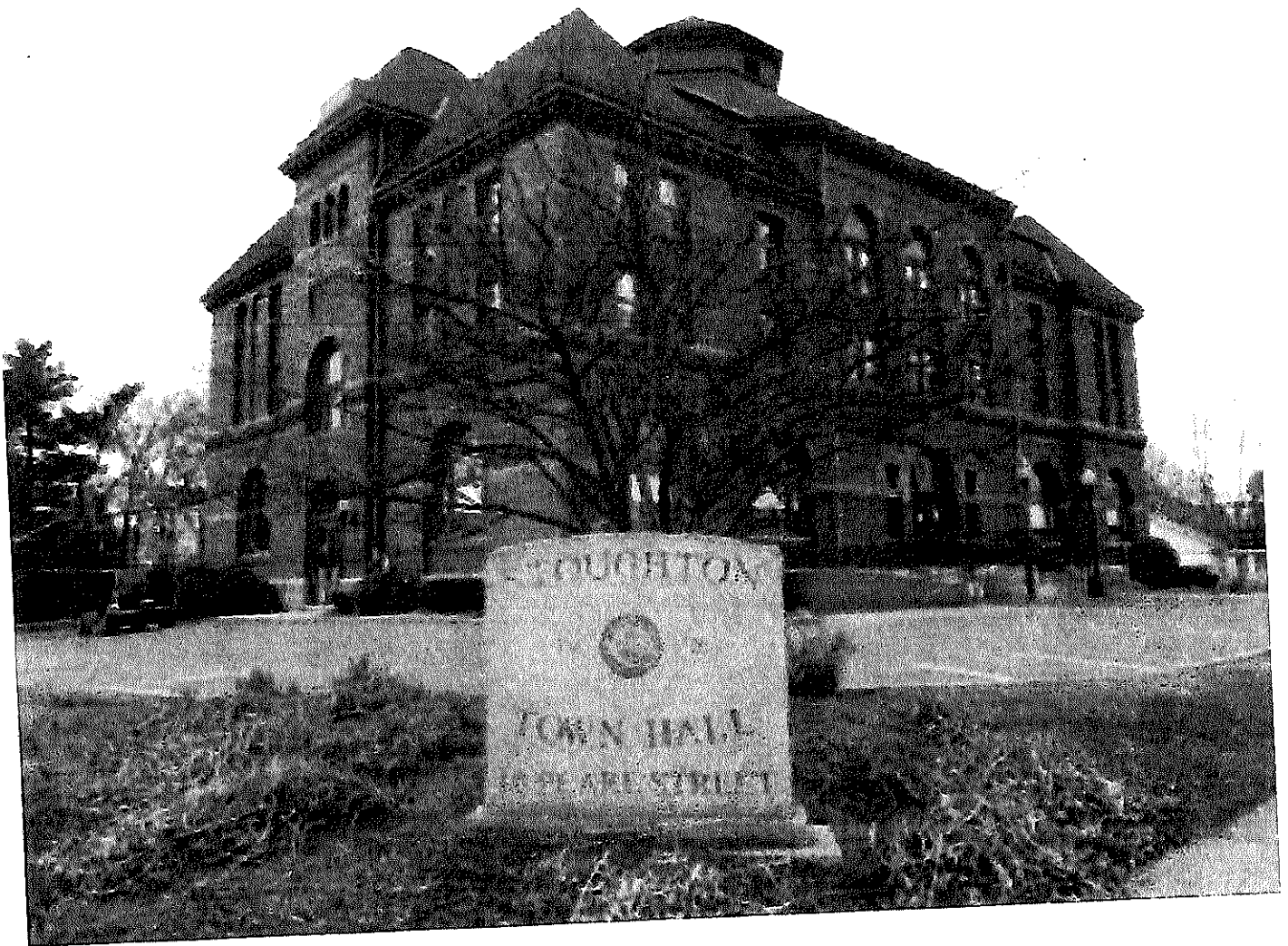


TOWN OF STOUGHTON

Kyrie

ANNUAL REPORT



For the Year Ending December 31, 2023

**TOWN OF STOUGHTON
MASSACHUSETTS**

TWO HUNDRED AND NINETY SIXTH TOWN REPORT

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

Town Manager and Five (5) Select Board

Area of the Town: 16.46 square miles

Population: 29,281 (Per Federal Census)

