repairs and parts; dispatch and all related equipment	Fees collected from participants including transportation fees	\$50,000
Recreation	Fund cost of recreation programs, supplies and services, such as transportation and instruction.	Fees collected from participants	\$95,000
Geographic Information Systems	Fund cost of maintenance and supplies for GIS equipment	Fees collected for maps	\$15,000
Youth Commission	To help fund costs of admission fees and transportation costs summer programs; to pay for presentations from counselors and other experts in the field.	Fees for counseling sessions collected from out-of-town residents, fees charged to participants for field trips	\$50,000
Community Events	Provide supplementary funds for town-wide events such as Harvest Fest, Holiday Parade, Winter Carnival, etc., including, but not limited to, advertising expense, entertainers.	Event entrance fees collected from participants, proceeds from sale of products and advertising fees	\$10,000
Conservation Commission	Continuous training and education; purchasing of reference materials; purchase of equipment and expenses to maintain the proper tools for brush removal for use on site inspections; field haying, planting and maintenance when other funding is exhausted; plowing, elimination of aquatic and non-aquatic invasive vegetative	Permit filing fees as specified in filing fee schedule Ch. 191 sec. 94 et. al. Fines collected for violations of Ch. 191 under sec. 07 (6).	\$26,500

	<p>species that interfere in the enjoyment and use of the land and replanting of fields at Conservation land.</p> <p>Sign production and installation at resource areas and Conservation land in Town.</p> <p>Annual Trail maintenance and upkeep at conservation land in the town.</p> <p>Hiring of qualified consultants for specialized scientific and administrative support; hiring of specialists to assist the Conservation Commission in technical specialized reviews, perform seminars to promote public awareness and the value of wetland resources and wildlife habitat to society.</p> <p>Up to \$1,500, to pay for the costs to administer the preservation of the interest of the By-Law wildlife habitat preservation and Stewardship. To pay for the costs of lumber, fuel, expense and supplies incurred in the construction and placement of Blue Bird nesting boxes at open space under the care custody and control of the Conservation Commission.</p>	<p>Monetary Penalties collected under the non-criminal deposition procedure set forth in G.L. Ch. 40, sec. 21 D.</p> <p>Costs collected for administration of the Wetlands Protection Bylaw.</p>	
Board of Health	<p>Continuous training and education; purchase of reference materials; equipment purchase, training and operating expenses to maintain the proper tools to use onsite inspections, such as a "PID" (photo ionization detector); the sampling and testing of soil, surface water, groundwater and air in accordance with the monitoring for emissions levels of hazardous substances; hiring of qualified consultants for specialized scientific, administrative and advisory support; hiring of support including specialists to perform seminars to promote public awareness.</p> <p>Contract for services rendered for the implementation of the Municipal Hazardous Materials Collection Day Program</p> <p>To pay the salary and benefits of a full time</p>	<p>Annual permit filing fees as specified under the fee schedule of Chapter 78, Section 6.4; fines collected for violations of Chapter 78, Section 6.7; Monetary penalties collected for violations of Chapter 78 cited under the non-criminal disposition procedure set forth in GL Ch. 40, Section 21D</p> <p>Permit, licensing and inspection fees collected</p>	\$150,000

	<p>Assistant Sanitarian</p> <p>Materials and services to be used in the implementation of the Tobacco Control Program aimed at preventing the sale of tobacco products to minors; restricting the sale of tobacco products and nicotine delivery products; the use of tobacco products on public owned property; and to ensure the safe distribution of medical marijuana products to the public.</p> <p>Materials to be used in the implementation of the dumpster regulations.</p> <p>Materials and equipment to be used in the implementation of the inspection programs relative to food establishments, swimming pools, recreational day camps and housing.</p>		
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ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 10 Supplement Fiscal Year 2016 Departmental Budgets

To see if the Town will vote to transfer from available funds in the Treasury, if any, a sufficient sum of money to supplement Fiscal Year 2016 departmental budgets or fund previously approved articles; or take any other action relative thereto.

Inserted by: Board of Selectmen
 Req. by: William Rowe, Town Accountant
 Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: Dismiss Article 10.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 11 Unpaid Bills

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to pay any unpaid bills from prior fiscal years in excess of departmental appropriations; or take any other action relative thereto.

Inserted by: Board of Selectmen
Req by: William Rowe; Town Accountant
Date: February 2, 2016

Board of Health Analytical Balance Corp \$40.00

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

MOTION: That the Town vote to appropriate \$40.00 to pay an unpaid bill from a prior fiscal year, and that to meet this appropriation, \$40.00 be transferred from the FY2016 Board of Health operating budget.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 12 Budget for the Fiscal Year 2017

To see what sum of money the Town will vote to raise and appropriate and/or transfer from available funds in the Treasury, if any, for the maintenance and support of the several departments of the Town and for any other usual or necessary Town charges for the Fiscal Year 2017; or take any other action relative thereto.

Inserted by: Board of Selectmen
December 31, 2015

MOTION: That the Town vote to appropriate the sum of \$89,243,757.00 for the maintenance and support of the several departments of the Town and that such sum be expended only for the purposes and in the amounts described in the FY2017 Budget as printed in the warrant and further that to meet this appropriation:

83,969,097.00 be raised,
3,601,844.00 be transferred from free cash,
253,727.00 be transferred from overlay surplus,
50,421.00 be transferred from Title V Receipts Reserved for Appropriation,
33,461.00 be transferred from Cedar Hill Fund retained earnings,
922.00 be transferred from FY2017 Cedar Hill revenue,
234,161.00 be transferred from Public Health Fund retained earnings,
430,307.00 be transferred from Sewer Fund retained earnings,
649,766.00 be transferred from Water Fund retained earnings.

20,051.00 be transferred from FY2017 Water Fund revenue,
34,200.00 be transferred from Insurance Receipt Reserved for Appropriation
 89,277,957.00 Total

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to support this article.

ACTION: Electronic voting: Yes: 113 No: 4 Abstain: 1. Article 12 carries by the necessary 2/3rd vote.
 Voted on May 4, 2016.

Note: Each dept. budget's bottom line was voted on, and passed either by voice vote, or electronic voting, as indicated. All budgets were voted on May 4, 2016.

ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Debt Amortization and Expense									
BORROWING EXPENSE	\$ 71,460	\$ 81,000		\$ 80,000			\$ 80,000	\$ 75,000	\$ 75,000
Borrowing Expense	\$ 71,460	\$ 81,000		\$ 80,000			\$ 80,000	\$ 75,000	\$ 75,000
TOWN DEBT PRINCIPAL	\$ 1,491,590	\$ 1,547,011		\$ 1,839,978			\$ 1,839,978	\$ 1,839,978	\$ 1,845,579
TOWN DEBT INTEREST	\$ 270,710	\$ 326,517		\$ 380,755			\$ 380,755	\$ 380,755	\$ 380,195
SHORT-TERM INTEREST: TOWN	\$ -	\$ 40,000							
OTHER SHORT TERM INTEREST	\$ -	\$ -							
SCHOOL DEBT PRINCIPAL	\$ 1,166,623	\$ 1,320,125		\$ 1,407,050			\$ 1,407,050	\$ 1,407,050	\$ 1,249,425
SCHOOL DEBT INTEREST	\$ 300,315	\$ 443,582		\$ 457,881			\$ 457,881	\$ 457,881	\$ 455,882
SHORT-TERM INTEREST: SCHOOL	\$ 960	\$ -					\$ -	\$ -	
TOTAL DEBT AMORTIZATION AND EXPENSE	\$ 3,301,658	\$ 3,758,235	0.00	\$ 4,165,665	0.00	0.00	\$ 4,165,665	\$ 4,160,664	\$ 4,006,081

Voice vote carries by the necessary majority.

HEALTH INSURANCE				Dept 0909					
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Town wide Health Insurance									
MEDICARE/FICA EXPENSES	\$ 757,509	\$ 760,000		\$ 805,500			\$ 790,000	\$ 790,000	\$ 790,000
GROUP LIFE INSURANCE EXPENSE	\$ 6,390	\$ 13,200		\$ 13,200			\$ 13,200	\$ 13,200	\$ 13,200
GROUP HEALTH INSURANCE	\$ 7,373,945	\$ 7,885,500		\$ 9,068,400			\$ 8,600,000	\$ 8,050,000	\$ 8,050,000
TOTAL TOWN WIDE HEALTH INSURANCE	\$ 8,137,844	\$ 8,658,700	0.00	\$ 9,887,100	0.00	0.00	\$ 9,403,200	\$ 8,853,200	\$ 8,853,200

Voice vote carries by the necessary majority.

TOWN WIDE EXPENSES AND INSURANCE									
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
WORKERS COMPENSATION	\$ 300,000	\$ 380,000		\$ 480,000			\$ 400,000	\$ 400,000	\$ 400,000
POLICE AND FIRE MEDICAL INS	\$ 89,135	\$ 225,000		\$ 250,000			\$ 225,000	\$ 225,000	\$ 225,000
EMPLOYMENT SCREENINGS	\$ 30,847	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
Town wide Employment Expenses	\$ 419,982	\$ 630,000	0.00	\$ 755,000	0.00	0.00	\$ 650,000	\$ 650,000	\$ 650,000
Town Wide Insurance	\$ 643,982	\$ 705,000		\$ 710,519			\$ 710,519	\$ 710,519	\$ 710,519
TOTAL TOWN WIDE EXPENSES AND INSURANCE	\$ 1,063,964	\$ 1,335,000		\$ 1,465,519			\$ 1,360,519	\$ 1,360,519	\$ 1,360,519

Voice vote carries by the necessary majority.

UNEMPLOYMENT EXPENSES					Dept 0913				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Unemployment Expenses									
UNEMPLOYMENT EXPENSES NON SCHOOL	\$ 24,348	\$ 30,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
TOTAL UNEMPLOYMENT EXPENSES	\$ 24,348	\$ 30,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000

Voice vote carries by the necessary majority.

RETIREMENT CONTRIBUTION					Dept 0911				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Town Wide Retirement Contribution									
CONTRIBUTION PENSION SYSTEM	\$ 3,772,023	\$ 4,030,000		\$ 4,473,300			\$ 4,437,692	\$ 4,437,692	\$ 4,437,692
TOTAL TOWN WIDE RETIREMENT CONTRIBUTION	\$ 3,772,023	\$ 4,030,000		\$ 4,473,300			\$ 4,437,692	\$ 4,437,692	\$ 4,437,692
TOTALS	\$ 16,299,836	\$ 17,811,935		\$ 20,031,584			\$ 19,407,076	\$ 18,852,075	\$ 18,697,492

Voice vote carries by the necessary majority.

TOWN MANAGER					Dept 0123				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
TOWN MANAGER BUDGET									
DEPARTMENT HEAD SALARY	\$ 151,874	\$ 161,195	1.00	\$ 172,144	1.00	1.00	\$ 172,144	\$ 172,144	\$ 172,144
EXECUTIVE ASSISTANT TO TOWN MANAGER (was EXEC SEC/AFF ACT/FAIR HOUSING)	\$ 77,167	\$ 79,487	1.00	\$ 79,182	1.00	1.00	\$ 79,182	\$ 79,182	\$ 79,182
LONGEVITY	\$ 2,150	\$ 2,150		\$ 2,150			\$ 2,150	\$ 2,150	\$ 2,150
INTERNAL AUDITOR	\$ 72,787	\$ 74,901	1.00	\$ 76,478	1.00	1.00	\$ 76,478	\$ 76,478	\$ 76,478
ECONOMIC DEVELOPMENT DIRECTOR	\$ 65,230	\$ 79,834	1.00	\$ 81,521	1.00	1.00	\$ 81,521	\$ 81,521	\$ 81,521
BUDGET ANALYST/LICENSE COORDINATOR (FY15 WAS ADMIN SEC/TN MGR/BD SELECTMEN)	\$ 55,778	\$ 63,640	1.00	\$ 64,986	1.00	1.00	\$ 64,986	\$ 64,986	\$ 64,986
Salaries	\$ 424,986	\$ 461,206	5.00	\$ 476,461	5.00	5.00	\$ 476,461	\$ 476,461	\$ 476,461
VEHICLE MAINT AND OPER-SUPPLIES	\$ 197	\$ 1,231		\$ 1,231			\$ 1,231	\$ 1,231	\$ 1,231
CONSULTANT FEES	\$ 672	\$ 3,000		\$ 5,000			\$ 4,000	\$ 4,000	\$ 4,000
TUITION REIMBURSEMENT	\$ 654	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
VEHICLE MAINT AND OPER SERVICE	\$ 18	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
GASOLINE, OIL & GREASE	\$ 1,230	\$ 1,800		\$ 1,800			\$ 1,800	\$ 1,100	\$ 1,100
BOOKS	\$ 561	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
FINANCE CHARGE				\$ 300			\$ 300	\$ 300	\$ 300
CONFERENCE & TRAVEL EXPENSES - INT AUDITOR				\$ 1,710			\$ 1,210	\$ 1,210	\$ 1,210
CONFERENCE & TRAVEL EXPENSES -ECONOMIC DEV				\$ 2,000			\$ 1,050	\$ 1,050	\$ 1,050
MEMBERSHIP FEES -ECONOMIC DEV				\$ 265			\$ 265	\$ 265	\$ 265
PRINTING & SUPPLIES - ECONOMIC DEV				\$ 2,500			\$ 1,750	\$ 1,750	\$ 1,750
IN-SERVICE TRAINING & EDUCATION	\$ 2,626	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
TRAVEL EXPENSES	\$ 1,457			\$ 500			\$ 500	\$ 500	\$ 500
DUES & SUBSCRIPTIONS	\$ 1,512	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
Expenses	\$ 8,927	\$ 20,231		\$ 29,506			\$ 26,306	\$ 25,606	\$ 25,606
Capital Outlay									
TOTAL TOWN MANAGER BUDGET	\$ 433,913	\$ 481,437	5.00	\$ 505,967	5.00	5.00	\$ 502,767	\$ 502,067	\$ 502,067

Voice vote carries by the necessary majority.

TOWN ACCOUNTANT BUDGET					Dept 0135				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Town Accountant Budget									
DEPARTMENT HEAD SALARY	\$ 96,904	\$ 99,715	1.00	\$ 99,334	1.00	1.00	\$ 99,334	\$ 99,334	\$ 99,334
ASSISTANT TOWN ACCOUNTANT		\$ 72,003	1.00	\$ 73,518	1.00	1.00	\$ 73,518	\$ 73,518	\$ 73,518
SENIOR CLERK II (includes clerk part time)	\$ 21,526	\$ 25,196	0.50	\$ 74,149	1.50	2.00	\$ 74,149	\$ 74,149	\$ 74,149
OVERTIME	\$ 6,924	\$ 5,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
LONGEVITY	\$ 2,150	\$ 2,400		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
SENIOR CLERK I (WAS COMPUTER OPERATOR)	\$ 53,672	\$ 41,448	1.00						
Salaries	\$ 181,176	\$ 245,762	3.50	\$ 256,001	3.50	4.00	\$ 256,001	\$ 256,001	\$ 256,001
ANNUAL AUDIT FEE	\$ 35,875	\$ 39,375		\$ 41,125			\$ 41,125	\$ 41,125	\$ 41,125
CONSULTANT FEE	\$ 7,749	\$ 10,000		\$ 23,100			\$ 10,000	\$ 8,000	\$ 8,000
OFFICE SUPPLIES	\$ 446	\$ 775		\$ 800			\$ 800	\$ 800	\$ 800
BOOKS	\$ -	\$ 350		\$ 350			\$ 350	\$ 350	\$ 350
IN-SERVICE TRAINING & EDUCATION	\$ 512	\$ 1,800		\$ 2,810			\$ 2,500	\$ 2,500	\$ 2,500
CERTIFICATION SCHOOL	\$ 355	\$ 350		\$ 700			\$ 700	\$ 700	\$ 700
TRAVEL EXPENSES	\$ 1,099	\$ 2,500		\$ 3,660			\$ 2,500	\$ 2,500	\$ 2,500
PHOTOSTATS & PHOTOGRAPHS	\$ 20			\$ 360			\$ 360	\$ 360	\$ 360
DUES & SUBSCRIPTIONS	\$ 478	\$ 580		\$ 600			\$ 600	\$ 600	\$ 600
Expenses	\$ 46,533	\$ 55,730		\$ 73,505			\$ 58,935	\$ 56,935	\$ 56,935
OFFICE FURNITURE	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
Capital Outlay	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
TOTAL TOWN ACCOUNTANT BUDGET	\$ 227,709	\$ 303,492	3.50	\$ 331,506	3.50	4.00	\$ 316,936	\$ 314,936	\$ 314,936

Voice vote carries by the necessary majority.

TREASURER COLLECTOR					Dept 0145				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
TREASURER/COLLECTOR BUDGET									
DEPARTMENT HEAD SALARY	\$ 92,245	\$ 94,910	1.00	\$ 96,904	1.00	1.00	\$ 96,904	\$ 96,904	\$ 96,904
ASSISTANT TREASURER/COLLECTOR	\$ 70,806	\$ 74,901	1.00	\$ 76,478	1.00	1.00	\$ 76,478	\$ 76,478	\$ 76,478
SENIOR CLERK/CASHIER (WAS PRINCIPAL CLERK)	\$ 146,300	\$ 141,444	3.00	\$ 99,699	2.00	2.00	\$ 99,699	\$ 99,699	\$ 99,699
SENIOR CLERK II (WAS DELINQUENT TAX COLLECTOR & 1 PRINCIPAL CLERK)	\$ 53,625	\$ 55,642	1.00	\$ 110,042	2.00	2.00	\$ 110,042	\$ 110,042	\$ 110,042
LONGEVITY	\$ 7,075	\$ 6,000		\$ 6,900			\$ 6,900	\$ 6,900	\$ 6,900
PROGRAM ADMINISTRATOR II (CONFID)	\$ 28,105								
SUPER LONGEVITY				\$ 3,824			\$ 3,824	\$ 3,824	\$ 3,824
OVERTIME	\$ 1,740	\$ 2,500		\$ 2,500					
Salaries	\$ 399,895	\$ 375,397	6.00	\$ 396,347	6.00	6.00	\$ 393,847	\$ 393,847	\$ 393,847
OFFICE EQUIPMENT REPAIRS-SERV	\$ 399	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
LAND/REG RECORD/SERVICE BUREAU	\$ 76,585	\$ 80,000		\$ 80,000			\$ 80,000	\$ 80,000	\$ 80,000
LOCKBOX SERVICE	\$ 15,647	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
PAYROLL SERVICE	\$ 33,421	\$ 35,000		\$ -			\$ -	\$ -	\$ -
BANKING SERVICE	\$ 250	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
ADVERTISING & FREIGHT	\$ 46	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
OFFICE SUPPLIES	\$ 3,417			\$ -			\$ -	\$ -	\$ -
OFFICE EQUIPMENT REPAIR- SUPPLIES	\$ 5,032	\$ 14,500		\$ 15,500			\$ 15,500	\$ 15,500	\$ 15,500
IN-SERVICE TRAINING & EDUCATION	\$ 278	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
TRAVEL EXPENSES	\$ 526	\$ 750		\$ 750			\$ 750	\$ 750	\$ 750
DUES & SUBSCRIPTIONS	\$ 310	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
PETTY CASH	\$ -	\$ 350		\$ 350			\$ 350	\$ 350	\$ 350
Expenses	\$ 135,911	\$ 161,300		\$ 127,300			\$ 127,300	\$ 127,300	\$ 127,300
CAP OUTLAY - REPL OFFICE FURN/EQIP									
Capital Outlay	\$ -	\$ -		\$ -			\$ -	\$ -	\$ -
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 9,415							
TOTAL TREASURER/COLLECTOR BUDGET	\$ 535,806	\$ 546,112	6.00	\$ 523,647	6.00	6.00	\$ 521,147	\$ 521,147	\$ 521,147

Voice vote carries by the necessary majority.

TOWN COUNSEL					Dept 0111				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# of Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
TOWN COUNSEL BUDGET									
Salaries									
NEGOTIATIONS & ARBITRATION	\$ 61,559	\$ 80,000		\$ 80,000			\$ 80,000	\$ 80,000	\$ 80,000
LEGAL FEES - RETAINER	\$ 62,150	\$ 46,000		\$ 46,000			\$ 46,000	\$ 46,000	\$ 46,000
CONSULTING FEES/LEGAL	\$ 74,296	\$ 150,000		\$ 150,000			\$ 150,000	\$ 150,000	\$ 150,000
Expenses	\$ 198,005	\$ 276,000		\$ 276,000			\$ 276,000	\$ 276,000	\$ 276,000
Capital Outlay	\$ -	\$ -		\$ -					
TOTAL TOWN COUNSEL BUDGET	\$ 198,005	\$ 276,000	-	\$ 276,000	-	-	\$ 276,000	\$ 276,000	\$ 276,000

Voice vote carries by the necessary majority.

FACILITIES AKA TOWN HOUSE					Dept 0159				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# of Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Facilities Budget									
DEPARTMENT HEAD (WAS BUILDING FACILITIES MANAGER)	\$ 38,093	\$ 76,771	1.00	\$ 78,397	1.00	1.00	\$ 78,397	\$ 78,397	\$ 78,397
CUSTODIANS	\$ 162,063	\$ 231,924	4.77	\$ 245,334	4.68	5.00	\$ 245,334	\$ 245,334	\$ 245,334
PART TIME WAGES	\$ 27,217			\$ 12,040	0.48	1.00	\$ 12,040	\$ 12,040	\$ 12,040
OVERTIME	\$ 2,769	\$ 2,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
LONGEVITY	\$ 2,550	\$ 3,150		\$ 3,750			\$ 3,750	\$ 3,750	\$ 3,750
ANTICIPATED BUYOUTS				\$ 11,906			\$ 11,906	\$ 11,906	\$ 11,906
BUILDING MAINTENANCE COORD.	\$ 42,659	\$ -							
Salaries	\$ 275,350	\$ 313,845	5.77	\$ 355,427	6.15	7.00	\$ 355,427	\$ 355,427	\$ 355,427
ELECTRICITY	\$ 33,884	\$ 33,170		\$ 37,000			\$ 33,200	\$ 33,200	\$ 33,200
GAS	\$ 21,867	\$ 20,000		\$ 23,000			\$ 23,000	\$ 23,000	\$ 23,000
WATER	\$ 3,091	\$ 3,000		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
BUILDING REPAIRS-SERVICES	\$ 945	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
EQUIPMENT REPAIRS-SERVICES	\$ -	\$ 500		\$ -			\$ -	\$ -	\$ -
FIRE ALARM INSP FEES /SERVICES	\$ -	\$ 500		\$ 5,120			\$ 5,120	\$ 5,120	\$ 5,120
ELEVATOR INSPECTIONS-SERVICES	\$ 3,667	\$ 1,500		\$ 2,640			\$ 2,640	\$ 2,640	\$ 2,640
CONTRACT SERVICES	\$ 52,677	\$ 30,000		\$ 35,000			\$ 35,000	\$ 35,000	\$ 35,000
BUILDING REPAIR SUPPLIES	\$ 19,510	\$ 48,675		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
FINANCE CHARGE	\$ 685			\$ -			\$ -	\$ -	\$ -
SPRINKLER INSP FEES / SVC				\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
TRAINING & MEMBERSHIP FEES				\$ 1,025			\$ 1,025	\$ 1,025	\$ 1,025
TRAVEL EXPENSES	\$ 614			\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CLOTHING/UNIFORMS	\$ 267	\$ 1,525		\$ 2,500			\$ 2,980	\$ 2,980	\$ 2,980
Expenses	\$ 137,207	\$ 163,870		\$ 188,285			\$ 184,965	\$ 184,965	\$ 184,965
ADDITIONAL EQUIPMENT	\$ 2,000			\$ 3,000			\$ 3,000	\$ 3,000	\$ -
Capital Outlay	\$ 2,000	\$ -		\$ 3,000			\$ 3,000	\$ 3,000	\$ -
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 5,738							
TOTAL FACILITIES BUDGET	\$ 414,567	\$ 483,453	5.77	\$ 546,712	6.15	7.00	\$ 543,392	\$ 543,392	\$ 540,392

Voice vote carries by the necessary majority.

PROCUREMENT DEPARTMENT					Dept 0153				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Procurement Department									
PROCUREMENT OFFICER	\$ 81,521	\$ 83,887	1.00	\$ 85,650	1.00	1.00	\$ 85,650	\$ 85,650	\$ 85,650
DEPUTY PROCUREMENT OFFICER (WAS PROCUREMENT ASSISTANT)	\$ 42,304	\$ 58,230	1.00	\$ 59,469	1.00	1.00	\$ 59,469	\$ 59,469	\$ 59,469
Salaries	\$ 123,824	\$ 142,117	2.00	\$ 145,119	2.00	2.00	\$ 145,119	\$ 145,119	\$ 145,119
ADVERTISING & FREIGHT	\$ 383	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
SUPPLIES	\$ 1,036	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
IN-SERVICE TRAINING & EDUCATION	\$ 2,590	\$ 2,800		\$ 2,800			\$ 2,800	\$ 2,800	\$ 2,800
TRAVEL EXPENSES	\$ 1,286	\$ 1,600		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
DUES & SUBSCRIPTIONS	\$ 635	\$ 625		\$ 625			\$ 625	\$ 625	\$ 625
Expenses	\$ 5,930	\$ 10,525		\$ 10,525			\$ 10,525	\$ 10,525	\$ 10,525
TOTAL PROCUREMENT BUDGET	\$ 129,754	\$ 152,642	2.00	\$ 155,644	2.00	2.00	\$ 155,644	\$ 155,644	\$ 155,644

Voice vote carries by the necessary majority.

CENTRALIZED PURCHASING					Dept 0138				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Centralized Purchasing									
PHOTOSTATS & PHOTOGRAPHS-SVC	\$ 32,349	\$ 62,000		\$ 62,000			\$ 62,000	\$ 62,000	\$ 62,000
TELEPHONE	\$ 31,112	\$ 49,000		\$ 49,000			\$ 49,000	\$ 47,000	\$ 47,000
POSTAGE	\$ 58,676	\$ 65,000		\$ 65,000			\$ 65,000	\$ 65,000	\$ 65,000
ADVERTISING & FREIGHT	\$ 791	\$ 500		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
REGIONAL PURCHASING SERVICES	\$ 4,300	\$ 4,400		\$ 4,600			\$ 4,600	\$ 4,600	\$ 4,600
OFFICE SUPPLIES	\$ 15,827	\$ 18,000		\$ 20,000			\$ 20,000	\$ 18,000	\$ 18,000
IN-SERVICE TRAINING & EDUCATION	\$ 816	\$ 1,200		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
Expense	\$ 143,871	\$ 200,100		\$ 203,000			\$ 203,000	\$ 199,000	\$ 199,000
Capital Outlay	\$ -								
TOTAL CENTRALIZED PURCHASING	\$ 143,871	\$ 200,100		\$ 203,000			\$ 203,000	\$ 199,000	\$ 199,000

Voice vote carries unanimously.

ASSESSORS BUDGET					Dept 0141				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
BOARD OF ASSESSORS									
DEPARTMENT HEAD SALARY	\$ 89,998	\$ 92,599	1.00	\$ 94,547	1.00	1.00	\$ 94,547	\$ 94,547	\$ 94,547
PROGRAM ADMINISTRATOR I	\$ 50,785	\$ 51,994	1.00	\$ 55,778	1.00	1.00	\$ 55,778	\$ 55,778	\$ 55,778
SENIOR CLERK II (WAS CLERICAL SALARIES)	\$ 99,572	\$ 96,289	2.00	\$ 104,614	2.00	2.00	\$ 104,614	\$ 104,614	\$ 104,614
APPOINTED OFFICIALS	\$ 2,000	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
JR. DATA COLLECTORS	\$ 3,358	\$ 17,300	0.54	\$ 17,300	0.54	1.00	\$ 17,300	\$ 17,300	\$ 17,300
DATA COLLECTOR	\$ 25,674	\$ 26,700	0.54	\$ 26,700	0.54	1.00	\$ 26,700	\$ 26,700	\$ 26,700
LONGEVITY	\$ 2,050	\$ 2,050		\$ 3,200			\$ 3,200	\$ 3,200	\$ 3,200
Salaries	\$ 273,436	\$ 288,932	5.08	\$ 304,140	5.08	6.00	\$ 304,140	\$ 304,140	\$ 304,140
VEHICLE MAINT AND OPER-SRVC/SUPP	\$ 118	\$ 950		\$ 950			\$ 950	\$ 950	\$ 950
OFFICE EQUIPMENT REPAIRS-SVC	\$ 377	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
LAND/REG RECORD/SERVICE BUREAU	\$ -	\$ 25		\$ 25			\$ 25	\$ 25	\$ 25
CONSULTANT FEES	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 1,000	\$ 1,000
BINDING, ADVERTISING AND SHIPPING COSTS	\$ 578	\$ 650		\$ 650			\$ 650	\$ 650	\$ 650
APPELLATE TAX COURT EXPENSES	\$ 1,290	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
OFFICE SUPPLIES	\$ 2,112	\$ 2,100		\$ 2,100			\$ 2,100	\$ 2,100	\$ 2,100
GASOLINE, OIL AND GREASE	\$ 468	\$ 1,000		\$ 1,000			\$ 1,000	\$ 750	\$ 750
MAPS & CHARTS	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
IN-SERVICE TRAINING & EDUCATION	\$ 854	\$ 1,400		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
TRAVEL EXPENSES	\$ 2,419	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
DUES & SUBSCRIPTIONS	\$ 625	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
REVALUATION	\$ 18,000	\$ 15,000		\$ 90,000			\$ -	\$ -	\$ -
Expenses	\$ 26,841	\$ 29,825		\$ 104,825			\$ 14,825	\$ 13,575	\$ 13,575
Capital Outlay	\$ -								
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 6,158							
TOTAL BOARD OF ASSESSORS	\$ 300,277	\$ 324,915	5.08	\$ 408,965	5.08	6.00	\$ 318,965	\$ 317,715	\$ 317,715

Voice vote carries by the necessary majority.

INFORMATION SYSTEMS					Dept 0155				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Information Systems									
IT DIRECTOR	\$ 11,042	\$ 11,000	0.10	\$ 5,500	0.05	1.00	\$ 5,500	\$ 5,500	\$ 5,500
ASSISTANT IT DIRECTOR- School				\$ 5,500	0.05	1.00	\$ 5,500	\$ 5,500	\$ 5,500
ASSISTANT IT DIRECTOR- Municipal				\$ 75,000	1.00	1.00	\$ 79,530	\$ 79,530	\$ 79,530
COMPUTER TECHNICIAN	\$ 78,671	\$ 78,644	1.65	\$ 78,644	1.65	2.00	\$ 78,644	\$ 78,644	\$ 78,644
OVERTIME	\$ 14,986	\$ 13,915		\$ 13,915			\$ 13,915	\$ 13,915	\$ 13,915
Salaries	\$ 104,700	\$ 103,559	1.75	\$ 178,559	2.75	5.00	\$ 183,089	\$ 183,089	\$ 183,089
PURCHASE OF SERVICES	\$ 95,636	\$ 125,570		\$ 125,570			\$ 125,570	\$ 125,570	\$ 125,570
SUPPLIES	\$ 46,689	\$ 60,000		\$ 60,000			\$ 60,000	\$ 60,000	\$ 60,000
Expenses	\$ 142,325	\$ 185,570		\$ 185,570			\$ 185,570	\$ 185,570	\$ 185,570
Capital Outlay	\$ -								
IT DIRECTOR FOR TOWN SIDE - 11/2015 STM ART 3		\$ 45,000							
TOTAL INFORMATION SYSTEMS BUDGET	\$ 247,025	\$ 334,129	1.75	\$ 364,129	2.75	5.00	\$ 368,659	\$ 368,659	\$ 368,659

Voice vote carries by the necessary majority.

TOWN CLERK BUDGET					Dept 0161				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
TOWN CLERK BUDGET									
DEPARTMENT HEAD SALARY	\$ 85,650	\$ 88,124	1.00	\$ 89,998	1.00	1.00	\$ 89,998	\$ 89,998	\$ 89,998
CLERK TO THE REGISTRARS STIPEND	\$ 965	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
PROGRAM ADMINISTRATOR II	\$ 59,469	\$ 61,182	1.00	\$ 62,483	1.00	1.00	\$ 62,483	\$ 62,483	\$ 62,483
SENIOR CLERK II (WAS PRINCIPAL CLERKS)	\$ 60,839	\$ 71,879	2.00	\$ 77,447	2.00	2.00	\$ 77,447	\$ 77,447	\$ 77,447
CLERICAL SALARIES (MOD)	\$ 709	\$ 3,000	0.25	\$ 3,000	0.25	1.00	\$ 3,000	\$ 3,000	\$ 3,000
TEMPORARY WAGES	\$ 21,057	\$ 37,000		\$ 37,000			\$ 37,000	\$ 44,000	\$ 37,000
OVERTIME TOWN CLERK (MERGED)	\$ 5,086	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
LONGEVITY	\$ 1,150	\$ 1,300		\$ 2,200			\$ 2,200	\$ 2,200	\$ 2,200
Salaries	\$ 234,925	\$ 268,485	4.25	\$ 278,128	4.25	5.00	\$ 278,128	\$ 285,128	\$ 278,128
EQUIPMENT REPAIRS-SERVICES	\$ 3,908	\$ 3,900		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
DATA PROCESS AND MAINT-SERV	\$ 13,245	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
BINDING	\$ -	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
ADVERTISING AND FREIGHT	\$ 994	\$ 4,825		\$ 4,825			\$ 4,825	\$ 4,825	\$ 4,825
STREET LISTING BOOK PRINTING	\$ 1,800	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
OFFICE SUPPLIES	\$ 1,845	\$ 6,800		\$ 6,800			\$ 6,800	\$ 4,800	\$ 4,800
PRINTING & STATIONERY	\$ 939	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
SUPPLIES - TOWN MEETING COMMITTEES	\$ 154	\$ 4,900		\$ 4,900			\$ 4,900	\$ 4,900	\$ 4,900
VOTING SUPPLIES	\$ 542	\$ 1,200		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
ANNUAL TOWN CODE UPDATES	\$ 1,195	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
IN-SERVICE TRAINING & EDUCATION	\$ 4,567	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
TRAVEL EXPENSES	\$ 1,935	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
DUES & SUBSCRIPTIONS	\$ 540	\$ 4,450		\$ 4,450			\$ 4,450	\$ 4,450	\$ 4,450
Expenses	\$ 31,662	\$ 54,075		\$ 54,175			\$ 54,175	\$ 52,175	\$ 52,175
CAP OUTLAY - COMPUTERS AND FURNITURE	\$ 1,977								
Capital Outlay	\$ 1,977	\$ -		\$ -			\$ -	\$ -	\$ -
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 3,975							
TOTAL TOWN CLERK BUDGET	\$ 268,564	\$ 326,535	4.25	\$ 332,303	4.25	5.00	\$ 332,303	\$ 337,303	\$ 330,303

Voice vote carries by the necessary majority.

TOWN MODERATOR					Dept 0114				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# of Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
TOWN MODERATOR BUDGET									
TOWN MODERATOR	\$ 3,500	\$ 4,500		\$ 5,000			\$ 5,000	\$ 5,000	\$ 4,600
Stipend	\$ 3,500	\$ 4,500		\$ 5,000			\$ 5,000	\$ 5,000	\$ 4,600
Expenses	\$ -								
TOTAL TOWN MODERATOR BUDGET	\$ 3,500	\$ 4,500	-	\$ 5,000	-	-	\$ 5,000	\$ 5,000	\$ 4,600

Voice vote carries by the necessary majority.

PLANNING					Dept 0175				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Planning Department									
PLANNER	\$ 89,998	\$ 92,599	1.00	\$ 94,547	1.00	1.00	\$ 94,547	\$ 94,547	\$ 94,547
MEETING WAGES	\$ -	\$ 3,500	0.24	\$ 4,500	0.24	1.00	\$ 4,500	\$ 4,500	\$ 4,500
Salaries	\$ 89,998	\$ 96,099	1.24	\$ 99,047	1.24	2.00	\$ 99,047	\$ 99,047	\$ 99,047
CONSULTANT FEES	\$ 89,940	\$ 20,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
RECORDINGS SERVICE BUREAU	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
DEPARTMENTAL COMMUNITY EVENTS	\$ 42	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
TELEPHONE	\$ 648	\$ 600		\$ 800			\$ 800	\$ 800	\$ 800
ADVERTISING & FREIGHT	\$ 26	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
OFFICE SUPPLIES	\$ 6,726	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
DATA PROCESSING SUPPLIES	\$ 1,208								
CLOTHING/UNIFORMS	\$ 195	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
IN-SERVICE TRAINING & EDUCATION	\$ 670	\$ 1,400		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
TRAVEL EXPENSES	\$ 156	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
DUES & SUBSCRIPTIONS	\$ 85	\$ 700		\$ 700			\$ 700	\$ 700	\$ 700
Expenses	\$ 99,696	\$ 27,600		\$ 47,800			\$ 47,800	\$ 47,800	\$ 47,800
Capital Outlay	\$ -								
TOTAL PLANNING DEPARTMENT	\$ 189,694	\$ 123,699	1.24	\$ 146,847	1.24	2.00	\$ 146,847	\$ 146,847	\$ 146,847

Voice vote carries by the necessary majority.

BOARD OF SELECTMEN					Dept 0122				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Board of Selectmen Budget									
RES FOR NONUNION SALARY INCREASES							\$ -		
RES. FOR COLLECTIVE BARGAINING							\$ -		
Total Bargaining and Increases	\$ -	\$ -		\$ -			\$ -	\$ -	\$ -
AWARDS	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CONSULTANT FEES									
ADVERTISING & FREIGHT	\$ 1,609	\$ 2,600		\$ 2,600			\$ 2,600	\$ 2,600	\$ 2,600
TOWN REPORT PRINTING	\$ 2,009	\$ 2,950		\$ 2,950			\$ 2,950	\$ 2,950	\$ 2,950
CONFERENCE EXPENSES	\$ 12	\$ 1,500		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
BOOKS	\$ 3,070	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
COMM ON DISAB CABLE EXPENSE	\$ 500	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
IN-SERVICE TRAINING & EDUCATION	\$ 3,388			\$ 500			\$ 500	\$ 500	\$ 500
DUES & SUBSCRIPTIONS	\$ 361	\$ 2,100		\$ 2,100			\$ 2,100	\$ 2,100	\$ 2,100
MASS.MUN. ASSOC. DUES	\$ 5,427	\$ 5,880		\$ 5,880			\$ 5,880	\$ 5,880	\$ 5,880
PURCHASE OF SERVICE									
REGIONAL PURCHASING SVC									
TUITION REIMBURSEMENT									
TRAVEL EXPENSES	\$ 237								
Expenses	\$ 16,613	\$ 18,330		\$ 19,330			\$ 19,330	\$ 19,330	\$ 19,330
Capital Outlay	\$ -								
TOTAL BOARD OF SELECTMEN	\$ 16,613	\$ 18,330	0.00	\$ 19,330	0.00	0.00	\$ 19,330	\$ 19,330	\$ 19,330

Voice vote carries by the necessary majority.

HUMAN RESOURCES					Dept 0152				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
HUMAN RESOURCES									
HR DIRECTOR	\$ 91,287	\$ 92,599	1.00	\$ 94,547	1.00	1.00	\$ 94,547	\$ 94,547	\$ 94,547
PROGRAM COORDINATOR I (WAS PROGRAM ADMIN II (CONFID) IN FY15)	\$ 37,895	\$ 73,800	1.00	\$ 75,364	1.00	1.00	\$ 75,364	\$ 75,364	\$ 75,364
SENIOR CLERK II (WAS PRINCIPAL CLERK)	\$ 7,864	\$ 35,561	1.00	\$ 47,392	1.00	1.00	\$ 47,392	\$ 47,392	\$ 47,392
LONGEVITY	\$ 1,075								
PROGRAM ADMINISTRATOR I (SCHOOL)		\$ 62,475	1.00						
SCHOOL PAYROLL		\$ (62,475)	-1.00	\$ -					
Salaries	\$ 138,121	\$ 201,960	3.00	\$ 217,303	3.00	3.00	\$ 217,303	\$ 217,303	\$ 217,303
OFFICE SUPPLIES	\$ 2,371	\$ 8,000		\$ 8,000			\$ 8,000	\$ 5,000	\$ 5,000
INSERVICE TRAINING & EDUCATION	\$ 2,629	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
TRAVEL EXPENSES	\$ 187	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
DUES & SUBSCRIPTIONS	\$ 435	\$ 850		\$ 850			\$ 850	\$ 850	\$ 850
Expenses	\$ 5,622	\$ 13,950		\$ 13,950			\$ 13,950	\$ 10,950	\$ 10,950
Capital Outlay	\$ -	\$ 1,500							
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 10,858							
TOTAL HUMAN RESOURCES BUDGET	\$ 143,743	\$ 228,268	3.00	\$ 231,253	3.00	3.00	\$ 231,253	\$ 228,253	\$ 228,253

Electronic voting: Yes: 102 No: 22 Abstain: 2, carries by the necessary majority.

ENGINEERING					Dept 0411				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Engineering Department									
DEPARTMENT HEAD SALARY	\$ 93,597	\$ 96,303	1.00	\$ 98,329	1.00	1.00	\$ 98,329	\$ 98,329	\$ 98,329
ASSISTANT TOWN ENGINEER	\$ 7,684	\$ 29,081	0.33	\$ 43,894	0.50	1.00	\$ 87,787	\$ 87,787	\$ 87,787
ASSOCIATE ENGINEER			0.00	\$ 32,018	0.50	1.00	\$ 32,018	\$ 32,018	\$ 32,018
ENVIRONMENTAL AFFAIRS OFFICER	\$ 82,361	\$ 84,731	1.00	\$ 86,527	1.00	1.00	\$ 86,527	\$ 86,527	\$ 86,527
GIS COORDINATOR	\$ 49,417	\$ 49,417	0.60	\$ 54,878	0.70	1.00	\$ 54,878	\$ 54,878	\$ 54,878
SENIOR CLERK II	\$ 56,147	\$ 52,338	1.00	\$ 48,580	1.00	1.00	\$ 48,580	\$ 48,580	\$ 48,580
MEETING WAGES/PART TIME SECRETARY	\$ 10,000	\$ 15,000	0.55	\$ 15,000	0.55	1.00	\$ 15,000	\$ 15,000	\$ 15,000
LONGEVITY	\$ 2,550	\$ 4,700	0.00	\$ 2,800	0.00	0.00	\$ 2,800	\$ 2,800	\$ 2,800
OVERTIME	\$ 7,060	\$ 7,200							
SUPER LONGEVITY		\$ 2,617							
ANTICIPATED BUYOUTS	\$ -	\$ 6,500	0.00						
Salaries	\$ 308,817	\$ 347,887	4.48	\$ 382,025	5.25	7.00	\$ 425,919	\$ 425,919	\$ 425,919
GROUNDS MAINTENANCE		\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
GIS OPERATIONAL EXPENSE	\$ 42,265	\$ 18,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
EQUIPMENT REPAIRS-SERVICES	\$ 4,962	\$ 11,000		\$ 13,000			\$ 13,000	\$ 13,000	\$ 13,000
CONSULTANT FEES	\$ 9,995	\$ 10,000		\$ 20,000			\$ 10,000	\$ 10,000	\$ 10,000
RECORDINGS SERVICE BUREAU	\$ -	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
TELEPHONE	\$ 1,944	\$ 3,100		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
ADVERTISING AND FREIGHT	\$ 219	\$ 900		\$ 900			\$ 900	\$ 900	\$ 900
STORM WATER COORDINATION	\$ 49,835	\$ 50,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
OFFICE SUPPLIES	\$ 3,274	\$ 3,300		\$ 3,300			\$ 3,300	\$ 3,300	\$ 3,300
EQUIPMENT REPAIRS-SUPPLIES	\$ 2,391	\$ 3,300		\$ 3,300			\$ 3,300	\$ 3,300	\$ 3,300
VEHICLE MAINT AND OPER-SUPPLIES	\$ 266	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
GASOLINE, OIL & GREASE	\$ 870	\$ 2,000		\$ 2,000			\$ 2,000	\$ 1,200	\$ 1,200
CLOTHING/UNIFORMS	\$ 1,185	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
IN-SERVICE TRAINING & EDUCATION	\$ 3,526	\$ 6,500		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
TRAVEL EXPENSES	\$ 709	\$ 1,400		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
DUES & SUBSCRIPTIONS	\$ 441	\$ 1,700		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
DATA PROCESS AND MAINT-SERV	\$ 1,331								
Expenses	\$ 123,211	\$ 118,800		\$ 134,500			\$ 124,500	\$ 123,700	\$ 123,700
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 213							
TOTAL ENGINEERING BUDGET	\$ 432,028	\$ 466,900	4.48	\$ 516,525	5.25	7.00	\$ 550,419	\$ 549,619	\$ 549,619

Voice vote carries by the necessary majority.

FINANCE COMMITTEE BUDGET					Dept 0131				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
FINANCE COMMITTEE									
TEMPORARY WAGES	\$ 3,844	\$ 7,000		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
Salaries	\$ 3,844	\$ 7,000		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
RESERVE FUND FUEL	\$ -	\$ 50,000		\$ 50,000			\$ 50,000	\$ -	\$ 50,000
RESERVE FUND	\$ -	\$ 250,000		\$ 250,000			\$ 250,000	\$ 250,000	\$ 250,000
Finance Committee Reserve Fund	\$ -	\$ 300,000		\$ 300,000			\$ 300,000	\$ 250,000	\$ 300,000
AWARDS	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
CONSULTING FEES/LEGAL	\$ -	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
ADVERTISING & FREIGHT	\$ 1,811	\$ 1,650		\$ 1,650			\$ 1,650	\$ 1,650	\$ 1,650
OFFICE SUPPLIES	\$ 135			\$ 200			\$ 200	\$ 200	\$ 200
PRINTING & STATIONERY	\$ 3,743	\$ 3,850		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
DATA PROCESSING SUPPLIES (IPADS)	\$ 11,059								
IN-SERVICE TRAINING & EDUCATION	\$ 664	\$ 1,320		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
DUES & SUBSCRIPTIONS	\$ 333	\$ 380		\$ 380			\$ 380	\$ 380	\$ 380
Expenses	\$ 17,744	\$ 10,200		\$ 10,730			\$ 10,730	\$ 10,730	\$ 10,730
TOTAL FINANCE COMMITTEE BUDGET	\$ 21,588	\$ 317,200		\$ 317,730			\$ 317,730	\$ 267,730	\$ 317,730

Voice vote carries by the necessary majority.

HISTORICAL COMMISSION					Dept 0815				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Historical Commission									
PART TIME WAGES	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
Salaries	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
ADVERTISING & FREIGHT	\$ 180	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
OFFICE SUPPLIES	\$ 118	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
Expenses	\$ 298	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
Capital Outlay	\$ -								
TOTAL HISTORICAL COMMISSION	\$ 298	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800

Voice vote carries by the necessary majority.

POLICE DEPARTMENT					Dept 0210				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
POLICE DEPARTMENT BUDGET									
DEPARTMENT HEAD SALARY	\$ 164,619	\$ 165,959	1.00	\$ 180,000	1.00	1.00	\$ 180,000	\$ 180,000	\$ 145,000
DEPUTY POLICE CHIEF	\$ 93,167	\$ 95,871	1.00	\$ 97,885	1.00	1.00	\$ 97,885	\$ 75,000	\$ 50,000
SERGEANTS	\$ 771,843	\$ 670,531	9.00	\$ 679,456	9.00	9.00	\$ 679,456	\$ 679,456	\$ 679,456
LIEUTENANTS	\$ 247,845	\$ 244,897	3.00	\$ 250,080	3.00	3.00	\$ 250,080	\$ 250,080	\$ 250,080
PATROLMEN	\$ 2,332,393	\$ 2,566,287	43.00	\$ 2,816,336	46.00	46.00	\$ 2,705,536	\$ 2,705,536	\$ 2,600,536
PROGRAM ADMINISTRATOR I	\$ 86,653	\$ 134,836	2.00	\$ 151,464	2.00	2.00	\$ 151,464	\$ 151,464	\$ 151,464
SENIOR CLERK II		\$ 23,685	0.50	\$ 23,594	1.00	1.00	\$ 47,189	\$ 47,189	\$ 47,189
SPECIALISTS STIPENDS	\$ 52,455	\$ 31,200		\$ 28,400			\$ 30,600	\$ 30,600	\$ 30,600
OVERTIME	\$ 532,473	\$ 475,000		\$ 500,000			\$ 500,000	\$ 500,000	\$ 500,000
TOWN DETAILS	\$ 17,502	\$ 26,000		\$ 26,000			\$ 26,000	\$ 26,000	\$ 26,000
LONGEVITY	\$ 45,325	\$ 48,200		\$ 44,800			\$ 44,800	\$ 44,800	\$ 44,800
EDUCATION INCENTIVE PAY	\$ 340,226	\$ 399,621		\$ 390,340			\$ 374,326	\$ 374,326	\$ 374,326
NIGHT DIFFERENTIAL	\$ 89,338	\$ 96,940		\$ 96,940			\$ 96,940	\$ 96,940	\$ 96,940
HOLIDAY PAY	\$ 150,061	\$ 153,673		\$ 162,616			\$ 157,631	\$ 157,631	\$ 157,631
COURT TIME	\$ 39,155	\$ 70,000		\$ 70,000			\$ 70,000	\$ 70,000	\$ 70,000
OVERTIME/IN SERVICE TRAINING	\$ 24,907	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
Officer Roll Call, Superior Adj (was SUP OFFICERS SALARY ADJ-SUP OFFICERS 1/2 HR COMP PER DAY)	\$ 80,510	\$ 91,700		\$ 110,200			\$ 110,200	\$ 110,200	\$ 110,200
SUPER LONGEVITY		\$ 28,856		\$ 15,760			\$ 15,757	\$ 15,757	\$ 15,757
OUT OF GRADE		\$ 6,540		\$ 25,000			\$ 6,500	\$ 6,500	\$ 6,500
ANTICIPATED BUYOUTS				\$ 8,015			\$ 8,015	\$ 8,015	\$ 8,015
DEPARTMENTAL COMMUNITY EVENTS	\$ 9,638								
AED IMPLEMENTATION	\$ 32,000								
Salaries	\$ 5,110,112	\$ 5,354,795	59.50	\$ 5,701,886	63.00	63.00	\$ 5,577,379	\$ 5,554,494	\$ 5,389,494
ELECTRICITY	\$ 59,391	\$ 38,520		\$ 60,000			\$ 38,600	\$ 38,600	\$ 38,600
GAS	\$ 15,873	\$ 18,000		\$ 18,000			\$ 18,000	\$ 16,500	\$ 16,500
WATER	\$ 2,041	\$ 1,700		\$ 2,200			\$ 2,200	\$ 2,200	\$ 2,200
RADIO REPAIRS-SERVICES	\$ 14,700	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
VEHICLE MAINT AND OPER-SERVICE	\$ 7,715	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
BUILDING REPAIRS-SERVICES	\$ 8,926	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
EQUIPMENT REPAIRS-SERVICES	\$ 21,327	\$ 9,500		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
EQUIPMENT RENTAL (TELETYPE)	\$ 730	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
PHOTOSTATS & PHOTOGRAPHS-SVC	\$ 1,065	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
BILLING & COLLECT/ADMIN SERVICE	\$ 590	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
CONTRACT SERVICES	\$ -	\$ 3,100		\$ 3,100			\$ 3,100	\$ 3,100	\$ 3,100
VETERINARIAN FEES	\$ 1,329	\$ 1,600		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
DEPARTMENTAL COMMUNITY POLICING	\$ 4,138	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
TELEPHONE	\$ 21,492	\$ 20,000		\$ 22,000			\$ 22,000	\$ 22,000	\$ 22,000
ADVERTISING AND FREIGHT	\$ 1,762	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
LAUNDRY	\$ 1,984	\$ 1,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
DET CLEANING & CLOTHING ALLOW	\$ 39,475	\$ 41,975		\$ 41,975			\$ 41,975	\$ 41,975	\$ 41,975
BAYPERN MEMBERSHIP-VEHICLES SUPPLIES	\$ 1,900	\$ 1,900		\$ 1,900			\$ 1,900	\$ 1,900	\$ 1,900
OFFICE SUPPLIES	\$ 11,424	\$ 14,000		\$ 14,000			\$ 14,000	\$ 14,000	\$ 14,000
PHOTOGRAPHIC SUPPLIES	\$ 1,548	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
PRINTING & STATIONERY	\$ 1,495	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
EQUIPMENT REPAIRS-SUPPLIES	\$ 1,414	\$ 2,800		\$ 2,800			\$ 2,800	\$ 2,800	\$ 2,800
RADIO REPAIRS-SUPPLIES	\$ 1,070	\$ 2,000		\$ 7,000			\$ 6,500	\$ 6,500	\$ 6,500
BUILDING SUPPLIES	\$ 10,809	\$ 14,000		\$ 14,000			\$ 14,000	\$ 14,000	\$ 14,000
VEHICLE MAINT AND OPER-SUPPLIES	\$ 19,741	\$ 26,000		\$ 26,000			\$ 26,000	\$ 26,000	\$ 26,000
GASOLINE, OIL & GREASE	\$ 104,848	\$ 112,000		\$ 112,000			\$ 112,000	\$ 79,000	\$ 79,000
FEEDING PRISONERS	\$ 1,813	\$ 2,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
FEEDING DOGS	\$ 1,044	\$ 600		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
MEDICAL & FIRST AID	\$ 4,210	\$ 4,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
BOOKS	\$ 299	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
FINANCE CHARGES	\$ 484	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
CLOTHING/REPLACEMENT	\$ 444	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CLOTHING/UNIFORMS	\$ 69,935	\$ 100,000		\$ 117,000			\$ 108,500	\$ 108,500	\$ 108,500
DATA PROCESSING SUPPLIES	\$ 3,657	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CHEMICALS	\$ 176	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
AMMUNITION	\$ 16,470	\$ 33,500		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
PATROL SUPPLIES	\$ 2,153	\$ 2,400		\$ 2,400			\$ 2,400	\$ 2,400	\$ 2,400
IN-SERVICE TRAINING & EDUCATION	\$ 63,064	\$ 41,000		\$ 41,000			\$ 41,000	\$ 41,000	\$ 41,000
DUES & SUBSCRIPTIONS	\$ 8,362	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
PETTY CASH	\$ 45	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
UNDERCOVER EXPENSES	\$ 3,000	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
IDENTI-KIT RENTAL	\$ 255								
Expenses	\$ 532,196	\$ 577,695		\$ 645,275			\$ 614,875	\$ 580,375	\$ 580,375
Capital Outlay Office & Vehicles	\$ -								
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 4,283							
TOTAL POLICE DEPARTMENT BUDGET	\$ 5,642,308	\$ 5,936,774	59.50	\$ 6,347,161	63.00	63.00	\$ 6,192,254	\$ 6,134,869	\$ 5,969,869

A motion was made and passed by voice vote to move the question.

Voice vote carries by the necessary majority.

CROSSING GUARDS					Dept 0213				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
CROSSING GUARDS BUDGET									
SCHOOL CROSSING GUARDS	\$ 88,429	\$ 94,800	0.38	\$ 94,800	0.38	14.00	\$ 94,800	\$ 94,800	\$ 94,800
CROSSING GUARDS PER DIEM	\$ 1,259	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
Salaries	\$ 89,688	\$ 99,800	0.38	\$ 99,800	0.38	14.00	\$ 99,800	\$ 99,800	\$ 99,800
GENERAL SUPPLIES	\$ 500	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
Expenses	\$ 500	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
Capital Outlay	\$ -								
TOTAL CROSSING GUARDS BUDGET	\$ 90,188	\$ 100,800	0.38	\$ 100,800	0.38	14.00	\$ 100,800	\$ 100,800	\$ 100,800

Voice vote carries by the necessary majority.

CENTRAL DISPATCH					Dept 0217				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
CENTRAL DISPATCH BUDGET									
PROGRAM ADMINISTRATOR II	\$ 17,692	\$ 68,225	1.00	\$ 66,294	1.00	1.00	\$ 66,294	\$ 66,294	\$ 66,294
DISPATCHERS	\$ 317,173	\$ 339,887	8.00	\$ 391,151	8.00	8.00	\$ 343,489	\$ 343,489	\$ 343,489
DISPATCHERS PER DIEM		\$ 11,500		\$ 11,500			\$ 11,500	\$ 11,500	\$ 11,500
DIFFERENTIALS				\$ 16,500			\$ -	\$ -	\$ -
OVERTIME		\$ 48,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
Salaries	\$ 334,865	\$ 467,612	9.00	\$ 535,445	9.00	9.00	\$ 471,283	\$ 471,283	\$ 471,283
UNIFORMS		\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
OFFICE SUPPLIES		\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
SOFTWARE		\$ 13,000		\$ 13,000			\$ 13,000	\$ 13,000	\$ 13,000
EQUIPMENT REPAIRS		\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
INSERVICE TRAINING AND EDUCATION		\$ 19,000		\$ 19,000			\$ 19,000	\$ 19,000	\$ 19,000
Expenses	\$ -	\$ 48,000		\$ 48,000			\$ 48,000	\$ 48,000	\$ 48,000
Capital Outlay	\$ -								
TOTAL CIVILIAN DISPATCHERS BUDGET	\$ 334,865	\$ 515,612	9.00	\$ 583,445	9.00	9.00	\$ 519,283	\$ 519,283	\$ 519,283

Voice vote carries by the necessary majority.