Registered Voters:

Democrats	6,793
Republicans	1,529
Unenrolled	13,811
Libertarian	77
Green-Rainbow	2
Interdependent 3 rd Party	22
MA Independent	21
American Independent	12
Reform	2
Green Party USA	2
Working Families	6
Veteran Party America	1
Conservative	16
Constitution Party	2
Rainbow Coalition	2
Socialist	6
United Independent Party	88

Town Roads: 151.43 miles

Paved Roads: 122.83 miles

State Highways: 12.83 miles

Sewer Mains: 99.13 miles

“The Birthplace of American Liberty”

Elected Officials

Select Board

Debra Roberts, Chair
Stephen Cavey, Vice Chair
Joseph M. Mokrisky
Scott D. Carrara
Louis F. Gitto

Term Expires

April 2026
April 2024
April 2025
April 2024
April 2026

Housing Authority

Eric Anderson
Donald Brady, Treasurer
George Hansen
William Larkin

April 2026
April 2025

April 2024

Moderator

Robert E. Mullen, Jr.

April 2025

Redevelopment Authority

Mark Zamanian, Chair
Robert Desmond, Jr.
Roberta Harback – State Appointee
Reggie Nunnally, Treasurer
Andrew Ward

April 2024
April 2028
December 2025
April 2026
April 2027

School Committee

Katherine Weiss, Chair
Fabienne Francois-Morisset, Vice Chair
Armando Barbosa
Lindsay Kreckler
Christine Shannon

April 2025
April 2024
April 2026
April 2025
April 2026

Southeastern Regional Vocational Technical School Committee

Robin Zoll

November 2026

Elected Official information compiled by Stephanie G. Carrara, Town Clerk

BOARDS/COMMISSIONS

Area Agency on Aging

Janiece Bruce

Board of Assessors

Mark Hausamman
Janet Teal
Stanley Zoll

June 2025
June 2024
June 2026

Board of Health

Richard Parolin
Ellen Epro
Steven Snyder
Andrew M. Tibbs
Michael Varner

June 2025
June 2024
June 2025
June 2024
June 2025

Board of Registrars

Stephanie Carrara
Shawn Croke
Lester Davis
Juan Fox

June 2025
June 2026
June 2025

Borderland State Park

Ardis Johnston

June 2026

Brockton Area Transit Representative

Stanley Zoll

June 2024

Cedar Hill Committee

Steven Bennett
Christine Iacobucci
David Jardin
Joseph Klements
Forrest Lindwall
Jim Poillucci
Walter Parshley
Clifton Sims
Joseph Taylor, Jr.
Cynthia A. Walsh
Vacant

June 2024
June 2024
June 2025
June 2024
June 2024
June 2026
June 2024
June 2024
June 2026
June 2024
June 2026

Charter Review Committee

Frances Bruttaniti
Robert Cohn
Brian Holmes
Roberta Harback
Rebecca Markson

Amy Puliafico
Laurence Sauer
Sandra Teixeira-Sousa
Theresa Tapper

Climate Action Plan Committee

Molly Cochran
James Conlon
Aishahi Oloyede-Edward
Laura Gunn
Michael Horan

Rachel Lazerus
Olubunmi Aramide Oluto
John Malley
Kathleen Stanley
Janet Weinstein

Commission on Disabilities

Michael Hardman
Anne Maderer
Charlotte Mullen
Christiana Odunze
Vacancy

June 2026
June 2024
June 2026
June 2024
June 2026

Community Preservation Act Advisory Committee

Michael Barrett
Dwight H. MacKerron
John Morton
Olubunmi Aramide Oluto (At Large)
Laurice Rubel
Richard Terry
Mark Zamanian