FIRE AND RESCUE DEPARTMENT					Dept 0220				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM Proposed FY17 Budget	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Fire and Rescue Department									
DEPARTMENT HEAD SALARY	\$ 138,509	\$ 144,006	1.00	\$ 143,456	1.00	1.00	\$ 143,456	\$ 143,456	\$ 143,456
CAPTAINS	\$ 386,443	\$ 403,297	5.00	\$ 411,754	5.00	5.00	\$ 411,755	\$ 411,755	\$ 411,755
DEPUTY FIRE CHIEF	\$ 85,039	\$ 87,680	1.00	\$ 458,869	1.00	1.00	\$ 89,538	\$ 89,538	\$ 89,538
LIEUTENANTS	\$ 757,690	\$ 720,014	10.00	\$ 735,331	10.00	10.00	\$ 740,308	\$ 740,308	\$ 740,308
FIREFIGHTERS	\$ 1,793,853	\$ 2,203,925	36.00	\$ 2,580,937	36.00	36.00	\$ 2,328,680	\$ 2,328,680	\$ 2,328,680
MOTOR EQUIPMENT REPAIRMAN	\$ 55,571	\$ 67,240	1.00	\$ 68,653	1.00	1.00	\$ 68,653	\$ 68,653	\$ 68,653
PROGRAM ADMINISTRATOR I	\$ 58,657	\$ 58,835	1.00	\$ 61,570	1.00	1.00	\$ 61,570	\$ 61,570	\$ 61,570
CLERICAL SALARIES - new				\$ 45,182					
2ND AMBULANCE MINIMUM MANNING	\$ 291,722	\$ 298,524		\$ 305,988			\$ 305,988	\$ 305,988	\$ 305,988
SPECIALISTS STIPENDS	\$ 11,958	\$ 16,500		\$ 19,000			\$ 17,682	\$ 17,682	\$ 17,682
FIRE ALARM DUTY	\$ 13,350	\$ 25,100		\$ 25,750			\$ 25,750	\$ 25,750	\$ 25,750
BOX ALARMS	\$ 100,535	\$ 93,000		\$ 97,550			\$ 97,550	\$ 97,550	\$ 97,550
OUT OF GRADE WAGES	\$ 19,993	\$ 24,904		\$ 30,000			\$ 30,000	\$ 30,000	\$ 30,000
OVERTIME	\$ 467,889	\$ 315,000		\$ 323,000			\$ 323,000	\$ 323,000	\$ 323,000
LONGEVITY	\$ 60,800	\$ 71,700		\$ 67,750			\$ 67,750	\$ 67,750	\$ 67,750
EDUCATION INCENTIVE PAY	\$ 26,650	\$ 38,000		\$ 38,000			\$ 38,000	\$ 27,000	\$ 38,000
HOLIDAY PAY	\$ 130,654	\$ 148,009		\$ 176,000			\$ 153,365	\$ 153,365	\$ 153,365
SUPPORT EQUIPMENT	\$ 4,900	\$ 5,200		\$ 6,100			\$ 5,200	\$ 5,200	\$ 5,200
OVERTIME/IN SERVICE TRAINING	\$ 25,448	\$ 36,000		\$ 58,800			\$ 58,800	\$ 58,800	\$ 58,800
PARAMEDIC SERVICES AND EVENTS	\$ 2,106	\$ 8,500		\$ 9,500			\$ 9,500	\$ 9,500	\$ 9,500
EMERGENCY MANAGEMENT	\$ 4,942	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
ANTICIPATED BUYOUTS	\$ 29,173	\$ 20,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
OVERTIME - INSPECTIONS		\$ 50,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 40,000
PARAMEDIC STIPENDS	\$ 162,757								
Salaries	\$ 4,628,638	\$ 4,840,432	55.00	\$ 5,768,190	55.00	55.00	\$ 5,081,544	\$ 5,070,545	\$ 5,071,545
ELECTRICITY	\$ 43,617	\$ 42,800		\$ 44,940			\$ 42,800	\$ 42,800	\$ 42,800
GAS	\$ 26,234	\$ 35,000		\$ 36,750			\$ 36,750	\$ 34,250	\$ 34,250
WATER	\$ 4,301	\$ 4,500		\$ 4,650			\$ 4,650	\$ 4,650	\$ 4,650
MEDICAL DIRECTOR		\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
RADIO REPAIRS-SERVICES	\$ 550	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
VEHICLE MAINT AND OPER-SERVICE	\$ 26,254	\$ 25,000		\$ 27,000			\$ 27,000	\$ 27,000	\$ 27,000
BUILDING REPAIRS-SERVICES	\$ 13,976	\$ 10,000		\$ 13,000			\$ 13,000	\$ 13,000	\$ 13,000
EQUIPMENT REPAIRS-SERVICES	\$ 15,867	\$ 21,000		\$ 21,250			\$ 21,250	\$ 21,250	\$ 21,250
DATA PROCESSING & MAINT	\$ 3,248	\$ 3,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
BILLING AND COLLECTION SERVICE	\$ 32,500	\$ 40,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
TELEPHONE	\$ 10,184	\$ 18,000		\$ 18,750			\$ 18,750	\$ 18,750	\$ 18,750
ADVERTISING & FREIGHT	\$ 1,781	\$ 1,500		\$ 1,535			\$ 1,535	\$ 1,535	\$ 1,535
LAUNDRY	\$ 12,508	\$ 15,479		\$ 16,226			\$ 16,226	\$ 16,226	\$ 16,226
OFFICE SUPPLIES	\$ 2,999	\$ 3,000		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
EQUIPMENT REPAIRS-SUPPLIES	\$ 410	\$ 6,000		\$ 6,500			\$ 6,500	\$ 6,500	\$ 6,500
RADIO REPAIRS-SUPPLIES	\$ 5,702	\$ 10,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 19,000
BUILDING SUPPLIES	\$ 9,295	\$ 15,000		\$ 15,750			\$ 15,750	\$ 15,750	\$ 15,750
SMALL TOOLS	\$ 14,699	\$ 8,000		\$ 8,500			\$ 8,500	\$ 8,500	\$ 8,500
VEHICLE MAINT AND OPER-SUPPLIES	\$ 52,289	\$ 55,000		\$ 57,750			\$ 57,750	\$ 57,750	\$ 57,750
GASOLINE, OIL & GREASE	\$ 60,952	\$ 67,500		\$ 67,500			\$ 67,500	\$ 49,500	\$ 49,500
FOOD	\$ 626	\$ 600		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
MEDICAL AND FIRST AID	\$ 32,639	\$ 35,000		\$ 36,750			\$ 36,750	\$ 36,750	\$ 36,750
BOOKS	\$ 381	\$ 500		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
FINANCE CHARGE	\$ 51								
CLOTHING/UNIFORMS	\$ 53,775	\$ 45,000		\$ 60,000			\$ 50,000	\$ 50,000	\$ 50,000
DATA PROCESSING SUPPLIES	\$ 3,790	\$ 5,500		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
CHEMICALS	\$ 1,733	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
FIRE ALARM CABLE & FIXTURES	\$ 306	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
IN SERVICE TRAINING & EDUCATION	\$ 1,711	\$ 11,000		\$ 40,000			\$ 20,000	\$ 40,000	\$ 40,000
TRAVEL EXPENSES	\$ 2,811	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
DUES & SUBSCRIPTIONS	\$ 1,404	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
APPLICATION FEES	\$ 2,600	\$ 3,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
PHOTOGRAPHIC SUPPLIES	\$ 12,338								
Expenses	\$ 451,529	\$ 500,379		\$ 573,351			\$ 541,211	\$ 540,711	\$ 539,711
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 1,467							

A motion was made and passed by voice vote to move the question.
Voice vote carries by the necessary majority.

BUILDING & CODE ENFORCEMENT					Dept 0241				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Building and Code Enforcement									
BUILDING COMMISSIONER	\$ 89,998	\$ 92,599	1.00	\$ 96,904	1.00	1.00	\$ 94,547	\$ 94,547	\$ 94,547
ASST BLDG INSPECTOR/CODE ENF OFFICER	\$ 60,072	\$ 61,806	1.00	\$ 63,105	1.00	1.00	\$ 63,105	\$ 63,105	\$ 63,105
DEPUTY INSPECTOR	\$ 1,128	\$ 2,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
WIRING INSPECTOR	\$ 20,408	\$ 32,619	0.46	\$ 33,897	0.46	1.00	\$ 33,086	\$ 33,086	\$ 33,086
PLUMBING & GAS INSPECTOR	\$ 31,142	\$ 32,619	0.46	\$ 33,897	0.46	1.00	\$ 33,086	\$ 33,086	\$ 33,086
SECRETARIAL SALARIES	\$ 13,716	\$ 14,970	0.50	\$ 19,760	0.50	1.00	\$ 16,509	\$ 16,509	\$ 16,509
MEETING WAGES	\$ 3,341	\$ 3,000		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
SENIOR CLERK II (WAS SECRETARY - BUILDING & ZONING)	\$ 58,535	\$ 56,859	1.00	\$ 61,570	1.00	1.00	\$ 61,570	\$ 61,570	\$ 61,570
LONGEVITY	\$ 1,900	\$ 1,900		\$ 2,550			\$ 1,900	\$ 1,900	\$ 1,900
Salaries	\$ 280,241	\$ 298,871	4.42	\$ 319,683	4.42	6.00	\$ 311,803	\$ 311,803	\$ 311,803
SEALER OF WEIGHTS & MEASURES	\$ 9,000	\$ 10,500		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
VEHICLE MAINT AND OPER-SVC/SUPP	\$ 96	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
PHOTOSTATS & PHOTOGRAPHS-SVC	\$ 1,050	\$ 1,600		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
TELEPHONE	\$ 668			\$ -			\$ -	\$ -	\$ -
ADVERTISING AND FREIGHT	\$ 54	\$ 100		\$ 200			\$ 200	\$ 200	\$ 200
OFFICE SUPPLIES	\$ 1,743	\$ 1,600		\$ 1,800			\$ 1,800	\$ 1,800	\$ 1,800
GASOLINE, OIL & GREASE	\$ 1,255	\$ 1,800		\$ 1,800			\$ 1,800	\$ 1,000	\$ 1,000
BOOKS	\$ 942	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
IN-SERVICE TRAINING & EDUCATION	\$ 684	\$ 2,200		\$ 3,200			\$ 3,200	\$ 3,200	\$ 3,200
IN-SERVICE TRAINING & EDUCATION - ZBA				\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
TRAVEL EXPENSES	\$ 2,831	\$ 2,600		\$ 3,850			\$ 3,850	\$ 3,850	\$ 3,850
DUES & SUBSCRIPTIONS	\$ 430	\$ 1,400		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
SAFETY EQUIPMENT				\$ 800			\$ 800	\$ 800	\$ 800
CERTIFICATION SCHOOL	\$ 70								
Expenses	\$ 18,823	\$ 24,100		\$ 29,950			\$ 29,950	\$ 29,150	\$ 29,150
Capital Outlay	\$ -	\$ -		\$ -			\$ -		
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 3,443							
TOTAL BUILDING & CODE ENFORCEMENT BUDG	\$ 299,064	\$ 326,414	4.42	\$ 349,633	4.42	6.00	\$ 341,753	\$ 340,953	\$ 340,953

Voice vote carries by the necessary majority.

ANIMAL CONTROL					Dept 0292				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
ANIMAL CONTROL BUDGET									
DEPARTMENT HEAD SALARY	\$ 45,723	\$ 52,507	1.00	\$ 50,822	1.00	1.00	\$ 50,822	\$ 50,822	\$ 50,822
PART TIME WAGES	\$ -	\$ 5,978		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
Salaries	\$ 45,723	\$ 58,485	1.00	\$ 56,822	1.00	1.00	\$ 56,822	\$ 56,822	\$ 56,822
ELECTRICITY	\$ 5,539	\$ 5,457		\$ 2,800			\$ 2,800	\$ 2,800	\$ 2,800
WATER	\$ 526	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
VEHICLE MAINT AND OPER-SERVICE	\$ 150	\$ 250		\$ 550			\$ 550	\$ 550	\$ 550
BUILDING REPAIRS-SERVICES	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
KENNEL FEES	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
VETERINARIAN FEES	\$ 1,207	\$ 1,000		\$ 1,300			\$ 1,300	\$ 1,300	\$ 1,300
DISPOSAL OF ANIMALS	\$ 420	\$ 630		\$ 630			\$ 630	\$ 630	\$ 630
TELEPHONE	\$ 330	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
ADVERTISING & FREIGHT	\$ 84	\$ 140		\$ 140			\$ 140	\$ 140	\$ 140
PRINTING & STATIONERY	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
BUILDING SUPPLIES	\$ 912	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
VEHICLE MAINT AND OPER-SUPPLIES	\$ -	\$ 300		\$ -			\$ -	\$ -	\$ -
GASOLINE, OIL & GREASE	\$ 1,030	\$ 2,000		\$ 2,000			\$ 2,000	\$ 1,000	\$ 1,000
FEEDING DOGS	\$ -	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
CLOTHING/UNIFORMS	\$ 56	\$ 750		\$ 500			\$ 500	\$ 500	\$ 500
IN SERVICE TRAINING & EDUCATION	\$ -	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
DUES & SUBSCRIPTIONS	\$ -	\$ 50		\$ -			\$ -		
Expenses	\$ 10,254	\$ 15,177		\$ 12,520			\$ 12,520	\$ 11,520	\$ 11,520
Capital Outlay	\$ -								
TOTAL ANIMAL CONTROL BUDGET	\$ 55,977	\$ 73,662	1.00	\$ 69,342	1.00	1.00	\$ 69,342	\$ 68,342	\$ 68,342

Voice vote carries by the necessary majority.

DPW GENERAL AND HIGHWAY					Dept 0421				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
DPW General and Highway Budget									
SUPERINTENDENT	\$ 30,642	\$ 30,449	0.20	\$ 27,106	0.20	1.00	\$ 27,106	\$ 27,106	\$ 27,106
ASSISTANT SUPERINTENDENT	\$ 118,056	\$ 109,336	0.90	\$ 88,097	0.90	1.00	\$ 88,097	\$ 88,097	\$ 88,097
DIRECTOR OF ADMINISTRATION		\$ 20,368	0.25	\$ 20,290	0.25	1.00	\$ 20,290	\$ 20,290	\$ 20,290
PROGRAM ADMINISTRATOR I		\$ 14,494	0.25	\$ 16,333	0.25	1.00	\$ 16,333	\$ 16,333	\$ 16,333
SENIOR CLERK II	\$ 61,170	\$ 61,518	1.00	\$ 64,373	1.00	1.00	\$ 64,373	\$ 64,373	\$ 64,373
PRINCIPAL CLERK I (was senior clerk I)	\$ 47,407			\$ 7,337	0.20	1.00	\$ 9,918	\$ 9,918	\$ -
GIS COORDINATOR				\$ 7,840	0.10	1.00	\$ 7,840	\$ 7,840	\$ 7,840
FOREMAN	\$ 213,714	\$ 220,394	3.00	\$ 75,022	1.00	1.00	\$ 75,022	\$ 75,022	\$ 75,022
CERTIFIED MECHANIC				\$ 16,172	0.25	1.00	\$ 16,172	\$ 16,172	\$ 16,172
HEAVY EQUIPMENT OPERATOR/MECHANIC (was Hoisting Equip Operator)	\$ 269,927	\$ 272,910	4.50	\$ 270,537	4.25	5.00	\$ 270,537	\$ 270,537	\$ 270,537
MOTOR EQUIP OPERATOR/CRAFTSMAN (was Spec Motor Equipment Operator)	\$ 100,890	\$ 102,033	2.00	\$ 161,214	3.00	3.00	\$ 161,214	\$ 161,214	\$ 161,214
LABORER	\$ 49,461	\$ 103,500	2.00	\$ 156,287	3.00	3.00	\$ 156,287	\$ 156,287	\$ 156,287
MOTOR EQUIPMENT REPAIRMAN	\$ 30,801	\$ 31,220	0.50						
OUT OF GRADE WAGES	\$ 36,083	\$ 25,000		\$ 30,000			\$ 30,000	\$ 30,000	\$ 30,000
OVERTIME	\$ 63,259	\$ 40,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
LONGEVITY	\$ 14,021	\$ 13,630		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
ANTICIPATED BUYBACK	\$ 1,378	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
OFFICE MANAGER/ADM ASSISTANT	\$ 21,918								
Salaries	\$ 1,058,725	\$ 1,045,852	14.60	\$ 993,608	14.40	20.00	\$ 996,189	\$ 996,189	\$ 986,271
ELECTRICITY	\$ 8,941	\$ 14,980		\$ 14,980			\$ 15,000	\$ 15,000	\$ 15,000
GAS	\$ 12,726	\$ 13,500		\$ 13,500			\$ 13,500	\$ 13,500	\$ 13,500
CDL DRUG/ALCOHOL TESTING	\$ 985	\$ 900		\$ 900			\$ 900	\$ 900	\$ 900
VEHICLE MAINT AND OPER-SERVICE	\$ 3,839	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
BUILDING REPAIRS-SERVICES	\$ 9,858	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
EQUIPMENT REPAIRS-SERVICES	\$ 7,236	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
MACHINERY/TRUCK RENTAL	\$ 1,143	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
PHOTOSTATS & PHOTOGRAPHS-SVC	\$ -	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
IN SERVICE TRAINING TUITION	\$ 40	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
SAFETY/MEDICAL-SERVICES & SUPPLIES	\$ 2,745	\$ 2,000		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
TELEPHONE	\$ 1,767	\$ 3,600		\$ 3,600			\$ 3,600	\$ 3,600	\$ 3,600
POSTAGE	\$ 13	\$ 250		\$ 250			\$ 250	\$ 250	\$ 250
ADVERTISING AND FREIGHT	\$ 716	\$ 1,200		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
PHOTOGRAPHIC SUPPLIES	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
PRINTING & STATIONERY	\$ 204	\$ 375		\$ 375			\$ 375	\$ 375	\$ 375
EQUIPMENT REPAIRS-SUPPLIES	\$ 20,630	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
RADIO REPAIRS-SVC/SUPPLIES	\$ -	\$ 3,700		\$ 3,700			\$ 3,700	\$ 3,700	\$ 3,700
OFFICE EQUIPMENT REPRS-SVC/SUPPLY	\$ 781	\$ 1,575		\$ 1,575			\$ 1,575	\$ 1,575	\$ 1,575
WELDING SUPPLIES	\$ 3,511	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
BUILDING SUPPLIES & REPAIRS-SUPPLIES	\$ 8,510	\$ 9,400		\$ 9,400			\$ 9,400	\$ 9,400	\$ 9,400
VEHICLE MAINT / OPER-SUPPLIES	\$ 32,626	\$ 40,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
GASOLINE, OIL & GREASE	\$ 38,088	\$ 65,000		\$ 65,000			\$ 65,000	\$ 39,000	\$ 39,000
BOOKS	\$ -	\$ 500		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
POLICE DETAIL	\$ 500								
MISC CONSTR MATERIALS & SUPPLY	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CLOTHING/UNIFORMS	\$ 10,047	\$ 17,000		\$ 17,000			\$ 17,000	\$ 17,000	\$ 17,000
FLASHLIGHTS & BATTERIES	\$ -	\$ 190		\$ 190			\$ 190	\$ 190	\$ 190
TRAVEL EXPENSES	\$ 40	\$ 500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
DUES & SUBSCRIPTIONS	\$ 793	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
PETTY CASH	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
STATE DIESEL TAX	\$ 4,589	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
MISC. OTHER EXPENSES	\$ 538	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
CAPITAL OUTLAY - REPLACE EQUIPMENT	\$ -	\$ 3,800		\$ 3,800			\$ 3,800	\$ 3,800	\$ 3,800
Expenses	\$ 170,865	\$ 227,470		\$ 229,470			\$ 229,490	\$ 203,490	\$ 203,490
Capital Outlay	\$ -	\$ -		\$ -			\$ -	\$ -	\$ -
GENERAL HIGHWAY BUYOUT 2015STM ART 3		\$ 37,878							
TOTAL DPW GENERAL AND HIGHWAY	\$ 1,229,590	\$ 1,311,200	14.60	\$ 1,223,078	14.40	20.00	\$ 1,225,679	\$ 1,199,679	\$ 1,189,761

Voice vote carries by the necessary majority.

SNOW REMOVAL					Dept 0423				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Snow Removal Budget									
OVERTIME	\$ 274,496	\$ 74,340		\$ 74,340			\$ 74,340	\$ 74,340	\$ 74,340
Salaries	\$ 274,496	\$ 74,340		\$ 74,340			\$ 74,340	\$ 74,340	\$ 74,340
MACHINERY/TRUCK RENTAL	\$ 939,077	\$ 49,275		\$ 49,275			\$ 49,275	\$ 49,275	\$ 49,275
ADVERTISING & FREIGHT	\$ -	\$ 225		\$ 225			\$ 225	\$ 225	\$ 225
WEATHER SERVICES	\$ 1,195	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
POLICE DETAIL	\$ 18,159								
EQUIPMENT REPAIRS-SERVICES	\$ 1,935								
EQUIPMENT REPAIRS-SUPPLIES	\$ 29,479	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
WELDING SUPPLIES	\$ 323	\$ 650		\$ 650			\$ 650	\$ 650	\$ 650
SMALL TOOLS	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
GASOLINE, OIL & GREASE	\$ 24,000	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
FOOD	\$ 5,330	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CEMENT, GRAVEL, SAND, PAVING MATR	\$ 6,040	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
CHEMICALS	\$ 273,452	\$ 70,000		\$ 70,000			\$ 70,000	\$ 70,000	\$ 70,000
IN-SERVICE TRAINING & EDUCATION	\$ -	\$ 130		\$ 130			\$ 130	\$ 130	\$ 130
STATE DIESEL TAX	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
Expenses	\$ 1,298,989	\$ 167,280		\$ 167,280			\$ 167,280	\$ 167,280	\$ 167,280
CAP OUTLAY-ADTL EQUIPMENT	\$ -	\$ 3,995		\$ 3,995			\$ 3,995	\$ 3,995	\$ 3,995
Capital Outlay	\$ -	\$ 3,995		\$ 3,995			\$ 3,995	\$ 3,995	\$ 3,995
TOTAL SNOW REMOVAL BUDGET	\$ 1,573,485	\$ 245,615		\$ 245,615			\$ 245,615	\$ 245,615	\$ 245,615

Voice vote carries by the necessary majority.

HIGHWAY CONSTRUCTION					Dept 0422				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Highway Construction Budget									
POLICE DETAILS	\$ 8,072	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
STREET PAINTING CONTRACT	\$ 82,468	\$ 90,000		\$ 90,000			\$ 90,000	\$ 90,000	\$ 90,000
EQUIPMENT REPAIRS-SERVICES	\$ 7,168								
STRT, SWR, SIDEWALK, WELL SERVICES	\$ -	\$ 9,600		\$ 9,600			\$ 9,600	\$ 9,600	\$ 9,600
MACHINERY/TRUCK RENTAL	\$ 10,456	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
CONSULTANT FEES	\$ -	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
EQUIPMENT REPAIRS-SUPPLIES	\$ 13,706	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
SMALL TOOLS	\$ 10,511	\$ 3,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
LOAM & GRASS SEED	\$ 2,970	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
STREET, SWR, SIDEWALK, WELL MATRL	\$ -	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
SIDEWALK CONSTRUCTION	\$ -	\$ 7,000		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
CEMENT, GRAVEL, SAND, PAVING MATR	\$ 33,726	\$ 50,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
MANHOLES, CATCHBASINS & CURBS	\$ 317	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
STREET SIGNS & POSTS	\$ 13,860	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
LUMBER	\$ 431	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
MISC CONSTR MATERIALS & SUPPLY	\$ 9,087	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
RESURFACING STREETS SERVICE	\$ 43,613	\$ 165,000		\$ 165,000			\$ 165,000	\$ 165,000	\$ 125,000
Expenses	\$ 236,386	\$ 431,100		\$ 431,100			\$ 431,100	\$ 431,100	\$ 391,100
TOTAL HIGHWAY CONSTRUCTION	\$ 236,386	\$ 431,100		\$ 431,100			\$ 431,100	\$ 431,100	\$ 391,100

Voice vote carries by the necessary majority.

SANITATION					Dept 0433				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Sanitation Budget									
SUPERINTENDENT				\$ 6,777	0.05	1.00	\$ 6,777	\$ 6,777	\$ 6,777
ASSISTANT SUPERINTENDENT		\$ 12,148	0.10	\$ 9,789	0.10	1.00	\$ 9,789	\$ 9,789	\$ 9,789
DIRECTOR OF ADMINISTRATION		\$ 20,368	0.25	\$ 20,290	0.25	1.00	\$ 20,290	\$ 20,290	\$ 20,290
PROGRAM ADMINISTRATOR I		\$ 14,494	0.25	\$ 16,333	0.25	1.00	\$ 16,333	\$ 16,333	\$ 16,333
PRINCIPAL CLERK I				\$ 3,669	0.10	1.00	\$ 4,959	\$ 4,959	\$ -
CERTIFIED MECHANIC				\$ 48,515	0.75	2.00	\$ 48,515	\$ 48,515	\$ 48,515
FOREMAN				\$ 15,004	0.20	1.00	\$ 15,004	\$ 15,004	\$ 15,004
HEAVY EQUIPMENT OPERATOR/MECHANIC				\$ 79,297	1.25	2.00	\$ 79,297	\$ 79,297	\$ 79,297
MOTOR EQUIP OPERATOR/CRAFTSMAN (was Spec Motor Equip Operator)	\$ 283,978	\$ 292,329	5.50	\$ 500,093	7.20	8.00	\$ 500,093	\$ 500,093	\$ 500,093
LABORER	\$ 98,679	\$ 99,581	2.00	\$ 172,114	3.40	5.00	\$ 172,114	\$ 172,114	\$ 172,114
SEASONAL WAGES	\$ 69,938	\$ 71,735	1.40	\$ 74,208	1.40	6.00	\$ 74,208	\$ 74,208	\$ 74,208
OVERTIME	\$ 38,838	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
LONGEVITY	\$ 9,292	\$ 8,250		\$ 9,250			\$ 9,250	\$ 9,250	\$ 9,250
ANTICIPATED BUYBACK		\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
PW MAINT CRAFTSMAN	\$ 77,511	\$ 48,564	1.00						
PW MAINT MAN -HMEO	\$ 70,626	\$ 72,846	1.50						
MOTOR EQUIPMENT REPAIRMAN	\$ 30,801								
Salaries	\$ 500,724	\$ 539,905	12.00	\$ 976,338	14.95	29.00	\$ 977,628	\$ 977,628	\$ 972,669
CDL DRUG/ALCOHOL TESTING	\$ 1,580	\$ 1,100		\$ 1,100			\$ 1,100	\$ 1,100	\$ 1,100
VEHICLE MAINT AND OPER-SERVICE	\$ 22,201	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
BUILDING REPAIRS-SERVICES	\$ 4,253	\$ 3,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
PROFESSIONAL DEVELOPMENT	\$ 60	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
MACHINERY/TRUCK RENTAL	\$ 2,050								
BACKUP LANDFILL PERMIT FEES	\$ 1,200	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
SOLID WASTE DISPOSAL CONTRACT	\$ 568,172	\$ 781,918		\$ 860,109			\$ 860,109	\$ 860,109	\$ 821,000
HAZARDOUS WASTE DISPOSAL & CLEAN-UP	\$ 1,573	\$ 3,725		\$ 3,725			\$ 3,725	\$ 3,725	\$ 3,725
RECYCLABLES EXPENSE	\$ 13,183	\$ 10,000		\$ 11,000			\$ 11,000	\$ 11,000	\$ 11,000
WASTE OIL DISPOSAL SERVICES	\$ 95	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
TIRE DISPOSAL SERVICE	\$ 705	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
POSTAGE	\$ 5,878	\$ 6,500		\$ 6,500			\$ 6,500	\$ 6,500	\$ 6,500
ADVERTISING AND FREIGHT	\$ 640	\$ 1,400		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
PRINTING & STATIONERY	\$ 977	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
EQUIPMENT REPAIRS-SUPPLIES	\$ 5,955	\$ 4,800		\$ 4,800			\$ 4,800	\$ 4,800	\$ 4,800
BUILDING REPAIRS-SUPPLIES	\$ 4,232	\$ 4,000		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
SMALL TOOLS	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
VEHICLE MAINT AND OPER-SUPPLIES	\$ 82,577	\$ 80,000		\$ 80,000			\$ 80,000	\$ 80,000	\$ 80,000
GASOLINE, OIL & GREASE	\$ 75,429	\$ 102,125		\$ 100,000			\$ 100,000	\$ 75,000	\$ 75,000
CLOTHING/UNIFORMS	\$ 11,637	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
MISC EXP	\$ 322								
CHEMICALS	\$ 1,935	\$ 1,600		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
STATE DIESEL TAX	\$ 5,264	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
Expense	\$ 809,917	\$ 1,048,668		\$ 1,125,234			\$ 1,125,234	\$ 1,100,234	\$ 1,061,125
TOTAL SANITATION BUDGET	\$ 1,310,642	\$ 1,588,573	12.00	\$ 2,101,572	14.95	29.00	\$ 2,102,862	\$ 2,077,862	\$ 2,033,794

Voice vote carries unanimously.

STREET LIGHTING					Dept 0424				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Street Lighting Budget									
ELECTRICITY	\$ 174,056	\$ 158,360		\$ 160,000			\$ 160,000	\$ 160,000	\$ 160,000
TRAFFIC LIGHT REPAIRS	\$ 10,783	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
STREET LIGHT MAINTENANCE	\$ 37,623	\$ 67,000		\$ 67,000			\$ 67,000	\$ 67,000	\$ 67,000
STREET LIGHT REPLACEMENT	\$ -	\$ 140,000		\$ 140,000			\$ 140,000	\$ 140,000	\$ 130,000
TRAFFIC LIGHT SUPPLIES	\$ -	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
Expenses	\$ 222,463	\$ 387,360		\$ 389,000			\$ 389,000	\$ 389,000	\$ 379,000
Capital Outlay	\$ -								
TOTAL STREET LIGHTING	\$ 222,463	\$ 387,360		\$ 389,000			\$ 389,000	\$ 389,000	\$ 379,000

A motion was made and passed by voice vote to move the question.

Voice vote carries by the necessary majority.

BOARD OF HEALTH					Dept 0510				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Health Department									
TOWN SANTARIAN	\$ 81,652	\$ 80,659	1.00	\$ 79,529	1.00	1.00	\$ 79,529	\$ 79,529	\$ 79,529
ASSISTANT TOWN SANTARIAN	\$ -	\$ 53,296	1.00	\$ 64,986	1.00	1.00	\$ 64,986	\$ 64,986	\$ 64,986
PROGRAM ADMINISTRATOR I	\$ 53,093	\$ 54,635	1.00	\$ 55,778	1.00	1.00	\$ 55,778	\$ 55,778	\$ 55,778
LONGEVITY	\$ 1,950	\$ 1,950		\$ 1,300			\$ 1,300	\$ 1,300	\$ 1,300
Salaries	\$ 136,694	\$ 190,540	3.00	\$ 201,594	3.00	3.00	\$ 201,594	\$ 201,594	\$ 201,594
PROFESSIONAL SERVICES	\$ 1,120	\$ 2,000		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
HOUSEHOLD HAZARDOUS WASTE DAY	\$ 7,630	\$ 20,000		\$ 24,000			\$ 24,000	\$ 24,000	\$ 24,000
PHOTOSTATS & PHOTOGRAPHS SVC	\$ 768								
LABORATORY FEES	\$ 400	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
ADVERTISING & FREIGHT	\$ 1,174	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
OFFICE SUPPLIES	\$ 1,169	\$ 1,200		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
PRINTING AND STATIONARY	\$ -	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
VEHICLE MAINT AND OPER -SUPPLIES	\$ -	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
GASOLINE OIL AND GREASE	\$ 365	\$ 2,400		\$ 2,500			\$ 2,500	\$ 1,500	\$ 1,500
CLOTHING/UNIFORMS	\$ 760	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
IN-SERVICE TRAINING & EDUCATION	\$ 695	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
TRAVEL EXPENSES	\$ 1,960	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
CELL PHONES (2)		\$ 600		\$ 1,400			\$ 1,400	\$ 1,400	\$ 1,400
DUES & SUBSCRIPTIONS	\$ 396	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
Expenses	\$ 16,435	\$ 33,400		\$ 38,200			\$ 38,200	\$ 37,200	\$ 37,200
Capital Outlay	\$ -								
TOTAL HEALTH DEPARTMENT	\$ 153,129	\$ 223,940	3.00	\$ 239,794	3.00	3.00	\$ 239,794	\$ 238,794	\$ 238,794
Revolving Fund	\$ (50,000)	\$ (75,000)		\$ (75,000)			\$ (75,000)	\$ (79,000)	\$ (79,000)
General Fund Appropriation	\$ 103,129	\$ 148,940	3.00	\$ 164,794	3.00	3.00	\$ 164,794	\$ 159,794	\$ 159,794

Voice vote carries by the necessary majority.

COUNCIL ON AGING					Dept 0541				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Council on Aging									
DIRECTOR COAYOUTH COMMISSION	\$ 47,274	\$ 48,638	0.50	\$ 49,667	0.50	1.00	\$ 49,667	\$ 49,667	\$ 49,667
BUS/VAN DRIVER (FULL TIME)	\$ 83,365	\$ 80,739	2.00	\$ 87,568	2.00	2.00	\$ 87,568	\$ 87,568	\$ 87,568
PART TIME DRIVERS	\$ 48,312	\$ 53,296	4.30	\$ 55,756	4.30	4.00	\$ 55,756	\$ 55,756	\$ 55,756
RECEPTIONIST (INCLUDES CLERICAL PART-TIME)	\$ 49,386	\$ 52,005	1.45	\$ 52,044	1.66	3.00	\$ 52,044	\$ 52,044	\$ 52,044
PROGRAM ADMINISTRATOR I	\$ 51,795	\$ 63,955	1.20	\$ 54,426	1.00	1.00	\$ 54,426	\$ 54,426	\$ 54,426
VOLUNTEER COORDINATOR	\$ (649)	\$ 24,210	0.75	\$ 42,734	1.00	1.00	\$ 42,734	\$ 42,734	\$ 42,734
BILINGUAL OUTREACH WORKER	\$ (738)	\$ 14,200	0.35	\$ 15,409	0.35	1.00	\$ 15,409	\$ 15,409	\$ 15,409
OUTREACH WORKER	\$ 34,764	\$ 28,000	0.50	\$ 28,035	0.70	1.00	\$ 28,545	\$ 28,545	\$ 28,545
SENIOR VOUCHER STIPEND	\$ 6,000	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
LONGEVITY	\$ 4,100	\$ 4,500		\$ 4,100			\$ 4,100	\$ 4,100	\$ 4,100
Salaries	\$ 323,610	\$ 375,543	11.05	\$ 395,738	11.51	14.00	\$ 396,249	\$ 396,249	\$ 396,249
ELECTRICITY	\$ 11,340	\$ 13,375		\$ 13,400			\$ 13,400	\$ 13,400	\$ 13,400
GAS	\$ 10,401	\$ 11,000		\$ 11,000			\$ 11,000	\$ 11,000	\$ 11,000
WATER	\$ 1,796	\$ 1,800		\$ 1,800			\$ 1,800	\$ 1,800	\$ 1,800
VEHICLE MAINT AND OPER-SERVICE	\$ 242	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
BUILDING REPAIRS-SERVICES	\$ 7,559	\$ 5,000		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
OFFICE EQUIPMENT REPAIRS-SVC	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
TELEPHONE	\$ 2,181	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
POSTAGE	\$ 145	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
ADVERTISING & FREIGHT	\$ 154	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
SENIOR CITIZENS ACTIVITIES	\$ 14,022	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
OFFICE SUPPLIES	\$ 1,673	\$ 3,500		\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
BUILDING SUPPLIES	\$ 2,094	\$ 4,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
GASOLINE, OIL & GREASE	\$ 22,728	\$ 24,000		\$ 24,000			\$ 24,000	\$ 16,000	\$ 16,000
FINANCE CHARGE	\$ 93								
CLOTHING/UNIFORMS	\$ 144	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
IN-SERVICE TRAINING & EDUCATION	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
TRAVEL EXPENSES	\$ 566	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
DUES & SUBSCRIPTIONS	\$ 1,180	\$ 750		\$ 800			\$ 800	\$ 800	\$ 800
Expenses	\$ 76,315	\$ 82,325		\$ 85,400			\$ 85,400	\$ 77,400	\$ 77,400
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 6,692							
TOTAL COA BUDGET	\$ 399,925	\$ 464,560	11.05	\$ 481,138	11.51	14.00	\$ 481,649	\$ 473,649	\$ 473,649
Less Grant Funding	\$ (51,910)	\$ (49,328)	-1.55	\$ (55,494)	-1.55	-3.00	\$ (55,494)	\$ (55,494)	\$ (55,494)
Total COA Appropriation	\$ 348,015	\$ 415,232	9.50	\$ 425,644	9.96	11.00	\$ 426,155	\$ 418,155	\$ 418,155

Voice vote carries by the necessary majority.

YOUTH COMMISSION					Dept 0542				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Youth Commission									
DIRECTOR COAY YOUTH COMMISSION	\$ 47,274	\$ 48,638	0.50	\$ 49,667	0.50	1.00	\$ 49,667	\$ 49,667	\$ 49,667
COUNSELOR	\$ 60,949	\$ 62,723	1.00	\$ 67,031	1.00	1.00	\$ 67,288	\$ 67,288	\$ 67,288
PROGRAM ADMINISTRATOR I (WAS CLERICAL SALARIES IN FY15)	\$ 42,148	\$ 42,637	0.80	\$ 43,541	0.80	1.00	\$ 46,888	\$ 46,888	\$ 46,888
LONGEVITY	\$ 2,450	\$ 2,450		\$ 3,050			\$ 3,050	\$ 3,050	\$ 3,050
PROGRAM COORDINATOR II		\$ 139,036	2.00	\$ 143,639	2.00	2.00	\$ 143,639	\$ 143,639	\$ 143,639
PREVENTION COORDINATOR	\$ -			\$ 60,000			\$ 59,469	\$ 59,469	\$ 59,469
RECEPTIONIST (WAS CHINA COORDINATOR)	\$ 67	\$ 6,000	0.20	\$ 11,760	0.20	1.00	\$ 11,760	\$ 11,760	\$ 11,760
THERAPIST PART TIME	\$ (16)	\$ 13,000	0.30	\$ 13,000	0.30	1.00	\$ 13,000	\$ 13,000	\$ 13,000
BILINGUAL OUTREACH WORKER	\$ 122	\$ 11,000	0.30	\$ -			\$ -	\$ -	\$ -
PROGRAM DIRECTOR	\$ 71,728								
OVERTIME									
SUPER LONGEVITY									
DIFFERENTIAL									
STIPEND									
SPECIALIST STIPEND									
Salaries	\$ 224,721	\$ 325,483	5.10	\$ 391,688	4.80	7.00	\$ 394,761	\$ 394,761	\$ 394,761
CONTRACT SVC (NU AMERICORPS MATCH)	\$ 4,900	\$ 9,800		\$ 16,000			\$ 16,000	\$ 16,000	\$ 16,000
TELEPHONE	\$ 618	\$ 1,000		\$ 2,400			\$ 2,400	\$ 2,400	\$ 2,400
ADVERTISING & FREIGHT	\$ -	\$ 200		\$ 800			\$ 800	\$ 800	\$ 800
COMMUNITY ACTIVITIES	\$ 2,198	\$ 4,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
OFFICE SUPPLIES	\$ 487	\$ 750		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
IN-SERVICE TRAINING & EDUCATION	\$ 2,959	\$ 2,500		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
TRAVEL EXPENSES	\$ 1,273	\$ 1,000		\$ 5,500			\$ 5,500	\$ 5,500	\$ 5,500
DUES & SUBSCRIPTIONS	\$ -	\$ 300		\$ 600			\$ 600	\$ 600	\$ 600
IN-DIRECT BENEFITS				\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
FRINGE BENEFITS				\$ 13,500			\$ 13,500	\$ 13,500	\$ 13,500
Expenses	\$ 12,435	\$ 19,550		\$ 71,800			\$ 71,800	\$ 71,800	\$ 71,800
Capital Outlay	\$ -								
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 4,369							
TOTAL YOUTH COMMISSION BUDGET	\$ 237,156	\$ 345,033	5.10	\$ 463,488	4.80	7.00	\$ 466,561	\$ 466,561	\$ 466,561
Less Grant Funding	\$ (91,000)	\$ (91,000)	-1.80	\$ (172,158)	-1.80	-4.00	\$ (172,158)	\$ (172,158)	\$ (172,158)
Total Youth Commission Appropriation	\$ 146,156	\$ 254,033	3.30	\$ 291,330	3.00	3.00	\$ 294,403	\$ 294,403	\$ 294,403

Voice vote carries unanimously.

VETERANS SERVICES					Dept 0543				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
VETERANS BUDGET									
VETERANS' AGENT	\$ 64,971	\$ 62,723	1.00	\$ 69,974	1.00	1.00	\$ 69,974	\$ 69,974	\$ 69,974
VETERANS' GRAVE OFFICER	\$ 1,748	\$ 1,748		\$ 2,000		1.00	\$ 2,000	\$ 2,000	\$ 2,000
LONGEVITY	\$ 650	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
PRINCIPAL CLERK I (WAS PART-TIME WAGES)	\$ 14,266	\$ 16,011	0.51	\$ 24,090	0.51	1.00	\$ 16,509	\$ 16,509	\$ 16,509
Salaries	\$ 81,635	\$ 81,482	1.51	\$ 97,064	1.51	3.00	\$ 89,483	\$ 89,483	\$ 89,483
OFFICE EQUIPMENT REPAIRS-SERV	\$ 361								
ADVERTISING & FREIGHT	\$ 590	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
CEMETERIES/SOLDIERS' GRAVES	\$ 5,205	\$ 11,050		\$ 11,280			\$ 11,280	\$ 11,280	\$ 11,280
CONFERENCE EXPENSES	\$ 900	\$ 2,100		\$ 2,600			\$ 2,600	\$ 2,600	\$ 2,600
OFFICE SUPPLIES	\$ 48	\$ 500		\$ 750			\$ 750	\$ 750	\$ 750
FLAGS & GRAVE DECORATIONS	\$ 2,253	\$ 3,000		\$ 2,750			\$ 2,750	\$ 2,750	\$ 2,750
TRAVEL EXPENSES	\$ 1,113	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
DUES & SUBSCRIPTIONS	\$ 155	\$ 200		\$ 150			\$ 150	\$ 150	\$ 150
VETERANS BENEFITS	\$ 630,948	\$ 650,000		\$ 625,000			\$ 625,000	\$ 625,000	\$ 625,000
Expenses	\$ 641,573	\$ 668,650		\$ 644,330			\$ 644,330	\$ 644,330	\$ 644,330
Capital Outlay	\$ -								
TOTAL VETERANS BUDGET	\$ 723,208	\$ 750,132	1.51	\$ 741,394	1.51	3.00	\$ 733,813	\$ 733,813	\$ 733,813

Voice vote carries by the necessary majority.

LIBRARY					Dept 0610				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	DEPT FY16 APPROVED	FTE'S FY16	DEPT FY17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
LIBRARY BUDGET									
LIBRARY DIRECTOR	\$ 96,904	\$ 99,715	1.00	\$ 99,334	1.00	1.00	\$ 99,334	\$ 99,334	\$ 99,334
LIBRARIAN 1 (WAS JR CHILDREN'S & AUTO VOYING ADULT LIBRARIAN)	\$ 84,413	\$ 106,629	2.00	\$ 108,871	2.00	2.00	\$ 108,871	\$ 108,871	\$ 108,871
LIBRARIAN 2 (WAS ADULT SERVICES REF LIBRARIAN & CHILDREN'S LIBRARIAN)	\$ 132,316	\$ 136,138	2.00	\$ 139,016	2.00	2.00	\$ 139,016	\$ 139,016	\$ 139,016
LIBRARY ASSISTANTS	\$ 185,690	\$ 191,103	4.00	\$ 195,142	4.00	4.00	\$ 195,142	\$ 195,142	\$ 195,142
PROGRAM ADMIN I (WAS SECRETARIAL SALARIES)	\$ 50,535	\$ 44,640	1.00	\$ 53,093	1.00	1.00	\$ 53,093	\$ 53,093	\$ 53,093
LITERACY COORDINATOR	\$ 34,245	\$ 40,843	1.00	\$ 41,692	1.00	1.00	\$ 41,692	\$ 41,692	\$ 41,692
PART TIME WAGES	\$ 144,184	\$ 160,401	6.33	\$ 162,807	6.33	13.00	\$ 161,020	\$ 161,020	\$ 161,020
OVERTIME	\$ 8,096	\$ 3,300		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
LONGEVITY	\$ 9,050	\$ 9,050		\$ 9,125			\$ 9,125	\$ 9,125	\$ 9,125
NIGHT DIFFERENTIAL	\$ 7,553	\$ 9,000		\$ 9,000			\$ 9,000	\$ 9,000	\$ 9,000
Salaries	\$ 752,985	\$ 800,818	17.33	\$ 821,080	17.33	24	\$ 819,293	\$ 819,293	\$ 819,293
ELECTRICITY	\$ 32,499	\$ 27,820		\$ 34,400			\$ 27,850	\$ 27,850	\$ 27,850
FUEL	\$ 8,633	\$ 8,500		\$ 9,000			\$ 9,000	\$ 9,000	\$ 9,000
WATER	\$ 1,428	\$ 1,000		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
VEHICLE MAINT AND OPER-SERVICE	\$ 120	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
BUILDING REPAIRS-SERVICES	\$ 5,654	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
EQUIPMENT REPAIRS-SERVICES	\$ 1,506	\$ 750		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
GROUPS MAINTENANCE	\$ 2,424	\$ 500		\$ 650			\$ 650	\$ 650	\$ 650
OFFICE EQUIPMENT RENTAL	\$ 1,127	\$ 600		\$ -			\$ -	\$ -	\$ -
HVAC-MAINTENANCE CONTRACT	\$ 3,763	\$ 4,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
BINDING	\$ 393	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
TELEPHONE	\$ 366	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
POSTAGE	\$ 2,191	\$ 3,000		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
ADVERTISING & FREIGHT	\$ 1,931	\$ 5,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
LIBRARY PROGRAM LECTURES	\$ 17,483	\$ 14,000		\$ 18,000			\$ 18,000	\$ 18,000	\$ 14,000
PRINTING & STATIONERY	\$ -	\$ 500		\$ -			\$ -	\$ -	\$ -
BUILDING REPAIRS AND SUPPLIES	\$ 3,468	\$ 4,800		\$ 5,200			\$ 5,200	\$ 5,200	\$ 5,200
GASOLINE, OIL & GREASE	\$ 401	\$ 600		\$ 400			\$ 400	\$ 250	\$ 250
CLOTHING/UNIFORMS/SAFETY SHOES -Now in Facilities	\$ 416	\$ 480		\$ -			\$ -	\$ -	\$ -
DATA PROCESSING SUPPLIES	\$ 8,506	\$ 8,500		\$ 9,000			\$ 9,000	\$ 9,000	\$ 9,000
LIBRARY SUPPLIES	\$ 18,003	\$ 14,000		\$ 18,000			\$ 18,000	\$ 18,000	\$ 18,000
IN-SERVICE TRAINING & EDUCATION	\$ 449	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
TRAVEL EXPENSES	\$ 1,911	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
DUES & SUBSCRIPTIONS	\$ 1,112	\$ 900		\$ 900			\$ 900	\$ 900	\$ 900
CAP OUTLAY -BOOKS AND PERIODICALS EXPENS	\$ 116,645	\$ 132,000		\$ 132,000			\$ 132,000	\$ 132,000	\$ 132,000
AUTOMATION - OCLN EXPENSES	\$ 25,780	\$ 27,000		\$ 28,000			\$ 28,000	\$ 28,000	\$ 28,000
FINANCE CHARGE	\$ 45			\$ 100			\$ 100	\$ 100	\$ 100
REPLACEMENT EQUIPMENT	\$ -	\$ 500		\$ -			\$ -	\$ -	\$ -
Expenses	\$ 256,254	\$ 260,850		\$ 275,050			\$ 268,500	\$ 268,350	\$ 264,350
TOTAL LIBRARY BUDGET	\$ 1,009,238	\$ 1,061,668	17.33	\$ 1,096,130	17.33	24.00	\$ 1,087,793	\$ 1,087,643	\$ 1,083,643

Voice vote carries by the necessary majority.

RECREATION					Dept 0630				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 AMENDED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
RECREATION BUDGET									
DEPARTMENT HEAD SALARY	\$ 38,052	\$ 39,006	0.50	\$ 40,158	0.50	1.00	\$ 40,158	\$ 40,158	\$ 40,158
ASSISTANT RECREATION DIRECTOR		\$ 56,817	1.00	\$ 59,469	1.00	1.00	\$ 59,469	\$ 59,469	\$ 59,469
ASSISTANT DEPT. HEAD	\$ 61,571								
SUMMER PLAYGROUND	\$ 7,228	\$ 7,245	0.34	\$ 7,466	0.34	1.00	\$ 7,466	\$ 7,466	\$ 7,466
EXCEPTIONAL CHILDRENS PROGRAM	\$ 7,334	\$ 7,872	0.33	\$ 8,448	0.33	3.00	\$ 8,448	\$ 8,448	\$ 8,448
WEST SCHOOL ATHLETIC	\$ 4,382	\$ 3,960	0.15	\$ 6,160	0.27	1.00	\$ 6,160	\$ 6,160	\$ 6,160
SUMMER RECREATION	\$ 23,049	\$ 24,640	1.23	\$ 27,194	1.23	4.00	\$ 27,194	\$ 27,194	\$ 27,194
LONGEVITY	\$ 2,975	\$ 1,075		\$ 1,075			\$ 1,075	\$ 1,075	\$ 1,075
ANTICIPATED BUYOUT	\$ 9,288			\$ 9,200			\$ 9,200	\$ 9,200	\$ 9,200
Salaries	\$ 153,878	\$ 140,615	3.55	\$ 159,170	3.67	11.00	\$ 159,170	\$ 159,170	\$ 159,170
ELECTRICITY	\$ 1,694	\$ 3,638		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
WATER	\$ 1,481	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
BUILDING REPAIRS-SERVICES	\$ 348	\$ 600		\$ 400			\$ 400	\$ 400	\$ 400
EQUIPMENT REPAIRS-SERVICES	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
GROUNDS MAINTENANCE	\$ 35,652	\$ 40,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
CONTRACT SERVICES	\$ 1,244	\$ 750		\$ 4,750			\$ 4,750	\$ 4,750	\$ 4,750
TELEPHONE	\$ 578	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
ADVERTISING & FREIGHT	\$ 2,712	\$ 1,800		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
OFFICE SUPPLIES	\$ 439	\$ 700		\$ 800			\$ 800	\$ 800	\$ 800
EQUIPMENT REPAIRS-SUPPLIES	\$ 1,157	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
BUILDING SUPPLIES	\$ 152	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
GROUNDS MAINTENANCE-SUPPLIES	\$ 5,597	\$ 6,500		\$ 6,500			\$ 6,500	\$ 6,500	\$ 6,500
GASOLINE, OIL & GREASE	\$ -	\$ 25		\$ 25			\$ 25	\$ 25	\$ 25
MEDICAL & FIRST AID	\$ 136	\$ 250		\$ 250			\$ 250	\$ 250	\$ 250
CLOTHING/UNIFORMS	\$ 1,856	\$ 750		\$ 800			\$ 800	\$ 800	\$ 800
PLAYGROUND SUPPLIES	\$ 2,164	\$ 1,800		\$ 1,800			\$ 1,800	\$ 1,800	\$ 1,800
ACTIVITIES / RECREATIONAL PROGRAMS				\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
TRAVEL EXPENSES	\$ 879	\$ 900		\$ 900			\$ 900	\$ 900	\$ 900
INSERVICE TRAINING & EDUCATION				\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
DUES & SUBSCRIPTIONS	\$ 150	\$ 150		\$ 150			\$ 150	\$ 150	\$ 150
Expenses	\$ 56,239	\$ 62,963		\$ 70,975			\$ 70,975	\$ 70,975	\$ 70,975
Capital Outlay	\$ -	\$ -		\$ -					
TOTAL RECREATION BUDGET	\$ 210,117	\$ 203,578	3.55	\$ 230,145	3.67	11.00	\$ 230,145	\$ 230,145	\$ 230,145

Voice vote carries by the necessary majority.

COMMUNITY EVENTS					Dept 0695				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 AMENDED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Community Events									
COMMUNITY EVENTS - GENERAL	\$ 6,708	\$ 10,500		\$ 11,000			\$ 11,000	\$ 11,000	\$ 11,000
FOURTH OF JULY - CHILDRENS PROGRAM	\$ 6,484	\$ 5,430		\$ 5,430			\$ 5,430	\$ 5,430	\$ 5,430
FOURTH OF JULY - PARADE/FIREWORKS	\$ 11,213	\$ 17,760		\$ 17,760			\$ 17,760	\$ 17,760	\$ 27,760
FOURTH OF JULY - BAND CONCERT	\$ 1,875	\$ 950		\$ 950			\$ 950	\$ 950	\$ 950
COMMUNITY EVENTS -HAUNTED HAYRIDE	\$ 930	\$ 850		\$ 850			\$ 850	\$ 850	\$ 850
COMMUNITY EVENTS -EASTER EGG HUNT	\$ 951	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
HOLIDAY PARADE	\$ 6,922	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
MEMORIAL DAY/VETERANS DAY PARADE	\$ 2,212	\$ 3,700		\$ 3,700			\$ 3,700	\$ 3,700	\$ 3,700
POLICE DETAIL		\$ 30,000		\$ 30,000			\$ 30,000	\$ 30,000	\$ 30,000
Expenses	\$ 37,295	\$ 75,690		\$ 76,190			\$ 76,190	\$ 76,190	\$ 86,190
Total Community Events Budget	\$ 37,295	\$ 75,690		\$ 76,190			\$ 76,190	\$ 76,190	\$ 86,190

Voice vote carries unanimously.

PARKS & FORESTRY					Dept 0650				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 AMENDED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Parks & Forestry Budget									
SUPERINTENDENT				\$ 6,777	.05	1.00	\$ 6,777	\$ 6,777	\$ 6,777
PRINCIPAL CLERK I				\$ 7,337	0.20	1.00	\$ 9,918	\$ 9,918	\$ -
FOREMAN				\$ 60,017	0.80	1.00	\$ 60,017	\$ 60,017	\$ 60,017
MOTOR EQUIPMENT OPERATOR/CRAFTSMAN				\$ 44,416	0.80	1.00	\$ 44,416	\$ 44,416	\$ 44,416
LABORER				\$ 83,353	1.60	2.00	\$ 83,353	\$ 83,353	\$ 83,353
LONGEVITY				\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
Salaries	\$ -	\$ -	0	\$ 206,900	3.40	6.00	\$ 209,481	\$ 209,481	\$ 199,563
EQUIPMENT REPAIRS-SERVICES	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
MACHINERY/TRUCK RENTAL	\$ 32,566	\$ 35,000		\$ 35,000			\$ 35,000	\$ 35,000	\$ 35,000
SAFETY-SERVICES	\$ -	\$ 200		\$ 200			\$ 200	\$ 200	\$ 200
ADVERTISING & FREIGHT	\$ 51	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
EQUIPMENT REPAIRS-SUPPLIES	\$ 11,206	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
SMALL TOOLS	\$ -	\$ 450		\$ 450			\$ 450	\$ 450	\$ 450
LOAM & GRASS SEED	\$ 3,183	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
TREE WORK SUPPLIES	\$ 2,634	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 5,000
PESTICIDES & HERBICIDES	\$ 1,034	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
SAFETY SUPPLIES	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
Expenses	\$ 50,674	\$ 60,750		\$ 60,750			\$ 60,750	\$ 60,750	\$ 55,750
CAPITAL OUTLAY ADDITIONAL EQUIPMENT	\$ 4,000	\$ 3,975		\$ 3,975			\$ 3,975	\$ 3,975	\$ 3,975
Capital Outlay	\$ 4,000	\$ 3,975		\$ 3,975			\$ 3,975	\$ 3,975	\$ 3,975
TOTAL PARKS & FORESTRY BUDGET	\$ 54,674	\$ 64,725	0	\$ 271,625	3.40	6.00	\$ 274,206	\$ 274,206	\$ 259,288

Voice vote carries unanimously.

CEDAR HILL ENTERPRISE					Dept 0651 & 0710				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
CEDAR HILL ENTERPRISE BUDGET									
GENERAL MANAGER	\$ 52,996	\$ 58,230	1.00	\$ 59,489	1.00	1.00	\$ 59,469	\$ 59,469	\$ 59,469
ASSISTANT SUPERINTENDENT	\$ 26,912	\$ 36,992	1.00	\$ 37,782	1.00	1.00	\$ 37,782	\$ 37,782	\$ 37,782
SEASONAL EMPLOYEES	\$ 25,988	\$ 30,000	1.10	\$ 30,750	1.10	2.00	\$ 30,498	\$ 30,498	\$ 30,498
Salaries	\$ 105,897	\$ 125,221	3.10	\$ 128,001	3.10	4.00	\$ 127,749	\$ 127,749	\$ 127,749
ELECTRICITY	\$ 8,935	\$ 11,770		\$ 12,500			\$ 11,800	\$ 11,800	\$ 11,800
FUEL	\$ 5,278	\$ 2,600		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
WATER	\$ 346	\$ 1,000		\$ 450			\$ 450	\$ 450	\$ 450
BUILDING REPAIRS SERVICES	\$ 1,680	\$ 1,500		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
EQUIPMENT REPAIRS-SERVICES	\$ 4,084	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
GOLF CART RENTAL	\$ 19,014	\$ 20,000		\$ 16,000			\$ 16,000	\$ 16,000	\$ 16,000
CREDIT CARD FEES	\$ 2,859	\$ 2,900		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
TELEPHONE	\$ 1,938	\$ 2,700		\$ 2,800			\$ 2,800	\$ 2,800	\$ 2,800
IRRIGATION SERVICES				\$ 1,100			\$ 1,100	\$ 1,100	\$ 1,100
ADVERTISING AND FREIGHT	\$ 322	\$ 1,500		\$ 600			\$ 600	\$ 600	\$ 600
PRO-SHOP MERCHANDISE	\$ 3,679	\$ 6,000		\$ 6,000			\$ 6,000	\$ 6,000	\$ 6,000
OFFICE SUPPLIES	\$ 470	\$ 250		\$ 450			\$ 450	\$ 450	\$ 450
EQUIPMENT REPAIRS-SUPPLIES	\$ 7,804	\$ 8,500		\$ 9,000			\$ 9,000	\$ 9,000	\$ 9,000
BUILDING REPAIRS-SUPPLIES	\$ 4,593	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
LOAM & GRASS SEED	\$ 3,662	\$ 5,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
GROUNDS MAINTENANCE-SUPPLIES	\$ 8,263	\$ 6,500		\$ 7,000			\$ 7,000	\$ 7,000	\$ 7,000
IRRIGATION SUPPLY	\$ 388	\$ 7,500		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
GASOLINE, OIL & GREASE	\$ 6,205	\$ 11,500		\$ 7,000			\$ 7,000	\$ 5,500	\$ 5,500
CHEMICALS	\$ 16,426	\$ 20,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
DUES & SUBSCRIPTIONS	\$ 1,475	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
INS - BOND	\$ -	\$ 115		\$ 115			\$ 115	\$ 115	\$ 115
PETTY CASH	\$ -	\$ 250		\$ 250			\$ 250	\$ 250	\$ 250
Expenses	\$ 97,423	\$ 120,085		\$ 108,765			\$ 108,065	\$ 106,565	\$ 106,565
Capital Outlay	\$ 4,500	\$ -		\$ -					
INDIRECT COSTS / REIMBURSEMENTS	\$ 41,638	\$ 32,658		\$ 34,383			\$ 34,383	\$ 34,383	\$ 34,383
Indirect Costs and Transfers to General Fund	\$ 41,638	\$ 32,658		\$ 34,383			\$ 34,383	\$ 34,383	\$ 34,383
PRINCIPAL	\$ 24,000	\$ 25,000		\$ 22,000			\$ 22,000	\$ 22,000	\$ 18,000
INTEREST	\$ 1,465	\$ 2,073		\$ 2,255			\$ 2,255	\$ 2,255	\$ 1,055
Debt Services	\$ 25,465	\$ 27,073		\$ 24,255			\$ 24,255	\$ 24,255	\$ 19,055
TOTAL CEDAR HILL ENTERPRISE BUDGET	\$ 274,923	\$ 305,037	3.10	\$ 295,404	3.10	4.00	\$ 294,482	\$ 292,952	\$ 287,752

Voice vote carries by the necessary majority.