June 2024
June 2026
June 2024
June 2026
June 2025
June 2026
April 2025

Conservation Commission

David Asack
William Francis
Michael Horan
J. Lionel Lucien
John Malley
Gerald J. McDonald
John Morton

June 2027
June 2025
June 2025
June 2024
June 2025
June 2027
June 2024

Constables

Michael Beaudette
Benjamin Morgan
Ben Pinkowitz
Ulicio Silva
Lawrence Verdun
Vacant (6)

June 2025
June 2024
June 2026
June 2025
June 2025
June 2025

Council on Aging

Joanne Callanan	June 2026
Jane Desberg	June 2024
Eileen Kirchdorfer	June 2026
Ellen Lash	June 2026
Lauren Morris	June 2025
Mary Ellen Soares	June 2025
Patricia Stanton	June 2026
Boyd Walls	June 2026
Mary Ann Walsh	June 2024

Cultural Council

Vacant	June 2025
J. Douglas McDougal	June 2024
Max Ponticelli	June 2026
Vacant (4)	June 2025

Energy Sustainability Committee

David Billo	June 2025
Tamisha Civil	June 2024
Nathan Cleveland	June 2025
Molly Cochran	June 2024
Nicholas Petitpas	June 2025

Glen Echo Open Space and Recreation Development Plan

Matthew Cauchon	Janice Esdale Lindwall
Tad Johnston	Dwight MacKerron
Lynn Jardin	Marc Racicot
Eric Kolman	Michael Varner

Historical Commission

Bert Durand	June 2026
David Lambert	June 2026
Dwight Mackerron	June 2024
Dr. Jennifer Sears	June 2026
Janet Weinstein	June 2024

Library Trustees

David Allen Lambert	June 2025
Rachel Lazerus	June 2026
Harvey Levensohn	June 2024
Sheila Osborne	June 2025
Peggy N. Sewcyk	June 2024
Susan Zbinski	June 2026

Local Emergency Planning Committee

Thomas J. Calter, Town Manager
Joseph Baeta, Ph. D., Superintendent of Schools
Janet Crimmins, Public Health Director
Michael Carroll, Fire Chief
Paul Giffune, Superintendent of Public Works
Donna McNamara, Chief of Police
Marc J. Tisdelle, Town Engineer

Metropolitan Area Planning Council

Debra Roberts
Pamela McCarthy, Alternate

June 2025
June 2024

MWRA Advisory Board

Vacant

Norfolk County Advisory Board

Joseph Mokrisky

Old Colony Elderly Services

Robin Cardoza

Old Colony Planning Council

Marc Tisdelle
Craig Horsfall, Alternate

Open Space Committee

Fran Bruttaniti
Elizabeth Dembrosky
Juan Fox
Ardis Johnston
John Linehan
Gerald J. McDonald
John Perry
Jasmine Tanguay
Vacancy

June 2025
June 2024
June 2024
June 2024
June 2025
June 2025
June 2024
June 2025
June 2026

Planning Board

Paul Beliveau	June 2024
Paul T. Demusz	June 2025
Daniel Kelly	June 2026
Peter Murphy	June 2028
Richard Terry	June 2027

Southeastern Massachusetts Commuter Rail Task Force

Debra Roberts

Stoughton Equal Opportunity Committee

Tamisha Civil	October 2024
Maggy Giusti	June 2026
Faye Howard	October 2024
Bettye Sabree	June 2026
Chris Shannon	October 2024

Stoughton Media Access Corp. – (SMAC)

Stephen Bates	June 2024
Robert Mullen	June 2024

Youth Commission

Peter E. Banis	June 2026
David Espinoza, Jr.	June 2026
Joan Foley	June 2024
Jacqueline Hardy-Lassiter	June 2026
Rebekah Thomas	June 2027
Carl Thompson	June 2026
David Walsh	June 2025

Zoning Board of Appeal

Sherman Epro	June 2025
Gary Ilacqua	June 2024
Jeffrey Iverson	June 2026
Marguerite M. Mitchell	June 2027
Daniel Pessia	June 2026

Alternates:

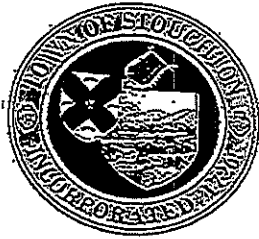
Emiel Barbosa	June 2024
Vacant (4)	June 2024

300th Anniversary Committee

Amanda Bettie
Joanne Callanan
Paul Carpinella
Dianne Dolan
George Dolinsky
Carin Klipp
David Allen Lambert

Kellie Laguerre
Bernard Planeta
Dr. Patricia Niles-Randolph
Scott Santos
Margaret Sewcyk
Cynthia Walsh

TOWN DEPARTMENT REPORTS



TOWN OF STOUGHTON

OFFICE OF THE TOWN MANAGER

Thomas J. Calter, Town Manager

TO: Town Meeting Members

RE: Annual Report

DATE: February 1, 2024

Greetings Town Meeting Members,

As you well know, the annual operating budget is the product of a lengthy, detailed, comprehensive department-by-department examination into the Town's financial and operational needs for the coming fiscal year. Among many other things, it requires robust communication with all Town departments and thorough information gathering. This year the creation of the 2025 Fiscal Year Operating Budget presented unique and significant challenges. We, therefore took the extraordinary step of providing this letter of explanation together with our transmittal of the budget so that the Finance Committee can better understand the context and circumstances the Budget Committee weighed in preparing FY25 budget.

As part of a challenging but deeply necessary ongoing financial reform, we undertook and accomplished major changes to operations of the previous fiscal year. The Town's self-funded Health Insurance Trust Fund was in crisis but that crisis was solved. That solution however, while successful, came with financial consequences. The Water and Sewer Enterprise Funds, which had been subsidized by significant contributions from the General Fund for decades has now been weaned off those subsidies. The structural deficit in the rubbish and solid waste category have been closed. Throughout this process every Town department needed to make certain sacrifices and every Town department continues to make those sacrifices so that the Town can not only achieve a balanced budget but provide the quality of service our citizens deserve. Additionally, as you well know, there are several significant capital projects in our future; including PFAS compliance, road resurfacing, the replacement of old, underground infrastructures, a much needed addition to the existing Police Station and two new schools. The financial viability of those projects hangs on the financial strength of the Town. The Town's financial standing is not only exceedingly important but it is exceedingly delicate. Actions that have the potential to compromise the Town's financial standing could start us down a perilous path. Accordingly, in preparing the FY25 operating budget we have taken great care while being very mindful of the Town's quickly approaching future.

I would like to thank the budget team for their hard work and critical thinking as they identified and addressed unprecedented challenges throughout the FY25 budget process. The team consisted of myself, Marc Tisdelle, Trish Shropshire, Mary Jane Martin and Deanna Chatsko. The challenges faced during the budget deliberative process were not typical of years past. The impact of inflation on goods, services and professional staff salaries are quantifiable. The labor market for Police and Fire personnel has inflated as communities exit Civil Service. The long-standing salary disparity that exists between male and female professionals doing the same job is an injustice, which must be addressed. Failure to acknowledge and address these challenges and inequities will

have costly long term consequences. As professional staff leave our employment in pursuit of market rate salaries, the cost of replacing our highly trained employees is typically 15-20% greater.

I am pleased to report that the budget team addressed these and other challenges head on. We prepared a \$32,626,515 municipal budget which represents a 3.8% increase, a reduction in joint costs, the elimination of several positions and the addition of others which improves the Town's competitiveness, its service quality, makes an investment in community outreach and which ensures succession planning in several management areas. In all, the municipal budget reflects a net reduction of 5.4 full time employees (FTE's).