PUBLIC HEALTH AKA STOUGHTON VISITING NURSES ASSOCIATION					Dept 0522				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Public Health Budget									
DEPARTMENT HEAD SALARY	\$ 97,054	\$ 99,714	1.00	\$ 99,334	1.00	1.00	\$ 99,334	\$ 99,334	\$ 99,334
PUBLIC HEALTH NURSES	\$ 183,238	\$ 275,468	4.30	\$ 344,613	4.80	10.00	\$ 342,140	\$ 342,140	\$ 342,140
MEDICARE BILLING MANAGER (WAS PATIENT ACCOUNT MANAGER)	\$ 69,560	\$ 66,518	1.00	\$ 72,095	1.00	1.00	\$ 72,095	\$ 72,095	\$ 72,095
ASSISTANT DIRECTOR	\$ 2,178	\$ 79,325	1.00	\$ 82,763	1.00	1.00	\$ 82,763	\$ 82,763	\$ 82,763
SENIOR CLERK (WAS CLERICAL SALARIES)	\$ 70,371	\$ 71,104	1.50	\$ 75,725	1.50	2.00	\$ 75,725	\$ 75,725	\$ 75,725
REHABILITATION THERAPISTS	\$ 79,299	\$ 114,000	10.00	\$ 114,000	1.48	8.00	\$ 114,000	\$ 114,000	\$ 114,000
LONGEVITY	\$ 7,350	\$ 6,400		\$ 6,800			\$ 6,800	\$ 6,800	\$ 6,800
ANTICIPATED BUYBACK				\$ 3,500			\$ 3,500	\$ 3,500	\$ 3,500
QI SUPERVISOR	\$ 76,394								
MEDICAL SOCIAL WORKER	\$ 3,781								
Salaries	\$ 589,225	\$ 712,529	18.80	\$ 798,830	10.78	23.00	\$ 796,357	\$ 796,357	\$ 796,357
VEHICLE MAINT AND OPER-SERVICE	\$ 102	\$ 1,250		\$ 1,250			\$ 1,250	\$ 1,250	\$ 1,250
OFFICE EQUIPMENT REPAIRS-SERVICE	\$ 192	\$ 500		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
ACCOUNTANT FEES	\$ 7,000	\$ 7,500		\$ 7,500			\$ 7,500	\$ 7,500	\$ 7,500
DATA PROCESS AND MAINT-SERV	\$ 19,073	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
CONTRACT SERVICES	\$ 116,432	\$ 107,500		\$ 150,000			\$ 150,000	\$ 150,000	\$ 150,000
VETERINARIAN FEES	\$ -	\$ 300		\$ 300			\$ 300	\$ 300	\$ 300
TUITION REIMBURSEMENT	\$ -	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
TELEPHONE	\$ 65	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
ADVERTISING & FREIGHT	\$ 4,860	\$ 6,900		\$ 6,900			\$ 6,900	\$ 6,900	\$ 6,900
CONFERENCE EXPENSES	\$ 499	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
OFFICE SUPPLIES	\$ 4,552	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
PRINTING & STATIONERY	\$ 663	\$ 1,800		\$ 1,800			\$ 1,800	\$ 1,800	\$ 1,800
GASOLINE, OIL AND GREASE	\$ 425	\$ 600		\$ 600			\$ 600	\$ 300	\$ 300
MEDICAL & FIRST AID	\$ 5,749	\$ 14,000		\$ 9,500			\$ 9,500	\$ 9,500	\$ 9,500
IMMUNIZATIONS	\$ 6,851	\$ 6,500		\$ 9,500			\$ 9,500	\$ 9,500	\$ 9,500
CLOTHING/UNIFORMS	\$ 100	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
DATA PROCESSING SUPPLIES	\$ 4,122	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
IN-SERVICE TRAINING & EDUCATION	\$ 2,832	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
TRAVEL EXPENSES	\$ -	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
MILEAGE REIMBURSEMENT	\$ 6,694	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
PUBLIC HEALTH ACTIVITIES	\$ -	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
DUES & SUBSCRIPTIONS	\$ 2,531	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
MISCELLANEOUS OTHER EXPENSES	\$ 19	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
MEDICARE PAYBACK		\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
Expenses	\$ 182,760	\$ 223,850		\$ 268,350			\$ 268,350	\$ 268,050	\$ 268,050
INDIRECT COSTS / REIMBURSEMENTS	\$ 214,327	\$ 215,225		\$ 234,161			\$ 234,161	\$ 234,161	\$ 234,161
TRANSFER TO CAPITAL PROJECTS	\$ 200,000								
Indirect Costs and Transfers to GF/SRF	\$ 414,327	\$ 215,225		\$ 234,161			\$ 234,161	\$ 234,161	\$ 234,161
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 20,655							
TOTAL PUBLIC HEALTH BUDGET	\$ 1,186,312	\$ 1,172,259	18.80	\$ 1,301,341	10.78	23.00	\$ 1,298,868	\$ 1,298,568	\$ 1,298,568

Voice vote carries by the necessary majority.

SEWER ENTERPRISE FUND (SEWER AND DRAINS)					Dept 440 & 0710				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Sewer Enterprise (Sewer and Drains)									
SUPERINTENDENT	\$ 50,570	\$ 50,242	0.33	\$ 37,949	0.28	1.00	\$ 37,949	\$ 37,949	\$ 37,949
ASSISTANT SUPERINTENDENT	\$ 54,841	\$ 56,403	0.50	\$ 56,763	0.50	1.00	\$ 56,762	\$ 56,762	\$ 56,762
DIRECTOR OF ADMINISTRATION		\$ 20,368	0.25	\$ 20,290	0.25	1.00	\$ 20,290	\$ 20,290	\$ 20,290
PROGRAM ADMINISTRATOR I		\$ 48,114	0.75	\$ 92,774	1.42	3.00	\$ 92,774	\$ 92,774	\$ 92,774
PRINCIPAL CLERK I				\$ 9,172	0.25	1.00	\$ 12,398	\$ 12,398	\$ -
SENIOR CLERK/CASHIER	\$ 25,375	\$ 24,072	0.50	\$ 26,154	0.50	1.00	\$ 26,154	\$ 26,154	\$ 26,154
ASSISTANT TOWN ENGINEER	\$ 7,684	\$ 29,521	0.33	\$ 21,947	0.25	1.00	\$ 21,947	\$ 21,947	\$ 21,947
ASSOCIATE ENGINEER	\$ 60,949	\$ 62,723	1.00	\$ 16,009	0.25	1.00	\$ 16,009	\$ 16,009	\$ 16,009
GIS COORDINATOR	\$ -	\$ 31,479	0.40	\$ 7,840	0.10	1.00	\$ 7,840	\$ 7,840	\$ 7,840
FOREMAN	\$ 72,360	\$ 73,465	1.00	\$ 75,022	1.00	1.00	\$ 75,022	\$ 75,022	\$ 75,022
CHIEF PUMPING STATION OPERATOR	\$ -	\$ 37,277	0.50	\$ 45,247	0.50	1.00	\$ 45,247	\$ 45,247	\$ 45,247
HEAD PUMPING STATION OPERATOR				\$ 34,828	0.50	1.00	\$ 34,828	\$ 34,828	\$ 34,828
CERTIFIED MECHANIC				\$ 32,343	0.50	2.00	\$ 32,343	\$ 32,343	\$ 32,343
PUMP STATION OPERATORS II (was pumping station operator)	\$ 56,470	\$ 57,116	1.00	\$ 168,053	3.00	6.00	\$ 172,907	\$ 172,907	\$ 172,907
HEAVY EQUIPMENT OPERATOR/MECHANIC (was Hoisting Equip Operator)	\$ 81,940	\$ 82,237	1.50	\$ 15,550	0.25	1.00	\$ 15,550	\$ 15,550	\$ 15,550
MOTOR EQUIP OPERATOR/CRAFTSMAN (was Spec Motor Equip Operator)	\$ 59,268	\$ 60,008	1.00	\$ 122,566	2.00	2.00	\$ 122,566	\$ 122,566	\$ 122,566
LONGEVITY	\$ 8,450	\$ 11,088		\$ 7,750			\$ 7,750	\$ 7,750	\$ 7,750
OUT OF GRADE WAGES	\$ 800	\$ 10,500		\$ 13,000			\$ 13,000	\$ 13,000	\$ 13,000
OVERTIME	\$ 15,045	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
SICK LEAVE BUYBACK	\$ -	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
P W MAINT MAN - H/MEO	\$ 120,923	\$ 123,166	1.00						
P W MAINT CRAFTSMAN	\$ 31,766	\$ 27,185	0.50						
CLERK/DISPATCHER	\$ 21,273	\$ 21,324	0.33						
TEMPORARY CLERK	\$ 2,678								
BILLING SYSTEM MANAGER	\$ 32,662								
MOTOR EQUIPMENT REPAIRMAN	\$ 5,949								
Salaries	\$ 709,002	\$ 847,289	10.89	\$ 824,255	11.55	25.00	\$ 832,335	\$ 832,335	\$ 819,937
Reserve Fund	\$ -								
Reserve Fund	\$ -	\$ -		\$ -			\$ -	\$ -	\$ -
POLICE DETAILS	\$ 20,033	\$ 18,000		\$ 18,000			\$ 18,000	\$ 18,000	\$ 18,000
ELECTRICITY	\$ 97,885	\$ 85,600		\$ 90,000			\$ 90,000	\$ 90,000	\$ 90,000
GAS	\$ 21,593	\$ 17,000		\$ 17,000			\$ 17,000	\$ 17,000	\$ 17,000
SEWER PAYMENTS	\$ 143,755	\$ 130,000		\$ 130,000			\$ 130,000	\$ 130,000	\$ 130,000
MASS WATER RESOURCE AUTHORITY	\$ 4,391,426	\$ 4,437,776		\$ 4,500,000			\$ 4,500,000	\$ 4,500,000	\$ 4,776,205
CDL DRUG/ALCOHOL TESTING	\$ 90	\$ 700		\$ 700			\$ 700	\$ 700	\$ 700
VEHICLE MAINT AND OPER-SERVICE	\$ 1,784	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
BUILDING REPAIRS-SERVICES	\$ 3,084	\$ 6,500		\$ 6,500			\$ 6,500	\$ 6,500	\$ 6,500
EQUIPMENT REPAIRS-SERVICES	\$ 21,460	\$ 32,000		\$ 32,000			\$ 32,000	\$ 32,000	\$ 32,000
MACHINERY/TRUCK RENTAL	\$ 1,498	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
DATA PROCESS AND MAINT-SERV	\$ -	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
CONSULTANT FEES	\$ 49,122	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
SAFETY-SERVICES	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
TELEPHONE	\$ 13,391	\$ 15,000		\$ 15,000			\$ 15,000	\$ 15,000	\$ 15,000
POSTAGE	\$ 6,508	\$ 7,500		\$ 7,500			\$ 7,500	\$ 7,500	\$ 7,500
ADVERTISING & FREIGHT	\$ 223	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
EQUIPMENT REPAIRS-SUPPLIES	\$ 36,441	\$ 35,000		\$ 35,000			\$ 35,000	\$ 35,000	\$ 35,000
BUILDING REPAIRS-SUPPLIES	\$ 750	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
SMALL TOOLS	\$ 981	\$ 3,000		\$ 3,000			\$ 3,000	\$ 3,000	\$ 3,000
LOAM & GRASS SEED	\$ -	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
VEHICLE MAINT AND OPER-SUPPLIES	\$ 18,286	\$ 21,000		\$ 21,000			\$ 21,000	\$ 21,000	\$ 21,000
GASOLINE, OIL & GREASE	\$ 39,496	\$ 65,000		\$ 65,000			\$ 65,000	\$ 65,000	\$ 65,000
SAFETY SUPPLIES	\$ 819	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
BOOKS	\$ -	\$ 400		\$ 400			\$ 400	\$ 400	\$ 400
MISC EXP	\$ 877								
CEMENT, GRAVEL, SAND, PAVING MATR	\$ 1,402	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
MANHOLES, CATCH BASINS & CURBS	\$ 231	\$ 13,500		\$ 13,500			\$ 13,500	\$ 13,500	\$ 13,500
PIPE & FITTINGS	\$ 1,050	\$ 5,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
SEWER MAIN EXTENSIONS	\$ -	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
SEWER STUB EXTENSIONS	\$ -	\$ 2,500		\$ 2,500			\$ 2,500	\$ 2,500	\$ 2,500
SEWER SYSTEM REHAB	\$ -	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
CLOTHING/UNIFORMS	\$ 6,872	\$ 16,000		\$ 16,000			\$ 16,000	\$ 16,000	\$ 16,000
CHEMICALS	\$ 3,350	\$ 15,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
VARIOUS LICENSES	\$ -	\$ 650		\$ 650			\$ 650	\$ 650	\$ 650
CERTIFICATION SCHOOL	\$ -	\$ 1,600		\$ 1,600			\$ 1,600	\$ 1,600	\$ 1,600
DUES & SUBSCRIPTIONS	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
APPLICATION FEES-UNDERGROUND	\$ -	\$ 500		\$ 500			\$ 500	\$ 500	\$ 500
STATE DIESEL TAX	\$ 4,614	\$ 4,500		\$ 4,500			\$ 4,500	\$ 4,500	\$ 4,500
EASEMENTS	\$ -	\$ 75		\$ 75			\$ 75	\$ 75	\$ 75
Expenses	\$ 4,887,018	\$ 5,021,501		\$ 5,088,125			\$ 5,088,125	\$ 5,088,125	\$ 5,364,330
CAPITAL OUTLAY	\$ -	\$ 3,890		\$ 3,890			\$ 3,890	\$ 3,890	\$ 3,890
Capital Outlay	\$ -	\$ 3,890		\$ 3,890			\$ 3,890	\$ 3,890	\$ 3,890

SEWER ENTERPRISE FUND (SEWER AND DRAINS)				Dept 440 & 0710					
TRANSFER TO CAPITAL PROJECTS	\$ 115,000								
INDIRECT COSTS / REIMBURSEMENTS	\$ 351,033	\$ 408,675		\$ 430,307			\$ 430,307	\$ 430,307	\$ 430,307
Indirect Costs and Transfers to GR/CPF	\$ 466,033	\$ 408,675		\$ 430,307			\$ 430,307	\$ 430,307	\$ 430,307
PRINCIPAL	\$ 326,067	\$ 318,760		\$ 339,094			\$ 339,094	\$ 339,094	\$ 400,249
INTEREST	\$ 81,320	\$ 94,389		\$ 92,854			\$ 92,854	\$ 92,854	\$ 73,544
INTEREST - SHORT-TERM	\$ -								
Debt Service	\$ 407,387	\$ 413,149		\$ 431,947			\$ 431,948	\$ 431,948	\$ 473,793
THEA CONTRACT ADJUSTMENT 2015ATM ART 15		\$ 1,540							
SEWER DEPT BUYOUT 2015STM ART 3		\$ 14,536							
TOTAL SEWER ENTERPRISE FUND	\$ 6,469,440	\$ 6,710,580	10.89	\$ 6,778,524	11.55	25.00	\$ 6,786,605	\$ 6,786,605	\$ 7,092,257

Voice vote carries by the necessary majority.

WATER ENTERPRISE BUDGET					Dept 0450 & 0710				
ACCOUNT DESCRIPTION	FISCAL 15 ACTUAL	FISCAL 16 APPROVED	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
WATER ENTERPRISE BUDGET									
SUPERINTENDENT	\$ 71,997	\$ 71,556	0.47	\$ 56,923	0.42	1.00	\$ 56,923	\$ 56,923	\$ 56,923
ASSISTANT SUPERINTENDENT	\$ 54,800	\$ 56,403	0.50	\$ 56,763	0.50	1.00	\$ 56,762	\$ 56,762	\$ 56,762
DIRECTOR OF ADMINISTRATION		\$ 20,368	0.25	\$ 20,290	0.25	1.00	\$ 20,290	\$ 20,290	\$ 20,290
PROGRAM ADMINISTRATOR I		\$ 48,114	0.75	\$ 70,560	1.08	3.00	\$ 70,560	\$ 70,560	\$ 70,560
PRINCIPAL CLERK I				\$ 9,172	0.25	1.00	\$ 12,398	\$ 12,398	\$ -
SENIOR CLERK /CASHIER				\$ 26,154	0.50	1.00	\$ 26,154	\$ 26,154	\$ 26,154
ASSISTANT TOWN ENGINEER	\$ 7,684	\$ 29,521	0.33	\$ 21,947	0.25	1.00	\$ 21,947	\$ 21,947	\$ 21,947
ASSOCIATE ENGINEER				\$ 16,009	0.25	1.00	\$ 16,009	\$ 16,009	\$ 16,009
GIS COORDINATOR				\$ 7,840	0.10	1.00	\$ 7,840	\$ 7,840	\$ 7,840
FOREMAN	\$ 72,360	\$ 73,465	1.00	\$ 75,022	1.00	1.00	\$ 75,022	\$ 75,022	\$ 75,022
CHIEF PUMPING STATION OPERATOR	\$ -	\$ 37,277	0.50	\$ 45,247	0.50	1.00	\$ 45,247	\$ 45,247	\$ 45,247
HEAD PUMPING STATION OPERATOR	\$ 67,244	\$ 68,225	1.00	\$ 34,828	0.50	1.00	\$ 34,828	\$ 34,828	\$ 34,828
CERTIFIED MECHANIC				\$ 32,343	0.50	2.00	\$ 32,343	\$ 32,343	\$ 32,343
HEAVY EQUIPMENT OPERATOR/MECHANIC (was Hoisting Equip Operator)	\$ 61,627	\$ 62,440	1.00	\$ 79,297	1.25	2.00	\$ 79,297	\$ 79,297	\$ 79,297
MOTOR EQUIP OPERATOR/CRAFTSMAN (was Spec Motor Equip Oper)	\$ 53,792	\$ 54,370	1.00	\$ 55,520	1.00	1.00	\$ 55,520	\$ 55,520	\$ 55,520
PUMPING STATION OPERATOR II (was Pumping Station Oper/Meter Reader)	\$ 219,410	\$ 269,441	5.00	\$ 168,053	3.00	6.00	\$ 172,907	\$ 172,907	\$ 172,907
PUMPING STATION OPERATOR I (was pumping station oper/bkflow)	\$ 54,179	\$ 54,370	1.00	\$ 54,726	1.00	1.00	\$ 54,726	\$ 54,726	\$ 54,726
LABORER				\$ 101,686	3.00	3.00	\$ 101,686	\$ 101,686	\$ 101,686
OVERTIME	\$ 99,492	\$ 65,000		\$ 65,000			\$ 65,000	\$ 65,000	\$ 65,000
OUT OF GRADE WAGES	\$ 1,077	\$ 9,500		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
WEEKEND BEEPERS	\$ 15,594	\$ 14,000		\$ 14,000			\$ 14,000	\$ 14,000	\$ 14,000
LONGEVITY	\$ 13,867	\$ 13,490		\$ 12,650			\$ 12,650	\$ 12,650	\$ 12,650
SICK LEAVE BUYBACK	\$ -	\$ 1,200		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
P W MAINT CRAFTSMAN (2)	\$ 104,452	\$ 105,387	2.00						
P W MAINT MAN-HMO (2.25)	\$ 108,249	\$ 120,882	2.25						
BILLING SYSTEM MANAGER	\$ 32,662								
CLERICAL SALARIES	\$ 24,425	\$ 24,072	0.50						
WATER SERVICE INSPECTOR	\$ 55,959	\$ 98,386	2.00						
CLERK/DISPATCHER	\$ 21,273	\$ 21,324	0.33						
MOTOR EQUIPMENT REPAIRMAN	\$ 5,949								
TEMPORARY CLERK	\$ 2,678								
Salaries	\$ 1,148,769	\$ 1,318,792	19.88	\$ 1,037,229	15.35	29.00	\$ 1,045,309	\$ 1,045,309	\$ 1,032,911
POLICE DETAILS	\$ 66,085	\$ 25,000		\$ 25,000			\$ 25,000	\$ 25,000	\$ 25,000
ELECTRICITY	\$ 164,885	\$ 171,200		\$ 171,200			\$ 171,200	\$ 171,200	\$ 171,200
GAS	\$ 19,937	\$ 28,000		\$ 28,000			\$ 28,000	\$ 28,000	\$ 28,000
FUEL	\$ -	\$ 1,500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
WATER PAYMENTS	\$ 152,129	\$ 129,000		\$ 129,000			\$ 129,000	\$ 129,000	\$ 129,000
MMVRA WATER ASSESSMENT	\$ 931,975	\$ 1,106,344		\$ 1,216,978			\$ 1,216,978	\$ 1,216,978	\$ 1,148,754
CDL DRUG/ALCOHOL TESTING	\$ 885	\$ 1,200		\$ 1,200			\$ 1,200	\$ 1,200	\$ 1,200
LEAK DETECTION	\$ 18,900	\$ 35,000		\$ 35,000			\$ 35,000	\$ 35,000	\$ 35,000
MMVRA ENTRANCE FEE	\$ 428,889	\$ 432,264		\$ 432,264			\$ 432,264	\$ 432,264	\$ 432,264
VEHICLE MAINT AND OPER-SERVICE	\$ 1,921	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
BUILDING REPAIRS-SERVICES	\$ 2,934	\$ 10,000		\$ 10,000			\$ 10,000	\$ 10,000	\$ 10,000
EQUIPMENT REPAIRS-SERVICES	\$ 72,038	\$ 41,000		\$ 41,000			\$ 41,000	\$ 41,000	\$ 41,000
FIRE ALARM REPAIRS SERVICES				\$ 500			\$ 500	\$ 500	\$ 500
MACHINERY REPAIRS-SERVICES	\$ -	\$ 800		\$ 800			\$ 800	\$ 800	\$ 800
OFFICE EQUIPMENT REPAIRS-SVC	\$ -	\$ 500		\$ 1,500			\$ 1,500	\$ 1,500	\$ 1,500
STRT, SWR, SIDEWALK, WELL SERVICES	\$ 5,299	\$ 59,000		\$ 59,000			\$ 59,000	\$ 59,000	\$ 59,000
MACHINERY/TRUCK RENTAL	\$ 389	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
DATA PROCESS AND MAINT-SERV		\$ 3,000		\$ -			\$ -	\$ -	\$ -
CONSULTANT FEES	\$ 37,917	\$ 40,000		\$ 40,000			\$ 40,000	\$ 40,000	\$ 40,000
LABORATORY FEES	\$ 34,544	\$ 65,000		\$ 65,000			\$ 65,000	\$ 65,000	\$ 65,000
IN SERVICE TRAINING TUITION	\$ 6,555	\$ 12,000		\$ 12,000			\$ 12,000	\$ 12,000	\$ 12,000
SAFETY-SERVICES	\$ -	\$ 600		\$ 600			\$ 600	\$ 600	\$ 600
TELEPHONE	\$ 26,450	\$ 30,000		\$ 30,000			\$ 30,000	\$ 30,000	\$ 30,000
POSTAGE	\$ 6,652	\$ 13,200		\$ 13,200			\$ 13,200	\$ 13,200	\$ 13,200
ADVERTISING & FREIGHT	\$ 3,919	\$ 4,250		\$ 4,250			\$ 4,250	\$ 4,250	\$ 4,250
REPAIR AND MAINTENANCE	\$ 5,666	\$ 42,300		\$ 42,300			\$ 42,300	\$ 42,300	\$ 42,300
PRINTING & STATIONERY	\$ 3,966	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
EQUIPMENT REPAIRS-SUPPLIES	\$ 34,404	\$ 50,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000
OFFICE EQUIPMENT RPS-SUPPLY	\$ 1	\$ 1,000		\$ 1,000			\$ 1,000	\$ 1,000	\$ 1,000
MACHINERY REPAIRS-SUPPLIES	\$ -	\$ 2,000		\$ 2,000			\$ 2,000	\$ 2,000	\$ 2,000
BUILDING REPAIRS-SUPPLIES	\$ 1,153	\$ 8,000		\$ 8,000			\$ 8,000	\$ 8,000	\$ 8,000
PAINTS	\$ 1,566	\$ 4,000		\$ 4,000			\$ 4,000	\$ 4,000	\$ 4,000
SMALL TOOLS	\$ 5,039	\$ 5,000		\$ 5,000			\$ 5,000	\$ 5,000	\$ 5,000
LOAM & GRASS SEED	\$ -	\$ 100		\$ 100			\$ 100	\$ 100	\$ 100
STREET, SWR, SIDEWALK, WELL MATL	\$ 7,235	\$ 20,000		\$ 20,000			\$ 20,000	\$ 20,000	\$ 20,000
VEHICLE MAINT AND OPER-SUPPLIES	\$ 25,664	\$ 30,000		\$ 30,000			\$ 30,000	\$ 30,000	\$ 30,000
GASOLINE, OIL & GREASE	\$ 39,215	\$ 50,000		\$ 50,000			\$ 50,000	\$ 50,000	\$ 50,000

WATER ENTERPRISE BUDGET					Dept 0450 & 0710								
PIPE & FITTINGS				\$	50,000			\$	50,000	\$	50,000	\$	50,000
SAFETY SUPPLIES	\$	3,321	\$	4,500	\$	4,500		\$	4,500	\$	4,500	\$	4,500
BOOKS	\$	-	\$	1,000	\$	1,000		\$	1,000	\$	1,000	\$	1,000
MAPS & CHARTS	\$	419	\$	1,000	\$	1,000		\$	1,000	\$	1,000	\$	1,000
MISC MATERIALS & SUPPLY	\$	62,621	\$	90,750	\$	40,750		\$	40,750	\$	40,750	\$	40,750
WATER METERS	\$	79,936	\$	100,000	\$	100,000		\$	100,000	\$	100,000	\$	100,000
CLOTHING/UNIFORMS	\$	9,442	\$	16,000	\$	16,000		\$	16,000	\$	16,000	\$	16,000
CHEMICALS	\$	63,030	\$	100,000	\$	110,000		\$	110,000	\$	110,000	\$	110,000
CERTIFICATION SCHOOL	\$	-	\$	4,000	\$	4,000		\$	4,000	\$	4,000	\$	4,000
TRAVEL EXPENSES	\$	-	\$	100	\$	1,500		\$	1,500	\$	1,500	\$	1,500
DUES & SUBSCRIPTIONS	\$	654	\$	800	\$	800		\$	800	\$	800	\$	800
APPLICATION FEES	\$	-	\$	100	\$	100		\$	100	\$	100	\$	100
DEP ASSESSMENT	\$	5,645	\$	10,000	\$	10,000		\$	10,000	\$	10,000	\$	10,000
PETTY CASH	\$	-	\$	100	\$	100		\$	100	\$	100	\$	100
STATE DIESEL TAX	\$	4,614	\$	4,000	\$	4,000		\$	4,000	\$	4,000	\$	4,000
MISCELLANEOUS OTHER EXPENSES	\$	914	\$	1,000	\$	1,000		\$	1,000	\$	1,000	\$	1,000
PAVING MATERIAL			\$	10,000	\$	10,000		\$	10,000	\$	10,000	\$	10,000
CROSS TIE DEAD END MAINS	\$	452	\$	12,000	\$	12,000		\$	12,000	\$	12,000	\$	12,000
CAP OUTLAY	\$	-	\$	3,967	\$	3,967		\$	3,967	\$	3,967	\$	3,967
Expenses	\$	2,337,261	\$	2,804,575	\$	2,925,109		\$	2,925,109	\$	2,925,109	\$	2,856,885
INDIRECT COSTS / REIMBURSEMENTS	\$	570,749	\$	627,878	\$	669,817		\$	669,817	\$	669,817	\$	669,817
TRANSFER TO CAPITAL PROJECTS	\$	15,000											
Indirect Costs and Transfers	\$	585,749	\$	627,878	\$	669,817		\$	669,817	\$	669,817	\$	669,817
PRINCIPAL	\$	1,192,485	\$	1,467,935	\$	1,495,724		\$	1,495,724	\$	1,495,724	\$	1,475,725
INTEREST	\$	197,220	\$	166,458	\$	188,634		\$	188,634	\$	188,634	\$	188,634
ADMINISTRATIVE FEES	\$	2,269	\$	2,400				\$	2,400	\$	2,400	\$	2,400
Debt Service	\$	1,391,974	\$	1,636,793	\$	1,684,358		\$	1,686,758	\$	1,686,758	\$	1,666,759
THEA CONTRACT ADJUSTMENT 2015ATM ART 15			\$	1,540									
WATER DEPT BUYOUT 2015 STM ART 3			\$	39,803									
TOTAL WATER ENTERPRISE BUDGET	\$	5,463,754	\$	6,429,381	19.88	\$	6,316,513	15.35	29.00	\$	6,326,993	\$	6,226,373

Voice vote carries by the necessary majority.

REGIONAL SCHOOL ASSESSMENT					Dept 301				
ACCOUNT DESCRIPTION	FISCAL 15 BUDGET	FISCAL 16 ACTUAL	FTE'S FY16	FISCAL 17 REQUESTED	FTE'S FY17	# OF Employees	TM PROPOSED FY17	BOS Voted FY17 Budget	FIN COM RECOMMENDS FY17 BUDGET
Southeastern Regional	\$ 1,426,765	\$ 1,427,244		\$ 1,450,000			\$ 1,450,000	\$ 1,450,000	\$ 1,507,942
Norfolk County Agricultural	\$ 24,778	\$ 35,492		\$ 48,125			\$ 48,125	\$ 48,125	\$ 48,125
Blue Hills Regional									
TOTAL REGIONAL SCHOOLS	\$ 1,451,543	\$ 1,462,736		\$ 1,498,125			\$ 1,498,125	\$ 1,498,125	\$ 1,556,067

Voice vote carries by the necessary majority.

ARTICLE 13 Collective Bargaining – Town Hall Employees Assoc.

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Stoughton Town Hall Employees Association; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Stoughton Town Hall Employees Association; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 13.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 14 Collective Bargaining – Police Patrolman’s Assoc.

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Stoughton Police Patrolman’s Association; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining contract between the Town and the Stoughton Police Patrolman’s Association; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 14.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 15 Collective Bargaining – Local 1512 Firefighters

To see if the Town will vote to approve a collective bargaining contract between the Town and the Local 1512 International Association of Firefighters A.F.L. – C.I.O; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Local 1512 International Association of Firefighters A.F.L. – C.I.O; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 15.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 16 Collective Bargaining – Public Works Assoc.

To see if the Town will vote to approve a collective bargaining contract between the Town and the Public Works Association; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Public Works Association; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 16.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 17 Collective Bargaining – AFSCME

To see if the Town will vote to approve a collective bargaining contract between the Town and the Central Dispatch union AFSCME; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Central Dispatch union AFSCME; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 17.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 18 Collective Bargaining – Superior Officers

To see if the Town will vote to approve a collective bargaining contract between the Town and the Superior Officers; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining contract between the Town and the Superior Officers; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 18.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 19 Collective Bargaining – Library Union

To see if the Town will vote to approve a collective bargaining contract between the Town and the Library Union; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining contract between the Town and the Library Union; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 19.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 20 Collective Bargaining – SPAEA

To see if the Town will vote to approve a collective bargaining contract between the Town and the Stoughton Personnel/Administrative Employees Association ("SPAEA"); and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining contract between the Town and the SPAEA; or to take any other action relative thereto.

Inserted by: Board of Selectmen
Date: February 2, 2016

BOARD OF SELECTMEN: Voted 3 in favor and 1 opposed to insert this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 20.

ACTION: Voice vote carries by the necessary majority. Voted on May 4, 2016.

ARTICLE 21 Rescind Unissued Borrowing Authorization

To see if the Town will vote to rescind the unissued borrowing authorizations on certain previously voted Town Meeting articles; or take any other action relative thereto.

Inserted by: Board of Selectmen
Req. by: William Rowe, Town Accountant
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: That the Town vote to rescind the unissued borrowing authorizations in the total amount of \$439,880 as printed below:

A42 ATM	May-99	6207	Central St Sewer	\$ 10,860
A15 ATM	May-02	1162	Financial Management Software	\$ 5,000
A53 ATM	May-08	6255	Hawes Way Sewer main	\$130,000
A5 STM	Sept-09	6410	Sewer I & I	\$100,020
A39 ATM	May -10	6411	Sewer Vehicles	\$ 14,000
A68 ATM	May-11	3546	Jones School Electrical	\$ 50,000
A46 ATM	May-12	6164	Hawes Way Sewer lift Station	\$100,000
A38 ATM	May-15	10051	Tractor w/Backhoe & Bucket	\$ 30,000

A motion was made and passed by voice vote to move the question.

ACTION: Voice vote carries unanimously. Voted on May 4, 2016.

ARTICLE 22 General Fund Capital Items

To see if the Town will vote to raise and appropriate from available funds in the Treasury, if any, or borrow a sufficient sum of money replace and/or purchase the following items, including equipping the same and all other incidental and related costs:

	Department/Item	Est Cost
a)	Council on Aging	
	1. Van – Partial Funded	\$ 18,000.00
b)	Town Clerk	
	1. Voting Booths	\$ 5,000.00
c)	Facilities	
	1. Town Hall Window Trim/Sill Repairs & Repainting	\$150,000.00
	2. Facilities – Replace Fascia/Soffit & Gutter St 2	\$ 50,000.00
	3. Town Hall Concrete/Granite Replacements	\$ 15,000.00
	4. Facilities - Concrete Improvements at Station 2	\$ 15,000.00
	5. Additional Cameras in Town Hall Basement	\$ 5,875.00
d)	Fire & Rescue	
	1. Unfunded EMS Equipment Mandates	\$ 50,000.00
	2. Turnout Gear	\$180,000.00
	3. Engine 1 – Equipment	\$ 95,000.00
	4. Hose Replacement	\$ 35,000.00
	5. EMS Upgrades	\$ 75,000.00
	6. IT - Ambulance Tough Books (2 per year)	\$ 8,000.00
e)	Highway	
	1. Replace 1978 CAT w/ 4CY loader w/2-way plow	\$260,000.00
	2. Replace Boom Flair Mower for sidewalk tractor	\$ 30,000.00
f)	Police Department	
	1. IT - Virtual Infrastructure to Upgrade Physical Servers	\$ 50,000.00
	2. Internal/External Cameras & Audio- jail cells/dispatch	\$ 15,000.00
	3. Police Cruiser Vehicles (3)	\$160,110.00
	Total	\$1,216,985.00

Or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

RECOMMENDATION: That the Town vote to transfer from available fund or free cash, or borrow, for the purchase, and as may be appropriated, equipping, of the capital items as specified in the chart

below and with each line considered a separate appropriation, and, for those items where general borrowing is the funding source, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sums pursuant to M.G.L. Ch. 44 § 7 or 8 or any other enabling authority, and issue bonds and notes therefor:

			<u>Fin Com</u>	
	<u>Capital Item</u>	<u>Requested</u>	<u>Recommends</u>	<u>Funding Source</u>
a)	Council on Aging			
			\$ 113.09	A42 ATM 5/99
			\$ 40.00	A36 ATM 5/12
			\$ 2,336.49	A38 ATM5/10
			\$ 3,045.67	A35 ATM 5/98
1	COA - Van	18,000	\$ 6,091.12	A15 ATM 5/02
			\$ 156.86	A48 ATM 5/10
			\$ 5,064.47	A36 ATM 5/10
			\$ 445.30	A33 ATM 5/12
			\$ 707.00	A60 ATM 5/12
b)	Town Clerk			
1	Voting Booths	5,000	\$ -	Disapprove
c)	Facilities			
1	Fac - TH Window Trim/Sill R & R	150,000	\$ 150,000.00	Borrowing
2	Fac - Replace Fascia/Soffits & Gutters - FF ST2	50,000	\$ 50,000.00	Borrowing
3	Fac - TH Concrete/Granite Replacement	15,000	\$ 15,000.00	Borrowing
4	Fac - Concrete Improvements FF ST2	15,000	\$ -	Disapprove
5	Fac - TH - Add Cameras in the Basement	5,875	\$ 5,875.00	A40 ATM 5/11
d)	Fire Department			
1	Fire - Unfunded EMS Equipment Mandates	50,000	\$ 44,125.00	A40 ATM 5/11
			\$ 5,875.00	Borrowing
2	Fire - Turnout Gear	180,000	\$ 4,935.53	A36 ATM 5/10
			\$ 175,064.47	Borrowing
3	Fire - Engine 1 - Equipment	95,000	\$ 65,000.00	Borrowing
4	Fire - Hose Replacement	35,000	\$ 35,000.00	Borrowing
5	Fire - EMS Upgrades	75,000	\$ 75,000.00	Borrowing
6	IT- Ambulance Tough Books (2 per year)	8,000	\$ -	Disapprove
e)	Highway Department			
1	Replace 1978 CAT w/4CY loader w/2 way plow	260,000		Disapprove
2	Highway - Replace Boom Flail Mower for sidewalk tractor	30,000	\$ 30,000.00	Borrowing
f)	Police Department			
1	Police - IT - Virtual Infrastructure to Upgrade Physical Servers	50,000	\$ 50,000.00	Borrowing
2	Police - Internal/External Cameras & Audio - jail cells/dispatch	15,000	\$ 15,000.00	Borrowing
3	Police - Cruiser Vehicles (3)	160,110	\$ 53,370.00	Borrowing
Total		\$ 1,216,985	\$ 792,245	

BOARD OF SELECTMEN: Voted unanimously to support this article

FINANCE COMMITTEE: Voted by majority in favor of the recommended items for this article, with a total of \$792,245 and recommending the specified funding source.

MUNICIPAL OPERATIONS COMMITTEE: 22a. Council on Aging – Voted 6 in favor and 1 opposed to approving this article.

MUNICIPAL OPERATIONS COMMITTEE: 22b. Town Clerk – Voted unanimously to disapprove this article.

MUNICIPAL OPERATIONS COMMITTEE: 22c. Facilities – Voted – 3 in favor and 3 opposed to disapproving this article.

MUNICIPAL OPERATIONS COMMITTEE: 22d. Fire Department- Voted – 3 in favor and 3 opposed to disapproving this article.

MUNICIPAL OPERATIONS COMMITTEE: 22e. Highway – Voted unanimously to disapprove this article and that the DPW could continue to rent the large machine.

MUNICIPAL OPERATIONS COMMITTEE: 22f. Police Department – Voted 5 in favor and 1 opposed to disapproving this article. The Committee felt there was no clarification and description.

A motion was made to table Article 22 until Monday May 9, 2016 and was passed by voice vote.

A motion was made and passed by voice vote to take Article 22 off the table on Monday May 9, 2016.

Each department bottom line of the Capital Items were voted.

a) Council on Aging

1. COA Van \$18,000.00 --Voice vote carries unanimously. Voted on May 4, 2016.

b) Town Clerk

1. Voting Booths \$5,000.00 –Disapproved by Finance Committee. Voice vote carries by the necessary majority. Voted on May 4, 2016. A motion was made and passed by voice vote on May 16, 2016 to reconsider funding \$5,000.00 for voting booths. A motion was made and passed by voice vote to add \$5,000.00 to Line b1. to fund the voting booths from free cash. Voted on May 16, 2016.

A motion was made to divide the question at 22C and carried by voice vote.

c) Facilities

1. Town Hall Window Trim/Sill R & R \$150,000. Dismissed by voice vote.
2. Replace Fascia/Soffits & Gutters FF ST2, \$50,000.00
3. Fac – TH Concrete/Granit Replacement. \$15,000.00
4. Fac – Concrete improvements FF ST2. \$15,000.00
5. Fac – Concrete Improvements FF ST2. \$5,875.00

22C Facilities, Electronic Voting: Yes: 105 No: 19 Abstain: 2. 22C carries. Voted on May 9, 2016.

d) Fire Department

1. Unfunded EMS Equipment Mandates. \$50,000.00
2. Fire – Turnout Gear. \$180, 000.00
3. Fire – Engine 1 – Equipment. \$95,000.00
4. Fire – Hose Replacement. \$35,000.00
5. Fire – EMS Upgrades. \$75,000.00
6. IT – Ambulance Tough Books (2 per year). \$8,000.00

22D Fire Department, Electronic Voting: Yes: 117 No: 9 Abstain: 0. 22D, Fire Department carries. Voted on May 9, 2016.

e) Highway Department

- 1) Replace 1978 CAT w/4CY loader w/2 way plow \$260,000.00
- 2) Highway – Replace Boom Flail Mower for sidewalk tractor. \$30,000.00

22E Highway Department, Electronic Voting: Yes: 115 No: 10 Abstain: 2. 22E, Highway Department carries. Voted on May 9, 2016.

f) Police Department

1. Police – IT Virtual Infrastructure to Upgrade Physical Servers. \$50,000.00
2. Police – Internal/External Cameras & Audio – jail cells/dispatch. \$15,000.00
3. Police – Cruiser Vehicles ~~(1) \$53,370.00~~ (3) \$160,110.00

A motion was made and passed by voice vote to amend 22f, line 3 from \$53,370.00 to \$160,110, bringing the Police Department Capital total to \$225,000.00.

22f Police Department, Electronic Voting: Yes: 85 No: 40 Abstain: 3. 22f, Police Department carries. Voted on May 9, 2016.

ARTICLE 23 Cedar Hill Capital

To see if the Town will vote to raise and appropriate from available funds in the Treasury, if any, or borrow a sufficient sum of money replace and/or purchase and/or lease purchase for a term up to or exceeding three-years the following items for Cedar Hill, including equipping the same and all other incidental and related costs:

		Est Costs	Fin Com Recommendation
a)	Pickup Truck	\$ 28,364	Disapprove
b)	Greens Mower	\$ 11,000	\$11,000
Total		\$ 39,364	\$11,000

Or take any other action relative thereto.

Inserted by: Board of Selectmen
Req by: Cedar Hill
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted to approve the greens mowers with recommending General Borrowing for this article.

MUNICIPAL OPERATIONS COMMITTEE: Voted 5 in favor and 1 opposed to approving this article

MOTION: That the Town vote to appropriate and/or borrow the sum of \$11,000.00 to purchase the equipment and to equip the vehicles as printed in the warrant for Cedar Hill and, as funding therefor, to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 87 No: 29 Abstain: 0 Article passes by the necessary 2/3rd vote.
Voted on May 9, 2016.

ARTICLE 24 Water Capital

To see if the Town will vote to raise and appropriate from available funds in the Treasury, if any, or borrow a sufficient sum of money replace and/or purchase and/or lease purchase for terms up to or exceeding three years the following items for the Water Department, including equipping the same and all other incidental and related costs:

Item	Est Cost
a) Chemical Conversion for STA 2, 3, 5 and 7	\$340,000.00
b) Radio/Antennas for SCADA	\$150,000.00
c) Backup Generators for STA 1, 3, 5 and 7	\$424,000.00
d) Muddy Pond By-Pass Pump	\$ 80,000.00
Total	\$994,000.00

Inserted by: Board of Selectmen
Req.by: Water Department
Date: February 2, 2016

BOARD OF SELECTMEN: Voted in favor of this article, noting that (c) has a real value of \$106,000, but it is funded by a grant which requires the appropriation of the full grant amount.

FINANCE COMMITTEE: Voted unanimously to approve this article and recommend the funds come from General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted 5 in favor and 1 opposed to disapproving this article.

MOTION: That the Town vote to appropriate and/or borrow the sum of \$994,000.00 to purchase the equipment as printed in the warrant for the Water Department and, as funding therefor, to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 103 No: 15 Abstain: 1. Article carries by the necessary 2/3rd vote. Voted on May 9, 2016.

ARTICLE 25 Inflow and Infiltration (I & I)

To see if the Town will vote to raise and appropriate and/or transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to continue improving the sewer system and reduce infiltration and inflow of ground water and water from other sources, including but not limited to investigation of sources of water loading from rain leasers and/or sump pumps and all incidental and related costs; or take any other action relative thereto.

Est Cost \$300,000

Inserted by: Board of Selectmen
Req. by: Sewer Department
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve this article and recommend the funds come from General Borrowing.

MOTION: That the Town vote to appropriate and/or borrow the sum of \$300,000 to continue improving the sewer system and reduce inflow and infiltration of ground water and water from other sources, including but not limited to investigation of sources of water loading from rain leasers and/or sump pumps and all incidental and related costs, and as, funding therefor, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 111 No: 5 Abstain: 1. Article carries by the necessary 2/3rd vote. Voted on May 9, 2016.

ARTICLE 26 Water Treatment Facility

To see if the Town will vote to raise and appropriate and/or transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to construct a water treatment facility for Wells 3 & 3a located off King St with a parcel ID of Map 025 Lot 046, Well 4 located off King St with a parcel ID of Map 024 Lot 024 and Well 5 located on Plain St with a parcel ID of Map 026 Lot 147, including, but not limited to professional services, such as permitting, design, planning, architectural, engineering, environmental testing, mechanical and construction, as well as acquisition of materials, equipment and all other incidental and related costs; or take any other action relative thereto.

Est Cost: \$6,610,000

Inserted by: Board of Selectmen

Req by: Water Dept

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted 11 in favor and 1 opposed to approval of this article this article and recommend the funding be from available unexpended articles and General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted 5 in favor and 1 opposed to disapproving this article.

INTERGOVERNMENTAL RELATIONS COMMITTEE: Voted unanimously to recommend this article to Town Meeting. The Committee has reservations due to the lack of clear information regarding maintenance and operations costs as well as the net increase in the Town's water supply as a direct result of the proposed water treatment facility.

MOTION: That the Town vote to appropriate the sum of \$6,610,000 to construct a water treatment facility for Wells 3 & 3a located off King St with a parcel ID of Map 025 Lot 046, Well 4 located off King St with a parcel ID of Map 024 Lot 024 and Well 5 located on Plain St with a parcel ID of Map 026 Lot, including, but not limited to professional services, such as permitting, design, planning, architectural, engineering, environmental testing, mechanical and construction, as well as acquisition of materials, equipment and all other incidental and related costs, and, as funding therefor, \$26,131.96 be transferred from Article 68 of the Annual Town Meeting of May, 2011 (Project 03546), \$13,900.00 be transferred from Article 45 of the Annual Town Meeting of May, 2011 (Project 06184), \$13,327.32 be transferred from Article 36 of the Annual Town Meeting of May, 2004 (Project 06237), \$13,113.20 be transferred from Article 64 of the Annual Town Meeting of May, 2006 (Project 06246), \$74,828.50 be transferred from Article 32 of the Annual Town Meeting of May, 2008 (Project 06252), \$240,463.91 be transferred from Article 53 of the Annual Town Meeting of May, 2008 (Project 06255) \$37,000.00 be transferred from Article 39 of the Annual Town Meeting of May, 2010 (Project 06411), \$903.00 be transferred from Article 42 of the Annual Town Meeting of May, 2011 (Project 06876), \$19,232.74 be transferred from Article 7 of the Special Town Meeting of September, 2009 (Project 05894) and to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$6,171,099.37 pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 95 No: 22 Abstain: 0. Article carries by the necessary 2/3rd vote.
Voted on May 9, 2016.

ARTICLE 27 Municipal Pump Station Repairs

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to modernize, repair, modify and upgrade all municipal sewage pump stations and associated infrastructure, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$1,250,000

Inserted by: Board of Selectmen
Req by: Marc Tisdelle, Town Engineer
Date: February 2, 2016

BOARD OF SELECTMEN: Voted to unanimously to approve this article, noting that the real cost of this article is \$302,000 with the total value being \$1,250,000 and other funding from previously appropriated unissued/unused articles.

FINANCE COMMITTEE: Voted unanimously to approve this article, and that \$600,000 be transferred from available funds and that the recommended funding source be General Borrowing of \$650,000.

MUNICIPAL OPERATIONS COMMITTEE: Voted 5 in Favor and 1 opposed to disapproving this article. The Committee felt that the article should have been lowered to the actual cost.

MOTION: That the Town will vote to appropriate the total sum of \$1,250,000 to modernize, repair, modify and upgrade all municipal sewage pump stations and associated infrastructure, including all incidental and related costs, and as funding therefor, \$90,000 be transferred from Article 28 of the Annual Town Meeting of May 2015 (Project 10047), \$89,896.27 be transferred from Article 38 of the Annual Town Meeting of May 2013 (Project 06176), \$600,000 be transferred from Sewer Fund retained earnings and to authorize the Treasurer, with the approval of the Board of Selectmen to borrow the sum of \$470,103.73 pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 103 No: 11 Abstain: 0. Article carries by the necessary 2/3rd vote.
Voted on May 9, 2016.

ARTICLE 28 Survey And Design Of Sewer Expansion Plans For The Southern Area Of Park Street And The Campanelli Industrial Park

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to pay for the all related work associated with the survey and design of a sewerage system serving the southern end of Park Street from approximately Fano Drive to the Brockton Town line including the Campanelli Industrial Park and other nearby areas, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$800,000

Inserted by: Board of Selectmen
Req by: Marc Tisdelle, Town Engineer
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

INTERGOVERNMENTAL RELATIONS COMMITTEE: Voted 2 in favor and 2 abstain to refer this article to Town Meeting.

MOTION: To dismiss Article 28.

ACTION: Voice vote carries by the necessary majority. Voted on May 9, 2016.

ARTICLE 29 GIS Application Development

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to design new Geographic Information Systems (GIS) applications and related work including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$75,000

Inserted by: Board of Selectmen
Req by: Marc Tisdelle, Town Engineer
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted 9 in favor and 3 opposed to approving this article and recommend the funding source be General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted 3 in favor and 3 opposed to this article to approve.

MOTION: That the Town vote to appropriate the sum of \$75,000 for the design of a new Geographic Information System (GIS) application, including all incidental and related costs, and as, funding therefor, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum

pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 71 No: 37 Abstain: 1. Motion fails to carry by the necessary 2/3rd majority. Voted on May 9, 2016. On May 16, 2016 a motion for reconsideration was made and passed by voice vote to reconsider Article 29.

A motion was made to move the question and passed by voice vote.

ACTION: Electronic Voting: Yes: 89 No: 19 Abstain: 2. Article carries by the necessary 2/3rd vote.

ARTICLE 30 Stormwater Improvements

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money for all related work associated with the design and construction of Stormwater Infrastructure Improvements to the Gibbons School property, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$180,000

Inserted by: Board of Selectmen
Req by: Marc Tisdelle, Town Engineer
Date: February 2, 2016

BOARD OF SELECTMEN Voted to approve this article but noting that the project cost is \$180,000, grant for \$137,000 and actual/real cost \$43,000.

FINANCE COMMITTEE: Voted unanimously to approve this article with the recommended funding being General Borrowing.

INTERGOVERNMENTAL RELATIONS COMMITTEE: Voted unanimously to recommend this article to Town Meeting.

MOTION: That the Town vote to appropriate the sum of \$180,000 for the design and construction of Stormwater Infrastructure Improvements to the Gibbons School Property, including all incidental and related costs, and approve Article 30 as printed in the warrant, and, as funding therefor, to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to G.L. c.44 §§ 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 101 No: 10 Abstain: 0 Article passes by the necessary 2/3rd vote. Voted on May 9, 2016.

ARTICLE 31 Assessors Revaluation

To see if the Town will vote to raise and appropriate and/or transfer from available funds, if any, and/or borrow a sufficient sum of money for purposes of conducting the Fiscal Year 2017 revaluation of all real and personal property in the Town pursuant to Massachusetts Department of Revenue guidelines, or take any other action relative thereto.

Est Cost \$87,500

Inserted By: Board of Selectmen
Req. by: Board of Assessors
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve this article and recommend the funding be transferred from available unexpended articles and/or General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted unanimously to approve this article.

MOTION: That the Town vote to appropriate the sum of \$87,500 for the Fiscal Year 2017 Revaluation of all real and personal property in the Town pursuant to Massachusetts Department of Revenue guidelines, including all incidental and related costs, and, as funding therefor, \$2,891.48 be transferred from Article 65 of the Annual Town Meeting of May, 2012 (Project 03568), \$37,113.27 be transferred from Article 28 of the Annual Town Meeting of May, 2011 (Project 01083), \$4,533.13 be transferred from Article 29 of the Annual Town Meeting of May, 2012 (Project 01901), \$1,446.00 be transferred from Article 34 of the Annual Town Meeting of May, 2012 (Project 02617), \$3,896.00 be transferred from Article 56 of the Annual Town Meeting of May, 2012 (Project 05694), \$208.00 be transferred from Article 41 of the Annual Town Meeting of May, 2012 and to authorize the Treasurer, with approval of the Board of Selectmen, to borrow the sum of \$37,412.12 pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 87 No: 18 Abstain: 0. Article passes by the necessary 2/3rd vote. Voted on May 9, 2016.

ARTICLE 32 Continued Vegetation Management for Ames Pond

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the implementation of a program for the mitigation and management of exotic and non-exotic invasive aquatic weeds and eutrophic conditions in Ames Pond located on West Street, Lake Drive and Highland Street in the south west portion of the Town in fiscal year 2017, including all incidental and related costs; or take any other action relative thereto.

Est Cost: \$20,000

Inserted by: Board of Selectmen
Req by: Conservation Commission
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting. The Conservation Commission has noted that the funding will no longer be needed.

MUNICIPAL OPERATIONS COMMITTEE: Recommend the motion to dismiss this article.

MOTION: Motion to dismiss Article 32.

ACTION: Electronic Voting: Yes: 73 No: 33 Abstain: 0. Article 32 is dismissed. Voted on May 9, 2016.

ARTICLE 33 Vegetation Management for Harris Pond

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to fund the implementation of a program for the mitigation and management of exotic and non-exotic invasive aquatic weeds and eutrophic conditions in Harris Pond also known as Pinewood Lake, located on Lakewood Drive in the north westerly portion of the Town in Fiscal Year 2017, including all incidental and related costs; or take any other action relative thereto.

Est Cost: \$40,000

Inserted by: Board of Selectmen
Req by: Conservation Commission
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve this article with the recommended the funding be Free Cash.

MUNICIPAL OPERATIONS COMMITTEE: Voted 5 in favor and 1 opposed to this article.

MOTION: That the Town vote to appropriate and/or transfer the sum of \$40,000 to fund mitigation and management of exotic and non-exotic invasive aquatic weeds and eutrophic conditions in Harris Pond also known as Pinewood Lake, located on Lakewood Drive in the north westerly portion of the Town in Fiscal Year 2017, including all incidental and related costs, and, as funding therefor, that \$40,000 be transferred from free cash.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 96 No: 8 Abstain: 0. Article 33 passes.

ARTICLE 34 Deer Run - Street Acceptance

To see if the Town will vote to accept the layout of Deer Run (approx. 470ft.), in its entirety, a copy of which is on file with the Town Clerk, as a public way off of Highland St, and authorize the Board of Selectmen to acquire by gift, purchase or eminent domain land or rights in land within said way as so laid out, for all purposes for which public ways are used in the Town of Stoughton, and raise and appropriate, transfer from available funds in the Treasury, in any, and borrow a sufficient sum of money to pay for recording the same; or take any other action relative thereto.

Est Costs: \$500

Inserted by: Board of Selectmen

Petitioned by: Scott Hersee

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve this article with the cost of the recording to be paid by the petitioned, Scott Hersee.

PLANNING BOARD: Voted unanimously to approve this article. (3-0)

MOTION: That the Town vote to accept the layout of Deer Run (approx. 470ft.), in its entirety as described in the "Street acceptance plan of Deer Run" dated Dec. 8, 2015 with revisions thru Jan. 19, 2016, a copy of which is on file with the Town Clerk, as a public way, and authorize the Board of Selectmen to acquire by gift, purchase or eminent domain land or rights in land within said way as so laid out, for all purposes for which public ways are used in the Town of Stoughton.

ACTION: Electronic Voting: Yes: 101 No: 9 Abstain: 0. Article 34 carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 35 Completion of Woodpecker Road

To see if the Town will vote to raise and appropriate or transfer from available funds in the Treasury, if any, a sum of money for the Town to complete the construction of ways and installation of municipal services on Woodpecker Road, as shown on the subdivision plan for Westbrook Estate, dated February 8, 1985 and modified through October 10, 1991, as on file with the Town Clerk, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$74,000 (remaining funds in bond)

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted to unanimously to refer this article to Town Meeting.

PLANNING BOARD: Voted unanimously to dismiss this article.

MOTION: To dismiss Article 35.

A motion was made and passed by voice vote to move the question.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 36 Renovations to the Armory

To see if the Town will vote to raise and appropriate, transfer from available funds, including the Town Building Stabilization Fund, if any, and/or borrow a sufficient sum of money for the purpose of preserving and rehabilitating the former Armory Building, to include the primary building together with appurtenant structures located at 951 Pleasant Street, Stoughton, including, but not limited to professional services, such as design, planning, architectural, engineering, environmental testing, mechanical and construction costs, as well as acquisition of materials, furnishings and all other incidental and related costs, or take any other action relative thereto.

Est Cost: \$3,900,000

Inserted by: Board of Selectmen

Date: February 2, 2016

RECOMMENDATION: Per the Vote of the Finance Committee with 2 in favor and 10 opposed to approving this article, it is recommended the article be disapproved and to take no action.

BOARD OF SELECTMEN: Voted unanimously to support this article.

MUNICIPAL OPERATIONS COMMITTEE: Voted unanimously to DISAPPROVE this article.

INTERGOVERNMENT RELATIONS COMMITTEE: Voted unanimously to APPROVE this article.

MOTION: To dismiss Article 36.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 37 Public Safety Complex

To see if the Town will vote to transfer from the School Committee for school purposes to the Board of Selectmen for general municipal purposes including but not limited to public safety complex purposes, the following two properties: (1) the property commonly known as the "Line and Lumber", located off Park Street, Stoughton, MA, described as Assessors Map 76 Lot 6 and recorded in the Norfolk County Registry of Deeds as Book 4616 and Page 624; and (2) the property located off Haynes Road, Stoughton, MA, described as Assessors Map 65 Lot 133 with Book 4616 and Page 623, or take any other action related thereto.

Est Costs: \$500

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 37.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 38 Replace the Heating Boilers at the Helen H. Hansen Elementary School

To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, if any, and/or borrow a sufficient sum of money to replace the heating boilers at the Helen H. Hansen Elementary School, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$150,000.00

Inserted by: Board of Selectmen

Req. by: School Committee

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to support this article and recommend that the funding source be General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted unanimously to approve this article if contingency is reduced which lowers the cost of the article to \$110,000.

MOTION: That the Town vote to appropriate the sum of \$150,000 to purchase and install new heating boilers at the Helen H. Hansen Elementary School, including all incidental and related costs; and, as funding therefor to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said

sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 109 No: 7 Abstain: 0. Motion carries by the necessary 2/3rd vote.

Voted on May 16, 2016.

ARTICLE 39 Update Town Wide Facilities Master Plan

To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, if any, and/or borrow a sufficient sum of money to update the Town Wide Facilities Master Plan including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$200,000.00

Inserted by: Board of Selectmen

Req. by: School Committee

Date: February 2, 2016

BOARD OF SELECTMEN voted unanimously to insert this article.

FINANCE COMMITTEE: Voted 7 in favor and 4 opposed to approve this article and recommend that the funding source be General Borrowing.

MOTION: That the Town vote to appropriate the sum of \$200,000 to update the Town Wide Facilities Master Plan, including all incidental and related costs; and, as funding therefor to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 95 No: 27 Abstain: 0. Motion carries by the necessary 2/3rd vote.
Voted on May 16, 2016.

ARTICLE 40 Pedestrian Upgrade at 8 School Buildings

To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, if any, and/or borrow a sufficient sum of money to provide pedestrian upgrades at eight school buildings, including all incidental and related costs, or take any other action relative thereto.

Est Cost: \$120,000.00

Inserted by: Board of Selectmen

Req. by: School Committee

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

FINANCE COMMITTEE: Voted unanimously to support this article and recommend the funding source be General Borrowing.

MUNICIPAL OPERATIONS COMMITTEE: Voted unanimously to approve this article.

MOTION: That the Town vote to appropriate the sum of \$120,000 to provide pedestrian upgrades at eight schools buildings, including all incidental and related costs; and, as funding therefor to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting: Yes: 105 No: 12 Abstain: 0. Motion carries by the necessary 2/3rd vote. Voted on May 16, 2016.

ARTICLE 41 Municipal Aggregation

To see if the Town will vote to authorize the Town Manager, with the approval of the Board of Selectmen, to research, develop and participate in a contract, or contracts to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt-out of the aggregation, or take any other action relative thereto.

Inserted by: Board of Selectmen
Req by: Town Manager
Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted 8 in favor, 3 opposed and 1 abstaining to support this article.

INTERGOVERNMENTAL RELATIONS COMMITTEE: Voted 4-0 not to recommend this article due to the lack of information provided.

MOTION: That the Town vote to authorize the Town Manager, with the approval of the Board of Selectmen, to research, develop and participate in a contract, or contracts to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt-out of the aggregation.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 86 No: 29 Abstain: 3. Motion carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 42 Disposing of Town Property

To see if the Town will vote to authorize the Board of Selectmen and/or its designee to dispose by auction town owned property; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 42.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 43 Deposit to Stabilization Fund

To see if the Town will vote to raise and appropriate and/or or transfer from available funds, if any, in the Treasury, to fund the Stabilization Fund established in accordance with Massachusetts General Laws, Chapter 40, Section 5B; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to refer this article to Town Meeting.

MOTION: To dismiss Article 43.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 44 Deposit to Building Stabilization Fund

To see if the Town will vote to raise and appropriate and/or or transfer from available funds, if any, in the Treasury, to fund the Building Stabilization Fund established in accordance with Massachusetts General Laws, Chapter 40, Section 5B; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to deposit \$15,512.00 into this article from free cash.

MOTION: To deposit \$10,512 into this article from free cash.

ACTION: Voice vote carries unanimously. Voted on May 16, 2016. A motion was made and passed by voice vote to reconsider Article 44.

MOTION: To amend the amount of the deposit to \$5,512.00.

ACTION: Voice vote carries by the necessary majority. Voted on May 16, 2016.

ARTICLE 45 Community Preservation Committee 2017 Budget/Report

To receive the Report of the Community Preservation Committee; to act on the recommendations for the distribution of Community Preservation Funds, and in connection therewith, to appropriate from the Community Preservation Fund a sum of money to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for the Fiscal Year 2017; to reserve for future appropriation a sum of money for open space, including land for recreational use, historic resources, and community housing; to appropriate from the Community Preservation Fund a sum or sums of money for Community Preservation Projects or purposes, all as recommended by the Community Preservation Committee and in accordance with the provisions of the Community Preservation Act; or take any other action relative thereto.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to move that the Town vote to approve appropriate or reserve from Community Preservation Fund estimated annual revenue and from the Community Preservation Fund the amounts recommended by the Community Preservation Committee for Committee administrative expenses in Fiscal Year 2017 and for other CPA purposes, as specified below, with each item considered a separate appropriation.

MOTION: That the Town vote to appropriate or reserve from Community Preservation Fund estimated annual revenues and from the Community Preservation Fund the amounts recommended by the Community Preservation Committee for Committee administrative expenses in Fiscal Year 2017 and for other CPA purposes, as specified below, with each item considered a separate appropriation:

From Community Preservation Fund FY 17 Estimated Annual Revenues:

Community Preservation Administrative Expenses	\$ 34,537
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Community Housing Reserve	\$69,074
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Historic "Resources" Reserve	\$69,074
Open Space Reserve	\$69,074
FY2017 Budgeted Reserve	\$448,980

And further, to transfer the sum of \$83,985 from the Open Space Reserve, \$23,250 from the Historic Research Reserve, and \$411,017 from the Undesignated Fund Balance as follows:

Long-term debt service	\$155,048
Unissued debt services	\$363,204

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 107 No: 9 Abstain: 1. Motion carries. Voted on May 16, 2016.

ARTICLE 46 Lucius Clapp Memorial Building -Window & Door Repair or Replacement

To see if the Town will vote to raise and appropriate and/or transfer from available funds, including the Community Preservation Fund, or borrow under the provisions of G.L. c.44B, §11 or any other enabling authority, as recommended by the Community Preservation Committee, a sum of money for the purpose of repairing and/or replacing the doors and windows, including but not limited to materials, installation, trim, painting or other repairs necessary for the preservation and rehabilitation of the architectural and historical integrity of the Lucius Clapp Memorial Building located at 6 Park Street, a Town-owned building listed on the National Register of Historic Places since August 18, 1992; or take any other action relative thereto.

Est Cost: \$250,000

Inserted by: Board of Selectmen

Req by: Dwight MacKerron, Chairman of Historical Commission, Vice Chairman of Community Preservation Committee 524 Highland Street

Date: February 2, 2016

BOARD OF SELECTMEN voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve the Town transfer from the Community Preservation Fund undesignated fund reserves the sum of \$480,000 for the purpose of repairing and replacing the doors and windows in the Lucius Clapp Memorial Building located at 6 Park Street, Stoughton in a manner consistent with its historical uses, including but not limited to materials, installation, trim, painting or other repairs necessary and/or unforeseen for the preservation and rehabilitation of the architectural and incidental and related costs or take any other action relative thereto.

COMMUNITY PRESERVATION COMMITTEE: Voted unanimously to approve the request of the Historical Commission for \$480,000 in cash, subject to verification that Stretch Code requirements, if applicable, have been accounted for in the construction cost estimate, and subject to the signing of a Grant Agreement between the CPC and the appropriate party for the Town.

MOTION: That the Town transfer from the Community Preservation Fund Undesignated Fund Balance the sum of **\$480,000** for the purpose of repairing and replacing the doors and windows in the Lucius Clapp Memorial Building located at 6 Park Street Stoughton in a manner consistent with its historical uses, including but not limited to materials, installation, trim, painting or other repairs necessary and/or unforeseen for the preservation and rehabilitation of the architectural and historical integrity of the Town-owned building, payment of related bonding expenses and all other incidental and related costs.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 107 No: 9 Abstain: 1. Motion carries. Voted on May 16, 2016.

Article 47 Membership on Community Preservation Committee

To see if the Town will vote to amend the Code of the Town of Stoughton Chapter 10, "Community Preservation Committee," Section 10-1, "Establishment; membership; terms of office," to authorize the Stoughton Redevelopment Authority to designate a member thereof to the Committee, by deleting the strikethrough text and inserting in place thereof the underlined text, as set forth below:

A. Establishment. There is hereby established a Community Preservation Committee, consisting of nine voting members pursuant to Massachusetts General Law, Chapter 44B. The composition of the Committee, the manner of appointment and the term of office for the Committee members shall be as follows:

(1) One member of the Conservation Commission as designated by the Commission for a term of three years.

(2) One member of the Historical Commission as designated by the Commission for a term of three years.

(3) One member of the Planning Board as designated by the Board for a term of three years.

(4) One member of the Stoughton Housing Authority as designated by the Authority for an initial term of two years and thereafter for a term of three years.

(5) One member representing the Recreation Department, recommended by the Recreation Director. The Recreation Director, subject to approval of the Board of Selectmen, may serve on the Community Preservation Committee. The initial term of the Recreation Department representative shall be one year and thereafter for a term of three years.

(6) One member of the Open Space Committee as designated by the Committee for an initial term of one year and thereafter for a term of three years.

(7) One member of the Stoughton Redevelopment Authority as designated by the Authority for a term of three years.

(8) ~~Three~~ Two members, who are residents of the Town, to be appointed by the Board of Selectmen **for alternating terms of three years.**

And further, that the term of any incumbent member of the Community Preservation Committee appointed by the Board of Selectmen shall not be prematurely terminated by the vote taken hereunder, but instead, the appointment authorized by the within amendment shall be made by the

Stoughton Redevelopment Authority to take effect upon the expiration of term of one of the members appointed by said Board of Selectmen in June 2016, or any such member's sooner vacating of office.

Inserted by: Board of Selectmen

Date: February 2, 2016

BOARD OF SELECTMEN: Voted unanimously to insert this article.

MUNICIPAL REGULATIONS COMMITTEE: Voted unanimously to recommend the adoption of this article.

MOTION: To amend the Code of the Town of Stoughton Chapter 10, "Community Preservation Committee," Section 10-1, "Establishment; membership; terms of office," to authorize the Stoughton Redevelopment Authority to designate a member thereof to the Committee as set forth in the warrant under Article 47.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting: Yes: 94 No: 22 Abstain: 0. Motion carries.

A True Copy Attest:

Amy K. Summers, CMC
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF STOUGHTON
SPECIAL TOWN MEETING
DECEMBER 5, 2016**

On Monday, December 5, 2016 the only session of the Special Town Meeting was called to order at 7:07 pm with 88 present in the Stoughton High School Auditorium. (Quorum 78). A motion was made and passed by voice vote at 10:15 pm to dissolve the Special Town Meeting.

A motion was made and passed at 9:51 pm for a quorum count. After a standing count, the count was found to be 80.

ARTICLE FS1 Collective Bargaining – Library Union

To see if the Town will vote to approve a collective bargaining contract between the Town and the Library Union; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining contract between the Town and the Library Union; or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to approve this article.

MOTION: That the Town vote to approve a collective bargaining contract between the Town and the Library Union.

A motion was made to suspend the rules to allow the motions for Articles 1, 2 and 3.

ACTION: Electronic Voting: yes: 76, No: 16, Abstain: 2. Article 1 passes.

ARTICLE FS2 Collective Bargaining – Public Works Assoc.

To see if the Town will vote to approve a collective bargaining contract between the Town and the Public Works Association; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Public Works Association; or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval this article.

MOTION: That the Town vote to approve a collective bargaining contract between the Town and the Public Works Association.

ACTION: Electronic Voting. Yes: 82, No: 14, Abstain: 0. Article 2 passes.

ARTICLE FS3 Collective Bargaining – Central Dispatch Union AFSCME

To see if the Town will vote to approve a collective bargaining contract between the Town and the Central Dispatch Union AFSCME; and, if necessary, to raise and appropriate, and/or transfer from available funds in the Treasury, if any, a sufficient sum of money to fund the cost items of the first fiscal year of and implement said collective bargaining agreement between the Town and the Central Dispatch union AFSCME; or take any other action relative thereto.

Inserted by: Board of Selectmen
Date: October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval this article.

MOTION: That the Town vote to approve a collective bargaining contract between the Town and the Central Dispatch Union AFSCME.

ACTION: Electronic Voting. Yes: 86, No: 7, Abstain: 0. Article 3 passes.

ARTICLE FS4 Unpaid Bills

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to pay any unpaid bills from prior fiscal years in excess of departmental appropriations; or to take any other action relative thereto.

FY2013	Verizon	\$123.79
FY2016	Care Central	\$30.00

Estimated Cost: \$153.79

Inserted By: Board of Selectmen
Req. by: William Rowe, Town Accountant
October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval this article.

MOTION: That the Town vote to appropriate \$153.79 to pay prior fiscal years unpaid bills, and that to meet this appropriation, \$30.00 be transferred from the FY2017 DPW Administrative operating budget and \$123.79 be transferred from the FY2017 Central Purchasing operating budget.

ACTION: Electronic Voting. Yes: 90, No: 4, Abstain: 1. Article 4 carries by the necessary 9/10th vote.

ARTICLE FS5 Supplement Fiscal Year 2017 Departmental Budgets

To see if the Town will vote to raise and appropriate or transfer from available funds in the Treasury, if any, a sufficient sum of money to supplement Fiscal Year 2017 departmental budgets or fund previously approved articles; or take any other action relative thereto.

Information Systems	Munis Maintenance Annual Fee	\$68,696.25
Central Dispatch	FY17 Central Dispatch Union AFSCME	\$44,000.00

Estimated Cost: \$112,696.25

Inserted by: Board of Selectmen
Req. by: William Rowe, Town Accountant
October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval of \$68,696 from property casualty and approval of \$44,000 from tax levy.

MOTION: That the Town vote to appropriate \$112,696.25 for Fiscal Year 2017 departmental budget items, and that to meet this appropriation, \$68,696.25 be transferred from Department 910, Town Wide Insurance and \$44,000.00 be raised in the Fiscal Year 2017 tax levy.

ACTION: Electronic Voting. Yes: 78, No: 8, Abstain: 0. Article 5 passes by the necessary 2/3rd vote.

ARTICLE FS6 Completion of the Central Dispatch and HVAC Units at the Police Station

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum to pay for the design, construction, equipping and upgrading to a central Police/Fire EMS communications center and the HVAC units throughout the building; or take any other action relative thereto.

Estimate Cost: \$750,000

Inserted by: Board of Selectmen
Req. by: Donna McNamara; Interim Police Chief, Michael Laracy; Fire Chief
Paul Giffune; Facilities Manager
October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval of \$663,000.

MUNICIPAL OPERATIONS: Voted unanimously to approve.

MOTION: That the Town vote raise and appropriate the sum of \$750,000 to design, construct, upgrade, equipped as well the acquisition of materials, equipment and all other incidental and related costs to the central Police/Fire EMS Communications Center and HVAC units throughout the Stoughton Police Station, and, as funding therefor, \$71,000.00 be transferred from Article 48 of the Annual Town Meeting of May 2010 (Project 01396), \$16,000.00 be transferred from Article 71 of the Annual Town Meeting of May 2013 (Project 01879) and to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow the sum of \$663,000 pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

ACTION: Electronic Voting. Yes: 90, No: 5, Abstain: 0. Article 6 carries by the necessary 2/3rd vote.

ARTICLE FS7 Highway Department Equipment

To see if the Town will vote to raise and appropriate and/or transfer from available funds in the Treasury, if any, and/or borrow a sufficient sum of money to replace and/or purchase the following equipment for the Highway Department; or take any other action relative thereto.

Replace 1978 CAT 930 Loader W/ Kawasaki Loader 80Z7	\$223,450.00
1978 CAT 930 Loader Trade In	(\$ 7,000.00)
80% of previous rental payments	<u>(\$ 15,680.00)</u>
Total Due	\$200,700.00

Inserted by: Board of Selectmen
Req by: Tom Fitzgerald; Superintendent of public Works
Oct. 13, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted 12-1 to borrow \$180,000 for the purchase of Kawasaki Loader 80Z7.

MUNICIPAL OPERATIONS: Voted 5-1 to purchase a Kawasaki Loader 80Z7

MOTION: That the Town vote to appropriate and/or borrow the sum of \$200,700 to purchase the equipment as printed in the warrant for the Highway Department and, as funding therefor, \$11,607.03 be transferred from Article 39 (ID 40) of the Annual Town Meeting of May 2012 (Project 05826), \$10,745.00 be transferred from Article 45 (ID 36) of the Annual Town Meeting of May 2013 (Project 05832) and to authorize the Treasurer, with approval of the Board of Selectmen, to borrow the remaining sum of \$178,347.97 pursuant to M.G.L. Ch.44 § 7 or 8 or any other enabling authority, and to issue bonds and notes therefor.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting. Yes: 72, No: 22, Abstain: 1. Article 7 passes by the necessary 2/3rd vote.

ARTICLE FS8 To Authorize The Board Of Health To Continue To Participate In The Septic System Repair Program

To see if the Town will vote to appropriate a sum of money through the State Revolving Loan Program for the purpose of financing the repair, replacement and/or upgrade of septic systems, or take any other action relative thereto.

Estimated cost: \$400,000

Inserted by: Board of Selectmen
Req by: Andrew Tibbs, Chairman Board of Health
 October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval.

MOTION: That the Town vote to appropriate \$400,000 for the purpose of financing the repair, replacement and/or upgrade of septic systems and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen be authorized to borrow \$400,000 under G.L. c. 111, s. 127 B 1/2.

ACTION: Electronic Voting. Yes: 85, No: 3, Abstain: 0. Article 8 passes by the necessary 2/3rd vote.

ARTICLE FS9 Town Hall Window & Trim Replacement / Preservation

To see if the Town will vote to raise and appropriate and/or transfer from available funds, including the Community Preservation Fund, or borrow under the provisions of G.L. c.44B, Sec. 11 or any other enabling authority, as recommended by the Community Preservation Committee, a sum of money for the purpose of

repairing and/or replacing the windows and wooden trim, including but not limited to professional services such as historic preservation, design, planning, architectural environmental testing, construction or other repairs necessary, as well as the acquisition of materials for the architectural and historical integrity for the Town Hall located at 10 Pearl Street, a town-owned building; or take any other action relative thereto.

Est. Cost \$700,000

Inserted by: Board of Selectmen

Req by: John Morton, Chairman of the Community Preservation Committee

COMMUNITY PRESERVATION COMMITTEE: voted unanimously to support this article and to pay cash.

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend approval.

MOTION: That the Town vote to transfer from the Community Preservation Fund Undesignated Fund Balance the sum of **\$700,000** for the purpose of repairing and replacing and preserving the windows and trim in the Town Hall Building located at 10 Pearl Street Stoughton in a manner consistent with its historical uses, including but not limited to materials, installation, trim, painting or other repairs necessary and/or unforeseen for the preservation and rehabilitation of the architectural and historical integrity of the Town-owned building, payment of related bonding expenses and all other incidental and related costs.

A motion was made and passed by voice vote to remove “related bonding expenses and” from the main motion so the voted motion will read as follows:

RECOMMENDATION: That the Town vote to transfer from the Community Preservation Fund Undesignated Fund Balance the sum of **\$700,000** for the purpose of repairing and replacing and preserving the windows and trim in the Town Hall Building located at 10 Pearl Street Stoughton in a manner consistent with its historical uses, including but not limited to materials, installation, trim, painting or other repairs necessary and/or unforeseen for the preservation and rehabilitation of the architectural and historical integrity of the Town-owned building, payment of ~~related bonding expenses and~~ all other incidental and related costs.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting. Yes: 78, No: 10, Abstain: 0. Article 9 carries by the necessary 2/3rd vote as amended.

ARTICLE FS10 Amend Chapter 47 Section 4 Paragraph A of Town Bylaws

To see if the Town will vote to amend Chapter 47, Section 4, paragraph A of the Town Bylaws to read as follows:

“All departmental capital outlay purchases in excess of the greater of ½ of 1% of the department’s annual operating budget or \$10,000 must be approved by a vote of Town Meeting before such purchases can be

made or authorized. "Capital outlay" is defined as those items for which borrowing would be authorized under MGL c. 44, §§ 7 and 8."

Current language:

All department capital outlay purchases in excess of \$10,000 or the threshold for soliciting quotes or responses or for bidding as mandated by Massachusetts General Laws, Chapter 30, Section 39M, Public Works: Chapter 30B, Uniform Procurement Act for Goods and Services; and Chapter 149, Building Construction Projects, must be approved by a vote of Town Meeting before such purchases can be authorized. "Capital Outlay" is defined as those items for which borrowing would be authorized under M.G.L. Chapter 44, sections 7 and 8.

Comment:

All departments are currently capped at \$10,000 for spending for capital items from their operating budgets. This has caused difficulty for the larger departments. This amendment would restore the upper limit of ½ of one percent of the department's operating budget, which had been in effect from 2004 through 2014. Paragraph B, which allows for Finance Committee emergency authorization in excess of these limits, would not change.

Inserted by: Board of Selectmen

Date: Oct 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

MUNICIPAL REGULATION: Voted unanimously to refer to Town Meeting for lack of information. The petitioner did not appear at the public hearing.

A motion was made and passed by voice vote to dismiss Article 10.

ARTICLE FS11 Deposit to Building Stabilization Fund

To see if the Town will vote to raise and appropriate and/or or transfer from available funds, if any, in the Treasury, to fund the Building Stabilization Fund established in accordance with Massachusetts General Laws, Chapter 40, Section 5B; or take any other action relative thereto.

Inserted by: Board of Selectmen

Req. by: Ed Trunfio; Finance Committee Chair

Date: October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

FINANCE COMMITTEE: Voted unanimously to recommend any funds available be moved to the building stabilization fund.

MOTION: That the town move \$183,756.00 from the 2017 Tax Levy into the Building Stabilization Fund.

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting. Yes: 71, No: 6, Abstain: 0. Article 11 passes.

Article FS12 To See If The Town Will Vote To Insert The Following Definition To The Zoning By-Law

Item 1: Add the following definition in proper alphabetic location to **Section 11.0 Definitions:**

Story, half: A story under a gable or gambrel roof, the wall plates of which on at least two opposite exterior walls are not more than two (2) feet above the floor of such story including a dormer or dormers whose length does not exceed 50% of the perimeter of the story and whose ridgeline is no higher than the rise of the structure of which is part.

Inserted by: Board of Selectmen
Req by: Planning Board
October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

PLANNING BOARD: Voted unanimously to recommend this article.

MUNICIPAL REGULATIONS: Voted unanimously to recommend approval.

MOTION: To Amend the Zoning By-law as adopted Nov. 18, 2015: by adding in alphabetical order under Section 11.0 the following text:

Section 11.0 Definitions:

“Story, half: A story under a gable or gambrel roof, the wall plates of which on at least two opposite exterior walls are not more than two (2) feet above the floor of such story including a dormer or dormers whose length does not exceed 50% of the perimeter of the story and whose ridgeline is no higher than the rise of the structure of which is part.” [As printed in the warrant]

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting. Yes: 60, No: 16, Abstain: 1. Article 12 carries by the necessary 2/3rd vote.

Article FS13 To See If The Town Will Vote To Insert Section 4.2.5 To The Zoning By-Law

Item 2: Add the following new Section 4.2.5 after the existing Section 4.2.4:

4.2 SPECIAL REQUIREMENTS

4.2.5 Detached Accessory Structures. In the RA, RB, RC, RM and RU Districts, the following dimensional or performance requirements shall apply to detached accessory structures unless a special permit is granted by the Zoning Board of Appeals to exceed these limitations:

1. The floor area of the structure, except pools, shall not exceed 5% of the lot area or 900 square feet, whichever is the lesser;
2. The height of the structure shall not exceed 12 feet at the eave, and 1.5 stories;
3. The structure shall be located not less than five (5) feet from the side and rear lot lines;
4. Not more than one (1) accessory structure may be located on a lot.

Inserted by: Board of Selectmen
 Req by: Planning Board
 October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

PLANNING BOARD: Voted unanimously to withdraw this article.

MUNICIPAL REGULATIONS: Voted unanimously to recommend disapproval as presented to the Committee.

A motion was made and passed by voice vote to dismiss Article 13.

Article FS14 To See If The Town Will Vote To Correct A Grammatical Error In Section 3.1.4 In The Zoning By-Law

Item 5: In the Table of Use Regulations, Section 3.1.4, change the reference for Planned Industrial Development (E.15) from (Section 9.6) to (Section 8.5).

Exhibit for Item 5

Principal Uses	Residential					Business				Industrial
	R-M	R-U	R-C	R-B	R-A	CBD	GB	NB	HB	I
E. WHOLESALE, TRANSPORTATION AND INDUSTRIAL										
14. Research offices or establishments devoted to research and development activities	N	N	N	N	N	BA	N	N	BA	Y
15. Planned industrial development (See Section 9.6) (Section 8.5)	N	N	N	N	N	N	N	N	BA	BA
16. Printing and publishing provided the gross floor area does not exceed 6,000 sq. ft.	N	N	N	N	N	BA	Y	N	Y	Y

Inserted by: Board of Selectmen
 Req by: Planning Board
 October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

PLANNING BOARD: Voted unanimously to recommend this article.

MUNICIPAL REGULATIONS: Voted unanimously to recommend approval

MOTION: To Amend the Zoning By-law as adopted Nov. 18, 2015: by correcting the reference in the Section 3.1.4, Table of Use Regulations, Principal Uses; “E. Wholesale, Transportation and Industrial” , (line) 15 Planned Industrial Development to read: **“(See Section 8.5)”** [As printed in the warrant Exhibit for Item 5]

ACTION: Electronic Voting. Yes: 67, No: 6, Abstain: 2. Article 14 carries by the necessary 2/3rd vote.

Article FS15 To See If The Town Will Vote Replace The Wording In Section 5.5.1.3 To The Zoning By-Law

Item 6. Delete the existing Section 5.5.1.3 and replace with the following new section to Section 5.5.1.3:

5.5.1 Permissible Changes. The following circumstances shall not be deemed to increase the nonconforming nature of said structure and a building permit may be issued:

1. Alteration, extension or change to a structure located on a lot with insufficient area which complies with all current setback, yard, building coverage, and building height requirements;
2. Alteration, extension or change to a structure located on a lot with insufficient frontage which complies with all current setback, yard, building coverage, and building height requirements;
- ~~3. Alteration, extension or change to a structure which encroaches upon one or more required yard or setback areas, where the alteration will comply with all current setback, yard, building coverage and building height requirements.~~
3. Alteration, extension or change to a structure which encroaches upon one or more required setbacks, where the alteration will otherwise comply with all current setback, yard, building coverage and building height requirements; provided, however, that the extension of an exterior wall at or along the same nonconforming distance within a required yard shall also be deemed not to increase the nonconforming nature of the structure so long as no new encroachment in another required yard results.

Inserted by: Board of Selectmen
Req by: Planning Board
October 18, 2016

BOARD OF SELECTMEN: Voted unanimously to support this article.

PLANNING BOARD: Voted unanimously to recommend this article.

MUNICIPAL REGULATIONS: Voted unanimously to recommend approval.

RECOMMENDED MOTION: To amend the Zoning By-law as adopted Nov. 18, 2015; **Section 5.5.1.3 Permissible Changes** to read: *added text underlined*

3. Alteration, extension or change to a structure which encroaches upon one or more required setbacks, where the alteration will otherwise comply with all current setback, yard, building coverage and building height requirements; provided, however, that the extension of the **main front, side or real wall exclusive of any bays, porches or other minor extensions** at or along the same nonconforming distance within a required yard shall also be deemed not to increase the nonconforming nature of the structure so long as no new encroachment in another required yard results. [as printed in the warrant]

A motion was made and passed by voice vote to move the question.

ACTION: Electronic Voting. Yes: 68, No: 11, Abstain: 0. Article 15 carries by the necessary 2/3rd vote.

A TRUE COPY ATTEST:

Amy S. Akell, MMC
Town Clerk

TOWN OF STOUGHTON, MASSACHUSETTS
COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
ALL GOVERNMENTAL FUND TYPES AND EXPENDABLE TRUST FUNDS
YEAR ENDED JUNE 30, 2016
(UNAUDITED)

	GOVERNMENTAL FUND TYPES			FIDUCIARY FUND TYPES	
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	EXPENDABLE TRUST	TOTALS
REVENUES:					
REAL ESTATE AND PERSONAL PROPERTY TAXES, NET OF TAX REFUNDS	\$ 59,590,083	\$ -	\$ -	\$ -	\$ 59,590,083
INTERGOVERNMENTAL	18,899,225	4,476,756	2,527,293	-	25,903,274
MOTOR VEHICLE EXCISE	3,867,272	-	-	-	3,867,272
PENALTIES & INTEREST	531,136	-	-	-	531,136
PAYMENTS IN LIEU OF TAXES	61,150	1,039,100	-	-	1,100,250
MEALS AND HOTEL/MOTEL TAXES	848,548	-	-	-	848,548
CHARGES FOR SERVICES	-	1,531,179	-	-	1,531,179
INVESTMENT INCOME	48,022	7,697	-	45,594	101,313
CONTRIBUTIONS & DONATIONS	-	84,794	-	-	84,794
DEPARTMENTAL & OTHER INCOME	4,269,655	876,574	-	205,866	5,352,095
TOTAL REVENUES	<u>88,115,091</u>	<u>8,016,100</u>	<u>2,527,293</u>	<u>251,460</u>	<u>98,909,944</u>
EXPENDITURES:					
CURRENT:					
GENERAL GOVERNMENT	3,492,511	44,871	462,123	152	3,999,657
PUBLIC SAFETY	11,496,896	280,070	471,198	98,376	12,346,540
EDUCATION	43,626,514	4,153,270	2,949,354	-	50,729,138
PUBLIC WORKS	3,549,748	332,054	741,250	-	4,623,052
HUMAN SERVICES	1,198,157	291,144	98,811	-	1,588,112
CULTURE & RECREATION	1,521,737	129,264	70,072	-	1,721,073
EMPLOYEE BENEFITS	13,823,896	-	-	-	13,823,896
STATE & COUNTY ASSESSMENTS	3,421,385	-	-	-	3,421,385
DEBT SERVICE					
PRINCIPAL	2,725,090	118,636	-	-	2,843,726
INTEREST	635,819	42,222	-	-	678,041
TOTAL EXPENDITURES	<u>85,491,753</u>	<u>5,391,531</u>	<u>4,792,808</u>	<u>98,528</u>	<u>95,774,620</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	2,623,338	2,624,569	(2,265,515)	152,932	3,135,324
OTHER FINANCING SOURCES (USES)					
BOND PROCEEDS	-	150,000	1,388,000	-	1,538,000
OPERATING TRANSFERS IN	698,464	11,996	872,346	53,216	1,636,022
OPERATING TRANSFERS OUT	(1,249,533)	(1,201,674)	(422,626)	(4)	(2,873,837)
TOTAL OTHER FINANCING SOURCES (USES)	<u>(551,069)</u>	<u>(1,039,678)</u>	<u>1,837,720</u>	<u>53,212</u>	<u>300,185</u>
EXCESS (DEFICIENCY) OF REVENUES AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	2,072,269	1,584,891	(427,795)	206,144	3,435,509
FUND BALANCE AT BEGINNING OF YEAR	12,308,273	7,779,892	1,797,799	7,119,845	29,005,809
FUND BALANCE AT END OF YEAR	<u>\$ 14,380,542</u>	<u>\$ 9,364,783</u>	<u>\$ 1,370,004</u>	<u>\$ 7,325,989</u>	<u>\$ 32,441,318</u>

**TOWN OF STOUGHTON, MASSACHUSETTS
COMBINED STATEMENT OF REVENUES AND EXPENDITURES
BUDGET AND ACTUAL - BUDGETARY BASIS
YEAR ENDED JUNE 30, 2016
(UNAUDITED)**

	GENERAL FUND			VARIANCE
	ORIGINAL BUDGET	FINAL BUDGET	ACTUAL	FAVORABLE (UNFAVORABLE)
REVENUES:				
PROPERTY TAXES	\$ 58,535,131	\$ 58,535,131	\$ 59,590,083	\$ 1,054,952
INTERGOVERNMENTAL	18,873,923	18,873,923	18,896,581	22,658
MOTOR VEHICLE EXCISE TAX	3,055,000	3,055,000	3,867,272	812,272
PENALTIES & INTEREST	435,000	435,000	531,136	96,136
PAYMENTS IN LIEU OF TAXES	11,000	11,000	61,150	50,150
MEALS AND HOTEL/MOTEL TAXES	570,000	570,000	848,548	278,548
INVESTMENT INCOME	32,000	32,000	48,022	16,022
DEPARTMENTAL	3,352,426	3,352,426	4,269,656	917,230
TOTAL REVENUES	84,864,480	84,864,480	88,112,448	3,247,968
EXPENDITURES:				
CURRENT:				
GENERAL GOVERNMENT	4,316,042	4,316,042	3,492,511	823,531
PUBLIC SAFETY	12,324,214	12,319,214	11,496,897	822,317
EDUCATION	44,497,390	44,497,390	43,626,514	870,876
PUBLIC WORKS	3,649,689	3,654,689	3,549,748	104,941
HUMAN SERVICES	1,336,906	1,336,906	1,198,157	138,749
CULTURE & RECREATION	1,663,929	1,663,929	1,521,737	142,192
EMPLOYEE BENEFITS	14,223,021	14,223,021	13,823,896	399,125
STATE & COUNTY ASSESSMENTS	3,375,562	3,375,562	3,421,385	(45,823)
DEBT SERVICE				
PRINCIPAL	2,786,465	2,786,465	2,725,090	61,375
INTEREST	921,638	921,638	635,819	285,819
TOTAL EXPENDITURES	89,094,856	89,094,856	85,491,754	3,603,102
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(4,230,376)	(4,230,376)	2,620,694	6,851,070
OTHER FINANCING SOURCES (USES):				
OPERATING TRANSFERS IN	(916,181)	(896,181)	(896,181)	-
OPERATING TRANSFERS OUT	(337,692)	(357,692)	(357,692)	-
TOTAL OTHER FINANCING SOURCES (USES)	(1,253,873)	(1,253,873)	(1,253,873)	-
EXCESS (DEFICIENCY) OF REVENUES AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	\$ (5,484,249)	\$ (5,484,249)	\$ 1,366,821	\$ 6,851,070
OTHER BUDGET ITEMS:				
CONTINUING ARTICLES	\$ 126,379	\$ 126,379		
CONTINUING ENCUMBRANCES	520,589	520,589		
USE OF UNRESERVED FUND BALANCE	6,206,984	6,206,984		
PRIOR YEARS' DEFICITS RAISED	(1,369,703)	(1,369,703)		
TRANSFER FROM FUND BALANCE	\$ 5,484,249	\$ 5,484,249		

Massachusetts Department of Revenue

Division of Local Services

Bureau of Accounts

Statement of Indebtedness

Stoughton, Massachusetts

FY 16

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
Building	2,347,260	60,000	342,020	2,065,240	81,343
Departmental Equipment	3,173,500	1,012,400	783,500	3,402,400	102,948
School Buildings	4,939,800	152,600	527,400	4,565,000	188,002
School Other	1,778,000	33,000	368,000	1,443,000	60,050
Sewer	2,740,410	278,225	333,755	2,684,880	89,189
Solid Waste Landfill	-	-	-	-	-
Other Inside	4,216,760	315,000	627,620	3,904,140	120,712
SUB-TOTAL Inside	19,195,730	1,851,225	2,982,295	18,064,660	642,243

Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings	749,000	330,000	254,000	825,000	22,844
Sewer	-	-	-	-	-
Solid Waste Landfill	-	-	-	-	-
Water	11,484,318	2,506,000	1,472,493	12,517,825	286,818
Other Outside	777,105	150,000	50,421	876,684	2,644
SUB-TOTAL Outside	13,010,423	2,986,000	1,776,914	14,219,509	312,306
GRAND TOTAL	32,206,153	4,837,225	4,759,209	32,284,169	954,549

Please complete both sides of this report and return it to the Division of Local Services no later than September 30th.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: *Dan M. Erickson* Date: 9/13/16

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: *Paul John* Date: 9/13/16

*MCWT subsidies are not reflected.

Massachusetts Department of Revenue

Division of Local Services

Bureau of Accounts

Part Two

Stoughton, Massachusetts

FY 16

Short Term Debt	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
RANs - Revenue Anticipation	-	-	-	-	-
BANs - Bond Anticipation	-	-	-	-	-
Buildings	-	25,000	-	25,000	-
School	4,320,000	4,817,000	4,320,000	4,817,000	32,400
Water	-	187,000	-	187,000	-
Other BANs	-	1,420,000	-	1,420,000	-
SAANs - State Grant Anticipation	-	-	-	-	-
FAANs - Federal Grant Anticipation	-	-	-	-	-
Other Short Term Debt - MCWT	100,000	50,000	150,000	-	-
Other Short Term Debt- MVRA	-	-	-	-	-
TOTAL SHORT TERM DEBT	4,420,000	6,499,000	4,470,000	6,449,000	32,400
TOTAL ALL DEBT	36,626,153	11,336,225	9,229,209	38,733,169	986,949

Authorized and Unissued Debt					
See Attached					
Purpose	Date of Vote	Article No.	Amount Authorized	Less New Bond Issues, Retirements and/or Rescissions	=Balance Unissued 6/30/16
TOTAL					

**TOWN OF STOUGHTON
TRUST FUND ACTIVITY
YEAR ENDED JUNE 30, 2016
(UNAUDITED)**

Trust Fund	Bank	Type	Dept	Beginning Balance	2015 Due from (to)	2016 Deposit	2016 Debit	Investment Income	Fiscal 2016 Ending Balance
NONEXPENDABLE									
Aaron S. Drake	Century Bank	Cemetery	7284	5,023.27				20.53	5,043.80
Alice Smith	Century Bank	Cemetery	7296	3,171.05					3,171.05
Anne V. Wyman	Century Bank	Cemetery	7302	1,798.38				4.50	1,802.88
Edwin V. Kingsley	Century Bank	Cemetery	7290	2,959.17				7.42	2,966.59
Total Cemetery				12,951.87	-	-	-	32.45	12,984.32
Arthur E. Talbot	Century Bank	Library	8257	2,005.95				5.97	2,011.92
Frances Webster	Century Bank	Library	8227	1,002.80				2.81	1,005.61
Frank I Capen	Century Bank	Library	8221	10,029.38				29.50	10,058.88
George Monk	Century Bank	Library	8215	3,450.38				8.65	3,459.03
Henry L. Pierce	Century Bank	Library	8239	25,067.23				67.49	25,134.72
L. Alice Talbot	Century Bank	Library	8251	1,109.68				2.78	1,112.46
Russell Drake	Century Bank	Library	8233	361.33				1.46	362.79
Russell Drake Fund	Century Bank	Library	8233	40.47					40.47
William Capen	Century Bank	Library	8245	1,206.10				3.03	1,209.13
William H. Capen	Century Bank	Library	8263	(2,250.45)				1.76	(2,248.69)
Total Library				42,022.87	-	-	-	123.45	42,146.32
Lucius Clapp	Century Bank	School	3599	16,297.02				40.84	16,337.86
Dry Pond Alumni	Century Bank	School	3606	-					-
N. Emiline Farrington	Century Bank	School	3612	3,142.55				7.87	3,150.42
Roy Beaton Scholarship	Comm. Financial	School	3614	1,116,537.13			45,000.00	(21,509.79)	1,050,027.34
Total School				1,135,976.70	-	-	45,000.00	(21,461.08)	1,069,515.62
Pope Hartford Fire Trk	century Bank	Miscellaneous	1166	3,049.42				7.64	3,057.06
Richard Vanston Memorial	century Bank	Miscellaneous	1172	749.40				1.88	751.28
E. A. Jones (Private)	Rockland Trust	Private	1178	106,857.88			300.00	3,193.01	109,750.89
Robert A. Tilden	Comm. Financial		1184	505,432.05				(3,593.68)	501,838.37
Total Miscellaneous				616,088.75	-	-	300.00	(391.15)	615,397.60
TOTAL NONEXPENDABLE TRUST FUNDS				1,807,040.19	-	-	45,300.00	(21,696.33)	1,740,043.86
EXPENDABLE									
D.M. Woodward	Rockland Trust	Library	8277	2,966.27				2.95	2,969.22
				2,966.27					2,969.22
State Law Enforcement	Rockland Trust	Police	1877	4,502.77		23,725.77		38.69	28,267.23
Federal Law Trust	Rockland Trust	Police	1886	69,880.31		182,140.17	98,380.44	77.41	153,717.45
Federal Law Block	Rockland Trust	Police	1884	154.60				54.45	209.05
				74,537.68	-	205,865.94	98,380.44	170.55	182,193.73
Pension	Rockland Trust		80-930	382.78					382.78
Pension (MMDT)	MMDT		80-930	1,036.43				5.55	1,041.98
				1,419.21	-	-	-	5.55	1,424.76
Stabilization	Rockland Trust		85-930	4,687,484.45				23,955.59	4,711,440.04
Stabilization Fund	Century Bank	Investment	85-930	777.94					777.94
Capital Reserve Stabilization			83-930	2,261,956.15		53,216.00		20,997.48	2,336,169.63
				6,950,218.54	-	53,216.00	-	44,953.07	7,048,387.61
Conservation Fund	Century Bank	Investment	86-1518	21,174.99				53.07	21,228.06
Frank W. Reynolds	Century Bank		86-1521	51,020.11			151.99	150.60	51,018.72
Frank W Reynolds Conser.	Century Bank	Miscellaneous	86-1521	6,672.03					6,672.03
				78,867.13	-	-	151.99	203.67	78,918.81
Dr. Harry Shapiro	Century Bank	Library	8274	365.48				0.92	366.40

Complete audit report is available from the Town Accountant.

**TOWN OF STOUGHTON
TRUST FUND ACTIVITY
YEAR ENDED JUNE 30, 2016
(UNAUDITED)**

Trust Fund	Bank	Type	Dept	Beginning Balance	2015 Due from (to)	2016 Deposit	2016 Debit	Investment Income	Fiscal 2016 Ending Balance
				365.48	-	-	-	0.92	366.40
E A Jones	Century Bank	Library	8271	(150.23)				0.44	(149.79)
				(150.23)					(149.79)
John Stiles Trust	Rockland Trust	Library	8268	651.90				3.90	655.80
				651.90	-	-	-	3.90	655.80
Jordan Hadgi Scholarship	Rockland Trust	Youth Comm.	7919	485.73				0.48	486.21
				485.73	-	-	-	0.48	486.21
TOTAL EXPENDABLE TRUST FUNDS				7,109,361.71	-	259,081.94	98,532.43	45,339.84	7,315,252.75

**ANNUAL REPORT
OF THE
SUPERINTENDENT OF SCHOOLS

AND THE
ADMINISTRATIVE STAFF
OF THE
STOUGHTON PUBLIC SCHOOL SYSTEM**

**TOWN OF STOUGHTON
STOUGHTON, MASSACHUSETTS**

For the Year Ending 2016

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Annual Report of the Stoughton Public Schools

Marguerite C. Rizzi, Ed.D.

I am honored once again to present you with the Annual Report of the Stoughton Public Schools. We are proud and pleased to announce that Stoughton is again a Level 2 district, and that three of our schools are Level 1, the highest level that can be achieved in the Massachusetts accountability system. Only 20% of all of the schools in the state can be Level 1. The South School has earned that status for the 4th year in a row, a very difficult feat.

We are in the first year of a new District Triennial Plan. It is through careful planning over years, adding elements as we can afford them that we have been able to gradually add back the things we lost during the recession, and add the modest enhancements that have moved the system forward.

Over the next three years we will be continuing our work on the teaching of writing, developing engineering and coding thought processes in the lower grades, completing the provision of technology for instruction and assessment that will be required over the next several years, and consolidation and expansion of our remediation and enrichment programs which have had such a positive impact on so many of our students. The summer transition programs have made the move from grade to grade much easier for many students, and helped those with less academic readiness to fill in the gaps, and to provide challenge to those who are ready for it.

The district has just undergone a full Coordinated Program Review from the State Department of Education, a process we participate in every six years. The team worked hard to get ready, and we are awaiting the results now.

We have entered into a relationship with North River Collaborative to provide Special Ed Transportation, and as a result, because they are not a profit making corporation, we have managed to realize a decrease in the cost of that service.

The Town of Stoughton has embarked on the construction of a new high school, to replace the building that was built in 1923. The new building will be a state of the art educational facility that will provide spaces and labs to support 21st century learning and beyond. We are

most grateful to the voters who came out and said a resounding 'yes' to this project. It has been the case in towns where a new high school was built that the entire town has had a revitalization, including new businesses coming in, and owners investing in improvements in their existing properties. We will provide you with a spectacular building on time and on budget of which you can be proud for generations.

In the meantime, the High School continues to make improvements in many significant areas. Our SAT scores have shown notable increases this year. This is particularly significant because we have a larger percentage of our students taking SAT's than some other districts.

I am very proud of our team, all of whom work hard every day in their area of expertise to make improvements in the schools every day. As you read through the different sections you will see all of the important improvements being implemented daily to provide a better education to our students. Our goal is to have them prepared to be competitive for the best jobs and educational opportunities that today's and tomorrow's economy provides.

Stoughton School Committee

Katie Pina-Enokian, Chair

I'm so grateful to the taxpayers of Stoughton. I cannot thank you enough for your continuous support and generosity toward our schools.

It is extremely positive that almost 80% of the voters in the Stoughton special election voted "Yes" for a new Stoughton High School. This happened because of our fantastic community. The teamwork was extraordinary. It is moving to me to see such passion when it comes to our community.

I also need to emphasize how hard the entire staff at Stoughton Public Schools works. The collaboration between our ambitious administration and our studious teachers is what makes Stoughton Public Schools such a strong and effective environment. Stoughton Public Schools employs over 700 people and every single one of them plays an important part in the success of our schools.

In 2016, Stoughton Public Schools received promising information regarding our SAT scores. Stoughton students' SAT scores stood out as a solid indicator that Stoughton High School is making significant gains in overall student performance. Stoughton has been making gains through the years; however, in 2016 Stoughton students outperformed the State average for the first time in this particular area.

Also in 2016, students at the O'Donnell Middle School improved their standardized test scores in every single category.

Our elementary schools are making improvements every year and the added enrichment classes are a huge success. The extra bussing to accommodate parents' schedules played a part in the success of this program.

This is absolutely awesome news. Stoughton continues moving onward and upward.

Deputy Superintendent's Report

Contributed by Jonathan Ford, Deputy Superintendent

New School Committee Policy Manual

The Stoughton Public Schools, working in conjunction with the Massachusetts Association of School Committees (MASC), completed the year long process of developing of a new School Committee Policy Manual. As part of the process, hundreds of policies were reviewed, revised, eliminated, or developed in order to provide a set of policies that ensures the District functions with the parameters established by state and federal legislation, while at the same time expressing the expectations of the Community of Stoughton. The manual is organized in accordance with the classification system developed by the National School Boards Association. There are 12 major classifications; each assigned an alphabetical code, as follows:

- A.-- FOUNDATIONS AND BASIC COMMITMENTS
- B.-- SCHOOL BOARD GOVERNANCE AND OPERATIONS
- C.-- GENERAL SCHOOL ADMINISTRATION
- D.-- FISCAL MANAGEMENT
- E.-- SUPPORT SERVICES
- F.-- FACILITIES DEVELOPMENT
- G.-- PERSONNEL
- H.-- NEGOTIATIONS
- I.-- INSTRUCTIONAL PROGRAM
- J.-- STUDENTS
- K.-- SCHOOL-COMMUNITY RELATIONS
- L.-- EDUCATION AGENCY RELATIONS

The new policy manual is now hosted by MASC, and is available as a searchable data base located at <http://www.masc.org/policy-services/online-manuals>. Members of the community are encouraged to access this policy manual to better understand 1.) How the District

functions, 2.) The policies and procedures that influence the administrative decision making process, and 3.) Their rights and responsibilities as residents of Stoughton.

Public School Coordinated Program Review System

As one part of its accountability system, the Department of Elementary and Secondary Education (DESE) oversees local compliance with education requirements by conducting a Coordinated Program Review (CPR) every six years. The CPR covers both state and federal requirements, within the following areas:

- Special Education (SE);
- Civil Rights Methods of Administration and Other General Education Requirements (CR);
- English Learner Education (ELE) in Public Schools; and
- Title I, II, and III

During FY17, the Stoughton Public Schools was reviewed by DESE. The document review component of the CRP process was completed during the fall of 2016, financial audits were conducted in December of 2016, with a site visit in January of 2017. All indications appear to suggest the District performed remarkable well during the review. Once the final report is provided to the District, the report will be posted on the District website and the results will be presented during one or more School Committee meetings.

District and School Improvement Planning

Throughout the winter and spring of 2016, the District conducted a needs assessment and completed the development of a new Triennial District Improvement Plan, covering the timespan of July 2016 – June of 2019. The plan included 5 elements, as follows:

Element 1: Expanded Scope and Targeted Integration of Writing Toolkits in Grade 3 – 12

The District will complete an incremental update and alignment of all Writing Toolkits, to include the development of supporting materials, by no later than June of 2019. The District will begin systematically embedding Toolkits throughout the academic core, at a rate of approximately one per academic area, per grade level, per year. The District will evaluate and review the impact that the embedded Toolkits have on student learning annually.

Element 2: Kindergarten – Grade 12 Engineering Program Development

The District will develop and implement a K – 12 Engineering and Technology program, that includes coding and robotics, by no later than June of 2019. Implementation will be phased annually and include full curriculum development and material procurement. Professional development will be provided as necessary.

Element 3: Consolidation and Expansion of Enrichment and Extended School Day / Year Programs

The District will consolidate non-Special Education related extended school day/year activities under one position. Programs will be aligned to support increased achievement, targeted academic intervention, and student enrichment. Programs will be expanded strategically to meet the need of all students, as well as increase efficiency and effectiveness.

Element 4: Development and Refinement of a Formal District-Wide Assessment System

The District will implement PARCC/MCAS 2.0 aligned Computer Based Testing (CBT) for all district-wide formative and summative assessments in grades 3 – 12 no later than June of 2017. Once fully implemented, student growth determinations will be integrated into the system, and before June of 2019 the student reporting systems will be updated to reflect the newly available data/capabilities.

Element 5: Technology Infrastructure Development Necessary to Fully Support Gr. 3 – Gr. 8 Online Instruction and Testing

Within three years, the District will increase its capacity to support online instruction and testing, Grade 3 – Grade 8, through the procurement of one-to-one student devices, and the expansion of wireless access points in each of its Elementary Schools and the O'Donnell Middle School. Curriculum will be developed to meet associated student skills development, by June of 2018. An overall system evaluation will occur in April of 2019.

A full copy of the plan, including a set of action steps that correspond to each element, is available on the District website. Any questions regarding the plan may be addressed

directly to the Deputy Superintendent at j_ford@stoughtonschools.org or an appointment may be scheduled to discuss the plan by calling (781) 344 – 4000 x 1229.

Humanities Curriculum

January 2016-January 2017

Contributed by Ashley Goldstein and Eileen Sprague, Humanities Curriculum Specialists

English Language Arts (ELA), World Languages, and History/Social Studies departments throughout the district have been working hard to ensure that students experience a rigorous curriculum that promotes college and career readiness. Administrators, teachers, students, and the community continue to work collaboratively to maintain the Stoughton Public School's status as a strong curriculum leader of the Commonwealth. The partnerships with parents, the community, Massachusetts Department of Elementary and Secondary Education (DESE), and professional development providers have helped to maintain high expectations for teaching and learning and to increase student achievement.

This year, revisions to the elementary literacy curriculum (K-5) have been made to reflect new changes in the MA Science Frameworks by crafting interdisciplinary units which promote reading, writing, thinking, reasoning and hands-on tasks within multiple content areas. These units are designed to not just to build knowledge - but actually produce or construct it. Students interacting with the curriculum master the content by engaging in habits of thinking, developing expertise in specific disciplines, and employing critical thinking and problem solving.

Educators in Grades K-2 have been implementing a new multisensory, structured language program to ensure all students are developing a critical foundation for reading. The systematic and explicit instruction emphasizes and addresses phonemic awareness, phonics/word study, high frequency words, reading fluency, vocabulary, comprehension strategies, handwriting and spelling. Lessons are accessible to all students because the concepts are taught and practiced in ways that integrate multiple learning modalities. Wilson Foundations® helps support the Response to Intervention (RTI) framework, providing research-based instruction in Tier 1.

Secondary level ELA and history/social sciences educators revised their curriculum and incorporated new, valuable strategies and resources that enhance students' learning experiences. Grades 6-8 English language arts, social studies, and world language teachers utilized new apps, databases, and online textbooks to provide instruction that increases students' understanding of complex texts, while exploring themes and technologies that develop 21st century learners. Grades 9-12 English language arts and history teachers revised their curriculum to include more literacy and project-based learning opportunities that advance students' abilities to synthesize concepts, and use multiple modes of research to establish, defend, and evaluate arguments.

The district writing toolkits continue to evolve and advance to maintain the rigor students need to read, research, analyze, and evaluate throughout the writing process. Toolkits are now being utilized in grades 3-12 to help assess and unify writing assessment and instruction. Curriculum teams presented new revisions to staff to continue to improve writing instruction and the scaffolding of skills across *all* subject areas. These resources align with critical literacy standards and bolster the vertical articulation of the writing program across the district.

Embedded in these analytical, research, and argumentative toolkits are resources that support a rigorous, comprehensive literacy experience in the classroom. The educators and students have access to graphic organizers, outlines, models, and revision tools that continue to develop previously learned skills and create the foundation for college and career ready students. A full revision was performed on the high school writing toolkits to include newly enhanced school-wide rubrics that support students' development of their reading and writing skills, critical thinking, and communication proficiencies. In addition to these rubrics, the toolkits now contain more technological resources, reflective practice tools, and templates that reinforce essential strategies that are needed to participate in the writing process. Students are able to defend opinions with relevant text-based evidence, evaluate the validity and reliability of resources, and develop original arguments through research methods.

Students in grades 3-5 experienced the first wave of online assessments through the SchoolNet platform, which allows educators to access standards-based student data which they use to inform instructional practices and improve student learning. These assessments

were used as a tool to help students prepare for upcoming Computer-Based Testing and include engaging literature and informational texts. Texts challenge students to demonstrate analysis and synthesis skills, in the ways required by the Frameworks, through a variety of multiple-choice, short-answer, and constructed response questions. Teachers are continuing to use the data from these assessments to provide targeted skills based instruction to help students make growth across the curriculum and provide a flexible grouping model.

At the secondary level, all humanities departments created and revised their common benchmark assessments to ensure that these tools adhere to the Frameworks and provide valuable information that assists in customizing the learning experiences for students' needs. The focus for high school ELA and history departments was to embed more complex literacy components into their assessments and provide the students with opportunities to encounter a variety of literature and informational texts that challenge their thinking and skill levels while learning the content. The middle school ELA and social studies educators worked to break down the walls between content areas and provide the students with an even more connected, educational experience through literature-based, interdisciplinary, formative assessments. World language educators created interactive, authentic immersive lessons and formative assessments for their students at all levels to increase students' reading, writing, speaking, and listening skills in a target language.

All humanities departments at the elementary and secondary level have continued to work collaboratively with curriculum leaders, building administrators and the District Data Intervention Specialist to examine data from common assessments and ELA Massachusetts Comprehensive Assessment System (MCAS) data provided to the district from DESE. Educators use the item analysis from these assessments to continuously reflect and improve instruction. Educators have been taking steps to prepare the students for the demands of the Next-Generation MCAS exam this year by familiarizing themselves with its formatting, timing, skills, and technological enhancements.

During humanities professional development opportunities, educators acquired new strategies, perspectives, and resources that support learning in the classroom. At the secondary level, ELA and history educators participated in interdisciplinary professional development sessions with *The Gilder Lehrman Institute of American History* and *Facing*

History and Ourselves. These organizations are devoted to working with teachers to incorporate literacy strategies across content areas and empower educators to promote students' historical understandings, critical thinking, and social emotional learning. They encourage students to investigate the complexities of history while making connections to their world today so they become more informed, responsible, empathetic, and reflective citizens. Grades 6-12 world language educators participated in collaborative professional development sessions that focused on teaching with technology in the classroom to advance the world language programs that immerse students in languages and cultivate their global perspectives so they become more informed citizens of the world.

In the humanities, the district places an emphasis on its responsibility to transform students into 21st century learners who are college and career ready. At all grade levels, teachers focus on developing students into critical thinkers who can analyze, evaluate, and create. This collaborative effort to create rigorous curricula and the commitment to assess students at a higher level ensures that Stoughton Public Schools will maintain its academic success. With continued valuable professional development opportunities, collaboration, evolution of curriculum and assessments, and community support, the humanities departments will continue to provide students with challenging learning experiences that promote growth, innovation, and excellence.

Science, Technology, Engineering, and Mathematics (STEM) Curriculum

Contributed by Mrs.Teri Fleming & Mrs. Jamie Hulbig, STEM Curriculum Specialists

Consistency and rigor have been the key components of the STEM educational programs throughout the district, which include the disciplines of Science, Computer Technology, Engineering and Math. Through the combined efforts of our hard-working students, their supportive families and community, and the dedicated and innovative teachers and administrators that serve at each and every grade level, students in the Stoughton Public School System consistently meet high standards for academic excellence as they develop the knowledge and skills necessary to be successful 21st Century citizens.

Curriculum and Assessment

Mathematics advanced to a fully aligned K-12 curriculum. Building off of the existing program at the elementary level, the district adopted enVisionmath2.0. This program was

revised to promote the depth of mathematics understanding needed for student success and higher achievement. EnVisionmath2.0 was developed on the principle that understanding an idea in mathematics occurs when students can connect that idea to previously learned ideas. The organized curriculum promotes mathematical content connections. Embedded and infused within all aspects of the program are the Standards for Mathematical Practices. Students make sense of problems and persevere in solving them, reason abstractly and quantitatively, construct viable arguments and critique the reasoning of others, model with mathematics, use appropriate tools strategically, attend to precision, look for and make use of structure, and look for and express regularity in repeated reasoning. The core instructional model for enVisionmath2.0 is problem based teaching and learning. Mathematic lessons begin with an introduction to concepts and procedures with problem solving experiences. This is followed by enhanced teacher modeled instruction and student discourse through visual learning to make important mathematics explicit. Students are exposed to many technology enhanced aspects of the program to support 21st Century learning skills. As the year progresses, staff continue to embrace the heightened rigor and adherence to the standards that the curriculum provides.

New Science, Technology and Engineering Standards were formally adopted in April 2016. The district has been preparing for this shift over the last year. Elementary curriculum writing began with Earth Science units being developed at each grade level. At the middle school 6th grade moved to the state approved spiraling model for instruction, with 7th and 8th grades transitioning next school year. This process includes updated unit plans for Earth, Life, Physical Science and Engineering being written, with alignment to the rigor of the science practices and standards. An anticipated result of the spiraling curriculum will be increased scores on the standardized test, currently the MCAS, due to the ongoing review and mastery occurring over time. At the high school many courses are able to embed the new standards into existing curriculum units. All courses are focusing on the Science and Engineering Practices to develop Inquiry-Based Units that build on prior experiences and progress to more technical and sophisticated applications to the natural and designed world we live in. The Engineering Design Process has placed a new focus for the classroom instruction to incorporate mathematical reasoning when solving real world application problems.

Not to be outdone the Massachusetts Digital Literacy and Computer Science Standards were updated and adopted in June 2016. The Digital Literacy and Computer Science Curriculum incorporate performance based lessons that build students' reasoning and problem solving skills. Technology has continued to see expansion with grades 1-2 having iPads 1-to-1, grades 3-8 having Chromebooks 1-to-1 and the High School STEM departments having daily access to Chromebooks. The infiltration of technology in the classroom setting has offered the opportunity to identify new 21st century sources to build lessons that will enhance interdisciplinary work with math, science, engineering, literacy, humanities and the arts.