Attached to the FY25 Operating Budget is the FY25 Town Organizational Chart. As noted, our team was unable to fill several positions, which were approved in the FY24 budget. Unfortunately, in spite of widespread advertising, the salaries offered were not competitive. We met the resulting challenges by asking Senior Managers to accept additional responsibilities. However, we recognize that this short term tactical management approach is not sustainable long term. The budget team made the salary adjustments in the FY25 budget which are needed for us to be competitive in the recruitment of high quality staff.

As you review this FY25 Municipal Budget you will note several differences from the FY24 Operating budget:

1. The FY25 Municipal Operating budget does not rely on the use of one-time Free Cash. This action, expected to take 7 years, is key to strengthening the Town's bond rating. Of course our bond rating drives our cost of borrowing for new schools and infrastructure investments. Therefore, this action is a strategic imperative. By affirmative votes of the Select Board and School Committee on Tuesday, January 16th, the School Department FY25 budget is \$62,868,429, a 7.1% increase over FY24. Surplus Revenue generated from Municipal Operations, ("Free Cash") will be used to balance the School Department FY25 budget.
2. The FY25 Operating budget does not require or provide subsidies for the Water and Sewer Enterprise funds. A rate adjustment will be considered in Nov. 2024.
3. The FY25 Operating budget forecasts an additional \$650,000 in new revenue needed to fully fund Rubbish Removal Services. A rate adjustment will be considered in Nov. 2024.
4. The FY25 Operating budget includes a 4-year Capital Investment Plan. (Exclusive of Schools)
5. The FY25 Operating budget has fully funded the Health Insurance Trust Fund. No subsidy will be required in FY25. A rate adjustment will be considered in Nov. 2024. The "opt out" program resulted in 38 fewer subscribers and less expense in FY25.
6. The FY25 Operating budget reflects the savings associated with the Police and Fire having joined Regional 911.
7. The FY25 Operating budget reflects the reallocation of funding of four Patrolman positions, which will not be filled until FY 26. Those savings and salaries are used to fund Labor Contracts recently executed with the Police Superiors and Patrolman Unions.
8. The FY25 Operating budget reflects a 10% increase in General Liability Insurance. (Approximately \$150,000)

9. Having not received written notice from employees planning their retirement in FY25, no money has been budgeted for employee buyouts.
10. With few exceptions, Management personnel received only cost of Living adjustments ("COLA"), with no other salary increases.
11. An FY25 warrant article includes a minimum deposit of \$1,000,000 into the Town Reserve Account. The plan is to make that deposit prior to using free cash for capital purchases.
12. The FY25 budget makes a modest contribution towards the Town's OPEB obligation.

Prior to the Select Board's receipt of the School Committee's re-voted budget on January 16th, we had assumed a School Department increase of 3.8% for FY25. Our assumption was based on a 10 year average increase in School Department budgets of 4.08%. The re-voted School department FY25 budget of \$62,868,429, reflects a 7.1% increase over FY24. **The Select Board supports the School Department Budget.** In order to meet that budget level, the Select Board anticipates the use of surplus revenue generated from Municipal operation ("free cash") which will be certified by February 15th.

**Town of Stoughton FY25 Operating Budget
Budget Summary**

Municipal Operations	\$32,626,515	3.8%
School Department	\$62,868,429	7.1%
Regional Schools	\$1,632,547	4.4%
Joint Cost Account	\$32,978,329	-0.4%
Total Budget	\$130,105,820	4.3%

The financial condition of the Stoughton Operating Budget is strong and getting stronger. That strength is the result of hard decisions and strategic policy initiatives instituted by the Budget Team with the support of the Select Board and School Department. The Select Board is committed to supporting its municipal operations and our schools. However, every department of the Town is expected to provide quality service within our limited financial constraints.