According to Carly Fiorina, former president of Hewlett-Packard Co, the goal is to turn data into information, and information into insight. The curriculum team, Data Intervention Specialist, building administrators and teachers regularly meet to analyze data given to the district from DESE for the Massachusetts Comprehensive Assessment System (MCAS). Item analysis of the assessments ensures that our curriculum is meeting the necessary requirements in order for students to be prepared for the next generation state assessments. Furthermore, thorough examination at each level informs educators of the areas that students need assistance which will enhance the instruction and the curriculum.

Extending the decision made by the State, recalling administration of the PARCC exam for high school students, all students in grades 3-8 will take the first Next Generation MCAS exam this year. The state has provided documents that assist in the shift to include test design and blueprints with question type and reporting category breakdown. Administrators and staff have spent time reviewing these documents and using the information provided to prepare the students for upcoming assessments. The high school will participate in the previously administered MCAS. SchoolNet is being used for common benchmark assessments in grades 3-12, and data collected through the SchoolNet platform is analyzed to revise instruction, make decisions for the classroom and improve learning for all students. Working in conjunction with the District Data Intervention Specialist, documents are being developed to coordinate these decisions making them align vertically and within content areas.

Professional Development

The Curriculum Team provides learning opportunities for the staff with a focus on improving instructional strategies and creating positive learning environments for student achievement. Educators in the departments of Computer Science, Mathematics, and Science, Technology and Engineering have attended conferences and workshops to advance their knowledge in their content area. Collaboration continues as they share materials collected and embed them into their daily practices. Staff have had on site training from leaders in their content area on Early Release days, Full Day Professional Development (PD) and on district provided Release days. The Professional Learning Community building blocks encompass the belief that all students can learn based on their ability, if they take advantage of the opportunity to learn.

Professional development at the elementary level has focused around the 2016 Science and Technology/Engineering Curriculum Frameworks. Elementary teachers unpacked the standards to understand the integration of science and engineering practices, grade-by-grade standards including all disciplines (Earth, Space, and Physical Science), and the application of science in engineering contexts. Increasing the comprehension within the grade levels to include the disciplinary core idea science concepts that are new to that grade level has been an efficient use of collaboration time. Teachers are working to deepen their understanding of the content within the standards to develop engaging, relevant, rigorous, and coherent instruction. Grades 3 and 4 teachers were trained in the newly written Formal Lab Report Writing Toolkit. This toolkit provides teachers and students with the scaffolds necessary to be successful in future science experiments performed independently. Upcoming work for elementary STEM includes continued work with the Frameworks along with the creation and integration of units to emphasize the relevance, rigor, and coherence called for by the standards.

Professional development for the secondary level has continued to focus on increasing the rigor within the classroom by embedding high level thinking problems into everyday classroom work and common assessments. Taking it to the next step, quality formative assessment development and purpose has driven the work this year. Interdisciplinary lessons continue as they naturally occur through the standards and engineering process. The

continued goal over the upcoming years will be to have students thinking outside the walls of the subject classroom. The shift to de-compartmentalize thinking is a foundational component of the 21st century educated learner.

STEM education is an ever-expanding field of knowledge and skills that is necessary to understand and appreciate the natural world around us. The goals of STEM education are to ensure that all students have an understanding of the complexity and interconnectedness of this natural world, to develop sufficient knowledge to make informed decisions regarding our environment and natural resources, and to become lifelong learners who make and are able to communicate evidence-based decisions. The students, educators and administrators in the Stoughton Public Schools will continue their pursuit of excellence in STEM education and embrace the challenges presented in this evolving field of study.

Data and Extended Learning Time

Provided by Lynda Feeney, Data, Intervention, and Extended Learning Time Specialist

In July, the district updated the previously used AIMSweb assessment program to AIMSweb Plus. Students can be assessed and monitored by teachers to analyze students' growth and progress, determine effectiveness of instruction and manage individual student data to ensure ongoing success. Assessment of both reading and mathematics are done through an online system for grades 2 – 8. In the spring of 2017, this online system will also be used to access the Next Generation MCAS for the students in specially designed grades. Students in grades 2 – 8 are assessed in vocabulary, reading fluency, reading comprehension, number sense fluency and mathematics concepts and applications. Kindergarten and 1st graders are assessed 1:1 on Early Literacy and Early Numeracy skills. Benchmarking occurred three times during the school year, teachers received a composite, subtest, rate of improvement and student growth score. This data is analyzed, in conjunction with other data points, to determine classroom, school and programing decisions to provide a learning experience that result in ongoing individual growth and progress.

Studies show that extending a child's school day can provide the opportunity to show mastery at their rate of learning. Having the opportunities that provide additional time to preview or review information allows for students to explore or apply skills and concepts

during more than one learning session. Academic support programs are provided to students in grades 2 – 9. The purpose of the program is to provide schools the opportunity to offer small group support in various content areas as well as address the needs of specifically identified students. The outcome of the program is to expose students to various strategies, skills and concepts specific to their area of needs as well as expectations of current and/or upcoming curriculum topics. Support and/or planning of each academic group is provided by Stoughton Public Schools staff either before or after school. Every 6 to 8 weeks, a review/analysis of the student's current academic status is reviewed in relation to how they previously were performing academically. Implementing the appropriate interventions is ongoing, and is determined by the student's academic development.

To address the needs of transitioning from grades 5 to 6, O'Donnell Middle School provided a "1st Day of School Bootcamp" for 45 incoming 6th graders. During the course of the half day program, OMS staff and administration provided information, guidance and support in the areas of: "what can they expect to experience their first month of school", reading their schedules, necessary supplies, learning the layout of the middle school, using lockers, and who they can see if they have specific questions or needs. The outcome was many successful transitions throughout the first few months of school for these new middle school students. Expanding the number of students and staff and areas of interest/need expressed by the students will be incorporated into the 1st Day of School Bootcamp experience this upcoming summer.

During the 2015 – 2016 school year, the Stoughton Public Schools offered Elementary After School Enrichment programs to students in grades 3 – 5. The purpose was to expose students to skills; gardening, Broadway play, astronomy, jewelry making and creative writing, that they might not otherwise be exposed to during their school day. This school year a stronger academic and wellness approach to enrichment opportunities were provided to students in grades 1 – 5. Art, sports activities and wellness, pre-engineering, math, literacy and creative games, and book clubs are being offered before and after school. The flexibility in the scheduling allows for students to participate in both academic and enrichment programs throughout the year.

During the school vacation weeks, Title 1 Humanities and STEM programs are offered to all elementary students in grades 2 – 5. The three day experiences are project based with the opportunity to participate in social and elective type activities. Projects are connected to grade specific Common Core Standards and expose students to a higher level of thinking, planning and engagement throughout the process. Participants are provided breakfast and lunch via the Stoughton Public Schools Food service department.

Once again, the Title I Knights of Summer program was held for 5 weeks at the O'Donnell Middle School. This four day a week program combines the concepts of both the Humanities and STEM programs. The projects are similar and more extensive in the expectations, process and performance tasks connected to the expected outcomes. Sports/Activities is a daily part of their schedule along with the rotation of art, music and dance, technology, math, and literacy games. The Knights of Summer Program is staffed by fully certified teachers from around the district.

As a result of the success of the Knights of Summer Program and with a high rate of positive feedback from participants and parents the district offered a Pre Engineering summer program for students going into grade 6. The layout is similar; it is located at OMS, 5 weeks for 4 days per week, and exposure to daily sports/activities was provided. The main focus is the engineering process. Students explored, planned, built, experimented and analyzed in their weekly challenges. The feedback from participants and parents about the program was very positive. Parents expressed how this type of program also assisted them and their child to feeling prepared for their transition to the middle school a few weeks after the program ended.

Special Education Department 2016-2017

The Special Education Department has several on-going initiatives that continue to be at the forefront of our work on a daily basis. These initiatives support student success and maintain compliance with state and federal regulations. Once every six years the Department of Elementary and Secondary Education (DESE) reviews the special education department's records for compliance with the state's regulations. This process is called a Coordinated Program Review (CPR). The Special Education Department has completed the self-

assessment as of May 2016. Additionally, DESE has completed the record review as of December 2016. The Department conducted the on-site visit in January 2017 to interview educators and parents about their special education experience.

Through the self-assessment, the special education department has identified areas for continued growth and development. Therefore, professional development for the special education staff has focused on “Writing Better Individual Education Programs (IEP).” A team of special education staff went to a six-day train-the-trainer module workshop to learn to how to increase the capacity to write a more individually specific IEP: one that better represents the student on paper. This training was brought back to the district in a modular format, each with a focus on a portion of the IEP. The modules are logical, sequential steps with connections to data sources to support writing and how the portions are interconnected. The modules focus on a linear look at students to look at growth and progress, how to use the special education evaluations to identify strengths and challenges in the cognitive domains needed to access the curriculum, using a GAP analysis approach to look at current student skills that need to be developed, and how to use multiple data sources to assess progress. The modules integrate already established practices to further grow and develop student skills sets.

Special Educators have been integrated into the curriculum departments to provide a universal design approach to the development of curriculum units and assessments. As an integral part of the departments, special educators are able to support the general education staff to implement curricular accommodations in the classroom. The modular training is continuing to streamline language in the IEP. Having common language used across the IEPs, assists the general education teachers in understanding the expectations of how to best implement student support strategies. As part of the curriculum departments, the special education teachers are able to use the knowledge of student strengths/challenges to perform the GAP analysis to identify the skills students need to further develop to access the curriculum.

The Stoughton Public School District has been creating common assessments across grade levels and content areas. Special Education has assisted in the creation and refinement of such assessments. Student progress is best measured using multiple sources. The Stoughton Public Schools administer benchmark and progress monitoring assessments. The curriculum

specialists have been supporting the special education department to use the common assessments to track student learning and progress. The special educators incorporate this data into the IEP.

The district's 1:1 technology implementation has universally supported the special education students to access a more rigorous curriculum. All students are using accessibility features such as text-to-speech and speech-to-text in the classroom. Again the universal design of instruction benefits all students. Technology used to be something special education students were reluctant to use because they looked different from peers by using it. Now all students are using it. Assistive Technology is an accommodation to access the curriculum. The Assistive Technology consultant is working with individual students, teams of teachers and parents to have a more seamless approach to technology integration.

By the end of the training, the educators will have the resources to write IEPs of high quality, and in complete compliance with regulations. Having IEPs written in a format that better represents student strengths and needs, supports better implementation in the classrooms.

The Special Education Department, with support of the district as a whole, is committed to a high standard of education for the students of Stoughton with special needs. This school year there has been a significant number of students move into Stoughton with Individual Education Programs (IEP)s for inclusion, self-contained and out-of-district programming needs. Stoughton Public Schools has a strong commitment to keeping students in-district. We have very strong in-district 'self-contained' programs to support a variety of disabilities. We look to a self-contained program after exhausting all efforts to support a child in the inclusion based setting. Self-contained programs are small classrooms with high teacher to student ratios for students with intensive needs/disabilities in the areas of Autism (Therapeutic Learning Center), Intellectual Impairment (Learning Center), and Emotional (Alternative Learning Center/Emotional Support Program). These programs allow for students to maintain peer relationships with their Stoughton community through opportunities with peers in their building.

There are times when a special education student's needs are so great that the child cannot be educated within the "four walls" of Stoughton. The district then needs to send a student "out-of-district" to either a collaborative or private school placement. Over the years families continue to move into Stoughton with students in need of one of these placements. The

district is obligated to continue this placement while conducting our own assessments to determine if this is still necessary. These move-ins, as well as any additional district placements have increased the tuition line item in the budget significantly. This is another reason why the self-contained programs are so important.

The department is also examining how to use the budget process to increase the district support to retain students in the Stoughton environment or to bring them back to Stoughton.

The new Stoughton High School, which is designed to support more intensive needs of special education students, should help keep students here.

The special education department continues to have an integrative approach to supporting the students with special needs in the least restrictive environment possible. From our perspective, we can see a shift in the IEP that tells the compelling story of the student it represents.

Stoughton High School

Juliette Miller, C.A.G.S, M.Ed., Administrative Principal

Stoughton High School has seen continuous improvement, high achievement in and out of the classroom and outstanding performance on the field and stage in 2016. We continue to break new ground in the areas of programming, class offerings, instructional techniques, assessments and educational opportunities for both students and faculty. Through professional development and collaboration, we continue to grow our knowledge of effective instructional practices, incorporate real world learning into the classroom and bring new opportunities and information to our students. As a result, our students receive a top notch 21st century learning experience and are competitive in their pursuit of college and/or career. As is the case in all of the District's schools, the high school leadership team has reviewed data made available by the State and College Board and is using the information provided to drive professional discourse within the high school, target areas for improvement, and ultimately increase student achievement. The data examined includes but is not limited to SAT scores, MCAS performance data, discipline statistical reports, etc.

The student SAT scores stood out as a solid indicator that Stoughton High School is making significant gains in overall student performance. Table 1 illustrates the steady performance gains that Stoughton High School students have made over the past several years. Table 2

compares 2016 Stoughton High School and State averages, and clearly shows for the first time Stoughton High School students outperforming the State in two of the three SAT subject areas.

Table 1 – Five Year Student SAT Performance Data

SAT – Subject Area	Assessment Year				
	2012	2013	2014	2015	2016
Average Score – Reading	463	490	482	499	512
Average Score – Writing	460	479	472	493	502
Average Score – Math	494	496	494	512	518

Table 2 – 2016 Comparison between Stoughton High School and the Commonwealth of Massachusetts

2016 SAT – Subject Area	Student Group	
	Stoughton High School	Commonwealth of Massachusetts
Average Score – Reading	512	509
Average Score – Writing	502	497
Average Score – Math	518	522

These increases can be attributed to the increase in contact time in the SAT Review class (increased from the equivalent of a term long course to a semester course), the focus placed on vocabulary in our English classes, offering the PSAT in school for all students in grades 10 and 11, and professional development provided to the SHS leadership team by the College Board, which focused on the PSAT reports and how they can be used to identify areas in need of improvement as well as early Advanced Placement indicators. The SHS leadership team anticipates we will continue to see an increase in these scores as we have implemented additional supports; the PSAT was expanded to include grade 9 for the first time in October 2016 and the math department will be implementing an SAT Math Review course option in the 2017-2018 Program of Studies.

The 2016 MCAS results showed our students, once again, achieving at high levels; 99% of grade 10 students passed the ELA MCAS, 93% of grade 10 students passed the Math MCAS

and 97% of students passed the Science Technology Engineering (STE) MCAS. Further, our students outperformed the state on the ELA MCAS in both student growth (53 Median SGP compared to 51 Median SGP) and achievement (95% proficient or higher as compared to 91%). Though our achievement held steady in mathematics between 2015 and 2016 (81% proficient or higher in both years), our students demonstrated significant growth (36 Median SGP in 2015 compared to 48.5 Median SGP in 2016). These achievements are due in large part to the data analysis, creation of action plans based on the analysis and the implementation of those plans that takes place routinely upon receiving the scores and data from the State. Additionally, the use of School Net, creation of common formative and summative exams, the fully aligned curriculum, and the professional development provided to our faculty continues to positively impact our curriculum, instruction and assessment and ultimately student growth and performance.

The residents of Stoughton overwhelmingly showed their support for a new high school building on June 7, 2016 by turning out at the polls for the special town vote; 79% voted yes and 21% voted no. Since the vote the Stoughton High School Building Committee continues to work with Compass Project Management and Drummey Rosane Anderson, Inc. (DRA) to complete 60% of the construction documents for the Massachusetts Building Authority (MSBA) to be submitted in January 2017 for MSBA approval. In order to accomplish this, DRA has arranged many meetings with administration, faculty, staff, as well as, the Stoughton Police and Fire Departments, various departments within the Town of Stoughton and specialists to ensure the construction documents align with our Educational Plan and meet our needs. These meetings included but were not limited to the topics of technology, security, classroom specifications, the Auditorium, and the Athletic/Physical Education spaces.

The Stoughton High School Building Committee comprised of Dr. Marguerite Rizzi (Superintendent of Schools), Ms. Katie Pina-Enokian (Chair Stoughton School Committee), Mr. Joel Harding (Director of Maintenance and Operations Stoughton Public Schools), Ms. Juliette Miller (Principal, Stoughton High School), Mr. Michael Hartman (Stoughton Town Manager), Mr. Thomas Recupero, Mr. Rick Hill, Ms. Christine Howe (Finance Committee), Ms. Maureen Doherty (Purchasing Officer, Town of Stoughton), Mr. Michael Connelly (Community Representative), Mr. Joel Wolk (Building Official) and Ms. Roberta Harback

(Community Representative) has worked tirelessly to meet all deadlines set forth by the MSBA. The Committee held several large and smaller format community forums in preparation for the town vote and has hired Consigli Construction as the construction manager for the project. Ms. Jeanne Ostroff maintains a Facebook page and a website (linked to the high school website) for the new high school building project. These social media sites are regularly updated with upcoming meeting agendas, information discussed in the meetings, photos, diagrams, timelines etc. related to the progress of the high school building project. Information about the project can be found at the High School Building Project link located on the Stoughton High School web page at <http://shs.stoughtonschools.org/>. Currently, we are on schedule to break ground in June, 2017. We are very excited about the construction of a new facility and extremely grateful for the support of the town in this endeavor.

Stoughton Public School's Science Technology Engineering and Mathematics (STEM) Curriculum Administrative Supervisor Grades 6-12, Ms. Teri Fleming and the Humanities Curriculum Administrator Supervisor Grades 6-12, Ms. Ashley Goldstein, have worked diligently to build relationships with the high school faculty. Both of them have worked with them on analyzing data, creating goals and action plans, providing the departments and individual teachers with curriculum and instructional support, as well as bringing high quality programming, professional development and resources to the faculty and students of SHS. Of particular note, is the recently established relationship between SPS and Facing History and Ourselves. This organization, "through rigorous historical analysis combined with the study of human behavior, heightens students' understanding of racism, religious intolerance, and prejudice; increases students' ability to relate history to their own lives; and promotes greater understanding of their roles and responsibilities in a democracy" (Facing History and Ourselves website). We have hosted several guest speakers from this organization to bring small group, first person perspective presentations to our students. Additionally, the faculty have access to numerous curriculum and instructional supports and resources through the organization. Ms. Teri Fleming has implemented a pilot program among our Science Department for the online resource, Defined Stem, which seeks to provide teachers with lessons that are engaging and relevant, cross-curricular, focus on 21st century skills, differentiate learning, incorporate non-fiction reading and writing and provide

an authentic assessment of their students understanding. It is a powerful online tool which incorporates performance tasks built upon the Understanding By Design (UBD) framework and presents a real-world problem within the context of a career/industry. The culminating activities that the students produce are the products that are based on the goal of the task. Each task contains between five to eight products that represent cross curricular topics.

We continue to support our grade 9 students with the goal of reducing grade 9 retention rates and further reduce drop-out rates, through our mandatory extended school day for all grade 9 students who are failing two or more of their classes at term midpoints or at the end of the term. This program allows students to receive additional instruction in the content areas that they are struggling in, provides them with extra help in all of their subjects, and provides them with resources to complete projects and homework assignments. After an evaluation of the program was completed at the end of the 2015-2016 school year, we were able to implement new strategies and supports within the program for the Fall of 2016, to further improve our practice and meet our overall goals. We are extremely proud of the support we have received from students, parents and community members for this program. Grade 9 performance is one indicator of overall student success and high school completion. It is critical for our students to recognize early on in their high school career the value of a high school education.

Our unique 8-period schedule continues to allow students room in their schedules for elective opportunities. As a result, our music, art and business programs are expanding. Classes are filled and students are exposed to a wider variety of educational programming. Likewise, our afterschool programs are also flourishing, in particular those that are tied to curriculums within the school day. DECA (business club), marching band, and Construction Challenge (S.T.E.A.M program) are growing in leaps and bounds. The memberships of these clubs are at the highest they have been in at least 15 years. Further, in this school year, we are investigating beginning chapters for the National Art Honor Society and the National Business Honor Society to continue to provide our highly talented students with more recognition and opportunity.

We were honored to once again host our annual Scholarship Knight in June of 2016. The evening program was designed to honor all our graduating scholarship recipients. Scholarship donors were invited to attend and present their scholarships. Many took us up on

the offer. Often these scholarships are created in memory of a loved one or cherished community member. It was an honor for our scholarship donors to award their recipients in person. A small reception followed the program providing our recipients and donors an opportunity to meet. In 2016, six more scholarships were added providing thirteen more students with scholarship money. In total, ninety-nine scholarships were awarded to 210 recipients. A total of \$158,850 (2% increase from 2015) was awarded to the students of Stoughton High School. It is through the generosity of our scholarship donors that we are able to provide these financial opportunities to our students as they continue their education beyond our doors. The evening has become one to look forward to by our students, parents, faculty, administration and larger community.

Lastly, to show our school pride Stoughton High School endeavored into creating a “Lip Dub” under the careful guidance and direction of Mr. Jeffrey Pickette. Students and faculty wore clothing either depicting a club/activity/sport they participate in or black and orange. Several students, administrators and teachers then lip synced to popular songs, while walking through the high school and being filmed. Students and faculty lined the corridors showing their school pride and cheering as the singers walked past. Guest appearances were made by Stoughton Police and Fire. The lip dub was filmed in one continuous shot. To our surprise and delight, it got picked up on several of the networks’ news shows and print media. It was a great deal of fun and the product was spectacular. We owe a big thank you to Mr. Pickette for bringing his vision to SHS.

The 2016-2017 school year is off to a strong start. We are dedicated to constantly improve what we do at Stoughton High School. Therefore, in 2017 we will focus on several areas that have been identified for improvement by district and high school administration, faculty, staff, parents and students. They include the following.

- Provide professional development that is focused on inter-disciplinary work for the purpose of increasing student achievement.
- Provide more opportunity for faculty and staff input on school related matters.
- Increase the median student growth percentile for all students in Mathematics by 14 points and meet our gap narrowing targets in ELA.
- Increase parental involvement in the school community by offering a variety of informational programs.

English Department

The year 2016 was a great year for the English Department at SHS. Our sophomores continue to excel at the ELA MCAS, which is a graduation requirement. Forty-one percent of sophomores earned an Advanced rating and 52% earned Proficient. Only 4% of sophomores earned a Needs Improvement. Overall, 93% of sophomores were Proficient or higher. We beat the percentage of students who earned Proficient in the state by 7 points. We credit our success to the dedication of our students and the hard work of the teachers who have prepared them from elementary school through high school.

We had 17 seniors take the AP Literature and Composition exam and 20 juniors take the AP Language and Composition exam; both classes increased enrollment. Ninety-eight percent of students earned a three or higher, qualifying them for some form of college credit. Of the 37 students who sat for the AP tests, 14 students earned a five, the best score possible and nine students earned a four. The average score on the Literature test was a 4.294 and the Language test was 3.75. These are some of the best scores our students have ever earned. We are proud of the work Ms. Fidler and Ms. Ruschioni did to prepare these students.

At Class Night we awarded Andrea Keith with the English Achievement Award and Rachel Armany with the Journalism Achievement Award.

We continue to implement and hone our Curriculum Embedded Performance Assessments (CEPAs) for each grade. These CEPAs align our expectations across grade levels as well as give us a tool to measure student growth. We piloted common assessments in grades 9-11 as another way for us to measure growth and target our instruction. We plan to use these common assessments as part of the midyear and finals in grades 9-11 in 2017.

We are in our third year of our *One Book One Grade* summer reading program. We had an excellent participation rate in all grades for summer reading and received positive feedback about our book selections.

We are proud of the SHS English department's many strengths. Our curriculum is aligned with the Common Core, all of our English courses have curriculum accepted by the NCAA, and we continue to send our faculty members to conferences that support the new demands of the state as well as prepare us for Next-Gen MCAS. We use our scheduled collaboration time to hone common assessments, create and implement CEPAs, share best practices, as well as align ourselves across the department and vertically between grades. We

continue to utilize the Writing Toolkits which encourage shared, high expectations in our department which are echoed by our colleagues across other departments at SHS. We pride ourselves on being a collaborative community that supports each other with materials as well as ideas to better our craft and meet the varied needs of students.

We continue to expose our students to varied educational experiences including trips to museums, guest speakers, presentations to audiences outside the classroom community as well as hosting Shakespeare and Company's production of *Macbeth. The Knight*, SHS' school newspaper, which is published by our Journalism classes, continues to be a success online. Our American Studies program is back in action and thriving. In this class students visit the Museum of Fine Arts, the WWII Museum and Newport. Members of the English department continue to impact the SHS community in positive ways, not only in the classroom, but as mentors for the Step Up program, as advisors for various clubs and activities, and by sitting on committees within the district and building.

The English Department will continue to improve our sophomores' MCAS results by specifically focusing on growing our students' ability to answer the open response questions. While we do amazingly well, we need to better our student growth percentile by moving those students who earned Needs Improvements into the Proficient category and helping those in Proficient earn Advanced. As a department we need to continue to focus on and hone our skills at differentiated instruction to support the transition away from pathways level courses. With best practices in mind, we will continue to focus on sending teachers to conferences that meet our needs including AP workshops, College Board conferences, differentiated instruction workshops, and the NCTE conference.

Health and Physical Education Department

The Health and Physical Education Department continues to reflect and improve upon long time physical education and health programs and recently established programs that pique the interest of every student at Stoughton High School. All students in Stoughton High School, take at least one physical education course during the school year. The Physical Education and Health Department understands the importance of educating students and families about the dangers of living un-healthy lifestyles. According to the American Heart Association, about one in three American children and teens are considered overweight or obese, and

obesity is now the number one health concern among parents in the United States, topping drug use and smoking. Obesity is causing a broad range of health problems that can include high blood pressure, type 2 diabetes and elevated blood cholesterol levels. Obese children are also more prone to low self-esteem, negative body image and depression. These are very real and dangerous concerns that the Physical Education and Health Staff recognize and work towards combatting for the well-being of the community.

In September, the Stoughton Public Schools were lucky to have one of the all-time great Physical Education teachers in Massachusetts history lead a professional development centered on best practice and classroom management. Former NASPE Teacher of the Year, MAPHERD President, writer, experienced presenter at National Conferences on Physical Education, Diana Demetrius has done it all in the world of Physical Education. Ms. Demetrius is one of the most dedicated and decorated educators in Physical Education History. She was well received by an eager staff, which kicked the year off with unparalleled enthusiasm. Seeing her passion and commitment to excellence first hand was a great opportunity for the teachers of the Stoughton Public Schools.

Every freshman and sophomore student at Stoughton High School participate in progressive physical education and health. The Physical Education and Health staff spent time in 2016 revisiting curriculums and reflecting on best practices. In physical education, there are many classic activities that always foster an accepting environment filled with vigorous activity. SHS prides itself on staying current and has already begun the implementation of “cardio sport” and “polar go-fit heart rate monitors”. Being in a dated building with limited space does present challenges when implementing new concepts; however the positive student reaction is encouraging.

Juniors and seniors have the option to participate in: Lifetime Activities, Strength and Conditioning, Alternative Fitness and Competitive Games. These courses cover a wide variety of health and wellness, which provide students the opportunity to learn fun and engaging activities/workouts, that can be applied to their everyday lives, in hopes they will work towards living a healthy life. Competitive Games and Lifetime Activities are some of the most desired electives offered at Stoughton High School.

Senior Achievement Awards were presented to two students in Physical Education at Class Night. The Health and Physical Education Department was proud to present this award to graduating seniors Samantha Tullis and Maurice Dingle.

The Physical Education and Health Department as a whole would like to thank the efforts of two staff members that have served the Stoughton community for a combined 70 years. Patricia Curtis and Greg Burke have begun their final year as PE and Health teachers at Stoughton High School. It is with a heavy heart that we wish Patricia and Greg a happy and healthy retirement and offer them many thanks for their years of dedicated service.

History and Social Sciences Department

The Social Studies Department has had a productive 2016. Department faculty have been working closely with the English department to work towards building a skills based approach across all classes. Teachers in the Social Studies Department have been working to improve reading and writing skills across the curriculum. This past year, teachers have developed, and have begun implementing, skills based assessments in connection with common skills based lessons that target specific reading skills. These lessons and assessments expose students to a wide range of primary and secondary sources including but not limited to; *FDR's First Inaugural Address*, William Jennings Bryan's *Cross of Gold Speech*, William Jefferson Clinton's *Oklahoma City Speech*, *The Truman Doctrine* and *The Black Panther's 10 Point Platform*. In addition, teachers strive each day to incorporate reading and writing skills in their classrooms through such things as journal writing, reading of informational texts and analysis of quotations and secondary sources.

This year, the Social Studies Department has been fortunate enough to engage in professional development that is targeted at improving instruction in the classroom. Teachers have attended workshops presented by The Gilder Lehrman Institute of American History that focused on the use of primary sources within the classroom and a workshop entitled *Facing Ferguson: News Literacy in a Digital Age*. Our faculty works to connect events in history to current events and these two workshops gave teachers an opportunity to bring new resources and strategies back to their students.

This year, the Social Studies Department unveiled a new elective for Juniors and Seniors entitled *The Holocaust and the Resistance*. This class is designed to examine the Holocaust,

not only as a historical event, but also as a pivotal event in understanding human behavior and psychology. The goal for this course is to not only increase students' understanding of the Holocaust, but also to inspire students to become advocates of justice at all levels in their communities. The class has been very popular among students at SHS this year and we hope that the enrollment grows with each passing year. Additionally, we have been and will continue to work on curriculum for a new class; Advanced Placement Government and Politics, to be offered in the Fall of 2017. It is the department's hope that the creation of this class will provide opportunities for more students at various grade levels to participate in the rigor of an Advanced Placement class.

Teachers in the Social Studies Department continually work to make history come alive for students and give them opportunities to see historic events from all perspectives. This year, we have been fortunate enough to have guest speakers visit Stoughton High School and give firsthand accounts of events that students have studied in class. Students have attended in school field trips where they met with survivors of the Rwandan and Bosnian genocide, A Freedom Rider, and a survivor of the Holocaust. Through Kids Voting, students also had the opportunity to attend Stoughton resident Steve Fradkin's presentation on advertising in political campaigns. These opportunities give students a perspective of events that not many people are fortunate enough to experience. We are very proud of these opportunities and are committed to continuing events like these in the future.

In May, as part of Patriot Week, a state wide program run by the Massachusetts Fallen Heroes organization, Mr. Paul Monti, a retired Stoughton High School teacher and Gold Star Father spoke to a capacity crowd about the true meaning of Memorial Day.

For Class Night, the Social Studies Department voted Adam Potter as the recipient of the 2016 History Achievement Award and Nicole Bodette as the recipient of the Southworth Scholarship. Eoin Doherty won the Daniel F. Davis Scholarship award. The winner of the election, to represent Stoughton High School at the Massachusetts State House for the 2016 Student Government Day, was Ryan Sullivan. The Voice of Democracy essay contest winners for the Stoughton district were Rachel Call, Andrew Crean and Thomas Smith. All of these students represent the best and brightest of Stoughton High School and are deserving of their awards and honors.

Social Studies members further their education by taking graduate courses through The Starr King School, Framingham State University, Fitchburg State University, Boston University, the Norfolk County Teachers Association and the National Endowment for Humanities. Additionally, department members continue to work towards receiving Sheltered English Immersion licenses. The SEI endorsement is a key part of the state initiative called Rethinking Equity and Teaching for English Language Learners (RETELL), to close proficiency gaps for ELL students.

Mathematics Department

Technology has been a big theme within the Mathematics Department over the past year. The department has a number of carts of Chromebooks for use within the classroom this year. This has enabled teachers to present material in new ways and allows students another way to discover concepts and develop their understanding of graphs and other mathematical ideas. Many teachers have had students work on explorations on Desmos, a site that allows for interaction between the teacher and the students. These explorations also allow for students to see how other students are approaching problems and describing answers. In addition, many teachers are using Google Classroom as a way to offer students a variety of information and support. Edpuzzle is another very popular online instruction tool, within the Mathematics Department, which allows students to watch videos and answer questions that interrupt the video at varying points. Teachers use this tool as a way to reinforce concepts taught in class.

We adopted a new textbook this year for a number of courses. This textbook is aligned to the common core standards and offers additional supports to prepare students for online mathematics testing. Our textbooks are online and come with many resources for student learning and allow students to access material and develop knowledge in many different ways. They can watch videos and participate in a variety of online activities on various topics. Teachers are using the resources connected with the online textbook, in a variety of ways, both inside and outside the classroom. This tool can help teachers prepare students for the upcoming changes in state testing and can provide students the opportunity to become more comfortable with online testing formats. This tool also allows students to think about the mathematics behind everyday activities and discover the math involved in various situations.

While technology has been a focus to enhance student learning and to provide teachers an opportunity to build new practices, teachers continue to use best practices, like group work, to allow students to work together and communicate about mathematics. Teachers also continue to use whiteboards and document cameras to highlight student work and allow students opportunities to present information and answer questions in varying formats.

The Class of 2019 took the MCAS in May. Over the past few years, the math teachers have looked closely at both PARCC and MCAS questions to align the curriculum and ensure students are practicing with questions written in the current format. The Class of 2019 scored better than the state average on the MCAS. Eighty-one percent of the sophomores who took the MCAS in 2015 scored proficient or higher. Thirteen students were within five percent of emerging into proficiency. The student growth percentile increased by twelve percent from the year before.

Once again, roughly 90 Stoughton High students participated in the Massachusetts 53rd Olympiad Level One Examination, which was given to more than 2000 students across the state. This is a challenging and rigorous critical thinking and problem-solving exam. Questions cover a wide range of topics including geometry, algebra, pre-calculus, trigonometry, and calculus. This exam is a wonderful opportunity to challenge our students above and beyond their regular course work.

The teachers continue to show students how math is applied and give exposure to mathematical fields. In December, several math teachers joined the global “Hour of Code” initiative, which is an online and interactive set of programs and experiences designed to introduce basic computer programming to students of all ages. Students of all mathematical abilities enjoyed participating in this activity.

The Mathematics Department welcomed four new teachers in September. Ms. Lara Tcherkezian has a Bachelor of Arts in Mathematics, a Bachelor of Science in Secondary Education and a Master in Curriculum and Instruction. She comes to the department with student teaching experience in a Connecticut school. Mr. Matthew Hubler joins us as a mathematics teacher this year. He has a Bachelor of Mathematics and of Economics with a minor in Finance and a Master of Arts in Mathematics. Mr. Hubler has held two long term substitute positions within the Mathematics Department in previous years and has supported our students with MCAS prep and Algebra 2 support in the recent past. Ms. Julia Sweet joins

us after working with students in a variety of roles. She has a Bachelor of Arts in History and a Master of Education in Reading and National Board Certification in Secondary Mathematics. Ms. Amanda Lydon joins us after teaching a year in a local middle school. She has a Bachelor of Arts in Mathematics and Secondary Education. In addition to her teaching license in mathematics she holds a license in special education and holds the SEI Endorsement.

The mathematics teachers continue to take courses and further their studies of mathematics and education. We strive to look for new ideas and best practices in mathematics. Ms. Hilary Havener graduated in May with a Master in the Art of Teaching Mathematics. Ms. Rebecca Gaffney completed a Master of Education in Curriculum and Teaching in December. Mr. Armour and Mr. Kellogg earned the SEI endorsement for their state license. Mrs. Rosanna DelMastro attended the AP Institute at St. Johnsbury for Computer Science. She is teaching the AP Computer Science course this year for the first time. Ms. Fidler completed a course titled Teaching Geometry using Technology. She is teaching geometry for the second year in a row and is incorporating some of those ideas into her practice. Ms. Tcherkezian attended a math conference titled ATOMIC in Connecticut and puts into practice what she has learned. Some of the new teachers attended a classroom management training through the MSSAA to examine best practices.

Many teachers within the department hold another role or position within the school. Ms. Havener and Ms. Gaffney are co-advisors for the Class of 2020. Mrs. DelMastro continues to be the advisor to the math team. The team competes against five other area schools at four meets and competes in six New England math league competitions each year. Mr. Armour is the varsity baseball coach. Both Mrs. Kim Kellogg and Mrs. DelMastro are mentors in the Step Up to Excellence program. Mr. Robert Dacey, Ms. Havener and Ms. Gaffney teach in the ninth grade extended day program.

Natural & Applied Sciences Department

The Science Department is beginning the transition to the newly released 2016 Massachusetts Science Standards. The Science Department has updated curriculum in many of the non-MCAS courses to the new standards and has embedded the eight science practices in all courses. These practices include: asking questions and defining problems, developing

and using models, planning and conducting investigations, analyzing and interpreting data, using mathematics and computational thinking, constructing explanations and designing solutions, engaging in argument from evidence, and obtaining, evaluating, and communicating information. Biology classes are beginning to implement unit based inquiry plans. Engineering classes are piloting the Museum of Science Curriculum Engineering the Future. Technology is being more widely used with the greater availability of Chromebook and the purchase of electronic probeware for the department. Inquiry continues to be a priority as we incorporate project-based learning and more authentic case studies.

The Science Department continues to utilize School Net to write, revise and analyze common exams. This analysis allows the Science Department to adjust instruction as needed and to meet the needs of all students. A great deal of this work has been able to be accomplished by effective use of scheduled collaboration periods. We continue to use the SHS Formal Lab Report Writing Toolkit to facilitate inquiry based instruction and data analysis. This Toolkit builds on writing skills taught in the earlier grades and results in a sophisticated analysis of scientific data.

MCAS scores improved slightly from 2015 to 2016. The percent proficient or higher stayed similar, but the number of advanced students increased on the Biology exam. However, analysis of MCAS data has indicated continuing need for additional academic support to meet the needs of our diverse student population. The Science Department has planned in school reviews to address this need. However, more support is needed with the continuation of instructional labs in biology and additional tutoring if available.

The 58th Annual Stoughton High School Science Fair was held on February 10, 2016. The 1st Place Individual Grand Award winner was Jonathan Podesta for his project, "Can a Tesla Turbine Power a Car Using Nothing But Air?" The Second Place winner was Noah Schulze for his project, "Winds of Change." The Third Place winner was Conner Nye for his project "Charged Up." Honorable Mention in the Individual Research Project category went to Nicole Bodette for her project "Fruit for Power" and to Hannah Araujo for "Don't be a Rookie Refrigerate Cookies." The Team Research Project winners were: 1st Place – Alyssa McGillicuddy and Ariana Riske "The Effects of 3rd World Refrigeration Methods,"; 2nd Place – Fatima Julien and Nicholas Khuu "Bioremediation to the Rescue!,"; 3rd Place – Caitlin Jung and Bhumi Patel "Energy Used Cannot be Excused." In addition, the Stoughton

Science Fair included six Engineering Events and two artistic awards. Five science fair projects progressed to the South Shore Regional Science Fair. Fatima Julien and Nicholas Khuu continued to The Massachusetts State Science and Engineering Fair (MSSEF) at MIT on Friday, May 7, 2016, where they won Second Place.

In March, seven High School teams and one Middle School Team, led by Mr. Norton and Ms. Bulger, participated in the Destination Imagination Regional Competition at Whitman-Hanson Regional High School. Each team had a mentor teacher that volunteered their time to support the teams. The mentors this year included: Mr. Norton, Ms. Bulger, Mr. McCormack, Ms. Dillon, Ms. DelMastro, Mr. Nicholson-Mann, Mr. Law, and Mr. Rubin. This marked the sixth year of participation in this program. Three teams qualified to compete at the State Destination Imagination Competition and two teams moved on to compete at the Destination Imagination Global Finals competition in Knoxville, Tennessee. This competition includes representation from around the world including Qatar, South Korea, Turkey and Mexico. Team Dream Team comprised of McKenzie Finnerty, Darya Musatova, Jamal Hussein, Ross Shore, Noah Schulze, and Amanda Gallant placed 2nd in Meme Event-Service Learning and received the Renaissance Award given for outstanding design engineering, execution, and/or performance. Team Diesel comprised of Kyle Silverman, Lily Noe, Sophie Tamarkin, Graciela Terronez, Rashad Khan, and Monica Benson placed 15th in their event. In addition, McKenzie Finnerty was named a DI Scholar.

Another field trip, conducted by Dr. Joel Rubin, was a trip to the Boston Museum of Science for four of his classes and the Alternative Education students. The passes to the Museum were provided for no charge by MOS and the buses were paid for by the Chamber of Commerce.

In addition, as part of their post-exam project, Ms. Kelly and Ms. Sasin mentored AP Students from Biology, Chemistry, and Physics as they designed and taught inquiry lessons to 4th grade classes in the district. Two in-house field trips took advantage of community expertise. Ms. Wilbur and Mr. Beaulieu hosted Stephen Bennett, a forensic scientist for the state police. He presented several cases (including the Aaron Hernandez case) to students currently enrolled in Forensic Science classes. Ms. Bulger arranged for The Marine Technology for Teachers and Students to give a talk about Marine Engineering to both Oceanography and Engineering students emphasizing the integrated approach to science.

Many members of the Science Department serve as advisors for a variety of extracurricular school activities. Mr. Timothy Norton and Ms. Kathy Bulgur coach the Construction Challenge Team. Ms. Wini Dillon and Ms. Kathy Bulger coach the Science Olympiad Team with help from Ms. Kerry Wilbur, Dr. Joel Rubin and Mr. Clayton Handelman. Mr. Kevin Carlton is the advisor to the Recycling Club. Dr. Joel Rubin is co-advisor of the Astronomy Club that holds “star viewing” events and also co-sponsored “Haunted Hallways.” Mrs. Jennifer Kelly serves as a Mentor to new teachers to help them acclimate to SHS. Dr. Joel Rubin serves as a board member of Massachusetts Marine Educators and has been invited to co-present to the Massachusetts Environmental Education Society, at Holy Cross in Worcester, MA.

This past year Mr. Kevin Carlton, Mrs. Wini Dillon, Mrs. Jen Kelly, Mr. Peter Law, Ms. Kathy Bulger, Ms. Courtney Sasin, Ms. Kerry Wilbur and Mrs. Amy Wiebe were enrolled in “Using Science Practices for Instruction and Assessment in the Secondary Science Classroom”. The graduate level course was presented by The Museum Institute for Teaching Science, and was offered at Stoughton High School over the summer. The course emphasized the transition to the new science standards and practices. In addition, Ms. Wini Dillon, Mr. Peter Law, Ms. Trisha Asselin, Mr. Kevin Carlton, Ms. Wini Dillon, Mr. Beaulieu, Ms. Kerry Wilbur, and Mrs. Amy Wiebe enrolled in additional graduate credit and/or specialized training institutes involving such topics as Anatomy, Genetics, Ecological Field Studies, Special topics in Biliteracy, Einstein’s Physics, Disciplinary Literacy, Physiology of Infectious Disease, Project Based Learning, and the RETELL course. Five members of the Science Department attended the Massachusetts Association of Science Teachers Conference in November, 2015. They were able to attend workshops and preview the latest instructional equipment and materials. All brought many new ideas and instructional techniques back to share with colleagues and students. The Science Department participates yearly in lab safety programs to improve the overall safety conditions in the various science laboratories at Stoughton High School. In addition, Ms. Amy Wiebe and Ms. Courtney Sasin passed the SEI MTEL exam.

Throughout the year Stoughton High School students have achieved success in a wide range of activities designed to enhance their science education. Through the combined efforts of the science faculty and dedicated students, SHS had another strong showing on the science

portion of the MCAS. The 20 member Stoughton High School Science Olympiad Team competed in meets within the South Shore Regional Science League as well as the State Science Olympiad held each year on the campus of Framingham State College. The Construction Challenge Team won medals at the regional competitions and went on to participate in the state competition, and the Global competition.

Business/Technology Department

The Business and Technology Department offers a variety of courses across the business and technology disciplines. Although the department did not offer any new courses this school year, the teachers continue to incorporate new ideas and projects within their courses and adjust curriculum to align with today's technology. The department's newest course, Financial Literacy, became a graduation requirement for the class of 2017. Mr. Thomas McCormack teaches informational technology courses as well as financial literacy. Mrs. Nancy Riley teaches graphic design, office technology and business courses as well as the yearbook production course. Mr. Kevin Bechet teaches video production courses as well as Digital Foundations. Mrs. Linda Ciccattelli teaches business, marketing and financial literacy courses.

The teachers within the department offer students the opportunity to apply their skills in many different arenas. On October 27th, twelve students participated in the 2016 annual Stock Market Challenge hosted by State Street Corporation. The event was co-sponsored by the Junior Achievement of Northern New England and Staples, Inc. The Stock Market Challenge provides high school students an opportunity to learn how the stock market operates, how to invest and trade in real time situations, and the importance of teamwork. Display screens provided students with graphs of falling and rising stock prices, net worth and purchasing power of each team during the game. The Knights of Wall Street came in second place overall out of 46 area high school teams. The Knights of Wall Street included Matthew Gallagher, Craig Goodrich, Roshni Patel and Thomas Smith. In addition, the following students participated in the event: Rendi Brown, Kaitlyn Costeira, Kaylee Ferreira, Mia Greene, Phil Guseynov, Olivia Hoffman, Tim Raeke and Ally Swartz.

The students have had opportunities to hear from and ask questions of a few speakers regarding their path within the business and technology field. Brian Moller, a current radio DJ and Board Operator at Fun 107 and Hot 96.9, spoke to the Video Production 1 classes. He spoke to the students about the importance of interning, working hard, being timely and precise at your work. He talked about his journey and his observations while working in both radio and television. Fran Ridolpho, Admissions Representative and National DECA judge from Johnson and Wales University, came in on January 12th to speak with the Principles of Business students about the college admissions process, what to look for while shopping for colleges, and possible career, internship and scholarship opportunities. In the spring, Jacob Trieber, one of the DECA students, received a \$15,000 per year scholarship award from Johnson and Wales. Fran Ridolpho also met with the Leadership and Career Development class to conduct a "Tips for Role-Play" session and worked with the students on preparing for a role-play interview at the districts states and national competitions.

The DECA chapter continued to expand during the 2015 - 2016 school year. The club increased its membership to 90 high school members and established 25 new business partners. Students made it to Nationals for the third year in a row! The chapter established a DECA advisory board and created a DECA Induction Night. Sixty-three students competed in the district competition while half of those students moved onto the state competition in Boston in March. Twenty-eight of our students placed in the Top 5 of their business category. Twenty-nine students attended the state competition in March. Sarah Widrow placed first in Principles of Marketing category at states, qualifying for nationals. Craig Goodrich received an International DECA Award for being first in his role-play in "Quick Serve Restaurant Management". He received a medal and was recognized in front of 17,000 DECA members at the ICDC Conference in Nashville, TN in April 2016.

DECA is off to a great start for this current school year. The DECA Chapter has 70 people competing in the district competition on January 12, 2017. Students have taken their online exams and we are awaiting the results. Students will conduct a real-world interview and role-play with a business professional at the district competition in January.

The business and technology teachers have heard some great feedback regarding how prepared the students are once completing classes at Stoughton High. Kevin Bechet went to Marshfield Community Television to review their facility in preparation for the construction

of the new SHS television studio. John Grabowski, Executive Director of Marshfield, has hired two former SHS video students to work at Marshfield Television. He said, Thanks for all the work you did with the two students we hired. They have been great additions to MCTV!”.

As teachers, we continue to look for ways to improve and grow professionally. Technology is always changing and as a department we adapt to the current level of technology. All four members of the department attended the two day annual MassCUE (Massachusetts Computer Using Educators) conference in October. The teachers were among many educators and administrators who attended various seminars relating to updated computer software and hardware systems and web-based teaching tools to enhance student engagement and learning. The teachers look forward to this conference each year and walk away from it with tools they can immediately use.

All teachers within this department serve the community in another capacity. Mrs. Ciccattelli serves as the DECA advisor. Mrs. Riley serves as the Yearbook advisor. Mr. McCormack is the Director of Stoughton Academy. Mr. Bechet serves as the editor and producer of “Knightline”. He also runs the educational channel. He continues to collaborate with Stoughton Media Access Cable to ensure that important Stoughton High School events are broadcasted to the community.

World Languages Department

The World Language Department enriched their curriculum and increased a global perspective in their classroom by traveling abroad, taking additional courses, attending workshops, participating in extracurricular student activities and holding weekly collaboration meetings. Hilary Turnbull continued as Director of World Languages for the 2016-2017 school year. The World Language Department welcomed Michael Kantor in French and Danielle McCullough in Spanish. Ms. Turnbull and Mrs. Finnegan took a graduate course entitled *Survey of Hispanic Literature*, taught by department member Liza Farquharson, through Framingham State University. Ms. Turnbull also took *Examining Emotional and Behavioral Disorders in the school setting* through Framingham State University. William Gorman took two NCTA courses entitled *Education Alphabet Soup* and

Personality Types and Teaching Effectiveness. James Babb attended Harvard University, completing a course in Ancient Greek. Mr. Babb hopes to start a Greek club in the near future. Jessica Scanlon took *Central American Literature of Protest* at Framingham State University. Liza Farquharson continued to teach *Survey on Hispanic American Literature*, and was approved to teach a new course titled *Creating Care in the Classroom*. Ms. Farquharson also took a course *Classroom Success for English Language Learners* through Idioma Consulting. Rachel O'Reilly took a graduate level course *IEP- an in-depth study* through Framingham State. Thomas Silva, Rachel O'Reilly, William Gorman and Hilary Turnbull took the SEI course offered through Stoughton Public Schools for required PDPs. Thomas Silva and William Gorman took the Special Education course offered through Stoughton Public Schools for required PDPs as well.

Hilary Turnbull, Thomas Silva, Rachel O'Reilly, Liza Farquharson, and Michael Kantor were given the opportunity to attend ACTFL's annual conference in Boston this fall. The ACTFL conference was attended over two days at the Boston Convention and Expo Center and drew in thousands of language teachers from around the world. Hundreds of workshops were offered with specific topics to benefit language teachers and to present the most current trends in the language classroom from a global perspective. Teachers attended workshops such as "French in North America, Google Apps for the Foreign Language Classroom, Spanish Immersion, TPRS, etc." All SPS teachers who attended were grateful for this opportunity that SPS funded. Hilary Turnbull and Danielle McCullough attended a conference sponsored by EMFLA and EF that focused on global connections and featured workshops by the MAFLA teacher of the year, as well as a workshop of music in the classroom presented by the infamous Señor Wooly. Liza Farquharson applied for a grant with the Norfolk County Teachers Association to fund a "Spanish Word of the Day" project. It was approved and Ms. Farquharson is preparing to begin this project in 2017. Ms. Farquharson also completed her AP Spanish Curriculum this spring. Hilary Turnbull participated in the SPS elementary enrichment programs and taught two classes, Latin Dance and Culture, and Gardening to all elementary schools.

Language teachers benefit from opportunities to immerse themselves in the language and cultures that they teach. Language teachers continued to promote current global perspectives and language trends through travel. Hilary Turnbull traveled to Madrid, Spain to attend a

teacher training course in student tours through EF. Ms. Turnbull visited El Palacio Real (the Royal Palace), El Museo Prado, and took an excursion to Toledo to where she toured a famous cathedral, synagogue, and a Spanish sword factory. Ms. Turnbull is bringing a group of SHS students to Barcelona, Spain for EF's language immersion tour during April vacation of 2017. Rachel O'Reilly spent one week in August in Québec city, studying history and culture. Thomas Silva went to the Dominican Republic and toured caves along the national seashore during summer break. Danielle McCullough went to Nicaragua this summer with the *Foundation for the International Medical Relief of Children*.

The World Language Department worked to enhance cultural lessons and global perspectives. Hilary Turnbull and Thomas Silva formed a Spanish Culture Data Team that will include cultural lessons and measure the students' data for growth in making cultural connections. Jessica Scanlon and Liza Farquharson began planning to incorporate "La Pulsera Project" into their advanced Spanish courses as a way of interacting directly with Central American artisans. Danielle McCullough's classes are collecting donations and making Spanish activity books for children in Ecuador. Hilary Turnbull ordered an art exhibit on Antoni Gaudi, funded by SPS, for classes to visit and celebrate National Hispanic Heritage month.

World Language teachers participated in extracurricular activities and student clubs, Hilary Turnbull continued as the SADD club advisor, promoting good decision making skills and partnering with OASIS to help carry out their mission. SADD is also competing in the Team Rival competition through the Norfolk County DA. Ms. Turnbull became the Advisor to the Class of 2018. James Babb also assumed the position of Advisor to the Class of 2019. Danielle McCullough advised the X-Clusive step team, and became the assistant coach of the SHS swim team.

Ms. Alyssa Ferrandiz was chosen by the members of the World Languages Department to be the recipient of the World Languages Achievement Medal for 2016. Alyssa was a student in Spanish, Latin and French classes who performed well on national language exams and succeeded in all of her language courses.

When the National Latin Exam was administered, the following students received awards for the Latin I exam: Megan Doherty, Brianna Ferrandiz, Kiana Mills, Brendan Gallagher and Casey Gagnon were cum laude recipients; magna cum laude winners were Nathaniel Wilson,

Nicholas Kosh, Samuel Depina, Kately Martin, Olivia Little, Alex Bernstein, Lauren Asnes, Justin Cain, Kyle Stone, Chukwudimma Ikoro, Katherine Taylor, Sarima Omodu- Amadi and Brendan Phan; Caitlyn Jung, Lisa Ramanauskas, David Twerago, Leanne Cross, Clifton Gerring, Stevens Bontemps, Shannon Petrie, Nakia Gelin, Victoria Lyapin, Cyindia Goocharan, Madison DeGrande, Thais Almeida, Krestina Beshara, Cian Swierzewski, Alessandro Loffredo, and Isabela Paiva were maxima cum laude winners. Luis Ferrandiz, Gabriel Ribeiro, Olivia O'Neil, Hanna Holden, Kamryn Oliveira and Theresa Billo were summa cum laude winners. On the Latin II exam, Katherine Menice, Jordan Watson, Emma Harrington and Vendela Rogers were cum laude recipients; Lisa Ramanauskas, Megan Heffenan and Taylor Cross received magna cum laude awards; Leanne Cross, Kemina Julien, and Sarah Ferzoco were maxima cum laude winners; finally Jai'el Touissaint earned the summa cum laude award. On the Latin III exam, Sophie Tamarkin, Nora Almajed, and Hannah Morgan received the magna cum laude award. Connor Nye received the maxima cum laude for Latin Poetry.

When the National Spanish Exam was administered, the following students received awards for their accomplishments: Hanna Holden, Rachel Hoover, Alexandra Howe, Chukwudimma Ikoro, Olivia Little, Cesar McElaney, Olivia O'Neil, Jessica Podesta, Maddison Teixeira, Rachel Weiner, Luis Ferrandiz. Julia Oliveira received premios de honor while Emily Gareri received a premio bronce on the level two exam. At level three, Cassandra Faria, Sarah Ferzoco, Tyler Melo, Anna Panacy, and Jai'el Touissant earned premios de honor. At level four, Jonathan Julien, Caitlin Jung, and Milgely Perez earned premios de honor. Lucas Loubensky and Luis Nascimiento were awarded premios bronces on the level four exam. Sara Volmar received a premio de honor on the level five exam.

When the National French Exam was administered, Jenayah Volmar received mention d'honneur on the level one exam. Isabela Paiva, Anna Panacy, Danya Vera-Cruz received mention d'honneur while Theresa Billo and Casey Gagnon received bronze medals on the level two exam. On the level four exam, Marco Antunes and Anne Sashell Thebaud were awarded certificat d'honneur. Ava Siegel received bronze medal on the level five exam.

Dr. Robert G. O’Connell Middle School

Matthew Colantonio, M. Ed., Administrative Principal

In partnership with families and the community, the O’Donnell Middle School continues to thrive as a safe and inclusive learning environment that fosters the intellectual growth and social development of students in grades six through eight. There were many notable accomplishments from 2016.

On the Spring 2016 PARCC assessments, our students achieved at a very high level and made significant gains in English Language Arts and Mathematics. Each year, the state gives each school an overall school percentile. Our overall school percentile increased by eighteen points from 2015. The amount of students achieving at the highest levels of 4 and 5 increased in every test and in every grade.

Grade Level and Exam	2015 % of students achieving Level 4/5	2016 % of students achieving Level 4/5
Grade 6 ELA	42	69
Grade 6 Math	34	53
Grade 7 ELA	48	65
Grade 7 Math	33	41
Grade 8 ELA	57	63
Grade 8 Math	39	43
Grade 8 Algebra I	99	100

To ensure that our students continue to achieve at high levels as the state transitions to the “next-generation” MCAS, our School Council has drafted an ambitious School Improvement Plan that includes a student learning goal aimed at further increasing our overall school percentile. The Head Teachers and the leadership team have also worked to create data action plans that target student achievement and growth in their particular subjects.

We continued with our commitment to using technology as an important tool to enhance teaching and learning at the middle school. To that end, we established a building-based committee to plan and launch a one-to-one program where every student would have a Chromebook for the entire school day. In October, we officially launched the one-to-one

program. Students pick up their individually assigned devices each morning and return them at the end of the school day to their “Chrome Room” teachers. Because each student has his/her own device, teachers in all subjects are able to utilize this technology and students are able to have a more personalized and exciting learning experience. Many subjects now have virtual textbooks instead of printed ones, and we have embraced the Google Classroom platform as a way to move towards using less paper materials in the classroom.

March marked the return of the OMS Spring Musical to our long list of extracurricular activities for students. For two nights, under the direction of Ms. Betty Bauman and Ms. Julianne Warren, the OMS Spring Musical students performed *Cinderella* to a packed house here at the middle school. Beyond just the cast and crew, art students helped to create the backdrops and props for the show. We are very proud to have a spring musical again at OMS, and we are already working on another great show for 2017.

This offering can be added to the list of recent extracurricular additions for students: National Junior Honor Society, Tennis Club, Movie Club, Robotics, Boys and Girls Interscholastic Basketball, and OMS Spectrum to name a few.

On June 21, more than 300 eighth graders celebrated their successful completion of the middle school academic program at our Class Day Ceremony held at the Stoughton High School Auditorium. Emma McSweeney and Brendan Buckley won the Emile Farrington Award for “best all around” eighth grade girl and boy.

On November 23, during our OMS Spirit Day festivities, the SHS Marching Band and Color Guard performed their half-time show for the entire student body outside on the SHS football field. After that performance, SHS Football Coach Greg Burke and all of the senior football players addressed our students with some spirited words and sound advice. The sixth graders edged out grades seven and eight in our school color competition with nearly every single student wearing black and orange.

The Head Teachers have worked diligently, along with the Curriculum Coordinators, to implement many exciting new initiatives, enhance student learning, provide academic support and improve professional practice. The department summaries that follow provide more specific information in each subject area.

WORLD LANGUAGE

There are three language choices at OMS: French, Chinese, and Spanish. Students that successfully complete two years of language in 7th and 8th grade may then take Level II in the 9th grade. These languages are offered as enrichment classes as well. Enrichment classes allow access to several topics of the Level I curriculum in a less demanding course load. This exposure to the language and culture helps prepare students to successfully meet the demands of a Level I language class in the 9th grade. Grade six students are offered an introductory class to each language for one trimester. The grade 6 Exploring World Language classes allow the students to have a glimpse into the language and culture studied. In the springtime students in grade six select the language that they wish to study in grades seven and eight. In grades seven and eight the students are offered these courses as a two year class. This two year program at the middle school allows successful students to start French II, Chinese II, or Spanish II as ninth graders in high school.

In April, the World Language Department held two major events, The Knight of Excellence and a field trip to New York City. During The Knight of Excellence students' projects were on display in the cafeteria. Along with the projects there were also over 100 ethnic dishes prepared by students and their families. Students, staff, and family members were able to sample the dishes and view the displays of student work. This has become an annual event that is highly anticipated each year.

Eighteen years ago, Mr. Lou DeAndrade began a field trip to New York City. In April of 2016 approximately 50 students participated in the annual field trip. The day's itinerary was packed with fun-filled educational and cultural activities. First, students went to the Hispanic Society of America Museum where they viewed many pieces of Hispanic art work and historical artifacts. Next, they dined at an authentic Cuban restaurant called Havana Central located right in Times Square. Students enjoyed food such as Cubano sandwiches, empanadas (cheese, meat and chicken), meat and rice dishes, fried plantains, and churros. After lunch students were allowed some free shopping time in Times Square so they could pick up some souvenirs to remember their middle school trip. Later they received a guided tour of Central Park where they saw the Central Park Zoo and Strawberry Fields (an area dedicated to John Lennon).

In June, Mr. Lou DeAndrade retired after teaching Spanish at OMS for 31 years. During his long tenure he will be remembered for his service to his students, his role as Head Teacher, implementing the New York City Trip, and his daily duty of regulating morning drop off traffic. He will be missed, but the tradition of traveling to New York will continue. In the fall of 2016 a new program itinerary was launched and it has received an amazingly positive response from students and parents. The trip filled up in less than a week and is scheduled for Memorial Day Weekend of 2017. The World Language Department is very excited to launch the overnight program. The 3 day itinerary will include eating at a Spanish medieval castle, seeing the artwork at the Cloisters, eating at Havana Central, visiting the American Museum of Natural History, participating in a Latin Percussion workshop, learning to dance salsa, visiting the One World Observatory, and seeing the 911 Memorial.

Students in the French classes took a trip to Québec City in May of 2016. This was their 7th year going to Québec. They spent three amazing days in Québec City with 45 students. After an eight and a half hour drive they reached the town of Levis, across the Saint Lawrence River from Québec City. After a short ride on the ferry they arrived in Québec City, having admired a magnificent view of the city from the river.

The majestic Château Frontenac dominated the city's skyline. After a short tour and walk on the cobblestoned streets of Old Québec, in the Lower Town, they ascended to the Upper Town via the Funicular, a unique experience in itself!

During their stay in Quebec, OMS students experienced a variety of cultural and educational activities and excursions including:

- visiting the historic Plains of Abraham where the decisive Battle of Québec, between the French and the British, took place in 1759
- visiting the Basilica of Sainte-Anne-de-Beaupré, a world-famous gothic cathedral, renowned for its enormous proportions and its superb stained glass windows
- participating in an interactive sound and light show depicting the rich history of Québec at the Musée du Fort
- having dinner at an authentic French-Canadian Cabane à Sucre
- dancing the night away to some modern and traditional folk Québécois dances and learning how to playSpoons (a typical musical instrument in Québécois folk music)

- spending some time strolling the streets of Old Québec shopping for the perfect souvenir to bring back home
- watching a few very entertaining street performers and taking many pictures of memorable moments and views of the city

The 2017 Quebec trip has already been planned and French students and teachers are excited and ready for another unforgettable experience.

The World Language Department continues to utilize technology within our classes. Teachers have attended several professional development workshops and seminars to improve their understanding of how to maximize the foreign language classroom using technology. The department has collaborated to create many common technology tools to utilize for daily lessons, reviews, and assessments. In addition, several of the world language teachers are taking advantage of using Google Classroom to strengthen their instructional practice. The access to technology has opened many doors for learning a foreign language and the world language department has responded enthusiastically to incorporate this 21st century tool into our practice.

The World Language Department at OMS had another great year and we look forward to continuing our use of technology, offering a variety of language classes, traveling, and inviting parents and students to see, taste, and experience a bit of World Language at our annual Knight of Excellence.

ENGLISH LANGUAGE ARTS

The English Language Arts Department at the Dr. Robert G. O'Donnell Middle School continues to provide students with opportunities to excel and encourages intellectual growth. There continue to be many areas where we offer broad educational opportunities to challenge our students to work towards their potential as lifelong learners.

Throughout the 2015 -2016 school year, the ELA Department continued to provide a broad and balanced curriculum to foster students' academic advancement. The department spent professional development time aligning our units and lessons to the revised Common Core documents in order to improve student learning. We continued to incorporate technology to better prepare our students for readiness in 21st century colleges and careers.

Many events took place, but there are a few noteworthy highlights. Once again, each student participated in a class spelling bee with a winner and runner-up advancing to the school-wide spelling bee. On April 15, the 56th Annual O'Donnell Middle School Spelling Bee took place. Sixth grader Huan Ly was our school champion. Prizes and certificates were awarded through the continued generosity of the Stoughton Woman's Club. Additionally, OMS continued the tradition of our outstanding Knight of Excellence, which was an overwhelming success. Our students displayed a variety of examples of their work that showcased their learning styles and diversity.

At all English Language Arts levels students have been investigating a variety of news articles, historical documents, and biographies/autobiographies to reinforce critical thinking skills. Along with informational texts, students have been exploring a variety of literature selections (poetry, drama, short stories, novels) to continue to develop their comprehension, analytical, and evaluative skills when examining different types of texts. Students have been able to build on their previous understandings of vocabulary and grammar to demonstrate their knowledge of different texts through writing. They have completed a variety of compositions: research, argumentative, analytical, narrative.

This broad and balanced curriculum encouraged our students and staff to raise the bar and strive towards a higher academic level where all students can learn and achieve success.

The ELA department at the middle school strives to emulate the SPS vision to honor excellence, celebrate diversity, and challenge our students to realize their potential. We model our curriculum to set high standards using innovative, inclusive, and rigorous programs and experiences that enable our students to succeed and be a source of community pride.

MATHEMATICS

The Math Department at the O'Donnell Middle School continues to work on aligning the curriculum to the Common Core State Standards as well as updating assessments to accommodate changes being made to statewide exams. Students took the paper-based PARCC exam in May. Each grade level saw improvement from their respective previous grade level - although the state moved from a 4 point grading to a 5 point grading system (6th grade 52.3% proficiency; 7th grade 39.8% proficiency; 8th grade 41.3% proficiency; and Algebra I 100% proficiency).

The entire Math Department has taken on the challenge of improving their curriculum by updating all textbooks. We have implemented Pearson's *enVisionmath2.0* in grades six, seven, and eight and Common Core Algebra in grade 8 Challenge classes. This new and exciting tool offers the flexibility of print, digital, or blended instruction at all grade levels. *enVisionmath2.0* helps students develop deep conceptual understanding through problem-based instruction, visual learning, small group work, and personalization. Pearson's focus, coherence, and rigor are aligned to the Common Core State Standards in Massachusetts.

All Math students in grades K-8 have upgraded to AIMSWebPlus. This program is designed to universally screen and monitor progress. AIMSWebPlus uses brief, valid, and reliable measures of foundational skills. AIMSWebPlus allows you to capture, manage, and report your assessment data all in one seamless, web-based system. It also allows teachers to identify at-risk students early, to monitor progress, and to differentiate and track targeted instruction.

The 7th grade adopted last year's 6th grade model for teaching and learning. Every 6th and 7th grade student participates in a rotating math environment. Each student is assigned a primary math teacher who is responsible for attendance, entering grades, and communicating with parents. Both 6th and 7th grade math teams consistently identify areas of strength and growth for each student, allowing them exposure to multiple teaching styles and personalities as well as a rotating group of peers. It continues to be a successful venture!

The placement of students moving into 7th grade for Pre-Algebra is determined by fall and spring AIMSWeb scores, their MCAS/PARCC scores, YTD math grades, and professional review by the staff. Seventh graders prepare for the rigors of Algebra by focusing on 8th grade standards, with 7th grade standards being reviewed. 8th grade reviews 7th grade standards throughout the year as units build off prior knowledge. The 8th grade math team continues to work on alignment with the high school to ensure a smooth transition to 9th grade Geometry.

The Math faculty continues to challenge themselves and add to their own professional development. Every grade is working on designing assessments that match PARCC's rigor with a focus on "quality versus quantity."

Several team members have taken professional development classes on technology, Google Classroom, Schoolnet, as well as specific Math courses that focused on the 8 Mathematical Practices and Formative Assessments in the Math Classroom.

The entire Math Department has been working with Marcie Abramson from Teachers 21. She has provided opportunities for all educators to refocus and rethink their teaching styles to incorporate “Differentiated Instruction in the Middle School Classroom” and “How to Design and Assign Math Homework that Helps to Improve and Grow Students’ Math Understanding.”

In December the entire school participated in the Hour of Code. The Hour of Code is an opportunity for students to receive an introduction to computer science and to demystify code. With the help of the technology department, each student was given the opportunity to work on a computer programming activity such as, Angry Birds, Star Wars, Mine Craft, Amazing World of Gumball, Moana, Scratch, and Frozen provided by code.org. The event was met with great success.

Homework assistance, PARCC prep, and Math Olympiads are offered after school by faculty members on certain days. In addition, many students participate in a Math Lab every other day where they can work on the basic math skills, math homework, problem solving skills, and PARCC preparation. Students at the ODMS are always encouraged to challenge themselves, think mathematically, and always do their personal best.

SOCIAL STUDIES

The Social Studies Department’s goal is to engage our students in the community and world around them, and much work was completed in 2016 to meet that goal. The teachers have attended a variety of workshops, seminars, and courses in order to bring social studies to life in the classroom. Chromebooks and additional technologies are also being used on a daily basis to engage students and creatively instruct the material.

In the fall, the O’Donnell Middle School Social Studies Department became an official member of the Massachusetts Council for the Social Studies (MCSS), a non-profit educational organization supporting Social Studies educators. A handful of OMS teachers plan to attend the annual MCSS Conference in spring 2017.

Each student at the O’Donnell Middle School has been assigned their own Chromebook for the 2016-2017 schoolyear. With this, curriculum development has focused on using this

technology to improve instruction and enhance student learning. Each grade level team has collaborated on common assessments. These are now given on-line using SchoolNet, on the Chromebooks. These common assessments provide student-level data that is vital to improving as a department, and for examining literacy skills. Another professional development focus has been on research writing across all grades.

Interdisciplinary work continues to develop between the Social Studies and English Language Arts Departments. Much of our professional development has focused on teaching strategies and lesson plans that can help improve student literacy across curriculums. Each grade level has worked as a team to produce two interdisciplinary units of study.

The interdisciplinary projects combine higher-order thinking skills of historical research with creative and argumentative writing.

David O'Neil, Sharon Dailey, and Jennifer Ellis are the World History teachers in grade six who work hard to bring ancient civilization to life. Both the mid-year and final exam in grade six are now on-line, common assessments. To better prepare students for the seventh grade Social Studies curriculum, the sixth grade added geography into their curriculum in the fall of 2016. Grade six also implements pre and post tests for each unit of study. There is a focus on hands-on, creative projects that bring history to life for sixth graders. Projects include the Mesopotamian flip-books, Sumerian writing and cuneiform, the pharaoh Facebook page and creating a life-size sarcophagus for an imaginary pharaoh. Grade 6 students also had a chance to participate in a Google Expeditions program at the O'Donnell Middle School in the spring of 2016. Google Expeditions enable teachers to bring students on virtual trips to places like museums, underwater and outer space. Expeditions are collections of linked virtual reality content and supporting materials that can be used alongside existing curriculum. These trips are collections of virtual reality panoramas; 360° panoramas and 3D images-annotated with details, points of interest, and questions that make them easy to integrate into curriculum. The OMS sixth graders thoroughly enjoyed exploring the Egyptian pyramids at Giza with Google Expeditions.

Christine Spears, John Gunning, and Rachel Killion continue to broaden their Geography curriculums and develop as professionals. All three teachers participated in a workshop at Bridgewater State University through Southeast Massachusetts Geography Network (SEMAGNET) on October 29 called, "More Than A Map."

Rachel Killion and Chrissy Spears also participated in a summer institute through SEMAGNET called "More Than a Map: Adding Value to Your Classroom Activities." Grade 7 students had a giant traveling map of South America, produced by the National Geographic Society, visit the O'Donnell Middle School. This was provided through a grant from Bridgewater State University and SEMAGNET. The map is so large; 26 x 35 feet, it took up half of the Library Media Center floor. The students, who are allowed to walk on the map, enjoyed learning the political and physical aspects about the continent, its countries and dependencies. This is the fourth year that OMS has been the recipient of the grant; in previous years North America, Africa, and Pacific maps have come to the middle school. The grade seven teachers have also registered for the first training for the Massachusetts Giant Floor Map, which is a 16ft x 20ft floor map developed by the National Geographic Society and housed at Bridgewater State University. Only those with training will be allowed to borrow the map for their school, so it will be a great honor to have the map at OMS in 2017!

Hosted by their Geography teachers, grade seven students participated in the 10th Annual Geography Bee at the Knight of Excellence in April. The 2016 winner was Max Huminik from Team 7A. The seventh grade teachers have also registered to host the 2017 Southeastern Massachusetts Geography Network (SEMAGNET) Fair here at OMS on March 25, 2017. This year's theme is "Protected Lands" in the USA and anywhere else in the world. The basic requirements are that students research a protected land of their choice and, focusing on the 5 Themes of Geography, present and reflect their research at the fair with a visual and oral presentation. The fair is open to all grades, and we look forward to having OMS students in grades 6-8 participate!

Caitlin Valair, Richard Grasso, and Anne Frasca work to keep American History and Government relevant and applicable to their eighth-grade students. Team 8B took a field trip on the Freedom Trail in October of 2016, which provided a wonderful review of the causes of the American Revolution. Thanks to the generous funding of the OMS PTSO, all eighth grade teams attended a trip to the Edward M. Kennedy Institute for the U.S. Senate in February. As part of this trip, students take part in a "mock Senate simulation" activity where they debate and vote on laws. The trip provides a great understanding of our government and civic participation.

Organized by Caitlin Valair and David Guglia, the eighth grade had its first annual Memorial Day Assembly in May. Former Stoughton High school teacher Paul Monti; father of 2009 U.S. Congressional Medal of Honor recipient Sergeant First Class (SFC) Jared Monti, came to speak to OMS 8th graders about the true meaning of Memorial Day. He spoke passionately about his son and the ultimate sacrifice SFC Jared Monti made for his country. He imparted three things that Jared lived by: “Always do your best...Never give up...Do the right thing”. Mr. Monti displayed many personal items for the students to view. The assembly also honored two late Stoughton veterans, Mr. James Noe and Mr. Anthony Novello, who had previously participated in numerous Veterans Day assemblies at OMS. Sadly, they passed away shortly after the 2015 assembly. Mrs. Valair and Team 8B organized a school-wide fundraiser to collect donations for the “Flags for Vets” program, which provides all veterans’ graves at the Bourne National Cemetery with a flag for Memorial Day. The check was presented to Mr. Monti at the ceremony. Stoughton Veteran’s Agent, Mike Pazyra, also spoke briefly. He informed the students about local opportunities to help place flags in Stoughton cemeteries over the Memorial Day weekend.

The Veterans Day Assembly in November was another huge success. Organized by Caitlin Valair and David Guglia, eighth grade students interviewed a number of local veterans whom they then introduced and presented to the rest of the students and staff at OMS. The band played as the veterans entered the assembly. The chorus sang our National Anthem and later performed a medley of patriotic songs, including “My Country Tis of Thee”, “This is My Song” and “America the Beautiful.” A multimedia slide show in the background of the assembly displayed authentic photos and artifacts from each veteran’s time in the service. Mrs. Valair and team 8B organized a school-wide fundraiser to collect donations to honor Mr. Joe DeVito with a commemorative “Road to Victory” brick at the National World War II museum in New Orleans. Mr. DeVito was extremely honored and sent a beautiful thank you to the students and staff of OMS for the generous and thoughtful dedication. Team 8B also made wonderful thank you cards for all of the Veterans Day participants and distributed them to each veteran as they each left the assembly.

On Monday; November 7, all of the students at OMS participated in a Mock Presidential Election. Students from each Social Studies class in grades 6-8 voted in the OMS Library Media Center. Students in Mrs. Wasik and Mrs. Valair's classes worked the polls. Jobs

included greeting voters at the door, the checking in of students according to the precincts (grade), passing out the ballots, directing students to voting booths, placing ballots in the correct ballot boxes, directing students to the checkout tables, checking out voters, passing out patriotic pencils, and counting ballots. The results of the election were tabulated and read to the student body at the end of the school day. Results: Hillary Clinton with 462 votes, Donald Trump with 189 votes, and other (write-ins) with 114. All OMS students enjoyed the mock election and got to actively participate in their democracy as involved and informed citizens!

All 100 Team 8B students participated in the 2015 Daughter's of the American Revolution (DAR) Essay Contest. Students wrote creative essays on "A Colonial Family's Reaction to The Stamp Act". The contest serves the towns of Avon, Abington, Braintree, Bridgewater, Brockton, East Bridgewater, Holbrook, Quincy, Randolph, Raynham, Sharon, Stoughton and West Bridgewater. The Deborah Sampson Chapter essay winner for Grade 8 was Team 8B's Laila Altanbour. Mrs. Valair and the Altanbour family attended the DAR Awards Ceremony on March 14 at the Stoughton Public library. All Team 8A and 8B students also participated in the 2015 Veterans of Foreign Wars Patriot's Pen Essay Contest. Students wrote essays on, "Why I appreciate America's veterans." The Stoughton VFW's first place winner was 8B's Sarah Doherty, and second place winner was 8B's Kristina Fetherston. Mrs. Valair and the winners attended the annual awards ceremony at the VFW in Stoughton in May.

SCIENCE

The Science, Technology/Engineering Department at the O'Donnell Middle School has been working diligently at exposing students to inquiry based lessons in all the science domains. Students experienced microscopes, explored the principles of density, and investigated the relationship of weight to flight of aircrafts. This year has also seen exciting changes in the science classroom from trimester scheduling to a new spiraling curriculum in the sixth grade. Sixth grade students at OMS have been busy digging through the first trimester by learning about Earth and its place in Space. Students were busy investigating the scientific method by designing independent experiments that would best showcase strategies used by researchers in the scientific process. Students created investigations from dropping water on pennies to creating questions around their heartbeats. Sixth graders also dug into the Earth's layers by

re-creating with Play-Doh the layers of the Earth. With these three-dimensional layers, students were able to investigate the Law of Superposition and the many ways that faults within the earth collide. Students then took their understanding of the layers further and re-created Pangea in class using evidence gathered from many fossil records. Sixth graders wrapped up their investigations in Earth Science by creating a graphical display of the Earth's "neighborhood" in space. They learned where Earth is in the our Solar System, Milky Way Galaxy and even further: the known universe.

Seventh grade students at OMS currently focus on life science. Science scholars learn how to classify organisms, identify the function of cells, recognize genetic instructions and how it relates to heredity, describe the human body systems and how the systems interact with each other and the functions that living organisms have in our ecosystem. Seventh graders explore the life sciences by engaging in a variety of laboratories. This year, Mrs. Birkemose's classes once again grew fruit flies from bananas in the courtyard to learn about Redi's theory of spontaneous generation and the origins of life. Students further explored how the human body works by investigating the nervous system and reaction times. Students designed an independent experiment to determine the effects certain factors have on individual reaction times. They hope to round out their learning with an experiential trip to BodyWorld in order to see first-hand how the various systems in the human body work together as one organism. Other hands-on experiences include the "Yeast Feast Lab" where students investigate the by-products of yeast as they ferment sugar and produce carbon dioxide. Additionally, seventh graders learn the parts of a microscope and how to properly use them by studying the microscopic world of pond water and its protozoan inhabitants. Rounding out the seventh grade year, students will dive into the exciting STEM domain of bioengineering. Students will design and build a prototype of a prosthetic arm and will be able to test the functionality of their design.

Eighth grade students at OMS concentrate on the physical sciences of chemistry and physics. Students study the basic properties of matter; elements, compounds, and mixtures, and end the academic year being able to explain motion, forces and forms of energy. Students engage in a variety of inquiry laboratories throughout the year including building a three-dimensional atomic model, designing paper stages able to hold hundreds of pounds and engineering rockets that are propelled by water over fifty feet in the air. Recently, students

were asked if it was possible to separate a mixture of pencil shavings, pebbles, iron filings, salt and sand. Once they determined it was possible, they were then challenged to design and implement a procedure to complete the task. Students also discovered the difference between physical and chemical properties by exploring the many properties of dry ice. This was a really “cool” way to learn about matter.

All three grades at OMS continue to develop their scientific communication skills by continuing to work on the Writing Lab Tool Kits. This school year the Writing Tool Kits are being integrated with technology by way of the one to one Chromebooks in the classroom. Several times throughout the school year, students are able to design their own experiments. They propose questions, do research, formulate hypotheses, perform the experiments, collect and analyze data, and make their conclusions. The students then communicate this information with a formal lab report. Recently, science teachers underwent professional development to design these lab reports for technology platforms. Students are writing, taking notes, and analyzing labs using Google Docs, Sheets and Google Classroom. Students and teachers can edit and comment on each other’s work in real time and provide instant feedback on hypotheses, data collections and analytical conclusions. By using these sites in the classroom, teachers and students are modeling how scientific data is shared locally and globally in a real world setting.

Science teachers continue to gain professional development on the Discovery Education Science “*Techbook*”. The course instructor continues to train the teachers how to use the model lessons in the “*Techbook*,” as well as the 5E Model of Instruction with Media: Engage, Explore, Explain, Elaborate, and Evaluate. A new addition to the training this school year is the integration of LEGOs as manipulatives in the classroom. Recently, an instructor from the MIT Edgerton Center in Jamaica Plain came to OMS and provided training on how to integrate these LEGO sets into each classroom and grade. The LEGOs can be used to investigate chemical reactions, photosynthesis, air pollution, climate change and more.

Grade-level science teachers are coming together to design a new curriculum that integrates the soon-to-be-published, new state standards. This has been ongoing work to which the sixth grade has begun the implementation of their hard work. The curriculum will center around an integrated approach to scientific teaching blending all the scientific disciplines into a seamless curricula each year. All disciplines will be taught in each grade level, building on

the prior years' content. For example, in grade six a student may learn about an atom. In grade seven, that same student would learn how that atom fits on the Periodic Table and by grade eight, that same student will be able to bond that atom to other atoms.

Through after school enrichment, students have the opportunity to participate in clubs related to science and technology/engineering. Robotics Club, Science Club and Destination Imagination all meet throughout the school year on different days of the week. Science Club has seen a resurgence of attendance this year. Students are excited to have Mrs. Lee as their mentor for the club and are happily investigating the physics of carnival games, the science behind Halloween and creating strong inquiry experiments to showcase in this year's science night.

Exciting things are happening in the Technology and Engineering Department as well. Students are able to take an engineering course in every grade with each year focusing on a different engineering design. In grade six, students will design and engineer race cars and bridges. Grade seven sees students designing energy efficient houses complete with solar panels and alternative energy sources, while grade eight has the opportunity to implement coding skills by creating their own websites.

The teachers in the Science/Technology and Engineering Department continue to design rigorous curricula and deliver this exciting curricula to all the students at O'Donnell Middle School through hands-on, inquiry based learning. The teachers continue to attend professional development opportunities and engage in bi-weekly team collaboration times.

Dawe Elementary School

David Barner, Administrative Principal

The Joseph R. Dawe, Jr. Elementary School has a diverse kindergarten through fifth grade student population of approximately 375 students. Together, the Dawe School Dragons form a strong community invested in teaching, learning, communication, and social emotional development. At the Dawe School, we are a community of Dragons who share a common vision and high expectations.

The Dawe School staff believes in the importance of frequent communication with the parents and guardians of our students. We encourage parents to play an active role in their

children's education by staying informed. Letters to parents, notices or reminders of upcoming events, calendars, phone calls and weekly emails from the principal are utilized to make parents aware of special activities or events and to promote regular communication throughout the school year. Parents are encouraged to communicate with their children's teachers and to meet with them, as needed, during the school year.

The Dawe School is most fortunate to have an extremely active Parent-Teacher Organization that works very hard to support our students, staff, and school. In September of 2016, the P.T.O. collaborated with the staff to start the new year with the exciting Boosterthon Fun Run. The Fun Run incentives jumpstarted the school year with school wide rewards such as duct taping the physical education teacher to the flag pole, having the computer teacher greet students from the school roof while wearing a movie-quality Batman costume, and seeing the principal dressed as a chicken while riding on a tricycle in the cafeteria during lunches. Not only was the Fun Run like nothing the students have experienced, but it also raised over \$15,000 to enhance our school environment in many ways by providing additional resources for teachers, cultural presentations, field trips, after-school programs, enrichment programs, and family activities throughout the school year.

Students were observed by principals and teachers from other school districts during a meeting of the Massachusetts Elementary School Principals' Association held at the Dawe School. Second and third grade students demonstrated some of the cutting edge technology that they experience every day while working with computers. Led by our computer teacher, students coded their Dash (robot) to navigate through an obstacle course in the gym. Students coded Blue Bots according to the solutions of math computation problems. Integrating technology into the curriculum occurs on a regular basis. Students in grades K-3 are equipped with iPads while students in grades 4 and 5 have their own Chromebook. Soon, students will begin coding drones. Technology at the Dawe School is a model for other schools.

Voting for the Student Council officers included voting for the President of the United States and took place using Google accounts this year. The Students who ran for President, Vice President, and Secretary practiced their speaking skills while giving speeches to the student body using a microphone from the stage. At the end of Election Day, the Council was formed with the aforementioned officers and a Senator and Representative from each grade.

The Student Council led many school wide activities such as spirit days, collections for local charities and the food pantries. They continued to plant and grow vegetables in the raised planting beds in the back of the school. They planted, maintained, and harvested tomatoes, cucumbers, herbs, and other vegetables. The food that the students grew was then served in salads to other students at lunch.

The Dawe teachers collaborate regularly to strengthen teaching and learning for all students. The teachers share a common understanding of high-quality evidence-based instruction and have formal systems for monitoring student progress. Classroom and support teachers determine which students are in need of receiving tiered support and provide them with the appropriate instruction based on the grade-level Response to Intervention plan. Teachers participated in Data Team meetings throughout the year (every six to eight weeks) to focus on student learning and working collaboratively. Based on identified needs, teachers read about and implemented current research and strategies to increase the effectiveness of instruction in areas identified through the analysis of student growth and performance data. The Dawe School teachers shared their expertise and talents to support each other to meet the needs of and provide rigorous learning experiences for all students.

The Dawe School community is committed to excellence in intellectual, physical, social, and emotional development. We respect individual differences and strive to reach our full potential. Working together, teachers, parents, students, family members, and community members dedicate themselves to our students every day.

Joseph H. Gibbons Elementary School

Lynne Jardin, Administrative Principal

The Gibbons School is a safe and respectful community that collaborates to challenge and inspire all students to embrace a lifetime of learning.

As such, each year as part of our School Council Plan we focus on a social emotional goal along with our student and professional goals. This year we have focused on building character with the students as part of that goal. Our students and staff were expected to conduct themselves with character each day. The character traits that we focused on were: *responsibility, respect, citizenship, self-control, integrity/honesty, compassion,*

tolerance/patience, confidence, perseverance, cooperation. Each month a new trait was introduced and reinforced in the classrooms through morning meeting, classroom procedures, class expectations and any other time that seems appropriate in the classroom. Outside the classroom, everyone was encouraged to use the language and to recognize students who were conducting themselves with character such as, “Be sure to conduct yourself with character.”, “Did you conduct yourself with character?” and “I saw that you were being responsible.” These words gave us a powerful, common language to use when talking about character with the students. Each month we recognized students who exemplify the trait for that month. Students had their picture taken and the pictures were displayed in the display case in the lobby. ‘Conducting Ourselves with Character’ helped to create a positive learning environment for our school community.

We continued to offer staff directed academic and enrichment extended day programs to our students throughout the year. At the district level, the Gibbons School had significant representation at the Knights of Summer program. Our own programs were offered before and after school. This year’s enrichment programs included Creative Games – two separate programs in grades 2 - 5, Art, and Pre-Engineering – three different programs one for each of grades 3, 4, 5. They were offered to grades 1 – 5 with each session being filled. Dream Team, our afterschool homework/physical education program remains very popular with our third through fifth grade students. Academic Support programs are offered to grades one through five who were identified by staff as needing additional support to enhance their academic progress.

Included in academic enrichment were the “buddy” activities between the kindergarten and fifth grade students. Each month they worked together on a STEM activity: building the tallest tower, building a 3D model, etc. The experience provided opportunities for problem solving, managing themselves within a group, communicating effectively and just having fun while learning. It also served as a model opportunity to showcase character traits among the students.

Through our PTA’s fundraising efforts we were able to offer several additional programs to our students. The Museum of Science Traveling Program joined us in January for STEM hands on activities; Bridges and Wind Energy. In the bridges workshop, students in grades K – 2, designed bridges of different styles to balance across a gap and support a load. In the

wind energy workshop, students in grades 3 -5, designed the best possible wind turbine blade for generating electrical power. Both programs showcased the students ability to problem solve and work as a cooperative group. In February, Artist Robert Surette presented a show titled, Be Somebody, which reinforced character building. Rob is a wildly creative performance artist whose 60 minute show as designed to change the way you look at the world. Then in March, we were treated to a performance by The Rhythm Room. The Rhythm Room interweaves the energy and power of percussion with vocals to create an explosive and captivating performance. In addition to the performance, each grade level participated in a percussion clinic, creating their own rhythms with the guidance of the Rhythm Room performers. We thank out PTA and Gibbons families for their amazing level of support.

The Gibbons Community continues to be active participants in the Stoughton Community. We participated in Coats for Kids through our annual coat collection. We helped to support our Stoughton Food pantries through a month long collection in January. For Thanksgiving, parent Shari McBurney and our fifth graders, collected food and donations to create food bags, which were donated to families through the St. Anthony's Free Market. During the holiday season, fifth grade student volunteers, under the direction of Mr. Cancellieri and Ms. Carroll, gave their time to go caroling at the Copley, here in Stoughton. Their performance was enjoyed by all. These community programs further supported our goal of conducting yourself with character through your actions.

Technology has become part of everyday life here at Gibbons. Student in grades 1 and 2 have iPads as part of the district one to one initiative while students in grades 3 through 5 have Chromebooks. Kindergarten will soon follow with their own iPads. These tools were used for research, and to reinforce and practice skills. In addition, students have been using Bee Bots, Blue Bots, Probots and the Terrapin Logo Website during their weekly computer time to learn about computer programming and to enhance their critical thinking skills.

Analyzing student data continues to take place within grade level common planning, Professional Learning Community (PLC) days and Data Days. The focus this year was on computer based assessments for students and staff as well as a more indepth analysis of student data through standard based assessments of all questions given to students. PLC meetings evolved to include but were not limited to; reflection, analysis, planning of curriculum, student growth and development and the schools' commitment to high standards

on a personal and academic basis. The data days were facilitated by the district data specialist, Lynda Feeney and the Curriculum Coordinators, Eileen Sprague – Humanities and Jamie Hulbig – STEM. The data days gave staff the opportunity to work collaboratively to review data from PARCC, MCAS and AIMSweb in order to prepare differentiated instruction to meet the individual needs of their students.

We thank the Town of Stoughton for its continued support by providing the means that allow us to provide an excellent academic experience for our students.

Helen H. Hansen Elementary School

Faye L. Polillio, Administrative Principal

“The sun is always shining inside the Hansen School, so let’s have a great learning day!” That is my message each and every morning to the Hansen School Community. And as a result 2016 was an amazing year of learning and growth at the Helen H. Hansen Elementary School. Each year we celebrate a school wide theme. This year we have embraced “The Year of Performing Arts” for a second year. Last year our activities ranged from having past and present Hansen Hawks performing in a talent show to spellbound students watching a variety of assemblies. One of the more memorable performances was by The Rhythm Room. The Rhythm Room interweaves the energy and power of percussions with vocals to create an explosive and captivating performance. In addition to the performance, each grade level participated in a percussion clinic, creating their own rhythms with the guidance of the Rhythm Room Performers. Now to another Hansen School specific activity.... Communities. Our school population is divided into eighteen cross-grade (Kindergarten-5th) level communities. This allows for 2-3 students from each grade level to be in one community. From year to year the students remain in their communities until they move on from the Hansen School. Last year each community is under the supervision of two staff members and is distinguished by a specific color. Through the brainstorming and planning by a group of Hansen Staff, each month a theme based activity is planned. Each activity was tied to the “Year of Performing Arts.” One of our very memorable events involved the Hansen School traveling by bus to Stoughton High School to listen to the Jazz Band and Show Choir (many performers being former Hansen School Hawks). Throughout all of our community activities, we celebrated, we played, we learned, we embraced, and we loved our

communities. Our culminating activity in June was a trip to Camp Westwood in our communities to participate in team building events.

In 2016, The Hansen School was also a vibrant learning environment. We offered an after school academic support program taught by staff. This allowed students in 2nd, 3rd, 4th, and 5th grades to work in small groups of up to 6 students to extend their writing, math and reading skills. We also offered students in first through fifth grade an opportunity to participate in math enrichment and pre-engineering programs. All of these amazing choices were filled with overflowing enthusiasm and excitement. Hansen School students (Kindergarten through 5th) also had the unique experience of an added “Retired Teacher” academic support program. The Hansen School Community welcomed back 6 retired teachers to work with small groups of students during the school day on needed skills. They either worked on areas of remediation, stretched student thinking and understanding of specific skills, or helped solidify previously taught skills. This academic support configuration allowed for close collaboration among the professionals and fostered discussion of areas of need and mastery of strengths. This is a testament to the family that has been created at the Hansen School that we had 6 retired teachers who continued to offer their time and talents to assist our students. Also, we have teamed up with the District Wide Data Specialist, Lynda Feeney and our Curriculum Administrator Supervisors (K-5), Eileen Sprague and Jamie Hulbig to analyze, discuss, and implement the findings of student data during our Professional Learning Communities (PLC’s). Again, what a prodigious feat allowing our grade level teams to have the opportunity to collaborate every six weeks along with the grade level RTI, special education, and reading specialists. This leads to equipping the staff with the appropriate knowledge and tools to assist students on fine-tuning their ability to answer open response questions, to determine the most important information in a text, and to develop pieces of clear, vibrant, and descriptive writing in all subject areas.

Parent-school communication was strengthened and supported for the third year through our parent liaison. The Hansen School encouraged parents to participate in a wide range of school activities by volunteering for PTO, School Council, attending programs sponsored by the Stoughton Parent Engagement Center, or sharing their knowledge and talents in their child’s classroom. We have had parents volunteer for 4th grade craft day, explain to 1st graders about bees and their community, are Mystery Readers, and assist in creating 3-D

maps of Massachusetts with the 3rd graders. I also hosted Principal Chats for each grade level at 8:00 AM in order to try to accommodate the schedules of all parents.

The Hansen School continues the “Walk to Read” and “Move to Math” model of small group reading and math instruction. For a second year we have continued a “Move to Write” model in all grade levels which focuses on grade level specific writing expectations. The classroom teachers, a special educator, along with a reading specialist, work with children to stretch their thinking, support individual areas of need, and reinforce already taught skills. Children’s needs are looked at weekly in order to appropriately place them in small skill-based groups. They are asked to read, compute, write, and share the strategies they used when determining their answers. These models are well liked by students and staff and assist us in meeting the individual needs of every student.

Both our LLT and Aim teams have been busy. In LLT, we have been continuing with our Book of the Month program. Each month, a new book is chosen for each grade level. Students have the month to read the book and answer a half sheet of questions. Books are made available to students in their classrooms, in the library, and are also available to purchase each month for \$1. All students who complete the questions are put into a raffle at the end of the month for free books! The students get very excited to hear the winners announced and to see which books are being chosen each month!! We are also just beginning our annual publishing project. Students in grades K-3 design, write, and create a class book; each grade or class chooses their own theme or topic. Students in grades 4 and 5 design, write, and create individual books on a variety of themes and topics. The manuscripts are bound into hard cover books which are returned to the school and available for students and their families to purchase. Lastly, as a staff, the members of LLT are doing a book study of "Reading Strategies" by Jennifer Serravallo. Teachers are trying new strategies in the books with their class, reporting back to at monthly LLT meetings, and sharing the new strategies and ideas with their colleagues as well. This year our math initiative focuses on technology due to the direct impact it has daily on our students, as well as for testing purposes. We are using many different websites and apps to practice skills and strategies each month at each grade level. Students are rating the sites on user-friendliness and access to both iPads and Chromebooks. This also provides students and families with other ways to reinforce what they are learning at home. We are also coming up with some

technology test taking strategies beginning as early as grade 1 now that most students will take assessments on a device. As always, the AIM Team constantly reviews district and school-wide data to see how we can help fill in any areas our students need reinforcement in. As a district we have been fortunate to incorporate technology into every aspect of our curriculum. At the elementary level, every student in grades 1 and 2 have iPadpads and students in grades 3, 4 and 5 utilize Chromebooks as their technological device. Kindergarten is soon to follow with one-to-one iPads. These tools are used from researching projects to accessing assessment data. It is a new world with technology and the Hansen School has thoroughly embraced this fantastic experience.

At the Hansen School, a student's effort is valued as much as their achievement. We celebrate students' individual accomplishments each day. Using various incentive programs such as Hawk Dollars, Fact Masters, and school store, students are encouraged to challenge themselves to work toward their greatest potential.

We are proud to announce that the Hansen School remained a Level 1 School status as determined by accountability data. This was accomplished through the hard work and dedication of our students and staff. The Hansen School family, which includes students, teachers, staff, and parents, embraces the challenge of helping students learn to love learning.

South Elementary School

Maureen Mulvey, Administrative Principal

We just finished the 2016 calendar year having spent time with families and friends. One part of the holidays is trying out new recipes and recreating favorite ones to bring to gatherings. A successful recipe that works well for the students at the South Elementary School is a one that blends high quality educators, academic rigor, extensive technology, invested students, supportive parents/guardians and well-funded resources thanks to the support of the people residing in Stoughton. Because the South Elementary School has maintained a Level 1 status for its 4th consecutive year, we don't find the need to find a totally new recipe; rather we adjust a pinch here and there each year.

Programs outside of the regular school day continue to develop and flourish. We offer six academic support programs for students in grades 2 through 5. All are well attended. Students work in small groups before or after school with a teacher to solidify grade level

skills and to preview upcoming material. Enrichment Programs are offered, too. Wellness/Fitness, Literacy Games, Art, a national program called Girls on the Run, Math Games, BOKS (Building Our Kids Success) and Book Clubs are some of the choices. Each session begins with a wait list for students wanting to join the next time! This extra time on learning and cultural exposure builds students' empowerment to take control of their own education and builds a positive school community.

Speaking of community, South School students are treated to a number of talents from former South School Sharks. Several OMS students run a homework club for our students and others work with teachers in the academic support programs. This year we were chosen by a South Alum; Thomas Smith, to offer a course about finance, marketing and economics to our 4th and 5th graders after school. He was the recipient of the 2016 Disney Summer of Service Grant. We welcome him and his SHS DECA peers who will use a simulation project of setting up a lemonade stand as an introduction to business. What better compliment to a school community is there than when former students wish to give back!

As this is my seventh year serving as Principal, we have begun sharing leadership responsibilities. Just as we encourage our students to flourish, so too should our educators. Teachers work throughout the summer developing curriculum and learning how to implement new programs that incorporate technology for our 21st century learners. We have active teams of educators who serve on our math, literacy and English Language Learners teams. Each team is led by a liaison or co-liaisons who head up the initiatives for their content area. Our staff meetings serve a dual purpose to continue our professional development and to empower teachers to share their interests and expertise. Mrs. Erica Dewsbury has lead us in understanding Carol Dweck's "fixed mindset vs a growth mindset". When working with children, we need to know that intelligence is not necessarily fixed. Mrs. Anne Shute has served on the district wide Trauma Crisis Team and has taught us how to use specific language with students identified as having childhood exposure to stress and uneasiness. These follow up sessions complement our Stoughton Public Schools professional development mission to become a trauma sensitive school district.

As a staff we continue to stay ahead of the state's curricula changes. Specifically, we delved into the comprehension of the new mathematics and science practice standards. Together, as a staff we work to unpack the standards and develop meaningful lessons that advance our

students toward mastery. An example of how bringing teachers together to focus on their students' learning, creating a sense of community and promoting a supportive, positive climate is how the first graders in Mrs. Russell's class 'buddy' with Mrs. Slagen's fifth graders. They co-planned an engineering lesson after reading several variations of the Three Little Pigs and constructed "wind proof" homes together.

Students also contribute to the community outside of school. In celebration of the 300th Anniversary of the First House Built in Stoughton, third graders under the tutelage of Mrs. Cat Wallace and Mrs. Melissa Johnson, created computer generated timelines of Stoughton's history and its first settler, Isaac Stearns. They presented their projects at the Stoughton Historical Society on Sunday, April 1, 2016. The South School Student Council has planned and organized several community service projects including collecting games, puzzles and gifts to Toys for Tots and fundraising to make a donation to Children's Hospital in Boston. Students and parents of the South School Community are so generous in their donation of time as well. Our active PTO supports in school programming such as Top Secret Science, Historical Perspectives: Benjamin Franklin, buses for outside field trips, and teacher grants to fund classroom needs. Students also benefit from a local college community. During the fall of 2016, students from Stonehill College in Easton conducted the NUM3ERS Project with our third, fourth and fifth graders. The project based, challenge based instructional session had students working together solving real world challenges.

Returning to the recipe metaphor, we can view education as having **change** as the one constant. New requirements, new standards, new programs, new students, new assessments, new teacher evaluation system and new staff are constant. Just as certain is the fact that favorite traditional recipes remain constant. We, as a South School Community, adapt when we need to, but hold on to the tried and true. The recipe seems to work.

Thanks to the town's residents who support and fund education and allow us to keep our students achieving and growing into good citizens.

West Elementary School

Lisa M. Whelan, Ph.D., Administrative Principal

It is the mission of the staff and our diverse school community at West Elementary School to provide a safe and nurturing environment of mutual respect; inspiring all children

to achieve their academic potential as life-long learners while assuring appropriate social and emotional development. Students are valued for their individuality and likewise are taught to face the future and contribute to society with compassion, courage, knowledge and vision. It is with great joy that I begin this school year as the Principal of the West Elementary School. It is indeed my honor to lead the outstanding team here at West that works so hard to serve the families and students of Stoughton.

We are working collaboratively to model a program named Community, Acceptance, Responsibility, Empathy, and Self-Control (CARES). Our school year began by kicking off the CARES program with creating a “Kindness Rock” that demonstrates a positive theme in our school which brings us pride. Students and teachers each made a rock and they are displayed in our front foyer to remind us that “Kindness Rocks” in our community. All classrooms begin their day with a brief morning meeting to discuss these themes and how students will model them throughout their school day. Our first All School Community Meeting demonstrated that our school models these themes in everything we do each day. Students receive a CARES award for living these elements within our school. During the month of November our school community exhibited great service by collecting nonperishable food items for the Stoughton Food Pantry. Our school was able to assist in feeding several hundred Stoughton families by participating in this great lesson in community involvement. The Student Council, which is served by students in Grades 4 and 5, run our All School Meetings and model the importance of leadership and civic engagement within our school. We welcome families and community members to our All School Meetings which are held every 6-8 weeks.

West Elementary is fortunate to have a diverse learning community where approximately 20% of our students are bilingual or speak a language other than English. You may hear Portuguese, Spanish, Russian, and or Haitian Creole in our hallways. Our school houses an English Language Learner Program and this program has succeeded in maintaining and achieving performance level targets on the Massachusetts State Wide Assessment Test for 2016. We continue to strive for strong student performance and improvement as we are designated a Level 2 school based upon the 2016 Massachusetts Accountability Report. Students, teachers, staff and parents should feel proud of their work in support of these accomplishments and we all recognize that with shared effort, the sky is indeed the limit.

Student achievement is a paramount goal not only outlined in our school improvement plan but exhibited daily in classrooms. In order to progress and climb in proficiency levels we offer school wide initiatives which aid in achieving this goal. During school wide data days, which are facilitated by Lynda Feeney; district wide student data analyst and Lisa Whelan; Administrative Principal, teachers come together after student benchmark assessments are administered, and analyze student data to better individualize their instruction and determine strengths as well as areas in need of improvement. Action plans have been written to adjust instruction and/or to enhance the curriculum and program delivery. Through the use of walk to read and walk to math programs, we can target reading and math services for students based on their academic levels in order to maximize instructional delivery. These programs provide students with differentiated learning as well as enabling them to adjust their instructional grouping based on their individual progress.

During staff meeting times we continue to be reflective practitioners by engaging in working groups focused on our school vision and professional learning. We likewise engage in collaborative planning time weekly with colleagues to deepen our instructional practices and share our strengths so that all children are provided with the best instruction throughout their learning day. There are many examples we have here at the West that demonstrate collaborative learning is working.

Technology is also alive and well at the West Elementary School. One-hundred percent of our students have access to iPad and/or Chromebooks throughout their school day. Students use these tools for reading, writing assignments, math assignments, homework, and parent communication. It is the goal of the Stoughton Public Schools to have all students in a paper free environment where access to learning occurs in the form of technology. This is the vision for the 21st Century Learner and we intend to provide that to our students.

We are proud to host an Academic Extended Day Program. This program, under the leadership of Lynda Feeney, is offered to specific students in need of more academic learning time. Student achievement data is used to determine student eligibility for these programs. We have also extended this program to enrichment opportunities for students and we are fortunate to offer a late bus for students participating in these school wide programs. Pre-Engineering programs are offered by highly qualified teachers during the morning and afternoon, two days a week. We have also offered a LEGOs and literacy program to 1st and

2nd grade students. This program allows students to be creative and use their higher order thinking skills to develop structures with LEGOs, and to also create books by writing about various themes. All enrichment/academic programs are taught by highly qualified teachers within our school. We are fortunate to have these opportunities for students and our goal is to increase before and after school programs for students.

The West Student Council, which as noted earlier is comprised of 4th and 5th grade students, has taken on several community service projects. One of the projects was collecting winter coats for families in the Stoughton Community, we are proud to say that we collected over 100 coats to help keep needy families in our community warm during the winter months. The Council also helps to support West families and the community through the holiday season with several other charitable programs. We strongly believe in instilling a sense of community responsibility in our students and are proud to support our outstanding student council in these very noble efforts.

From our conversations with students, teachers, and families within our building, we are proud to develop and embrace a safe, respectful, and responsible learning environment. We model these themes within our school each and every day. As one enters and walks the hallways at the West they will observe a theme of, “everyone is teaching and everyone is learning.” We continue to enhance our mission and vision of excellence by embracing our diversity while striving to move forward in academics and social achievement and development for every child. This is a community wide effort and we are grateful to the Stoughton community for your continued help and support. It takes the village of teachers, children, leadership, and families to maintain this vision and we appreciate the efforts of all members of our school community as we continue to work together on behalf of the West children.

Jones Early Childhood Center 2016-2017

The Jones Early Childhood Center (ECC) is a vibrant center of activity that supports the academic, social and emotional development of the students it serves. It is the job of the Jones ECC to provide the students with meaningful and enriching activities where students can explore their world while learning appropriate social, emotional and academic skills.

Children are curious by nature and enjoy learning in this community environment; their neighborhood school.

Research indicates markers of greater success of students later in life include parent and community involvement, and social-emotional learning and development. As a community based program, the Jones continues to look at how to be a resource for the community. We have increased our parent communication and out-reach, and our professional development for the staff has focused on the social emotional learning curriculum.

As a program developed to educate students eligible for special education, the Jones changed the programmatic structure to allow for two afternoons to conduct special education evaluations and team meetings. Using this format, the educators do not miss classroom instruction time to meet regulatory obligations. As a community- based program, the Jones ECC continues to examine how to be accessible for all of the 140 students it services and how it can service more students. The Jones ECC continues to offer 30 free slots of pre-school to eligible students using Title-One funding. The Jones ECC is also in discussion on how to better address the needs of students where English is not the native language. The Jones ECC continues to offer a variety of sessions with corresponding fees to make this learning opportunity accessible to all community members.

Collaboration between the Jones Assistant Principal, the Jones Parent Liaison and the Stoughton Youth Commission, have been essential to increasing the home-school community. The Jones ECC has hosted two student-parent-school activity nights where over 40 families have attended and through evaluations, requested additional activities.

The pre-school staff, teachers, therapists and paraprofessionals have been examining their current practices to incorporate social emotional language and learning into the everyday life of the classroom. The Jones is using an integrative approach connecting the Zones of Regulation and Social Thinking to assist students with learning and practicing their ability to form relationships in a safe and nurturing environment.

Open House for the Jones ECC occurs every year late January/Early February. All are encouraged to attend to explore this learning opportunity for their child. We welcome families and community members to attend our Open House to register their little ones, joining the public school family from the start. Come grow and develop with us! Let the Jones ECC be “The First Steps to Discovery” for your child.

Stoughton Athletic Department

Ryan Donahue, M.Ed., CAA

My name is Ryan Donahue, and I am currently in my eighth year serving as the Athletic Director of Stoughton High School and have begun my first year as K-12 Physical Education and Health Director. It is an honor working for the Town of Stoughton and its community. Through my eleven years in the district, never have I been more excited for the future of this town and this school district.

So much of Stoughton's history is being remembered in 2016. After following one of the best years (2015), from an athletic department standpoint, our entire staff recognized the challenges ahead and repeated a similar level of success. Watching students you have grown to appreciate and admire, and have shared countless memories with, move on to the next chapter of their lives is difficult in many ways. Losing leadership, familiarity and trust in individuals and teammates makes the constant effort of teaching and believing in valued character traits in those around you that much more important. Without building relationships and establishing goals that all are passionate about, experiences can never be as great as possible. The coaching staff, student-athletes and administration that make up the Stoughton black knight athletic department work very hard to maintain a high standard of work ethic that acts as a source of pride for the community. I feel confident that in 2016 this high standard was met and has matched the success experienced in other great school years in the history of Stoughton High School.

The anticipation of the possibility of a brand new Stoughton high school can be emotionally overwhelming at times. I, along with so many other people, have had the opportunity to share countless experiences in the current building. Arriving at 232 Pearl Street every day, for close to a decade, has been something I have been lucky enough to do. As is the case in any setting there are ups and downs, but getting to know the Stoughton community within this building has been a pleasure. I have enjoyed the thought of welcoming familiar faces to athletic events at a state of the art facility, as it is something this community truly deserves. Envisioning our students walking into a school filled with opportunity, qualified teachers and coaches to prepare them for life after high school brings an unstoppable smile to my face. Since the vote was approved in the town to support the new Stoughton High School building project many have been anxiously awaiting the new, but appreciating and acknowledging the

past. The current high school served as a great venue for tens of thousands of teenagers and faculty members. It has become more evident at each sporting event I attend that town members (many previous Stoughton student-athletes) loved this building and its athletic complex for what it was, and it will always hold a sentimental place in so many of our hearts. After seven years as the black knights' freshman softball coach, combined with varsity experience in Pennsylvania, Stoughton High engineering teacher Timothy Norton was appointed as the new Varsity Softball Coach. In his first year, Coach Norton was named "Coach of the Year" by Hockomocksports.com and led the team in qualifying for the MIAA State tournament. Though losing a close game to Braintree, the future looks bright for this young program. Mathematics teacher and longtime varsity coach of the Stoughton varsity baseball team; Michael Armour, was named "Coach of the Year" by Hockomocksports.com. Coach Armour and the baseball team won the Hockomock League Davenport Division, and advanced to the south sectional semi-finals in the MIAA Baseball tournament, narrowly losing to Dennis Yarmouth; the eventual state champion. With many students returning, the 2017 season could be one of the all-time greats for Stoughton baseball. Both programs, along with many local community members, joined in honoring Timothy E. Bulger. In May the town dedicated a softball field in Tim's name to honor the legacy he left behind. Truly one of the best individuals I have ever had the pleasure to know, let alone work with. A major thank you to the large crowd that came out for unveiling the sign, it was truly a touching moment. It is a moment, and a man, that Stoughton shall not forget.

Boys and girls cross country, indoor track and outdoor track varsity coach; Jennifer Ceolinski, has been a major addition to the athletic department. The positivity and student centered focus she brings every day is exemplary. The increase of student participation in such a short amount of time is remarkable. Coach Jenn has used team building activities along with marathon motivational tools to more than double the amount of student now totaling over 150 participants; we anticipate the spring track numbers to come in close to 200 students. Managing that many students is an enormous task, Stoughton is fortunate to have such a great coach in the athletic department.

The fall of 2016 matched one of the most successful seasons (2015) by tying the record of the most playoff teams in a season, in school history. After starting the girls' volleyball program and coaching for eight years, Ken Gay resigned as head coach. The athletic

department thanks him for his contributions and wishes him well in his future endeavors. With big shoes to fill former Stoughton athletics student standout Erica Batchelder was named varsity head coach. Under Coach Batchelder the team qualified for the MIAA post season for the 2nd year in a row. They continued to combine forces with Sharon Volleyball for the eighth straight year and fundraised over \$2,000 in the “dig 4 the cure” game for the American Cancer Society. This now puts their total donation to over \$17,000. One of the volleyball team’s biggest accomplishments came in a “must win” scenario. Against all odds they secured a dramatic win against a very accomplished Canton program that had never been beaten by Stoughton, until this year.

The Black Knight Football program continued their dominance under long time Head Coach Greg Burke as they secured an impressive record of 8-3. Led by senior all-stars Ryan Sullivan and Izon Swain-Price the football team defeated Milford during MIAA post season play. They finished as a DIII Sectional Semi-Finalist, with a close loss to top seeded Duxbury (the eventual state champion). With the Town of Stoughton prepping to break ground for the new high school in the spring of 2017, this Thanksgiving marked the final game to be played on Anthony L. Sarno Jr. football field at its current location. Many town members came out to see the Black Knights play Canton one final time on the field we have all grown to love. The football team was victorious over Canton at the 91st Annual Thanksgiving Game by the score of 48-0 (largest margin of victory in rivalry history) to take a 47-41-3 lead in this long time match-up. It was an honor to see so many alumni at the game and experience such a great moment in the history of Stoughton High School. The athletic department will continue to exemplify hard work and honor traditions that have been established by alumni, during the transition to a new Stoughton High School.

Fine Arts Department - Stoughton Public Schools

John Mange, K-12 Director of Fine Arts

2016 has been a wonderful year for the Arts in Stoughton. We are so proud of the achievements and hard work of all of our students! In September, we welcomed a new staff member to our department: Keith Curbow joins us as the director of the 8th Grade Band, the High School Concert Band, and the instructor of several high school music electives.

The Fine Arts Department aims to ensure that every student in Stoughton has the opportunity to experience and participate in the arts. All of the elementary students in Stoughton participate in both visual art and music. At O'Donnell Middle School, all students study visual art. In addition, sixth grade students study World Percussion, Guitar, and Music Technology. The OMS Chorus and Band ensembles have over 700 students enrolled. At the high school, the visual art offerings have been expanded and well-received by many students. The SHS Music Department continues to thrive with over 300 students in the performing ensembles. Students without a performing background also have a wide choice of music electives in which to participate.

Community outreach is a major focus for the department, which presents over seventy events for the school and the community throughout the year. Art shows are featured at each school and the public library; concerts are performed at each school, the senior center, town hall and nursing homes. In addition, the SHS Marching Band shares their musical and marching talents with the community at SHS football games, Veterans Day, Memorial Day and the Holiday parade. The *Stoughton Journal* sponsors the "Artist of the Week" and "Music Makers" series. The Department maintains an active web presence; information about upcoming events can be found at <http://www.stoughtonfinearts.org> along with links to individual teacher websites.

Our bands and choirs are most fortunate to have Parents of Performing Students (POPS) as a community resource. Along with community events and advocacy initiatives, our students have many opportunities to demonstrate their talent and creativity at the regional and national levels.

Stoughton has a long history of supporting the arts both in the schools and in the community. The Fine Arts Department would like to acknowledge the support from the school administration, School Committee and the community at large. We encourage the community to come and visit us at one of our many events in 2017. It is our hope that during your visit to an art showing or musical performance, you will see the pride students take in their work. That pride is a reflection of a supportive and caring community called Stoughton.

Elementary Visual Art

Students in Kindergarten through grade five attend art once a week for 42 minutes. The students experience a wide variety of art mediums and activities including drawing, painting,

sculpture, printmaking and collage and fiber arts. Lessons are developmentally appropriate and allow each student to expand their artistic knowledge and skills by learning how to utilize the elements of art and the principles of design to convey their ideas.

Kindergarten, first grade and second grade students learn about line, color and shape. They have fun learning and using new and exciting materials. Among the lesson topics they learn are portraiture, drawing the human figure, using texture and sculpture.

Students in grades three through five continue to expand upon their previous knowledge while learning new techniques and begin developing their own personal artistic style. Students learn to express emotion through their art, as well as how art impacts and connects to the world around them.

Students work diligently throughout the school year in anticipation of the annual Fine Arts Nights held at each elementary school in the spring. Students participate in the selection and preparation of their artwork. The Fine Arts Night is a wonderful event to display student artwork to family and friends.

Fine Arts staff members Carolyn Corrente, Gibbons School; Meridith Perry, Dawe School; Alyssa Murphy, West School; and Sarah Tetrault, South and Hansen Schools are the elementary visual art teachers for the school district.

Elementary Vocal Music

All elementary students enjoy music class once a week for 42 minutes. By singing, moving/dancing, experiencing folk music from around the world, playing musical games, and trying musical instruments, students learn a variety of critical musical concepts, form the groundwork for musical literacy skills, and begin to understand how to express themselves. Additionally, third graders learn to play the recorder. All fourth and fifth graders have the opportunity to sing in their school chorus. Students in the chorus sing at their school's Holiday Concert in December and the Fine Arts Concert in the spring.

Fine Arts staff members Yvonne Montgomery, Gibbons School; Christopher Weigel, Dawe School; Steven Curley, West and Hansen Schools; Sarah Labrie, South School are the elementary vocal teachers for the district.

Elementary Instrumental Music

The instrumental music program in the Stoughton Public Schools begins in 4th grade. Beginning band students have the opportunity to choose one of six band instruments; flute,

clarinet, alto saxophone, trumpet, trombone and percussion. Students participate in group lessons and band rehearsals on a weekly basis. Band members perform at both the winter and spring concerts at their individual elementary schools.

Fine Arts staff members Ann Dorgan, Nicholas DeFrias, and Danielle Horan direct the elementary school bands.

Middle School Visual Arts

The Visual Arts Department at the O'Donnell Middle School helps students become better artists by developing their artistic skills and imagination. Mrs. Karen O'Connell, Mrs. Kelli Jarasitis, and Mr. John Dorion teach all middle school students in grades six, seven and eight. Students learn to express themselves while learning skills and techniques with projects that include digital art, portraits, cartooning, linear perspective, life drawing, and fantasy. Students develop skills such as application and technique of color, value, proportion, and depth, through fun and imaginative projects. Mr. Dorion also teaches an art enrichment class where imagination and creative thinking are stressed.

The art department also offers after school programs for all students looking to expand their skills and creativity. Mrs. O'Connell sponsors the Digital Art Club where students can produce digitally altered photographs to produce interesting and imaginative pieces of art. Students also create stop-motion animated movies and other kinds of movie making techniques.

Mr. Dorion sponsors the Art Club, which meets after school two days a week. Both groups present an art show at the end of the school year to display the wonderful artwork they produced throughout the school year.

Middle School Music

Our Exploring Music 6 curriculum is now in its fourth year. Sixth grade students receive a hands-on experience creating and sharing music. Students learn about musical concepts and styles through performance using world percussion instruments. They learn to read musical notation while learning to play guitar, and compose original music utilizing the latest music technology tools and apps. Projects such as composing ringtones, creating a product and an original jingle, and writing original guitar music foster creativity, communication and collaboration. Fine Arts staff member Betty Bauman is the classroom music teacher at the O'Donnell Middle School.

The O'Donnell Middle School choral program has enjoyed tremendous growth over the last couple of years. Over 350 students participate in one of six choral ensembles during the school day. The OMS Choruses perform in the OMS Winter Concert Series and the Spring Concert Series each school year. The 8th Grade Chorus also performs at the SHS Singers Night Concert each March.

The OMS Choral program is well-represented at the regional level. Several students each year are accepted to perform at the Massachusetts Music Educators Southeast District Honors Choir Festival and the SEMSBA Honors Festival. Fine Arts staff members Betty Bauman and Sarah Labrie direct the choirs at the O'Donnell Middle School.

The OMS Band program also enjoys a high participation rate with 350 band members in grades six through eight. The band program has 6 concert band ensembles that meet during the school day. After-school offerings include 2 jazz ensembles and a percussion ensemble. The OMS Jazz Ensembles participate in the Massachusetts Association for Jazz Education festivals each year. Several OMS instrumental students are selected to perform at the Massachusetts Music Educators Southeast District Honors Choir Festival and the SEMSBA Honors Festival each year.

Fine Arts staff members Keith Curbow, Nicholas DeFrias, Ann Dorgan and Danielle Horan direct the bands at the O'Donnell Middle School.

High School Visual Arts

The Visual Arts Department of Stoughton High School provides opportunities for a variety of learners from those hoping to build a portfolio and further their art education in college to students who simply want to broaden their academic scope. Drawing will be the foundational building block that leads to a more concentrated study of media such as painting, fine crafts, a range of 3D media, and digital forms of art such as imaging and photography. Additional opportunities for enrichment include after school art clubs where the activities are more student driven, field trips to art museums and universities, and chances to obtain recognition at the regional, state, and national level in a variety of visual arts competitions.

The SHS Art Department is a long time participant in the Scholastic Art Awards competition held each January. The Scholastic Art Awards regional sponsor is the Museum of Fine Arts in Boston.

The Scholastic Art and Writing Awards Alliance recognized many Stoughton High School art students for their artistic talents. Aaron Edwards, Taylor Egan and Lauren Sears all received Gold Key Awards for their entries. Last March, these students received their certificates and Gold Key pins in a ceremony at the Museum of Fine Arts in Boston. Their work was showcased at a special Gold Key exhibition at the museum.

Each student's work also moved to the national level and was sent to New York to be judged alongside the Gold Key work from all of the other regional affiliates from around the country.

Ethan Freedman earned the Silver Key Award for his entry and was awarded his Silver Key Award and pin at the Museum of Fine Arts in Boston.

Fine Arts staff members Alyssa Dancey, Joseph Fontinha, Jesse Stansfield and David Wall are the visual art teachers at Stoughton High School.

High School Choral Music

The SHS Choral program has also seen an increase in student participation over the last few years and has been expanded to include 3 in-school choral ensembles: Treble Choir, Concert Choir, and Symphonic Choir. Each of these groups sings a varied repertoire of music in many different languages and styles. The Combined Choirs now feature over 120 members and perform as the concert finale at the Winter Choral Concert and the Spring Choral Concert.

The SHS Jazz Choir has earned a reputation of excellence over the years. In May, they had a special opportunity to perform the National Anthem at the beginning of a Red Sox game at Fenway Park. The Jazz Choir was the recipient of a Silver Medal at the Massachusetts Association for Jazz Education State Finals last April. The Choir also participates in the prestigious Berklee College of Music High School Jazz Festival each year. The festival was held at the Hynes Convention Center last February and featured over 200 performing groups from across the nation.

This past year also saw the introduction of a new a cappella group at SHS: the Stoughcattos. This group rehearses weekly and performs engaging choral arrangements of well-known pop music. It has quickly become an audience favorite!

SHS chorus members Vanesiah Dos Anjos, Andrew Crean, Jonathan Julien, Cesar McElaney, and Samantha Roane were accepted into the MMEA Southeast District Honor

Choir based on their auditions this past year. Jonathan Julien and Samantha Roane also performed in the MMEA All-State Choir in March.

Fine Arts staff member Christopher Nickelson-Mann directs the choirs at Stoughton High School.

High School Instrumental Music

The SHS Band program continued its tradition of excellence this past year. There are many different instrumental ensembles at SHS: Concert Band, Symphonic Band, Wednesday Jazz Band, Tuesday Jazz Band, Jazz Combo, and the Marching Black Knights and Color Guard. Over 150 students perform in these fine groups each year.

The SHS Jazz Ensembles continue to demonstrate excellence in performance. The Tuesday and Wednesday Jazz Bands both distinguished themselves at the 2016 MAJE Jazz Festival. This year, the Tuesday Jazz Band was awarded a Gold Medal at State Finals and was invited to perform at the Hatch Memorial Shell on the esplanade in Boston. The SHS Jazz Combo earned a Silver Medal at the 2016 MAJE State Combo Finals in March.

The SHS Marching Band and Color Guard continued to distinguish themselves last fall. The Marching Black Knights earned a Gold Medal and Superior Rating at the 2016 Massachusetts Instrumental Choral Conductors State Marching Band Championships held on October 29th. The Knights also competed at the regional level in the US Bands and NESBA Marching associations. The 110-member band came in third at the US Bands New England Championships with high-caption awards in Overall Effect and Visual Effect, and also received the United States Marine Corps “Esprit de Corps” Award, given to a single band in New England in recognition of the band’s team spirit and enthusiasm in performance.

Fine arts staff members Keith Curbow and John Mange direct the bands at Stoughton High School.

Guidance Department of the Stoughton Public Schools

Myles L. McPartland, Director of Guidance K-12

2016 was another productive year for the Stoughton Public Schools Guidance Department. We use our Developmental Guidance Curriculum to ensure consistency in curriculum and in the delivery of services to the students in the Stoughton Public Schools. The Guidance Department consists of one Director for the district, four counselors at the high

school, three at the middle school, and five in the elementary schools. All of the guidance counselors have Master's degrees in the field of counseling and are considered "highly qualified" by the Massachusetts Department of Elementary and Secondary Education. Our guidance counselors are active members of professional organizations including, but not limited to, the National Association of College Admissions Counseling and the New England Association for College Admissions Counseling. All guidance counselors meet individually with students, parents and teachers, and attend IEP, 504 and BBST (Building Based Support Team) meetings.

At the elementary level, each school has one guidance counselor assigned to the school, with four schools having a full-time guidance counselor and one building has a part-time guidance counselor who is also the part-time adjustment counselor for her school. Each school offers individual, small group and classroom counseling. Activities for students focus on learning to cope with social, emotional and environmental issues that they may encounter. The activities are taken from the Second Step Program, a research-based violence prevention program that is endorsed by the Massachusetts Department of Elementary and Secondary Education. The curriculum teaches children to understand and peacefully resolve conflict. Through these lessons, students are learning to be aware of their thoughts, emotions, body sensations, and surroundings by being fully present in each moment. This non-judgmental awareness and attention to the present moment is cultivated through mindfulness practice. Mindfulness has been shown to help children maintain focused attention, impulse control, and emotion regulation which are the underpinning skills for problem solving, understanding others' perspectives, and learning. The guidance counselors are supportive to classroom teachers in areas such as classroom management and understanding of mental health issues. They work closely with the principal, school nurse and school adjustment counselor in their school involving the various issues facing children and families throughout the system. Guidance counselors also help students with academic issues.

At the O'Donnell Middle School, the three guidance counselors work with students to address many age appropriate and sensitive topics through individual and group meetings. The Second Step program is taught to all grade levels, continuing the lessons students learned in the elementary schools. This program addresses academic, social, emotional and developmental issues that middle school students face every day, with particular attention to

anti-harassment and bullying. The guidance counselors work with all three grade levels, in small lunch groups, throughout the year on a variety of academic, social and emotional topics to improve academic, social and life skills performance. The guidance counselors assist students who apply to private schools and the local vocational schools, filling out applications, preparing for interviews and writing recommendation letters. In February and March, the guidance counselors help students with course selections for the following year through individual meetings, class discussions and parent meetings. In June, the guidance counselors work closely with the elementary guidance counselors to ensure a smooth transition of the fifth graders to the middle school and also help with the spring orientation night for students and parents. The guidance counselors also work closely with the high school guidance counselors to ensure a smooth transition of the eighth graders to the high school.

The guidance counselors at Stoughton High School continue to build on the skills developed in the earlier grades. A primary goal of the senior high school is to have students foster the development of responsible citizens who value high academic expectations, diversity and excellence. Guidance counselors work with students on academic, personal and career development plans. Students are encouraged to take a rigorous program of study while at Stoughton High School. This will prepare students for their post high school experience. The guidance counselors are committed to ensuring that all students have a postgraduate plan. The guidance counselors communicate with students through their Gmail and Naviance accounts. For the 2016-2017 school year the guidance counselors are teaching a one term Guidance Seminar course to sophomores. This course will cover topics including graduation requirements, GPA calculation, study skills, learning styles, career interest inventories and career/college searching and college application requirements. They have also implemented the use of Naviance, an online software program that facilitates communication between students and guidance counselors in the college application process, and allows for electronic transmission of transcripts, letters of recommendations and report cards.

The high school guidance services begin at Eighth Grade Parents' Night. This joint effort to transition students and parents to the high school was held in January. Information was given about academic, athletic, and extracurricular opportunities at Stoughton High

School. Throughout the year, the guidance counselors implement the guidance curriculum through visits to classrooms, holding individual and small group sessions, and distributing materials. Students are introduced to college/career search programs, including Naviance and Collegeboard.com. Counselors hosted a MEFA Financial Aid Night for all parents in October. High School parents were also invited to attend a Financial Aid Night at Stonehill College in December. Junior Parents' Night was held in March. In May, a joint College Fair was held at Brockton High School with over one hundred representatives from colleges, technical schools and the military in order to provide students with answers to questions about their opportunities in the future. During the fall, the guidance department hosted over seventy individual visits from colleges, technical schools and the military for students to receive more individualized attention, meeting in a small group setting.

Stoughton High School offered the PSAT test for all freshman, sophomore, and juniors in October of 2016. There were thirteen Advanced Placement exams administered in May of 2016. The Class of 2016 consisted of 246 graduates. The Guidance Department is pleased to announce that the 245 graduates of the Stoughton High School Class of 2016 were accepted at 129 colleges, universities and technical schools. 86% of the Class of 2016 is continuing their education. They were offered \$160,650 in local scholarships and reported \$4,734,206 in merit scholarships at the colleges and universities to which they were accepted. Eleven graduates of the Class of 2016 joined the military – 6 to the Marines, 5 to the Air Force.

School Health Department

Sally Borges, MSN, RN, Supervisor of Health Services

“You can’t educate a child who isn’t healthy and you can’t keep children healthy who are not educated”. *Dr. Jocelyn Elders, former Surgeon General of the United States*

Our school nurses are the main health resources for students and staff. The nurse also serves as a major community resource, linking students and their parents to health insurance, health providers and other multiple resources as needed.

2015 was the seventh year of the Essential School Health Services Grant; a grant through the Massachusetts Department of Public Health designed to provide all school-aged children in

Massachusetts access to a high quality, comprehensive health program. A full time school nurse is available in all eight school buildings, allowing for the care of any health issue experienced by students or staff. The nurse is available for any health crisis intervention and emergency situation. In the Stoughton Public School district, there are 1010 students enrolled with a medical concern. During the school year 2015-2016, the nurses handled over 49,000 student office visits for first aid, illnesses, medication administration, treatment procedures, health assessments and mental/behavioral health concerns. Ninety five percent of those students were able to return to class and ready to learn. This statistic is utilized by the DESE to determine the effectiveness of each district's health service program, the average State wide statistic being ninety-three percent.

Wellness remains a priority to the Health Services department. Mandated by the Federal Government, every school district receiving federal funding must have a Wellness Policy in place. Our Wellness Policy recognizes the critical role of the schools in curbing the epidemic of childhood obesity and encouraging a healthy lifestyle. The Wellness Policy provides an opportunity for the Stoughton Public Schools to create an environment conducive to healthy lifestyle choices and a readiness to learn. Congruent to this policy, the Wellness Committee chose to adopt the CDC's "Whole School, Whole Community, Whole Child" model. With a number of community stakeholders involved, initiatives to support employee and student wellness arose. Employee programs were secured that supported physical and mental health. For students, the MA Department of Transportation's Safe Routes to School Program was established in the district. From this initiative, a number of walk to school events, pedestrian safety days, bike safety and bike rodeo events and walking clubs were created.

Opioid use is an issue in our everyday media. Governor Charlie Baker addressed the increasing numbers of Opioid overdoses and deaths in Massachusetts, calling it the most current and dangerous epidemic reaching our youngest populations. As one proactive measure, Narcan continues to be available in all Stoughton schools with the school nurses trained annually to administer this life saving medication. Secondly, in anticipation of the passage of a bill that would add SBIRT (Screening, Brief Intervention, and Referral to Treatment) to the list of health screenings conducted in public schools, a grant was awarded to Stoughton Health Services to plan and conduct this screening in one grade level by the end of the 2017 school year. SBIRT is a public health approach that involves asking young

people a few questions about substance use and providing guidance or referring them to treatment if a problem exists. A successful high school plan was established, and as of December 2016, 280 tenth grade students were screened. Planning is underway to include one middle school grade level to be screened in the 2017-18 school year. The Health Services Department continues to work in collaboration with OASIS (Organizing Against Substances in Stoughton) to bring educational initiatives into schools. One such program was the Cardinal Health Care Medication Safety class that was presented to all second grade students at one of the elementary schools. The program was recognized by the MADPH School Health Services Unit as a Promising Practice initiative and was presented to school nurse leaders from all school districts in the state. Current planning is being conducted to bring this class into all Stoughton elementary schools by the end of the 2017 school year.

Oral health concerns continue to be among the leading reasons students miss school in the early grades (Attendance Works, 2015). The Oral Health program continues in the district, providing services at no cost to families in our preschool and elementary schools. This outreach program provides services during the school day to ensure compliance and to reach as many families as possible. This program makes available four Public Health dental hygienists whose services include screening, cleaning, sealants and referrals for additional dental care. In 2010, when the program first started, ninety eight children were seen. In 2016, 348 students were screened; 23 were referred for further outside services; and 91 received dental sealants. Also, 289 students participated in the 21 week fluoride rinse program, with the nurse administering this treatment.

The Stoughton Public Schools continued a partnership with Signature Health Care, caring for students who suffer from traumatic brain injuries and/or orthopedic injuries. Additionally, Signature provides educational programs for the athletic department.

The school nurses continue to do health evaluations as a requirement of the Chapter 766 Special Education Law. They also assist school officials in the identification, evaluation, program planning and management of students with health problems that affect their classroom performance. Nurses also ensure compliance with mandated immunization schedules and physical examinations, specifically those required in K, 4, 7, and 11 and before participation in any interscholastic sport. While their duties and responsibilities are

numerous and varied, the members of the School Health Department remain dedicated to providing the children of Stoughton with the best possible care.

Stoughton Academy and Stoughton Evening School

Thomas W. McCormack, III, Director of Alternative Education Stoughton Academy

Stoughton Academy, established in 1995, continues to grow as a leading high school adult diploma program in the area. We have graduated close to 675 students. All of our students must complete the twelve course requirements, as well as pass the MCAS tests in the areas of Math, English Language Arts and Biology. The MCAS testing is administered under the requirements of the Department of Elementary and Secondary Education.

Our twenty-first commencement ceremony was held at Stoughton High School on June 7, 2016. Thirty-three students received their high school diplomas before a large crowd of family and friends, who came to share this very special achievement. The sense of accomplishment and pride is always a highlight of our graduation ceremonies. This adult diploma program affords an educational opportunity to many people who have left high school before completing their required program. Through Stoughton Academy, students are able to enroll in a series of academic courses, offered at standard high school level, taught by certified secondary teachers. Upon completion of this program and its required courses, many students go on to higher education either at the community college level or at other institutions of post-secondary education.

Stoughton Academy continues to be proud of the reputation we have built within our community as well as surrounding communities. We service Stoughton students, as well as many students from surrounding towns. The program is well respected by the guidance departments in the area, as all of these high schools now accept the credit a student earns from Stoughton Academy as well as all branches of the military. We have offered "Career Night" and brought various speakers to our assembly to offer our students a better understanding of the options they have upon completion of our course requirements. They gain a true appreciation of the difference that earning their high school diploma will make in their lives. Counselors recommend Stoughton Academy to many of their students when they may need just one class to meet graduation requirements from their own high school. Upon

completion of the class, Stoughton Academy sends the area high school a transcript for their records and the student is able to graduate with their own high school class in June.

In conclusion, as I complete my thirteenth year, I am honored to have the opportunity to serve as Director of Alternative Programs. I continue to feel a great sense of pride in being able to reach out to our students and offer them this fantastic opportunity.

Information about Stoughton Academy may be obtained by calling 781-341-8701 or by visiting our website at www.stoughtonschools.org and clicking on the Adult Programs link.

Stoughton Evening School

We offer two programs at Stoughton Evening School; Yoga and Volleyball. Both programs continue to be very well attended.

Yoga is still the most popular offering at Stoughton Evening School. We run two classes and each one quickly fills to capacity. Our Volleyball program has expanded, and both nights are very well attended.

SOUTHEASTERN REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

The Southeastern Regional Vocational Technical School District consists of a four-year public high school and a post-secondary technical institute. During 2015-2016, the high school offered 20 career majors to students from Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater. The Southeastern Technical Institute offered the following day programs: Practical Nurse, Medical Assisting and Dental Assisting. Evening programs included Computer, Cosmetology, Culinary Arts, Driver's Education, Electrical Apprenticeship, Enrichment classes, HVAC, Health Claims, Medical classes, Phlebotomy, Plumbing Apprenticeship and Practical Nurse.

THE DISTRICT SCHOOL COMMITTEE consists of ten dedicated individuals elected from the communities of Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater.

Robin Gamzon Zoll is the Stoughton Representative on the School Committee.

SOUTHEASTERN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

Southeastern Regional Vocational Technical High School is a four-year public high school serving the young men and women from the City of Brockton and the Towns of East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton, and West Bridgewater.

At Southeastern this year, students chose from twenty career majors in preparation for life's opportunities and challenges. Our school combines a rigorous academic curriculum with challenging vocational and technical studies to help students realize their full learning potential.

The schedule was designed to have students alternate between academic and technical coursework. This process promotes integration of studies and helps bridge the gap between theoretical and practical experience.

The hands-on approach to learning helps reconnect students to education, and provides the basis for life-long learning—an essential skill in today's highly competitive global market.

Upon graduation, students have the choice of furthering their education in any two or four year institution, internships, certification programs, military service or going directly into the workforce.

Exploratory Program—The goal at Southeastern is to have students choose a career major that excites them about school and education. Recognizing the fact that many incoming students had not spent much time considering their future, we developed a Freshman Exploratory Program which combines career counseling, career exploration, academic studies, and testing to help students make the right decision. Ninth grade applicants selected several technical areas they wished to explore. The exploratory program consists of examining many different program areas. Parents were encouraged to participate by asking their child about each program and by attending Freshman Parent Meetings.

Near the completion of the 9th grade, students were asked to choose a career major. Every effort was made to place students in their preferred career, with 93% receiving their first or second choice. Acceptance into many programs was highly competitive and students were ranked based on their effort, grades, behavior, and attendance. It was imperative that ninth grade students did well in all their classes, maintained nearly perfect attendance, and avoided behavioral issues. Students not getting their first choice were assigned an alternate program and placed on a waiting list. All our programs prepare students for high-demand, high-paying career fields.

SkillsUSA Massachusetts, in partnership with business and industry, provides opportunities for members to develop individually and improve teamwork, leadership and professional skills through education, training, service, and competition. SkillsUSA provides quality education experiences for students in leadership, teamwork, citizenship and character development. It builds and reinforces self-confidence, work attitudes and communications skills. It emphasizes total quality at work, high ethical standards, superior work skills, life-long education and pride in the dignity of work. SkillsUSA promotes understanding of the free enterprise system and involvement in community service activities. Competitions were held at the district, state and national levels.

During the 2015/2016 school year, Southeastern enjoyed the privilege of hosting the SkillsUSA District competition. At the state level, thirteen Southeastern Regional students came home with medals, with six students qualifying to compete at the national level in Kentucky over the summer. Southeastern student Arlette Dervil was elected President of the Massachusetts SkillsUSA and serves on the State Executive Council.

The Cooperative Education program provides supervised workplace employment opportunities and learning experiences for qualified high school students. The Co-op program was based on an agreement developed among an employer, a student, and the high school staff. All students were eligible to participate in Co-op, provided they met the basic qualifications required by the school and employer. During the 2015/16 school year, 143 students were successfully placed on Co-op.

The process began when students were recommended by their vocational education teacher as being ready to work in the trade. These “job-ready” students were matched with an employer who offered work hours in a job related to the student’s career program. Students participated in Co-op during their technical-vocational cycles.

Seniors who were enrolled in a vocational program for a minimum of two years and exceptional eleventh grade students with two years in the program were recommended by their vocational instructors to participate in this program. The decision to accept a student for Co-op was based on the student’s vocational skill level, academic grades, attendance, and conduct records. Students were required to have OSHA training and employability certification.

VOCATIONAL PROGRAMS 2015—2016

Teacher	Vocational Program
Heidi Driscoll	(ED) Early Education and Care (EN) Computer & Electronic Engineering (MT) Precision Machining
Karen Maguire	(AD) Advertising and Design (CJ) Legal and Protective Services (CS) Cosmetology (CU) Culinary Arts (PA) Video and Performing Arts
Leslie Weckesser	(AC) HVAC (Heating, Ventilation and Air Conditioning) & Refrigeration

	(AM) Automotive Technology (CL) Collision Repair and Restoration (DA) Dental Assisting (EC) Electrical (EV) Environmental and Biotechnology (HS) Health Services (MF) Metal Fabrication (MS) Medical Assisting (PL) Plumbing (VC) Carpentry (Cabinetmaking & Construction Technology)
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ACADEMICS



Southeastern Regional offers a full and rigorous series of academic classes comparable to any comprehensive school. A common misconception about vocational school academics is that they are "easier" because students are only here to learn a trade. In actuality, students who attend a vocational school who apply themselves are challenged more extensively than comprehensive school students.

Not only do vocational students have the opportunity to gain skills in a specific trade, but they will also be on track to attend a 4-year college by working through academic courses.

Small Classes—Our very small class sizes afforded all students the opportunity to be exposed to honors level content and assignments while working in an integrated classroom on the standards in the Massachusetts Frameworks. Academics in a 21st century vocational school were developed to ensure that students who take full advantage of our offerings will have more opportunities for high level jobs and greater success in the future.

Committed Staff—The Academic Department philosophy is that each teacher will strive to create and foster an environment that promotes students' confidence and their motivation to learn. The staff is committed to implementing our standards-based curriculum (in alignment with the guidelines prescribed by the Department of Elementary and Secondary Education) in order to adhere to a clear and rational structure through which students, teachers, and parents can assess mastery. To ensure academic rigor, Southeastern is committed to differentiated instruction and inclusive classrooms because all students have the right to be exposed to the same high level curriculum. The Southeastern community understands and respects that our students are 21st century learners. Along with implementing traditional reading, writing, math, and critical thinking skills, we continued to be in the educational forefront by accommodating individual student needs, by embracing technology, by fostering skills that support success in vocational areas, and by making efforts to stay current in each field of expertise for the benefit of Southeastern students.

My Access!—All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order to ensure that all students had the opportunity to excel, students and teachers used an online writing tool called MY Access!®, in both academic and vocational areas. This web-based tool could be used at home or in school to save time, to increase student confidence in writing while maintaining common school-wide writing expectations, and to improve critical thinking skills while increasing student confidence in academics.

Edline—All teachers and courses are linked to Edline in order for students and parents to monitor grades and assignments at home regularly. In addition to traditional textbooks, all content areas have web-based textbooks and web-based curriculum support. (Edline was replaced in FY17 with a more advanced community portal via SchoolBrains.)

Honors and Advanced Placement Commitment—All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order that all students have the opportunity to excel, students were able to make the honors commitment in one or more academic courses. In an academic class, all students were expected to meet the standards of the core curriculum. Those who wanted to could receive honors credit and go above and beyond elected honors coursework, in person or online.

Honors coursework was designed for the independently motivated learner who chose to prepare rigorously for college level expectations. Honors students must be able to work independently on multiple tasks at a given time. Honors students must be personally organized, disciplined, task committed, read above grade level, and self-motivated.

Honors students were expected to complete the entire core curriculum in addition to the projects, assessments, presentations, and readings that were required for honors students in a particular course/grade level/subject area. Work was assigned during vocational cycles and relied heavily on our web-based tools for learning. Honors students were required to have access to the internet at home, plan to use our computer labs, or plan to use their local library. Additional grade point average weight was given to students making the honors commitment, which could result in a higher class rank.

Virtual High School—Students who had proven to be independently motivated learners in all courses or in a particular content area aspiring to attend a four year college were recommended to take one or more Virtual High School courses during their sophomore to senior years. These students were required to be able to work independently on multiple tasks at a given time, personally organized, disciplined, task committed, reading above grade level, and self-motivated.

Classes were teacher facilitated and took place entirely over the internet. Class sizes were limited to 25, with an emphasis on interaction between teachers and students. It included student-centered activities and discussions. Students were able to post work to their class anytime, day or night. Classes followed a semester schedule and assignments were due at specified weekly intervals. Students who were recommended for VHS, and made the yearlong commitment, were enrolled in two semester long four-credit courses or one year long eight-credit course. To ensure students stayed on track, students reported to a monitored computer lab for one block each academic cycle. The most recent course catalog is available by clicking “Catalog” under “Programs and Courses” at <http://thevhscollaborative.org/>.

VHS courses are monitored regularly and adhere to the National Education Association’s (NEA) recommended course guidelines for high quality online courses. Students may enroll at the Standard, Honors, Pre-Advanced Placement, or AP level. Advanced Placement testing takes place yearly at Southeastern.

READ 180, System 44 and Expert 21 are comprehensive reading intervention programs proven to meet the needs of struggling readers, directly addressing individual needs through differentiated instruction, adaptive and instructional software, high-interest literature and non-fiction, and direct instruction in reading, writing, and vocabulary skills and foundational reading/phonics skills when necessary. To ensure that all students have the opportunity to excel, students identified through placement testing as reading significantly below grade level were

enrolled in our Read 180 program during their freshman and sophomore years, and Expert 21 via 21st Century ELA (English Language Arts) for Juniors and Seniors.

Bridges to Algebra II and Math strategies supported students with significant deficiencies in mathematics. Students identified through placement testing as significantly below grade level were enrolled in our Math Strategies program during their sophomore year in conjunction with Bridges to Algebra II. The program directly addressed individual needs through differentiated instruction, adaptive and instructional software, and direct instruction in basic math skills and content area vocabulary skills.

ATHLETICS

There is a wide selection of athletic activities available to students at SRVTHS. For information regarding the Athletics Schedule or registration, please contact Athletic Director Dan Tripp: dtripp@sersd.org, **508-230-1279**.

STUDENT ACTIVITIES

There are many activity choices at Southeastern Regional. Listed below are just a few of the options:

- | | |
|--|----------------------------|
| • Business Professionals of America | • Peer Leadership |
| • Community Service Club | • SADD |
| • Distributive Education Clubs of America (DECA) | • Ski Club |
| • Drivers' Education | • SkillsUSA |
| • Gay, Straight Alliance Club (GSA) | • Student Council |
| • National Honor Society | • Southeastern Travel Club |
| • Non-Traditional Support Group | • Yearbook |

Participation in SkillsUSA and DECA provides Southeastern Regional students with the opportunity to earn local, state, and national awards for excellence in the technical skills they are learning at Southeastern Regional.

In addition to the above activities, Southeastern Regional offers school dances, Homecoming, Junior and Senior Proms, Winter Ball, Sports and SkillsUSA Award Dinners, field trips, and a variety of special events.

Period 9-10 returned in the Autumn of 2015. Some of the choices offered to students for the 2015-2016 school year included Drama Club, Basketball Shoot Around, Intramural Soccer, Weight Lifting, Home Cooking, Chess Club and The Southeastern Bass Fishing Team.

PARENTAL INVOLVEMENT OPPORTUNITIES

Extensive research has shown that students achieve more in school when their parents are involved in their education. Parent Liaison Sofia Rasher connects parents and guardians with

resources and people they need to see. Sofia is available to parents and guardians at srasher@sersd.org, or 508-230-1415. Mrs. Rasher taught English for almost 40 years. After her retirement, she worked at a non-profit in Quincy with other teachers and taught English as a second language. She has worked as the Parent Liaison Coordinator at Southeastern Regional Vocational Technical High School for the past five years. Parental involvement opportunities for 2015—2016 were as follows:

Parent Council met monthly in the early evening to discuss school policy with Principal David Wheeler.

Parent Coffee Hours—Parent Coffee Hours were held Fridays at 7:30 a.m. and grew in popularity with attendance totaling over 300 participants. Each week, representatives of various departments joined parents, enjoying coffee and pastry prepared by the Culinary students. Presenters described their positions at SRVTHS, gave out explanatory materials, and answered questions. A sample of presenters and topics included Russ MacLeod (Parenting Adolescents), Christina Guarini and representative counselors (Guidance Department), Principal David Wheeler (Questions and Answers), Bob Umamo (Behavior Management, Attendance and Community Service), Joanne O’Connell (School Nurse), Ann Meade (Librarian and Media Specialist), John Perry (Cafeteria Director), Daniel Tripp (Director of Athletics) and Christopher Aker (School Resource Officer). Tours of the school were also provided.

Edline—The online grade/homework site connected educators, parents, and students to share information. (Edline was replaced in FY17 with a more advanced community portal via SchoolBrains.)

Program Advisory Committee—Parent members were essential to ensure the curriculum was current with emerging trends and met the educational needs of students entering vocational fields. The committee met twice during the school year to review employment trends, equipment, curriculum, and communicate how to best prepare students for their prospective careers. For more information, see “Open to the Public, Program Advisory Committee below, or contact Terri Tello, ttello@sersd.org, **508-230-1204**.

Southeastern Regional Special Education Parent Advisory Council (SEPAC) is an organization of parents, teachers and administrators working to promote an environment where children with disabilities have equal access to educational opportunities in a safe, nurturing environment. It was open to all parents of special needs students in our Southeastern Regional community. Contact Jennifer D’Angelo, jdangelo@sersd.org, **508-230-1228**.

School Day Tours were held during coffee hours to familiarize parents about what students do on a daily basis and to observe them behaving responsibly. Parents were entertained at Video and Performing Arts where students rehearsed for a performance, watched Cosmetology students work on both manikins and clients, and enjoyed a student created igloo in Heating, Ventilation and Air Conditioning (HVAC). They visited the Culinary Arts pastry area where students shared their ambitions and what they learned. Tours also included visits to Medical Assisting, Carpentry, Early Childhood Education and Environmental & Biotechnology vocational programs, the Nurse’s Office, and other departments and locations.

Southeastern Alumni Association is made up of volunteer graduates and friends from Southeastern Regional Vocational Technical High School who are committed to supporting the future of vocational education at Southeastern and building a social network of alumni. For information, contact Sandra Slattery, President, at sandislattery@hotmail.com.

Cosmetology Salon was open to the public, faculty and students by appointment, Tuesdays & Thursdays, 9:00 a.m.–Noon. For appointments and pricing information, please call **508-230-1438**.

Colonial Room—The student-run restaurant was open to the staff and general public during the school year. The restaurant was open for lunch (11:00—12:30) along with other special catered events. Check the calendar at www.sersd.org/ParentsCommunity/ColonialRoom.aspx for operating dates, times, and special events. For information, call **508-230-1458**.

Program Advisory Committee advises, assists and supports school personnel to improve planning, operation and evaluation of a program area, based on adequate and timely information as to workforce and job development demands or job market trends, technological developments, training alternatives and other factors affecting the quality of the program. Meetings were held in the autumn of 2014 and spring of 2015.

The committee consists of the following representatives of local business and industry members related to each program, as well as organized labor, post-secondary institutions, parents and guardians, students and representatives for registered apprenticeship programs, if applicable.

SOUTHEASTERN TECHNICAL INSTITUTE

The Mission of the Southeastern Technical Institute is to transform students into lifelong learners. The Mission and Goals are organized around four core philosophies; the Mastery of Foundation Skills, the Development of Interpersonal Skills, Proactive Student Engagement, and a commitment to Stretch Learning Initiatives.

In the past 49 years, Southeastern Technical Institute has provided training in several vocational areas, constantly striving to meet the training needs of our students and area businesses. This year, the Technical Institute housed day and evening Practical Nurse programs, a Medical Assisting program, Heating, Ventilation, and Air Conditioning program, and a Dental Assisting program. The new Culinary Arts and Cosmetology programs continued for a second year. In addition, there were several evening part-time programs designed to meet the training needs of our community.

In 2016, Southeastern Technical Institute applied to the Department of Elementary and Secondary Education to offer evening Electrical and Plumbing programs during the 2017/2018 academic year.

The STI participated in the Southeastern Regional School District's Program Advisory Committee, advising, assisting and supporting school personnel to improve planning, operation and evaluation of a program area, based on adequate and timely information as to workforce and job development demands or job market trends, technological developments, training alternatives and other factors affecting the quality of the program. The Committee consisted of representatives of local business and industry members related to each program, organized labor, post-secondary institutions, parents and guardians, students and representatives for registered

apprenticeship programs, if applicable. Meetings were held in the Autumn of 2015 and Spring of 2016.

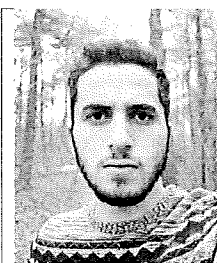
STI PROGRAMS

Evening Programs	Day Programs
<ul style="list-style-type: none">➤ Computer Programs➤ Cosmetology➤ Culinary Arts➤ Driver Education➤ Electrical Apprenticeship➤ Enrichment Classes➤ Heating, Ventilation and Air Conditioning (HVAC)➤ Health Claims➤ Medical Classes➤ Phlebotomy➤ Plumbing Apprenticeship➤ Practical Nurse	<ul style="list-style-type: none">➤ Dental Assisting➤ Medical Assisting➤ Practical Nurse

STOUGHTON

6/6/16

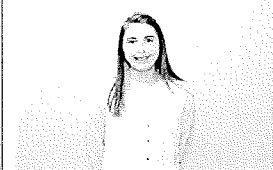
Emilio Musto of Stoughton Among Class of 2016 Outstanding Graduates



Emilio Musto is a Video and Performing Arts major at Southeastern Regional Vocational Technical High School, who is interested in history and nature. He chose to produce a short documentary about the Ames family of Easton for his senior project, which he worked on with his classmate Elizabeth Jurgilewicz, of Norton. He said he first wanted to do a film about Borderland Park, in Norton Easton, but when he visited the area, he became interested in the Ames family, who built an estate there in 1906. His documentary focuses on who the family is and how they affected Easton, and he plans to upload it to YouTube. Part of the video included a visit to a museum that houses shovels produced by Ames' Shovel Company.

6/6/16

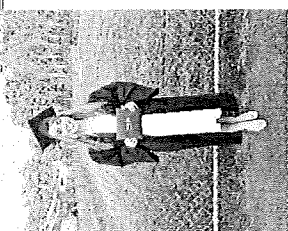
Samantha Cronin of Stoughton Among Class of 2016 Outstanding Graduates



Samantha Cronin, of Stoughton, is the top senior student in plumbing at Southeastern Regional Vocational Technical High School, and she has worked in that field for almost three years. She decided to major in plumbing as a freshman, and even though she'll be working in a male-dominated field, she has never questioned her choice. "I wanted to do something different, and as soon as I tried it, I really liked it. I just found that I was good at it," she said. Samantha now has a career pathway that is just as promising as it is nontraditional. Her instructors say she is one of the best prepared students in class and has excellent plumbing skills. She also wasted no time in getting field experience. She started working during her sophomore year at a local plumbing company, Angelos Plumbing, Heating and Cooling, in Stoughton, as a co-op student, and she continues to work there today. She already has an apprentice's license and works with the company's owner, Scott Angelos, on residential and commercial jobs.

6/6/16

Jasmine Leslie of Stoughton Among Class of 2016 Outstanding Graduates



Even before she stepped foot into Southeastern Regional, Jasmine Leslie knew she wanted to study Advertising and Design. "I always loved to draw. When I was in 4th grade, one of my art pieces got accepted to an art museum in Worcester. When I found out that Southeastern offered design back when I was in 6th grade, I decided I wanted to go there," said Jasmine. In her junior year, Jasmine won the Congressional Art Competition, gaining her the honor of having her drawing displayed in a Washington, D.C., gallery that links the House of Representatives and the Senate. She appreciates the support of her instructor, Ms. Shirley Ezerins. "She's so positive and pushes us to do better and better. Ms. Ezerins helped me to be a well-rounded artist," Jasmine said.

5/24/16

Students Receive Community Emergency Response Team (CERT) Certifications

Forty Southeastern Regional Vocational Technical School students are poised to make their communities safer places as part of their local Community Emergency Response Team. Previously certified in Incident Command System (ICS) and the National Incident Management System (NIMS), the Legal and Protective Services majors received their CERT diplomas and emergency bags in a graduation ceremony.



Stoughton residents Ashley Amaral, Nicole Fitzgibbon, Dylan Flynn, Andy Monteiro, Jason O'Neil, Rafael Reis, Miranda Sousa, Bryan Texiera and Marissa Wade were among the graduates.

Southeastern Regional Wins 13 Medals at State SkillsUSA Competition



Six Southeastern students will have the opportunity to compete in the SkillsUSA National Leadership and Skills Conference in Louisville, Kentucky, this June after receiving gold medals at the state conference on April 30. The students included Stevan Pina, Molly Bolstad, and Adrianna Doughtry, of Brockton; Marissa Wade and Nicole Fitzgibbon of Stoughton and Kiara Jones of Norton. Arlette Dervil of Brockton will also be attending the conference as a state officer. The honors were part of an

excellent performance for all the Southeastern students, who received a total 13 medals, including six gold and seven silver.

5/7/16

Southeastern Regional Performs Broadway Version of Aladdin



Southeastern's Black Box Theater was transformed into the magical city of Agrabah, when its student players performed their annual spring musical, Aladdin Jr., on May 5, 6, and 7. The musical is adapted from the Broadway version of Aladdin, which is based on the same plot as the animated movie. It also included many of the same characters, including Genie, played by David Read of Foxboro, Aladdin, played by Alex Barros of Stoughton, and

Princess Jasmine, played by Mili Morales of Brockton. Other main performers included Amber Reynolds-White of Brockton as the Magic Carpet, Patrick O'Brien of Brockton as Jafar, Dioneysis Rosario of Brockton as Iago (the parrot), and Chris Betti of Mansfield as the Sultan.

5/4/16

Legal and Protective Services Students Conduct Mock Search and Rescue Operations at Southeastern Regional



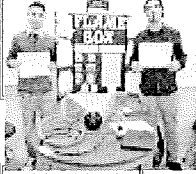
Having already received their various Federal Emergency Management Agency (FEMA) certifications, Legal and Protective Services majors at Southeastern demonstrated their skills in a series of mock search and rescue operations in the woods adjacent to the Foundry Street campus. Students were required to search for and find hurt or injured "victims," then triage and transport them to the mobile command unit while utilizing radio communication and keeping a log of times and details. Participants from

Stoughton included Ashley Amaral, Sara Campos, Dylan Flynn, Eric Marley, Andy Monteiro, Jason O'Neil, Miranda Sousa and Marissa Wade.

4/25/16

Southeastern Regional Vocational Technical High School Students Receive Awards at the South Shore Regional Science Fair

Ebad Khan of Easton and Kyle DeRuisseau of Stoughton, both juniors majoring in Metal Fabrication, have qualified to present their project, "Flame Box," at the Massachusetts State Science and Engineering fair at MIT in Cambridge on May 6, 2016. Having worked over the



summer, outside and after their school days, they have continued to improve their home entertainment pyrotechnics project from last year's model. A third student, Andrew Brown, a sophomore and resident of East Bridgewater, received Honorable Mention for his project, "Creating a Cost Effective Tractor Pull, Phase 2: An Affordable Design for Small Communities."

4/14/16

Southeastern Honors Green Week with Trashin-Fashion Show



Students and staff presented the Third Biennial Trashin-Fashion Show on April 14, 2016, at Southeastern Regional Vocational Technical High School. The event is part of a five-day Green Week celebration to help promote Earth Day and the environment. This year's fashions focused on space exploration. Students from a variety of career majors modeled outfits from recycled material designed by the Advertising and Design students. Cosmetology students did makeup and hairstyles for the models and Video Production students filmed the event.

Students received awards for the greenest dress, best overall look, and best hair and makeup, based on live voting.

3/2/16

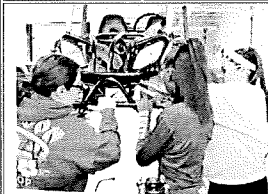
Four Stoughton Residents Win Medals at District SkillsUSA Competition



Southeastern Regional hosted approximately 700 students from eight different school districts, who competed in 60 different subjects. Students receiving first and second place will attend in the state competition in April. Stoughton winners included Ashley Amaral (Gold, Telecommunications and Cabling), Emilio Musto (Gold, Digital Cinema), Alex Barros (Silver, Digital Cinema) and Natalie Spector (Bronze, Cosmetology over 500 hours).

1/15/16

Nontraditional Students Find Success at Southeastern



When Kaitlyn Hart started freshmen exploratory classes at Southeastern, she expected that she'd enroll in a vocational program that had an even number of boys and girls. Now, two years later, she is enrolled in the Electrical program, which is traditionally male-dominated. Ryan McFarland planned to study a curriculum that involved engineering when he came to Southeastern, but after exploring different programs, he decided he liked

Medical Assisting the best. The program, which started two years ago, had 100 percent girls in its first year. Amber Goodwin is working at John Hoadley Plumbing and Heating, Inc., in Rockland, and she said she loves the work. Samantha Cronin, of Stoughton, is also working at a plumbing job, and, in fact, often works with her mother, who manages a plumbing company.

1/13/16

Two Stoughton Residents Graduate STI Practical Nurse Program

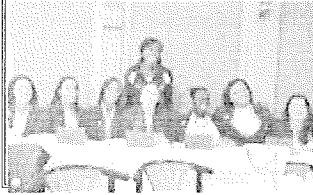
Twenty-four students will soon start careers as practical nurses after graduating from Southeastern Technical Institute (STI), in South Easton, on January 7, 2016. The students, who



have completed a two-year evening program, are now ready to take their NCLEX-PN exam, which, when passed, enables them to work as Licensed Practical Nurses. Ashley Belyea and Nancy Wilbar were among the graduates.

12/28/15

Southeastern Honors New SkillsUSA Vice President, Alexis Wright, of Stoughton



Congratulations to the new SkillsUSA chapter officers at Southeastern Regional Vocational Technical High School, who were honored on December 4, 2015, at a school ceremony. Medical Assisting Major, Alexis Wright of Stoughton, was elected Vice President. The officers will be representing SkillsUSA in the school and community.

7/22/16

Southeastern Student Gets Silver Medal at National Conference



Samantha Cronin, a student at Southeastern, won second place at the annual National Leadership and Skills Conference and SkillsUSA Championships in Louisville, Kentucky, on June 26. Ms. Cronin, a plumbing major from Stoughton, competed in the Employment Application Process competition. Other students who attended the conference included Stevan Pina, of Stoughton, who competed in carpentry, Arlette Dervil, of Brockton, who served as a state officer and national delegate, and Taylor Mackie, of Mansfield, who made her last appearance as a national officer.

SOUTHEASTERN'S Class of 2016 graduates from Stoughton:

Kyle Backman
 Olivia Barros
 Destinee Chase
 Samantha Cronin
 Molly Crumby
 Michael Fitzgerald
 Nicole Fitzgibbon
 Selena Florival
 Emmanuel Fort
 Castin Fraine
 Devon Gomes
 Tess Harback
 Martine Honore
 Kyle Jack
 Jordan Jones
 Jasmine Leslie
 Eduardo Lima
 Robert Mayo
 Nicholas Miller
 Emilio Musto

Timothy Norton
Melissa Pedro
Jakob Pina
Rafael Reis
Jose Victor Sabadin
Natalie Spector
Bryan Texiera
Roger Tripp
David Whalen
Dylan Wormald
Anika Wright

FOR MORE INFORMATION

Additional documents and information may be accessed at our website at <http://www.sersd.org>.

- **Massachusetts Department of Elementary and Secondary Education District Profile:**
[http://profiles.doe.mass.edu/profiles/general.aspx?
topNavId=1&orgcode=08720605&orgtypecode=6&](http://profiles.doe.mass.edu/profiles/general.aspx?topNavId=1&orgcode=08720605&orgtypecode=6&)
- **Online Application to SRVTHS:** Admissions.sersd.org
- **Southeastern's Technical Institute:** stitech.edu

TOWN OF STOUGHTON

EMPLOYEE SALARIES

2016

Name	Year	Empe Gross
BLOUNT, MICHAEL	2016	192,451.99
RIZZI, MARGUERITE C	2016	189,109.46
HARTMAN, MICHAEL	2016	162,173.48
MURPHY JR, THOMAS	2016	161,309.85
FORD, JONATHAN D	2016	149,788.51
CONFORTI, DAVID	2016	149,155.02
LYDSTONE, JOHN	2016	146,300.56
COVINO, THOMAS	2016	144,470.39
DESOUSA, JOSEPH	2016	142,801.26
MCGOWAN, DANIEL J	2016	141,079.82
MCNAMARA, DONNA	2016	139,470.75
MEROLA, MICHAEL	2016	136,752.37
BONNEY, JOHN	2016	136,693.18
BREEN, SCOTT	2016	136,453.30
LIMA, KEVIN	2016	133,343.24
FITZGERALD, THOMAS	2016	133,255.84
OWENS, JOHN	2016	132,922.44
BARKOWSKY II, WILLIAM	2016	127,724.91
CAMPBELL, DOUGLAS	2016	127,548.01
GOLDBERG, GREGORY	2016	126,550.67
HOLMES, BRIAN	2016	125,753.63
PECK, MICHAEL	2016	125,518.64
DOYLE, MICHAEL	2016	125,193.87
TUCKER, HEATHER N	2016	124,999.00
BARBER, DANIEL	2016	122,836.38
MILLER, JULIETTE A	2016	122,768.03
BARNER, DAVID N	2016	122,099.56
HARDY JR., ROGER	2016	120,868.50
PASCARELLI, ANTHONY	2016	118,393.77
GUGLIA, DAVID M	2016	117,788.08
WELCH, ROBERT	2016	117,143.06
COLANTONIO, MATTHEW	2016	116,821.04
MCNULTY, THOMAS	2016	115,210.62
GROVER, CHRISTOPHER	2016	115,202.80
BERTRAM JR, JAMES	2016	114,451.54
POLILLIO, FAYE L	2016	114,131.08
JENKINS SR, DIN	2016	113,326.98
JARDIN, LYNNE M	2016	112,815.48
SAMPSON, CAROLAN	2016	112,160.48
CARROLL, TIMOTHY	2016	111,822.61
MCNULTY, PHILIP A	2016	111,785.84
DERBY, NATHAN A	2016	111,309.33
HARTFORD, JOHN	2016	111,274.38
JASMIN JR, RICHARD	2016	110,794.42
O'CONNOR, JAMES	2016	110,647.16
MULVEY, MAUREEN A	2016	109,883.20

MCNAMARA, JAY	2016	109,489.55
GALLIVAN, JOHN P	2016	109,162.78
RUSH, JAMES	2016	108,805.40
O'NEIL, GEORGE	2016	108,358.61
CARROLL, MICHAEL	2016	108,236.15
FEENEY, LYNDA J	2016	108,221.56
BARKER, EDWARD	2016	108,050.68
O NEIL, MICHAEL	2016	107,674.33
GRASSO, KAREN M	2016	104,244.84
BURKE, GREGORY L	2016	104,165.52
CAMPBELL, JAMES	2016	103,889.41
COUGHLAN, SHEILA L	2016	103,104.11
KEARNS, JOHN J	2016	102,616.28
DONAHUE, RYAN M	2016	102,256.98
MELLYN, SCOTT	2016	101,627.50
HARDING, JOEL V	2016	101,479.07
NICHOLS, JANET L	2016	101,175.56
HANSLER, TIMOTHY	2016	100,862.73
BASLER, PATRICIA	2016	100,253.40
BRUCE, JANIECE	2016	100,253.40
ROWE, WILLIAM	2016	99,953.40
MCGEE, RYAN	2016	99,912.00
CURTIN, JAMES	2016	99,441.99
LARACY, MICHAEL K	2016	99,265.86
BRACKETT, JAMES	2016	99,165.23
SOMMERS, CARY A	2016	99,009.15
RUBIN, JOEL S	2016	98,912.91
MACDONALD, KAREN	2016	98,659.31
MEYER, BARBARA W	2016	98,466.61
CURTIS, ALLAN	2016	98,104.23
BULLOCK, KAREN M	2016	98,096.01
KELLOGG, KIMBERLEY A	2016	98,050.99
FEIST, ERIK	2016	97,639.46
FLEMING, TERI L	2016	97,433.57
MCCORMACK, THOMAS W	2016	97,433.39
SMITH, BRIAN	2016	97,185.70
TISDELLE, MARC	2016	96,677.77
BONTYA, ALAN J	2016	96,629.39
CARREIRO, WILLIAM	2016	96,313.85
FLEMING, DENISE M	2016	96,172.69
GRASSO, RICHARD	2016	96,052.79
ERICKSON, DONNA	2016	95,927.63
CATRAMBONE, ELIZABETH	2016	95,852.22
MEDINA, MICHAEL	2016	95,491.03
BORGES, SALLY	2016	95,212.86
HIGGINS, LAURIE J	2016	95,200.46
TRACEY, WILLIAM	2016	95,109.93

BONARRIGO, LYNNE M	2016	94,578.43
RUSSELL, SHERIDAN L	2016	94,546.38
CARR, CHRISTINE K	2016	94,104.46
WHITE, MARYELLEN	2016	93,878.51
BUONICONTI, PATRICIA J	2016	93,828.27
GIBBONS, JOSEPH	2016	93,609.02
MCGRATH, THOMAS	2016	93,609.02
PARKER, DEBRA M	2016	93,561.27
COLUMBUS, LAURIE A	2016	93,417.16
CLOUGH, RUSSELL D	2016	93,278.03
CAREW, BRYAN F	2016	93,173.50
BULGER, KATHLEEN M	2016	93,080.43
KELLEY, JAMES	2016	92,959.02
SMITH, NOREEN	2016	92,959.02
CONLON, JAMES	2016	92,899.72
DONOVAN, DIANA L	2016	92,897.72
LANDON, BARBARA L	2016	92,879.76
HULBIG, JAMIE L	2016	92,844.77
KATZ, ROBERTA D	2016	92,762.01
SACOCO, MAUREEN	2016	92,661.79
SOLOMON, ROSS M	2016	92,533.91
DEMAYO, KRISTEN R	2016	92,530.94
COLLAMORE, ELLEN M	2016	92,502.31
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KUHN, ROBERT	2016	92,210.46
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FONTINHA, JOSEPH	2016	92,088.05
SCULLANE, AMY W	2016	91,880.43
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SOMERS, DEREK	2016	91,794.14
BUSCHENFELDT, KATHLEEN A	2016	91,678.39
DUCHARME, LAUREEN A	2016	91,678.39
KENNEDY, MEG D	2016	91,678.39
SILVA, THOMAS F	2016	91,678.39
MACKAY, JILL K	2016	91,607.95
ARMOUR, MICHAEL J	2016	91,423.24
RONDEAU, LINDA S	2016	91,320.66
WIEBE, AMY P	2016	91,185.99
FIDLER, KATHLEEN A	2016	91,136.50
DAVIS, CHRISTOPHER	2016	90,930.37
O MALLEY, CHRISTINE J	2016	90,883.45
BROOKSHIRE, CORINNE L	2016	90,855.42
SHUEL, ERIC	2016	90,815.21
DALEY, MARY	2016	90,810.72
DONOVAN, MELISSA A	2016	90,599.75
REGAN, JAIME M	2016	90,539.72

AUGUSTUS, MARJORY A	2016	90,515.33
KENNEALLY, ROBIN A	2016	90,515.33
GOLDSTEIN, ASHLEY M	2016	90,477.01
ATWOOD, MELANIE A	2016	90,354.13
LEBLANC, PAMELA J	2016	90,281.77
SMITH, BRIAN	2016	90,238.27
GOLDBERG, JUSTIN	2016	90,237.79
MAMEDOVA, YELENA	2016	90,178.80
PEARL, KATHARINE H	2016	90,178.80
GREABLE, SARAH E	2016	90,119.72
BARRETT, SANDRA	2016	90,090.39
RUSCHIONI, JANEAN M	2016	90,045.49
HARRISON, JACQUELINE R	2016	89,979.72
MCCABE, SUSAN L	2016	89,979.72
O CONNELL, MOLLIE R	2016	89,979.72
BLANCHARD, LYNN A	2016	89,644.27
STRACHAN, ALLYSON M	2016	89,608.95
NADEAU, PENNY S	2016	89,549.81
AKELL, AMY	2016	89,425.91
BANIS, KAREN S	2016	89,352.71
DONOVAN, JOSEPH D	2016	89,155.21
KALEN, KENNETH J	2016	89,051.48
HARVEY, PAUL	2016	88,947.18
CORRENTE, CAROLYN J	2016	88,898.86
SHUTE, ANNE M	2016	88,898.86
PIRRI, ANTHONY T	2016	88,894.69
DACEY, ROBERT	2016	88,765.21
ANDERSON, MAUREEN M	2016	88,640.09
DECELLE, KEVIN	2016	88,617.82
WILD, ALEXANDRA L	2016	88,593.55
SPIROPULU RIGAS, EKATERIN	2016	88,527.95
O REILLY, RACHEL E	2016	88,511.67
ROSEN, FELICIA R	2016	88,511.67
GALLAN, KRISTIN M	2016	88,402.95
SWEENEY, PATRICIA M	2016	88,324.12
FORSMAN, PRISCILLA M	2016	88,315.21
GORMAN, WILLIAM B	2016	88,315.21
GUSTAITIS, KATHLEEN A	2016	88,315.21
KELLEY, CHAD R	2016	88,315.21
NEWCOMB, LORI A	2016	88,315.21
PAPPAS, CHERYL M	2016	88,131.81
LOCKHART, MICHELLE	2016	88,063.31
SPRAGUE, EILEEN M	2016	87,927.14
KELLOGG, WILLIAM J	2016	87,899.66
SMEDILE, JANINE R	2016	87,651.62
MORRISON, CARRIE L	2016	87,479.66
ANGELOS, JENNIFER T	2016	87,381.95

BIRKEMOSE, ELIZABETH R	2016	87,313.95
WILLIAMS JR, PAUL	2016	87,307.63
INGRAO, MICHAEL W	2016	87,196.36
BRYANT, JANICE L	2016	87,151.77
BULLOCK SR, ROBERT	2016	87,136.22
BOORNAZIAN-MACDONALD, PAT	2016	87,027.95
COSTANTINO, SUSAN R	2016	87,027.95
LEVESQUE, KELLY L	2016	87,027.95
LEWIS, KATHERINE B	2016	87,027.95
MANCHESTER, BETH A	2016	87,027.95
RELIHAN, SARAH A	2016	87,027.95
WASOKA, ANDREA J	2016	87,027.95
WASIK, KATHLEEN A	2016	86,935.54
PROCTOR, CATHERINE E	2016	86,851.36
SARAIVA, AMY J	2016	86,789.51
HUSSEY, JOHN	2016	86,433.29
DAILEY, SHARON L	2016	86,363.77
O CONNELL, KAREN E	2016	86,361.41
CEDERQUIST, LORI	2016	86,351.77
HORSFALL, CRAIG	2016	86,312.59
BOULAND, CHARLES	2016	86,277.56
JOHNSON, MELISSA M	2016	86,231.77
CRIMMINS, JANET	2016	86,152.23
FANNONEY, NICOLE E	2016	86,106.48
HOFFMAN, ERIC	2016	86,094.98
SLAGEN, JESSICA K	2016	86,065.73
WELCH, KRISTEN	2016	85,965.98
VELOZO, NICOLE E	2016	85,901.77
FINNEGAN, KRISTEN A	2016	85,861.41
CARMICHAEL, DANIEL	2016	85,780.01
DEVINE, ROBERT	2016	85,726.92
GAIR, ROBERT	2016	85,716.65
SASIN, COURTNEY	2016	85,651.77
FARIA, SHAWN	2016	85,622.10
SILVA, LEON	2016	85,599.64
DILLON, WINI T	2016	85,563.11
JACKSON, ELIZABETH D	2016	85,514.27
HEALEY, WILLIAM	2016	85,364.87
DUKE, KAREN J	2016	85,351.77
BUIEL, KIMBERLY A	2016	85,231.77
CRAVEN, KARINE	2016	85,231.77
DORION, JOHN G	2016	85,231.77
IPPOLITO, LAURA A	2016	85,231.77
KILLION, RACHEL L	2016	85,231.77
KING, MERRILL S	2016	85,231.77
MARTIN, STELLA P	2016	85,231.77
NUTTING, ELIZA A	2016	85,231.77

SIMPSON, JENNIFER A	2016	85,231.77
LETENDRE, ROBERT	2016	85,153.33
SPINTIG JR., FREDERICK	2016	85,098.69
GALANIS, AMANDA S	2016	84,948.10
CAMARA, STEVEN	2016	84,728.07
CALLAGHAN, JENNIFER L	2016	84,690.87
FISHER, NANCY	2016	84,615.54
MCCAFFERTY, PAUL	2016	84,612.12
KAPLAN, DONNA L	2016	84,528.12
LINEHAN, JULIE L	2016	84,513.66
ERNST, BRIAN	2016	84,385.53
KELLY, JENNIFER A	2016	84,310.48
SMALL, DEREK A	2016	84,246.89
DOHERTY, MAUREEN	2016	84,212.38
MURPHY, KENDRA A	2016	84,148.22
MONAHAN, KATHLEEN A	2016	84,135.06
BENOIT, STEPHEN	2016	84,134.57
WASHBURN, KIRA J	2016	84,064.12
INGRAO, MELANIE A	2016	83,924.12
FOWLER, JEREMIAH	2016	83,880.51
MONTGOMERY, YVONNE E	2016	83,724.72
DANCEY- BEAULIEU, ALYSSA	2016	83,579.48
WALLACE, CATHERINE E	2016	83,575.24
RAEKE, ELINOR E	2016	83,453.98
LARACY, TYLER	2016	83,448.29
SOUSA, JOANNE C	2016	82,827.65
ROCK, SUSAN M	2016	82,572.32
O HARA, MARGUERITE	2016	82,546.67
BURAK, HALLIE J	2016	82,532.58
WHITTAKER, LAURA J	2016	82,339.67
CHIPMAN, DONALD	2016	82,308.96
NORTON, TIMOTHY P	2016	82,151.88
SINGLETON, ANA	2016	81,878.51
CARLTON, KEVIN	2016	81,661.67
LEE, SAN S	2016	81,619.24
GILBERT, EDWARD G	2016	81,520.62
SBARDELLA, JOSEPH	2016	81,428.00
TURNBULL, HILARY L	2016	81,413.08
FOLEY, PATRICIA A	2016	81,379.68
LAQUIDARA, CLAUDIA R	2016	81,318.10
MONBOUQUETTE, JEREMIAH	2016	81,175.69
WILBUR, KERRY L	2016	81,061.67
GUILLOTTE, TIMOTHY	2016	81,029.43
KOWALCZYKOWSKI, ROGERIA	2016	81,028.80
ISABEL, SHEANNA	2016	80,999.01
PURNELL, STEPHEN	2016	80,940.59
LEDIN, JEFFREY	2016	80,940.26

BOURGET, GREGORY	2016	80,937.00
KALIANIOTIS, NICOLE J	2016	80,928.82
LEONARD, ANNMARIE	2016	80,813.10
CALLAHAN, TIMOTHY	2016	80,808.95
O NEIL, DAVID W	2016	80,805.54
PRUDDEN, DAVID	2016	80,618.10
MELENDY, JOYCE F	2016	80,528.02
VISSER, JOSEPH	2016	80,451.19
MACDONALD, JILLIAN A	2016	80,428.93
DUNKLEE, REBEKAH M	2016	80,282.10
BONNEY, MICHELLE M	2016	80,198.10
CURTIS, PATRICIA A	2016	80,198.10
FUGATE, SHIRLEY	2016	80,198.10
GUNNING, JOHN	2016	80,198.10
WALL, DAVID M	2016	80,198.10
WEBSTER, SUSAN M	2016	80,198.10
MCCARTHY, PAMELA	2016	80,147.83
DEANDRADE, LUIS	2016	80,075.40
BEAULIEU, CRAIG A	2016	80,051.10
DEL MASTRO, ROSANNA	2016	79,927.85
GAGNE, JONATHAN	2016	79,811.50
SPEARS, CHRISTINE M	2016	79,788.82
FIDLER, LAUREN E	2016	79,771.60
DRISCOLL, MARIA I	2016	79,547.18
BLAIZIS, CHARLES	2016	79,189.12
RICKER, LUCINDA	2016	79,115.51
ROCKWOOD, SUSAN E	2016	79,055.00
MEDEIROS, ALBERT	2016	78,908.72
MOLL, HILARY	2016	78,833.42
QUINN, MARY L	2016	78,827.55
ELLIS, JENNIFER M	2016	78,756.49
FISHER, SANDRA G	2016	78,740.88
AMARU, LEAH M	2016	78,689.90
SNYDER, RICHARD	2016	78,574.26
DENNENO, PETER	2016	78,550.55
MANCHESTER, DARLENE S	2016	78,439.68
VEKASY, MARISSA A	2016	78,398.26
TOMECEK, KERRY A	2016	78,370.87
THIBEAULT, CASSANDRA	2016	78,273.37
BENITEZ, JILL J	2016	78,159.68
GIATRAKOS, THOMAS	2016	78,159.68
FRATTASIO, CHRISTINA L	2016	78,107.10
ROSE, JOSEPH	2016	77,794.49
GRITTER, JENNIFER	2016	77,786.51
GOLDBERG, JILLIAN S	2016	77,685.90
HURLEY, JOHN	2016	77,681.81
DONOVAN, WILLIAM J	2016	77,621.52

MACOMBER, JACKSON	2016	77,556.56
GETCHELL, ERIN E	2016	77,555.75
JARDIN, DAVID	2016	77,366.38
FARWELL, MATTHEW	2016	77,276.50
GIFFUNE, PAUL	2016	77,074.55
JOY, DAYNA M	2016	77,061.72
FARQUHARSON, LIZA M	2016	76,881.09
MCBRAYER, KENNETH	2016	76,502.67
DOHERTY, REBECCA L	2016	76,490.50
JACOBS, JENNIFER	2016	76,243.55
CHATSKO, DEANNA	2016	76,242.27
BERTELETTI, KRISTIN M	2016	76,116.44
EGAN, DANIEL A	2016	76,056.21
HARKINS, BRIAN	2016	75,884.92
CARPENTER, DAVID	2016	75,869.69
GARGIULO, PAUL	2016	75,868.27
REGAN, BARBARA E	2016	75,835.36
LYDON, AMY C	2016	75,696.44
COLLINS, STEPHEN	2016	75,668.43
SCHIFONE, MICHAEL	2016	75,517.65
MEDEIROS, DENNIS	2016	75,486.42
WEILAND, KURT	2016	75,307.32
HERMAN, SUSAN	2016	75,192.74
DRUMM, MEGAN M	2016	75,093.72
TAPPER, TERESA	2016	75,092.27
FURIOSO, ANGELA M	2016	74,646.21
MALTBY, MELISSA A	2016	74,497.50
BERNSTEIN, LAUREN R	2016	74,492.85
PERRY, MERIDITH T	2016	74,394.57
PATTERSON, ANDREW	2016	74,357.22
LECLAIR, ROGER	2016	74,258.99
MALOOF, LYNNE F	2016	74,190.91
SULLIVAN, JENNIFER	2016	73,957.29
SHEA, MARY P	2016	73,876.45
DONAGHY, ERIN K	2016	73,841.60
PALLY, BARBARA	2016	73,639.63
CLERMONT, RHONDA	2016	73,372.26
SWART, CAROLYN	2016	73,308.26
MONTY, JOSEPH D	2016	73,239.85
MCPARTLAND, MYLES	2016	73,190.37
CHEEVER, HEATHER	2016	73,141.14
CURTIS, SCOTT	2016	73,138.73
GALLAGHER, COLBY J	2016	73,106.32
BONDA, LINDSAY	2016	73,036.01
ALBONESI, LAURA M	2016	73,007.20
CARTER, CHRISTINE A	2016	72,913.60
WALTER, EMILY C	2016	72,826.54

DOLAN, DIANNE	2016	72,819.59
HARROP, BRIAN	2016	72,796.28
BARRETT, SUZANNE	2016	72,472.79
TWOMSLEY, LINDA	2016	72,030.26
HOUGH, DALE	2016	71,936.91
LITTLE, FREDERICK	2016	71,933.39
RILEY, NANCY J	2016	71,916.50
BABB, JAMES	2016	71,389.43
MCRAE REID, HEATHER A	2016	71,356.09
RADEFF, SAMANTHA R	2016	71,141.61
PIRES, ANDREA J	2016	70,977.86
ROSENTHAL, JESSICA M	2016	70,977.86
BLAIZIS, CRAIG	2016	70,875.74
NICKELSON-MANN, CHRISTOPH	2016	70,644.12
CABRAL, RYAN	2016	70,550.70
KELLY, ANDREW	2016	70,521.49
MCGEE, KATE J	2016	70,504.65
JAMIEL, CAITLIN A	2016	70,470.59
DYER, CHRISTOPHER	2016	70,417.53
DEANDRADE, JOHN	2016	70,113.86
NOLAN, DONNA	2016	69,995.97
MEDEIROS, TIMOTHY	2016	69,849.46
PAZYRA, MICHAEL	2016	69,801.11
TILLEY, ALICIA L	2016	69,778.61
CARDOSO, NICOLE C	2016	69,729.25
GARRANT, TRACY L	2016	69,729.25
DANIELS, TARA N	2016	69,331.57
BELL, MATTHEW	2016	69,224.02
DUPONT, KANDE	2016	68,973.07
MARTIN, MARY	2016	68,782.56
BARBOSA, MELISSA	2016	68,463.97
CICCATELLI, LINDA M	2016	68,457.82
GIATRAKOS, JANINE	2016	68,372.54
PURNELL, DIANE	2016	68,277.30
SULLIVAN, JACOB R	2016	68,128.01
O'SULLIVAN, JENNIFER	2016	68,124.84
SWEENEY, WILLIAM	2016	68,021.69
CARTY, KEVIN M	2016	68,009.78
DECHATRETTE, STEPHANIE A	2016	67,922.38
BECHET, KEVIN M	2016	67,883.66
JACKSON, KAREN M	2016	67,818.60
EVANS, CHRISTOPHER	2016	67,732.90
OLSHIN, JOSHUA	2016	67,584.91
LONDERGAN, ELIZABETH A	2016	67,522.49
SIMPSON, JAMES	2016	67,259.88
DELONG, ELIZABETH L	2016	67,256.46
PATTON, STEPHANIE	2016	67,137.70

CANCELLIERI, ROBERT C	2016	67,119.16
DUNCAN, DARLINE	2016	66,976.00
CARRARA, STEPHANIE	2016	66,854.08
PEDRO, ALFREDO	2016	66,723.45
SCAFIDI, SHAWNA D	2016	66,718.60
LANGLOIS, LAURENCE W	2016	66,616.34
PECK, STEVEN	2016	66,603.16
BAUMAN, BETTY R	2016	66,551.83
PEIXINHO, RITA B	2016	66,451.91
MORAIS, JOSE M	2016	66,317.22
FRANCISCO, JOSE C	2016	66,307.48
WALSH, STEPHANIE J	2016	66,212.28
CRISCUOLO, GENEVIEVE L	2016	66,043.95
MACEDO, JOAO J	2016	65,736.26
SPINTIG II, FREDERICK	2016	65,674.30
SHEA, SARAH	2016	65,455.88
ARAUJO, ROY F	2016	65,455.20
KELLY, JENNA A	2016	65,280.98
DEANA, JOSE	2016	65,076.33
SWIMM, HEATHER M	2016	64,900.25
MARINELLI, KATHLEEN M	2016	64,888.53
EDDY, LEE	2016	64,879.44
COOK, JONATHAN	2016	64,537.57
PUSTIZZI, MEAGHAN L	2016	64,531.10
CARROLL, MOLLY J	2016	64,333.86
WOODRUFF JR., STEPHEN F	2016	64,225.49
LAW, PETER B	2016	64,160.78
DUPONT, ROBERT	2016	63,986.98
VELAZQUEZ, JAIME	2016	63,890.89
BARRY, PAULA	2016	63,861.18
MCGRADY, KATHLEEN	2016	63,842.02
SHASTANY, PAUL	2016	63,695.60
STANSFIELD, JESSE	2016	63,645.07
NOLAN, MICHAEL	2016	63,613.95
IFILL, KULNATHEE G	2016	63,556.09
CARDOSO, THERESA	2016	63,368.30
MOGAN, FRANCIS	2016	63,358.27
KING, ROBERT	2016	63,194.44
WHITING, ANDREW E	2016	62,856.50
MCDONNELL, SUSAN A	2016	62,816.28
MANGE, JOHN I	2016	62,707.12
CRONIN, KEVIN P	2016	62,376.50
SMITH, LINDA F	2016	62,185.86
ERICKSON, JOHN	2016	62,045.48
MCCAFFREY, STEVEN R	2016	61,998.09
NORMAN, BRYAN P	2016	61,628.78
MONAHAN, JUSTINE A	2016	61,583.37

RELIHAN, SHANE	2016	61,501.22
GORMAN, PATRICIA A	2016	61,480.43
CANTY, STEPHEN M	2016	61,369.71
ASZTALOS, JULIE	2016	61,269.08
GEMELLI, ALLISON T	2016	60,961.42
MAKSY, AMANDA J	2016	60,835.07
DEWSBURY, ERICA	2016	60,790.11
MEZZETTI, ALLISON B	2016	60,593.47
MURADIAN, PATRICIA	2016	60,486.63
SMITH, LAURA A	2016	60,470.07
FANNING, DAVID	2016	60,301.22
CUSACK, KERRI M	2016	60,288.78
GALLAGHER, KERRY E	2016	60,288.78
KAFKA, JENNIFER K	2016	60,228.78
MCGREGOR, MARTHA S	2016	60,198.20
VALAIR, CAITLIN G	2016	59,926.49
SIMMS, DEREK	2016	59,594.30
MCALLISTER, ANDREW	2016	59,510.59
VIVEIROS, CARLOS	2016	59,279.89
COFSKY, MICHAEL	2016	58,903.67
TEIXEIRA, JOSEPH	2016	58,875.13
ABOURJAILY, RITA E	2016	58,867.70
BIRNSTILL, KEVIN	2016	58,843.86
MASON, BRIAN	2016	58,793.21
FOLEY, JOAN	2016	58,766.93
BOUCHER, ROBERT	2016	58,588.24
BARRUZZA, VICTOR	2016	58,462.60
BRUTTANITI, FRANCES	2016	58,462.60
DAVIS, TIMOTHY	2016	58,462.60
FRANO, MARILYN R	2016	58,462.60
CANCELLIERI, VANESSA M	2016	58,330.10
CANCELLIERI, MARY E	2016	58,276.20
BAETA, RONALD L	2016	58,136.42
FARIA, JOSEPH	2016	57,881.19
NICKERSON, MARK	2016	57,503.48
PINZARI, REBECCA J	2016	57,485.00
KANE, ANGELA M	2016	57,463.86
WILSON, EVAN	2016	57,463.86
MCLEAN, CLIFFORD	2016	57,433.27
NELSON, DONALD	2016	57,381.80
WALDRON, KATHLEEN	2016	57,043.67
DILIBERTO, KRISTEN	2016	57,000.58
JACKSON, ANTHONY	2016	56,964.60
SCARDINO, JOYCE A	2016	56,721.62
WOOD, CHELSEA	2016	56,710.07
MELO, JOE M	2016	56,643.39
TOBON, CHRISTINA	2016	56,594.89

KURTINITIS, IAN	2016	56,437.26
NARDO, MARISA A	2016	56,369.45
PEACHEY, SHANNON C	2016	56,338.33
STATKUS, KENNETH	2016	56,315.20
CATALANO, MICHAEL	2016	56,224.90
O DONOGHUE, JOHN P	2016	56,192.27
LOCHIATTO, DENISE	2016	56,144.58
RICHARD, SCOTT	2016	56,115.24
COTTER, WILLIAM	2016	56,088.67
RICHARDSON, JEFFREY W	2016	55,979.31
SISCO, TRACEY	2016	55,901.26
FARRELL, LISA	2016	55,660.05
FITZGERALD, CATHLEEN M	2016	55,512.95
MITCHELL, JOHN	2016	55,475.20
CAYTON, KATHRYN	2016	54,844.58
DORGAN, ANN E	2016	54,812.90
CARDOZA, ROBIN	2016	54,807.51
FALLON JR., CHARLES	2016	54,801.78
EISENMANN, NICOLE M	2016	54,761.87
HORAN, DANIELLE	2016	54,698.90
FRAZER, PATRICK N	2016	54,636.42
MCGINNIS, LAUREN	2016	54,636.42
JEROME, DAVID H	2016	54,374.54
GARCIA, LORRAINE	2016	54,264.63
FRASCA, ANNE M	2016	54,002.93
MCELLIGOTT, LORRAINE	2016	53,970.62
SERGIO, COURTNEY	2016	53,646.74
MCLAUGHLIN, KATHY	2016	53,576.95
ROTHWELL, MARY	2016	53,506.25
WATERMAN, LINDSEY M	2016	53,420.58
BROWN, KAREN	2016	53,046.88
FLAHERTY, CAITLIN	2016	52,900.07
ROMEUS, THERESE	2016	52,825.50
MCGREEVY, RICHARD	2016	52,640.64
BETTLE, PAMELA	2016	52,575.50
FARIA, PEARL	2016	52,575.50
REBELO, FLORIANO	2016	52,509.52
WASIK, BRITTANY L	2016	52,430.14
CLARK, LISA	2016	52,409.62
DEXTER, ROBERT P	2016	52,346.67
MORIARTY, ELSA	2016	52,325.50
RASHID OLESLAMI, FAEZEH	2016	52,310.07
BAETA, LYNNE M	2016	52,213.96
MORGAN, WESLEY	2016	52,095.51
ROCHE, ELAINE	2016	52,064.32
BURRILL, CHRISTOHPER	2016	52,030.55
WEIGEL, CHRISTOPHER	2016	52,010.07

CONLIN, CAITLYN	2016	51,945.02
ARGUIMBAU, JAMES	2016	51,810.07
BOYRAZIAN, DIANE	2016	51,810.07
PALMER, PATRICIA	2016	51,810.07
SHROPSHIRE, PATRICIA J	2016	51,800.70
PORDER, BROOKE S	2016	51,644.29
PATTERSON, NANCY C	2016	51,618.13
CHAPMAN, JAMIE	2016	51,615.12
SERKIN, ARIEL	2016	51,487.14
LEIF, KARL	2016	51,425.91
DIGLORIA, STEPHEN	2016	51,227.28
KING, ANDREW J	2016	51,218.39
BONTYA, JACLYN	2016	51,211.14
PEZZA, CHRISTOPHER G	2016	51,145.53
PENNIE, KELLY	2016	51,118.85
DOHERTY, WILLIAM	2016	51,025.12
RODRIGUES, DAVID V	2016	50,940.26
WARD, GERALDINE	2016	50,800.01
PUTNAM, JESSICA	2016	50,790.12
MASCIARELLI, RHONDA	2016	50,694.89
FARIA, JACQUELINE E	2016	50,494.89
GAFFNEY, REBECCA	2016	50,408.83
HOMER, JOHN E	2016	50,134.39
GOMES, JOAO J	2016	50,126.44
WARREN, JULIANNE	2016	49,999.82
DEAN, AMY	2016	49,978.87
DEVORE, DEIDRE	2016	49,790.12
FALCIONE, JENNIFER L	2016	49,718.56
CURLEY, STEPHEN	2016	49,410.12
ARENIELLO, CRISTIANA	2016	49,204.97
PIMENTEL, ANTONIO	2016	49,198.82
ANDRADE, ANTONIO F	2016	48,876.15
PHIPPEN, ANTHONY J	2016	48,763.65
LYDON, KIMBERLYNN	2016	48,716.78
AMARAL, ANTONIO S	2016	48,693.93
AUGER, JESSICA	2016	48,453.50
CARMICHAEL, MICHELLE A	2016	48,408.27
CRATTY, GABRIELLA	2016	48,289.93
VICKEY, DAVID	2016	48,229.48
HARGREAVES, SUSAN	2016	48,137.98
ROMEIRO, TERESA	2016	47,976.97
JARASITIS, KELLIANN P	2016	47,906.35
O'BRIEN, KRISTEN A	2016	47,761.35
DEVITO, JOSEPH P	2016	47,756.26
RODRIGUEZ, GIOVANNI	2016	47,755.15
O BRIEN, KAITLIN	2016	47,672.56
STONE, HILLARY C	2016	47,625.86

RUSSELL, KEVIN F	2016	47,458.68
GENEREUX, HEATHER	2016	47,247.81
TETRAULT, SARAH	2016	46,987.10
MCCANN, JEANNE-MARIE	2016	46,978.11
AHERN, JEAN	2016	46,855.03
MURPHY, ALYSSA M	2016	46,797.97
MORIARTY, PATRICK M	2016	46,755.69
GIDLEY, ROBERT	2016	46,723.62
WALLACE, PETER J	2016	46,694.31
MOTTA, KARSON	2016	46,355.32
PASCARELLI, TRACY M	2016	46,152.60
DEFRIAS, NICHOLAS	2016	46,072.06
MILNE, JESSICA A	2016	45,997.83
NICHOLSON, ROBERT	2016	45,836.57
HAVENER, HILLARY	2016	45,605.88
MELO, VICTOR C	2016	44,967.02
HANSON, GERALYN E	2016	44,954.97
DOWD, JENNIFER J	2016	44,952.34
WHELAN, LISA	2016	44,788.62
OSTROFF, JEANNE	2016	44,769.33
FLETCHER, SUZANNE	2016	44,687.91
SOBOL, JENNIFER	2016	44,314.97
WHITE, STEPHANIE G	2016	44,137.98
DEWAR, RANDOLPH	2016	44,028.02
HASTINGS, EMILY	2016	44,018.55
TRIOLO, NICOLE M	2016	44,003.82
STARRING, ALLISON	2016	43,709.97
HOJLO, LEONA M	2016	43,679.26
LABRIE, SARAH	2016	43,669.97
REGO, DENNIS M	2016	43,371.07
THAI, ANTHONY	2016	43,177.82
HOGAN, JEANETTE	2016	43,174.97
CARMICHAEL, KELLIE A	2016	43,072.69
CAMARA, NESTOR P	2016	42,863.65
GOODREAU, MICHAEL	2016	42,636.13
SHAW, RYAN	2016	42,614.15
ANDRADE, DANIEL	2016	42,548.13
LEE, CAROLYN	2016	42,015.19
LEGER, LISA	2016	41,700.60
MONTEIRO, ERNESTO C	2016	41,564.28
GEKOW, SMADAR	2016	41,523.75
BOYD, BRETT	2016	41,402.34
ALTWEIN, KAREN	2016	41,307.37
HARTNETT, SARAH	2016	40,936.55
WALKER, JENNIFER L	2016	40,785.73
BOURKICHE, AMY	2016	40,741.20
KERMAN, LEANNE W	2016	40,296.62

BOHN, CHRISTINE	2016	40,283.42
DENISON JR, JOHN	2016	40,086.55
RUSSELL, JILL	2016	40,077.76
BARROSO, ALICIA	2016	39,863.57
KERTYZAK, CHRISTOPHER	2016	39,505.68
BARROS, ANTHONY J	2016	39,460.92
SMALDONE, KEVIN M	2016	39,375.32
MIRANDA, KRISTIN M	2016	39,277.77
BARTOLOZZI, ANNAMARIE	2016	39,129.65
BATES, DENNIS	2016	39,014.71
BERMUDEZ, CHRISTINA	2016	38,563.85
DUTRA, HELEN E	2016	38,563.85
ZHANG, BEI	2016	37,816.01
KELLY, KELLI-ANN	2016	37,746.96
HARRINGTON, BRENDA T	2016	37,677.26
BULCAO, LEONEL	2016	36,842.63
HEAL, JOSHUA W	2016	36,694.40
LEESER, ALIX R	2016	36,498.36
MARONEY, TIMOTHY	2016	35,897.73
MEHTA, DIPTIBEN	2016	35,354.04
BUSHLOW, LAURA M	2016	35,138.09
KOWALCZYK, MARY	2016	35,087.68
TIBERIO, CHRISTINA M	2016	34,581.52
BERG, JAMES	2016	33,640.25
CONNORS, LISA	2016	33,458.55
DIGIUSTO, PATRICIA	2016	33,057.34
WALSH, MEGAN A	2016	32,963.04
BECK, SANDRA	2016	32,940.54
REID, DEBRA A	2016	32,851.04
CORREIA, KELLIE	2016	32,541.23
BACESKI, SUSAN L	2016	32,511.28
BYRON, PATRICK	2016	32,469.48
O'SHEA, SHEILA	2016	31,973.80
BATTAGLIA, LAURA	2016	31,849.84
ANGELOS, WILLIAM	2016	31,678.60
FIGUEIREDO, JOSEPH	2016	31,542.24
SHI, XIAOLU	2016	31,488.87
ARROYAS, ANN R	2016	31,469.04
SLADE, JENNIFER M	2016	31,399.61
FRAINE, JESSICA	2016	31,067.68
DEJOSEPH, CORRINNE	2016	30,754.99
GOULSTON, PATRICIA A	2016	30,691.81
TERNOVAYA, INNA	2016	29,652.33
MACPHERSON, MOLLY	2016	29,278.32
MCMAMARA, MELISSA A	2016	29,012.31
BROWN, KAYLA	2016	28,987.89
SCANLON, JESSICA	2016	28,647.35

HOUHOULIS, JAMES	2016	27,905.76
YOUNG, BARBARA A	2016	27,478.86
HURLEY, KIMBERLIE	2016	27,415.10
DAWSON, MARYANN	2016	27,260.35
KENDALL, KATHLEEN B	2016	26,564.17
BREZNER, MARISSA	2016	26,398.62
HUBLER, MATTHEW	2016	25,976.40
DICENSO, NINA	2016	25,936.56
FITZGERALD, JANET	2016	25,928.42
WACKS, MARLENE A	2016	25,637.52
MELLYN, STEWART	2016	25,005.35
DENAPOLI, KRISTINA J	2016	24,593.14
LUCAS, ALEXANDRA	2016	23,976.40
LEWANDOWSKI, STEVE	2016	23,776.02
BRAUNEIS, LOUISE A	2016	23,695.65
SLABINE, MAXINE	2016	23,660.27
ROBINSON, MAUREEN	2016	23,637.74
STANTON, JOSHUA	2016	23,026.36
MULLEN, JOSEPHINE R	2016	22,861.93
HAYNER, DARLENE L	2016	22,685.21
BLANCHARD, ERIN N	2016	22,677.14
SPENCER, JOYCE A	2016	22,528.56
TAPP, CAROLYN A	2016	22,506.86
TRIEBER, KAREN E	2016	22,170.01
ENDRIUNAS, KATHLEEN A	2016	21,950.50
BLOCK, LORI G	2016	21,718.83
COCCHI, KATHLEEN A	2016	21,601.16
VITO, LORI A	2016	21,532.06
SAMPSON, MARTHA M	2016	21,512.50
GRASSO, ALEXANDRIA L	2016	21,049.15
EVANGELISTA, ELLEN	2016	21,033.84
CEOLINSKI, JENNIFER	2016	20,963.69
RICHMOND, CATHERINE A	2016	20,839.07
BAINER, LISA	2016	20,794.86
GIBB, CAROL F	2016	20,708.00
ANTONOWICZ, KAITLYN N	2016	20,699.42
TUCKER, JEANNETTE M	2016	20,610.40
FRAGA-MULLEN, SUSAN S	2016	20,448.40
ROSSI, ROSEANNE	2016	20,440.38
CROGHAN, TERESE	2016	20,405.47
FORD, CATHERINE A	2016	20,223.26
MILLIEN, ROLAND	2016	20,109.60
RHUDA, CHRISTOPHER	2016	20,081.71
FISHER, CAROL	2016	20,001.94
BASHEIN, GAIL	2016	19,997.60
LOVERING, PATRICIA	2016	19,951.20
SPRAGUE, LEA	2016	19,899.42

MILLS, CHERYL	2016	19,785.29
MORRIS, ELINORE	2016	19,653.20
GREENE, KATHLEEN	2016	19,644.89
POLILLIO, PHYLLIS A	2016	19,589.78
BERTELETTI, KRISTEN M	2016	19,487.88
BIGELMAN, SHANNON	2016	19,472.58
AMANN, MARGARET M	2016	19,277.29
ZBINSKI, SUSAN M	2016	19,258.20
WARREN, THOMAS	2016	19,166.58
DEANDRADE, PATRICIA A	2016	19,070.20
FICARRA, ERIN	2016	18,811.71
HANDLEMAN, CLAYTON	2016	18,811.71
MCGRATH, PAUL D	2016	18,507.50
BUKHENIK, SHELBY M	2016	18,360.40
CURBOW, KEITH	2016	18,273.51
FRIDLEY, JOANNE	2016	18,229.06
JACKMAN, BRUCE W	2016	18,147.17
IACOBUCCI, CHRISTINE	2016	17,995.92
CUMBERLAND, GORDON	2016	17,944.76
COREY, KAREN	2016	17,821.08
DELANEY, KAITLIN R	2016	17,821.07
RICARDO, KRISTIN	2016	17,752.04
KEOGH, MATTHEW	2016	17,366.69
KANTOR, MICHAEL	2016	17,241.21
BEAN, JANET	2016	17,169.16
LEWIS, GEORGEANN	2016	16,995.15
MERINGOLO, JUSTINE M	2016	16,995.15
JOHNSON, WINIFRED M	2016	16,970.00
FERREIRA, MICHAEL	2016	16,963.29
ASSELIN, TRISHA A	2016	16,829.64
CONTI, DEBORAH A	2016	16,816.72
BOURJI, NADA	2016	16,561.53
AYERS, DONNA J	2016	16,513.98
JASMIN, RICHARD W	2016	16,296.65
ANDERSON, JESSE	2016	16,069.36
TCHERKEZIAN, LARA	2016	16,027.29
HAYES, LAURA R	2016	15,931.65
IKONITSKIY, MARIA	2016	15,648.18
LYDON, AMANDA M	2016	15,631.65
MENESES, MELISSA	2016	15,520.32
REARDON, SUSAN D	2016	15,505.05
JORDAN, NANCY J	2016	15,501.29
VAN DYKE, NANCY A	2016	15,341.70
FALCO, DEBRA J	2016	15,330.01
HOYLE, EDWARD F	2016	15,274.50
MARK, DANIEL W	2016	15,253.64
SILVA, KATHLEEN A	2016	15,210.00

SCHINDLER, LAURA	2016	15,198.48
TOWER, SUSAN	2016	15,195.40
RONDEAU, MARK J	2016	15,162.00
MCCULLOUGH, DANIELLE S	2016	15,127.29
JOHNSON, JODE	2016	15,065.00
DONOVAN, KELLY A	2016	15,013.62
OPPENHEIM, ALAN	2016	15,010.00
ROCHA, CHRISTINE	2016	14,892.75
DESOUSA, ROBERT	2016	14,805.57
WRIGHT, MARY A	2016	14,708.00
MUSTO, ANTONINA	2016	14,701.52
MCCABE, REBECCA J	2016	14,619.58
SAWYER, JENNEIFER	2016	14,534.65
SMALL, JEAN	2016	14,021.74
MASTRORILLI, GAIL A	2016	13,883.08
CANCELLIERI, MAURA E	2016	13,663.50
GOVERNMAN, SANDRA	2016	13,660.66
GOLDEN, DANIELLE	2016	13,624.80
MATTOCKS, MARY-BIANCA	2016	13,402.00
COELHO, ARTHUR	2016	13,373.39
FOLEY, CYNTHIA R	2016	13,360.77
WILBUR, KELSEY E	2016	13,352.40
GODES, PHYLLIS	2016	13,351.39
TIERNEY, MAUREEN	2016	13,248.00
GIROUX, JULIE A	2016	13,188.38
ALVAREZ, STEPHEN P	2016	13,184.72
BOUDROT, MAURA E	2016	12,885.00
POLILLIO, MICHELLE M	2016	12,851.39
MALLOCK, TINA	2016	12,666.33
ROTELLA, PAULA J	2016	12,627.67
LANGILLE, JOHN	2016	12,574.38
AYER, STEVEN	2016	12,376.38
SWEET, JULIA	2016	12,364.17
CLOUTIER, ALISA	2016	12,348.00
FLAHERTY, MARY K	2016	12,126.25
LOCHIATTO, PETER	2016	12,097.50
NUTTER, WILLIAM	2016	12,015.55
JOLLEY, SUZANNE	2016	11,957.60
RICHARDSON, SHELDON	2016	11,850.58
HAYES, BRIAN	2016	11,779.28
MCMANUS, SUSAN T	2016	11,632.52
OGRADY, ANN	2016	11,495.36
POMBO, JOSE R	2016	11,400.00
BONARRIGO, MARIANN	2016	11,310.00
SWEENEY, MARY	2016	11,100.00
CARROLL, NOREEN M	2016	11,091.06
COLAFRANCESCO, MICHELINA	2016	11,090.06

WILLIAMS, MATTHEW	2016	11,071.94
BUONO, SANDRA	2016	10,772.50
HALL, JAMES	2016	10,686.51
NORTON, PATRICK	2016	10,637.43
RIBEIRO, NINA	2016	10,602.22
KIMBALL, MARIANNE	2016	10,563.32
FRITZSON, JAMES G	2016	10,553.00
CAMPBELL, HEATHER	2016	10,503.25
JOHNSON, PETER	2016	10,500.00
CURTIS MAHONEY, CAROLYN	2016	10,452.98
BILLO, KATHRYN	2016	10,446.97
CADIGAN, PAUL	2016	10,423.01
RODRIGUES, LINDA	2016	10,281.30
MCGRATH, WILL	2016	10,278.65
AGUIAR, KYLE M	2016	10,124.00
LYONS, SUSAN	2016	10,113.94
SALTER, AARON	2016	10,004.98
OKEEFE, EDWARD J	2016	9,980.95
GIBB, ZACHARY	2016	9,749.79
MANN, PATRICIA A	2016	9,674.00
MARIANO, ANN MARIE	2016	9,617.02
TWERAGO, KATHLEEN M	2016	9,600.00
QUIGLEY, JOAN	2016	9,486.26
RICHARD, SHERYL A	2016	9,459.64
ECKHART, CYNTHIA B	2016	9,337.86
WESTOVER, JOAN B	2016	9,335.56
SELLON, SUSAN	2016	9,328.16
AGUIAR, KEITH	2016	9,187.50
COOK, MARY ANN	2016	9,093.70
TROY, LOUISE	2016	9,072.85
NUTTER, ROBERT	2016	9,041.56
JARVIS, JOANNE	2016	9,036.13
ADELMAN, GERALDINE	2016	9,013.47
PUPKO, ANN MARIE	2016	9,003.10
BROWN, JANET	2016	8,955.74
DEANE, JACQUELINE A	2016	8,927.27
DEOLIVEIRA, CECILIA	2016	8,910.00
VANDERWADE, IRIS	2016	8,876.25
WOODFORD, RICHARD	2016	8,803.71
SAMIA, DIANE	2016	8,775.00
HOPKINS-MCDONALD, ANN	2016	8,644.09
LERETTE, JOANNE R	2016	8,643.05
TAYLOR, EVAN	2016	8,565.68
MYERS, TARA L	2016	8,528.00
SOARES, JOSEPH	2016	8,496.50
HANLON, JUDITH A	2016	8,475.00
PRISCO, STEPHEN	2016	8,343.50

MARQUES DOLLOFF, TERESA A	2016	8,341.38
SEAMAN, BETTY A	2016	8,337.82
BEDER, TAMARA	2016	8,294.89
CONNOLLY, SHAWN	2016	8,265.57
LESSA, LISA M	2016	8,233.20
MCGEE, RYAN	2016	8,219.12
DANGELO, RITA A	2016	8,198.97
DELL, ESTHER	2016	8,191.25
RAWL, BETHANN	2016	8,188.09
FRANEY, CHERYL L	2016	8,176.03
HEWINS, DAWN	2016	7,955.30
CORMIER, SHARON A	2016	7,950.00
CARDELLA, GRACE M	2016	7,893.38
STANDISH, PATRICIA	2016	7,840.98
MCDONALD, KEVIN	2016	7,813.48
REARDON, ANN L	2016	7,756.42
MAHONEY, DEBORAH A	2016	7,724.50
BROWN, CYNTHIA J	2016	7,631.44
LEARY, ELIZABETH S	2016	7,581.80
CRAIG, NANCY	2016	7,567.85
MADAN, PRISCILLA	2016	7,523.42
LUTZ, MELISSA J	2016	7,517.06
SEILER, GREGORY R	2016	7,499.94
KASSLER, SANDRA P	2016	7,476.00
BATES, JANE P	2016	7,431.69
GALLAGHER, VIRGINIA M	2016	7,428.04
ADELMANN, MYRA H	2016	7,381.89
WEINER, AUDRA	2016	7,363.25
KIMBALL, DIANE M	2016	7,359.23
PULLI, CHRISTINE	2016	7,300.93
SEWCYK, MARGARET	2016	7,281.12
MAHONEY, PATRICIA	2016	7,273.80
EARLE, KELLEY	2016	7,270.00
SULLIVAN, JANET A	2016	7,232.31
SMITH, GERALD	2016	7,189.08
CACHOPA, NICHOLAS	2016	7,185.00
POWERS, NANCY L	2016	7,125.00
RICHARDS, KYLE	2016	7,097.28
JEAN, FLEURETTE	2016	7,053.32
ANDRADE, INES P	2016	7,051.00
ORTIZ, ANA M	2016	7,048.49
ROBERGE, JANE	2016	7,016.75
FLYNN, ANN L	2016	6,992.02
BLACK, MARY	2016	6,918.35
GALLAGHER, CYNTHIA P	2016	6,903.29
BERTRAM, PAULA J	2016	6,903.12
BELINSKY, SUSAN	2016	6,900.00

PENNEY, JOANNE	2016	6,900.00
FERREIRA, CHERI A	2016	6,882.72
KELLY, ANDREA L	2016	6,799.52
HUSSEY, VIOLETTE	2016	6,776.75
EDWARDS, ELAINE	2016	6,774.88
O CONNOR, EILEEN	2016	6,769.50
DONOVAN, KATIE	2016	6,746.60
SCHULTZ, RHONDA	2016	6,732.54
BUCARIA, DENISE L	2016	6,718.15
CROCKER, JACLYN	2016	6,690.82
ASZTALOS, PATRICE K	2016	6,602.02
KHALIL, MARHABA	2016	6,598.75
CHAISSON, SHARON	2016	6,578.32
JOHNSON, KATHLEEN	2016	6,570.32
CALL, AMY E	2016	6,527.58
HORAN, WILLIAM	2016	6,487.00
SULLIVAN, PATRICIA A	2016	6,350.00
WARD, KENNETH A	2016	6,345.50
JORDAN, CHARMAINE	2016	6,274.68
BLYE, LEANNE	2016	6,246.26
SPOONER, JEAN	2016	6,239.11
WADE, RITA C	2016	6,228.00
SCANLAN, BRIAN	2016	6,200.38
DELORENZO, NICCOLE	2016	6,184.94
MACDONALD, MARY E	2016	6,112.02
CASTILLO, LEONORA	2016	6,105.83
CAPONE, NANCY	2016	6,049.43
CUTHBERT, LAURA ANNE	2016	6,048.02
KELLY, LOU-ANNE	2016	6,033.08
SOUTO, ROSA M	2016	6,014.92
REICHE, MARGARET L	2016	6,005.00
MCCARTY, MARY-EDNA	2016	5,984.46
HUQ, DILSHAD	2016	5,975.57
MCCORMICK, HEATHER	2016	5,942.47
BATCHELDER, ERICA	2016	5,916.66
DESMOND, BRENDA	2016	5,903.93
MARROCCO, KERRY L	2016	5,893.09
MCDONALD, PATRICK	2016	5,799.05
YARDE, GAIL B	2016	5,775.00
PAUKNER, LORRAINE	2016	5,754.17
MARROCCO, KERRY	2016	5,687.30
MULLALEY, RUTH	2016	5,675.70
DASARI, KEZIA	2016	5,631.45
CAIN, MATTHEW	2016	5,540.93
GIUNTA, JUDITH R	2016	5,538.52
DUGGAN, ROBERT	2016	5,495.78
CONNELL, KATHLEEN	2016	5,482.70

MCNULTY, CHRISTOPHER A	2016	5,454.39
JENKINSON, STEPHANIE	2016	5,387.86
COMERFORD, ELLEN	2016	5,360.00
PETERS, LINDA	2016	5,356.52
SAWYER, LAURA D	2016	5,335.30
GREEN, JACQUELINE M	2016	5,250.00
MCLAUGHLIN, MICHELLE	2016	5,244.16
ORTIZ, AUDRA	2016	5,191.26
NEARY, TERESA	2016	5,168.00
BAPTISTA, FELICIA	2016	5,100.74
JOHNSTON, LISA M	2016	5,096.01
SPRAGUE, MARY	2016	5,094.61
LANDOLFI, WILLIAM	2016	5,092.73
SEWCYK, MARGARET	2016	5,062.50
SCHLENKER, SUSAN	2016	5,038.73
OGGIANO, NICOLO	2016	5,000.25
SONCRANT, LAURIE	2016	4,991.00
TRIPP, LORRAINE	2016	4,933.55
ROBERTS, KATIE	2016	4,864.50
FLAHERTY, IDA T	2016	4,820.58
DOHERTY, DORINDA C	2016	4,815.00
REARDON, KAREN	2016	4,808.52
BEAUCHESNE, RACHELLE	2016	4,793.75
THOMSON - LENTINE, PATRIC	2016	4,782.10
CHASE, STEPHANIE P	2016	4,750.00
CAMARA, KIMBERLY	2016	4,728.15
SULLIVAN, NANCY E	2016	4,725.00
GIBB, JACOB	2016	4,699.66
CLEMENT, GUERDY	2016	4,614.15
IERARDI, REGINA	2016	4,558.96
WILLIAMS, JAYNE L	2016	4,547.99
JOYCE, FIONNA	2016	4,542.13
FISCHER, GERLINDE G	2016	4,537.67
HANSEN, HOWARD	2016	4,500.00
ROMAINE, WENDY S	2016	4,500.00
MESSINA, EMILY	2016	4,425.00
BRIGGS, MARY ELLEN	2016	4,384.00
KUEHL, GRANT	2016	4,375.32
MARTINEAU, STEPHANIE L	2016	4,368.00
MOLIN, BONNIE J	2016	4,365.37
RAEKE, PATRICK	2016	4,342.42
DILLION, JOSEPH W	2016	4,340.00
MARK, DANIEL W	2016	4,323.65
PIERCE-FURTADO, LINDA M	2016	4,187.50
KASSLER, BARRY I	2016	4,171.39
HARVEY, TATUM	2016	4,148.25
DIXON, XAVIER	2016	4,079.00

WALLACE, KATIE	2016	4,071.00
ANTONELLI, FRANK J	2016	4,057.00
MANCHUR, JOANNE	2016	4,020.63
POLYNICE, NAPHTALI	2016	3,993.40
ROOSLET, MAUREEN	2016	3,990.00
ROBBINS, MAE BETH	2016	3,883.14
BURRILL, CHRISTOPHER	2016	3,877.92
HANLON, PAUL	2016	3,855.00
SMITH, MICHAEL	2016	3,822.05
BAUGH, MICHAEL	2016	3,786.68
SILVEIRA, MICHAEL	2016	3,772.24
LEONARD-BOULEY, JILLIAN	2016	3,760.00
POWERS, JOSEPH	2016	3,755.02
MCNICOL, DONALD	2016	3,740.00
BAPTISTA, FELICIA M	2016	3,707.02
MAURIELLO, KIMBERLY A	2016	3,679.31
STASIUKIEWICZ, SARAH J	2016	3,667.50
MULLIN, LONI B	2016	3,662.81
BIEDERMANN, KELLEY	2016	3,657.00
CURTIS, KRISTY	2016	3,565.70
NIEMIEC, MARIANNE	2016	3,547.50
THAI, ANTHONY	2016	3,490.64
PHIPPEN, ANTHONY J	2016	3,462.54
DEXTER, ROBERT P	2016	3,419.98
CALLANDER, WYATT	2016	3,334.98
GAREY, ASHLEY	2016	3,310.59
REID, LILA	2016	3,291.50
MAHON, CHRISTINA	2016	3,264.63
ALMEIDA, DEBRA	2016	3,227.50
WIGGIN, ERIN	2016	3,217.50
AYERS, RHIANNON	2016	3,208.03
PERRY, CLAUDETTE T	2016	3,168.75
SNYDER, LEESA	2016	3,160.20
DELUCA, ROBERT	2016	3,133.06
CARROLL, MICHAEL	2016	3,125.32
ADELMAN, DAVID	2016	3,004.50
LONG, JULIE	2016	2,970.00
RUBEL, LAURICE	2016	2,937.76
MIDDLETON, TIFFANY	2016	2,925.00
MOLINEAUX, PAUL T	2016	2,925.00
WEINTRAUB, SAMANTHA R	2016	2,877.25
JACKMAN, PATRICK	2016	2,860.70
POLK, CHANEIKA	2016	2,834.02
GAY, STACEY	2016	2,797.38
CARMICHAEL, LAUREN E	2016	2,752.50
CRIMMINS, MAGAN	2016	2,727.00
PIASECKI, WILLIAM A	2016	2,727.00

DURAN, MICHAEL	2016	2,674.00
LERETTE, JOANNE	2016	2,658.75
HUNTER, KELLY M	2016	2,658.24
MONAGHAN, ANN MARIE	2016	2,616.25
KHAN, RASHAD M	2016	2,615.00
DIXON, MEAGAN	2016	2,606.78
FAHEY, DONNA M	2016	2,596.00
CREIGHTON, NICOLE	2016	2,550.13
ZYGIEL, MARY	2016	2,550.00
GINGRAS, DANIEL	2016	2,520.00
BURGOYNE, LUKE	2016	2,518.75
POILLUCCI, PAMELA G	2016	2,500.00
SILVEIRA, MICHAEL	2016	2,475.00
QUINTERO, DANIEL	2016	2,470.74
LYONS, KRISTEN C	2016	2,458.16
THOMASY, STEVEN P	2016	2,437.50
PRAINO, MEGHAN	2016	2,400.00
WILLIAMS, VANNA R	2016	2,392.67
MORGANELLI, CHELSEA	2016	2,361.83
FISH, RITA R	2016	2,361.64
HOWE, KATHERINE R	2016	2,348.99
CONNOLLY, CATHLEEN M	2016	2,325.00
RAWL, ETHAN	2016	2,315.50
DONAGHUE, BRIAN	2016	2,302.94
WALLACE, HEATHER	2016	2,278.56
KASABIAN, CAROLYN	2016	2,250.00
LAZAROVICH, SHANNON	2016	2,250.00
MILLER, SUSAN R	2016	2,250.00
OSBORNE, SHEILA	2016	2,250.00
RENDINI, NANCY	2016	2,250.00
RICH, KRYSTAL M	2016	2,239.50
ARMANY, RACHEL B	2016	2,229.39
ROSE, JOANNE C	2016	2,212.50
MADAN, WAYNE	2016	2,145.00
MONTELLO, AMY M	2016	2,139.50
GONZALEZ, IMARI R	2016	2,139.00
SENECAL, JOCELYN M	2016	2,138.80
JOHNSON, LUKE R	2016	2,130.00
BILLO, JENNIFER	2016	2,106.38
BLANEY, ELLEN	2016	2,100.00
CHRISTOUN, TOBY D	2016	2,100.00
KASHIAN, KATHLEEN V	2016	2,100.00
CARDOSO, MICHAEL	2016	2,097.46
SPICER, JOAN	2016	2,076.62
FERREIRA, ESTHER K	2016	2,072.06
HEALEY, PATRICK	2016	2,071.00
RUSSELL, MIA I	2016	2,055.00

SANFORD, DEANA	2016	2,051.69
HOFFMAN, BRETT	2016	2,044.14
GEMMITI, AMY B	2016	2,038.38
CARROLL, DEVLIN	2016	2,029.50
COHOON, LINDSEY	2016	2,025.00
HOLLAND, CHRYSTAL M	2016	2,025.00
COWGILL, MICHAEL	2016	2,024.80
FLANAGAN, RYAN	2016	2,024.80
GADA, MATTHEW	2016	2,024.80
MOKRISKY, BRYAN	2016	2,024.80
HEFFERNAN, LINDSEY S	2016	2,007.00
CANALE, DOROTHY	2016	1,972.50
FIELD, SHEILA G	2016	1,950.00
KILDAY, STEPHANIE	2016	1,950.00
MCGILLICUDDY, ALYSSA J	2016	1,921.88
RUBIN, STUART A	2016	1,920.00
SREBRO, SARA	2016	1,897.50
SENECAL, JENNA M	2016	1,876.05
MCGILLICUDDY, AMANDA H	2016	1,875.00
BEAUDETTE, MICHAEL	2016	1,874.00
CLAYMAN, JAYME	2016	1,817.00
HANRAHAN, DOROTHY E	2016	1,800.00
HATHAWAY, BARBARA	2016	1,800.00
HOLLAND, MICHAL	2016	1,800.00
CASEY, THERESA	2016	1,797.10
TOBIN, DENNIS	2016	1,700.00
WALSH, NORA ANN G	2016	1,700.00
ANDERSON, SHARON M	2016	1,698.75
MCGRADY, CAMERON	2016	1,679.16
BERMAN, MARILYN S	2016	1,650.00
TALBOT, ANDREW D	2016	1,650.00
TOBACK, LUANNE	2016	1,650.00
WILLIS, REBECCA	2016	1,603.50
AYERS, LIAM J	2016	1,585.00
VITO, AMANDA L	2016	1,575.00
KINDELAN, CHRISTINE	2016	1,550.00
ROGERS, JULIE A	2016	1,541.75
FURTADO, LECI	2016	1,523.15
CULHANE, BARBARA A	2016	1,507.44
WASHBURN, SARAH	2016	1,500.00
MENDEZ, SHEILA M	2016	1,476.25
ALKOUSSA, JEANETTE	2016	1,473.26
ESTREMER, RACHEL	2016	1,446.00
WEBSTER, VIVIAN C	2016	1,425.00
GUISTI, MELISSA	2016	1,387.50
BERKOWSKY, RACHEL S	2016	1,350.00
FERREIRA, VANESSA M	2016	1,347.00

DROST, CINDY L	2016	1,315.25
INGEMANSON, COREY	2016	1,300.00
ISBITSKY, CATHERINE	2016	1,296.75
BOWLBY, MICHAEL	2016	1,296.00
GRAFFEO, BARBARA J	2016	1,278.25
MENDES, DAVINA	2016	1,255.61
CENNAMI, CATHERINE	2016	1,250.00
MAALOUF, SHERRI A	2016	1,225.00
LANG, SHACUIYA	2016	1,200.00
PAUL, HANNAH	2016	1,200.00
TSAI, JULIE S	2016	1,167.25
GALLAGHER, MATTHEW H	2016	1,160.50
MORRIS, JENNA	2016	1,152.00
MACNEVIN, MARTHA	2016	1,145.00
BOWEN, ROBYN	2016	1,138.50
GABRIEL, MELISSA	2016	1,138.50
BLOCK, DANIEL	2016	1,125.00
MANGANO, KRISTEN	2016	1,100.00
CLARK, JOSEPH L	2016	1,064.25
GREENWOOD, BARBARA	2016	1,060.00
SWEENEY, KRISTIN	2016	1,050.00
LANE, DANIELLE	2016	1,000.00
BREEN, ELAINE	2016	993.86
MCKEE, DIANE	2016	988.01
ECKLER, KAITLYN M	2016	977.44
MEDEIROS, LINDSEY	2016	975.00
TAYLOR, PAULA	2016	975.00
WHYTE, MARGARET D	2016	950.00
BACON, CHRISTINA	2016	934.00
MAHONEY, DEBORAH	2016	932.50
MCAULEY, JOHN	2016	914.71
CARROLL, TIMOTHY	2016	909.00
NAGLE, ANN C	2016	885.00
CONNOLLY, AIDAN J	2016	880.00
DOLINSKY, GEORGE	2016	865.00
FALLON, MAUREEN	2016	834.00
FITZPATRICK, LAUREN N	2016	834.00
HURLBURT, MELISSA	2016	828.00
SHELMERDINE, ANNE	2016	825.00
KLIPP, CARIN	2016	820.00
CLOUGH, JANET	2016	800.00
DAVIS, ESTHER	2016	800.00
BILODEAU, JOSEE	2016	788.00
NEVILLE, CAROL	2016	770.00
MCKEEN, MEGAN	2016	766.00
SHEEHAN, KASEY	2016	766.00
MADAN, WAYNE	2016	760.00

NIOSI, MARC	2016	759.34
AUSTIN, KEVIN	2016	754.06
BEAUREGARD, AMANDA B	2016	750.00
EISENSTEIN, MERYL	2016	750.00
SANDERS, EWUNIKI	2016	750.00
TARCHARA, DANIELLE M	2016	750.00
WHITE, LESLIE G	2016	750.00
ZUK, EMMA	2016	750.00
PALERMO, ANN MARIE	2016	745.78
RAPOZA, EVELYN	2016	735.00
WALSH, PATRICK	2016	706.00
MOONEY, KIMBERLY A	2016	700.00
ROSSI, ANNEMARIE	2016	700.00
SMITH, JOSEPH	2016	700.00
FITZGERALD, RICHARD W	2016	690.00
ROSA, MARIA R	2016	690.00
ROZENBERG, HENRI	2016	690.00
CONNELLY, MICHAEL	2016	675.00
MCGEE, MEGAN J	2016	675.00
VERDUN, LAWRENCE	2016	662.32
ESDALE, JANICE	2016	650.00
FARNHAM, SHIRLEY	2016	650.00
GILDAY, CHRISTOPHER	2016	650.00
MARCHIONE, JAMES G	2016	650.00
PETERSEN, BARBARA	2016	650.00
PRICE, DANIEL	2016	650.00
MULLEN, DAVID	2016	640.00
PETRILLI, MARY	2016	615.19
JUSTO, DANIELLE	2016	611.05
JUTRAS, LOUIS	2016	611.05
ROBERTS, DEBRA	2016	611.05
AHEARN, NANCY S	2016	600.00
DONOVAN, KRISTEN	2016	600.00
FONTECCHIO, CHRISTOPHER T	2016	600.00
HOFFMAN, BRETT M	2016	600.00
KARIBIAN, SETA	2016	600.00
KING, JANE E	2016	600.00
LEON, KENNETH	2016	600.00
POZNER, DONNA E	2016	600.00
HENKIN, ELLEN	2016	595.00
ROSEN, CHARLOTTE	2016	595.00
SAFFRON, RUTH	2016	595.00
SHARAD, SHEILA	2016	595.00
GUGLIA, MARGARET	2016	570.00
FINNEY, ALIDA	2016	555.66
WALSH, JACQUELYN	2016	555.00
KELMAN, HOWARD M	2016	530.00

WOODWARD, RICHMAND W	2016	530.00
JACKMAN, PATRICK	2016	525.00
KATZ, TRACY	2016	525.00
DASILVA, GINA M	2016	520.00
MANN, THERESA	2016	520.00
MCDONNELL, KATHLEEN	2016	520.00
ORLANDO, RITA	2016	520.00
SNYDER, BONNIE	2016	520.00
CAMARA, JOHN	2016	500.00
ILAQUA, GARY	2016	500.00
TURCHAN, FELICIA V	2016	485.00
TURCHAN, JOHN	2016	485.00
O'BRIEN, HELENE	2016	484.31
WALLACE, DENISE	2016	480.00
ANDREWS, JANET P	2016	470.00
ARMOUR, MICHAEL	2016	462.00
GOLDBERG, CHERE M	2016	454.25
KERMAN, NICOLE M	2016	450.00
PARSHLEY, WALTER	2016	450.00
PHILLIPS, DONALD	2016	450.00
BILODEAU, ALEXANDER	2016	444.00
QUINN, MELISSA	2016	437.00
MARTINI, G PATRICIA	2016	430.85
EPRO, ELLEN N	2016	422.93
CARROLL, CYNTHIA	2016	412.50
CAVE, BEVERLY A	2016	410.00
COHN, DIANE B	2016	410.00
WIGDOR, SHERYL	2016	410.00
AYERS, MORGAN	2016	400.00
BELLEFLEUR RAYMOND, MARIE	2016	400.00
CAMACHO, ROBERTA	2016	390.00
POILLUCCI, LOUIS	2016	390.00
POILLUCCI, PAMELA	2016	390.00
ALVES, SAMANTHA R	2016	375.00
BISBEE, MICHELLE A	2016	375.00
BREEN, ERIN E	2016	375.00
FEDOR, MICHELLE	2016	375.00
JOHNSON, HEATHER	2016	375.00
LUECK, GABRIELLE C	2016	375.00
MARTIN, MARY E	2016	375.00
MCLAUGHLIN, COLLEEN	2016	375.00
WILSON JR, WILLIE A	2016	375.00
YOUNG, JULIANNE	2016	375.00
COHN, ROBERT	2016	373.50
BRUNET, JO-ANN	2016	372.00
MCGOWAN, JOANNE	2016	370.76
ANGELOS, SCOTT	2016	370.00

BORNSTEIN, LESLEY A	2016	370.00
HARRISON, JACQUELINE	2016	360.00
GOOD, AURTHUR J	2016	332.32
COBB, SANDRA J	2016	330.00
ROHTSTEIN, AMY	2016	325.00
ZOLL, STANLEY	2016	325.00
KAPLAN, DEBRA L	2016	313.32
MARTORANA, ALBERT	2016	300.00
SAINT CLAIR, VERONIQUE	2016	300.00
SHERWIN, HARLAN	2016	300.00
WEBBER, ROBERT A	2016	300.00
FREEMAN, MARCIA-LEE	2016	295.00
GUREVICH, VITALY	2016	287.44
REIS, MAGGIE	2016	280.00
FOSS, MILDRED	2016	275.00
KIRCHDORFER, RAYMOND W	2016	270.00
RACE, KAREN G	2016	270.00
GUINEY, MARGARET	2016	260.00
REEVES, JOYCE H	2016	260.00
ZABROWSKI, CHARLENE	2016	260.00
MADDALENA, ALLENE	2016	240.00
OMEARA, DANIEL	2016	240.00
BULGER, VIRGINIA F	2016	235.00
TARPEY, MARGARET E	2016	235.00
BOWMAN, RESHEEDA	2016	225.00
JARDIN, DAVID	2016	225.00
MARIANO, ANN MARIE	2016	211.54
TOTMAN, CYNTHIA	2016	200.00
BENNETT, PATRICIA	2016	190.00
GONDIM, OSLIMARY	2016	190.00
MARTINI, THOMAS	2016	156.17
CARBERRY, ERIN M	2016	150.00
CURRY, JAYNE M	2016	150.00
LACIVITA, DAVID J	2016	150.00
SMITH, DONNA S	2016	150.00
INMAN, JEAN	2016	135.00
SARGENT, JOSEPHINE C	2016	130.39
BARYSKI, CHARLES	2016	130.00
FRADKIN, SHARON	2016	130.00
SADINSKY, LOIS M	2016	130.00
SMITH, PAULA L	2016	130.00
KEATING, PAULA J	2016	122.50
BRIDGEFORTH, IDA	2016	120.00
CONNELLY, JACK T	2016	120.00
MEHTA, DHIRA	2016	120.00
SULLIVAN, RYAN	2016	120.00
SLATE, FRANCES J	2016	110.00

WISSEL, DIANE	2016	91.55
JONES, IRENE K	2016	80.00
RILEY, BRITA A	2016	75.00
ROCHE, MARGARITA	2016	75.00
SASAKI, DEBORAH	2016	75.00
LYONS, SANDRA M	2016	65.00
WEINECK-GRIFFITHS, CAROL	2016	40.00
GAD, SALLY A	2016	38.00
ZUK, MOLLY	2016	0.00