We look forward to addressing our shared challenges through a collaborative effort between Town Government, the School Committee and the Finance Committee. Through the leadership of Vice Chairman Steve Cavey and School Committee, Chair Katherine Weiss, that collaborate process is well underway!

Respectfully,

Thomas J. Calter, Town Manager

ASSESSING BOARD AND DEPARTMENT

Board Members: Chair, Stanley Zoll and Members Janet Teal and Mark Hausammann

Department members: Deborah A. Ceccarini, MAA - Interim Assessor (Consultant), Gordon Cumberland, Senior Data Collector, Lena Wilson, Kamryn Smith, Kathy Cayton and Trish Shropshire

The Assessing Department aims to provide the Town of Stoughton with the highest level of customer service while providing quality work. In addition to serving the public, the office underwent a major system upgrade in Patriot, our Assessing software. This provided an opportunity for us to evaluate our processes and make needed changes to streamline for efficiency and productivity. This change could not have occurred without our incredible, hard-working dedicated new and existing staff. The staff also shows they are committed to our goal of continuous departmental improvements through ongoing training.

The Assessing Board members conducted regular meetings and one joint meeting with the Select Board for the Annual Tax Classification Hearing.

The total taxable value of Real Property for Fiscal Year 2024 was \$5,643,467,777 in addition to Personal Property value of \$227,822,571, totaling \$5,871,290,348. New Growth in tax dollars was \$870,047. Bringing the current Tax Levy to \$84,476,729.40, which includes \$5,292,650 of debt exclusion. In the late fall our tax rates were certified by the Department of Revenue, Bureau of Accounts for Fiscal 2024: Residential rate \$12.73 and Commercial, Industrial and Personal Property rates of \$21.29.

Select Board approved our request to adopt Mass General Law Chapter 59 Section 2D (Supplemental Assessment of New Construction). This local acceptance enhanced the ability to assess new construction through July 1, which is helpful to increase New Growth.

In an effort to help our Citizens, the Town of Stoughton offers many Personal Tax Exemptions. In FY 2024, 489 Exemptions granted totaled \$303,137.21.

During this Fiscal Year, we committed Motor Vehicle Excise for \$4,297,308.

CEDAR HILL GOLF COURSE

Victor Barruzza – General Manager/Golf Course Superintendent

Steven Bennett, 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 34, 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 9 greenside bunkers guarding the front half of their respective green.

2023 Summary:

The golf course requires seven days a week of 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.

This year began with a very mild winter and very favorable weather for regular play. Once summer arrived we had new challenges completely opposite of the year before. There was no shortage of rainfall. We had rain on 19 of 23 weekends during the summer months. This causes very shallow roots systems as the turf does not have to work hard to get to the water. Disease pressure is always a concern with excessive moisture and humidity. Tree work continues to provide air flow, sunlight, safety, and tree health.

Golf Leagues

Wednesday Women's League	90 golfers
Thursday Men's League	48 golfers
Friday Mixed League	16 golfers

We continue to have successful participation in our weekly leagues. Typically the leagues start around 2pm.

Financial:

1-01-2022 to 12-31-2022	Total	\$ 578,398.52 (+12.5% over 2021)
1-01-2023 to 12-31-2023	Total	\$ 697,853.90 (+20.65% over 2022)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Rounds	11,664	17,058	19,802	23,925
Carts	\$56,992	\$83,339	\$106,847	\$127,632.00
Pro Shop	\$7001.50	\$11,184.60	\$8,597.75	\$15,487.96

COMMUNITY PRESERVATION COMMITTEE

Barry Kassler – Program Administrator

The Stoughton Community Preservation Committee (“CPC”) was created by Town Meeting to administer the Community Preservation Act (“CPA”), which Stoughton voters adopted in 2008. The CPC is made up of nine members, including representatives from the Recreation Department, Conservation Commission, Historical Commission, Planning Board, Housing Authority, Redevelopment Authority and Open Space Committee, plus two citizens-at-large.

The CPC accepts applications for projects in four categories: Open Space, Community Housing, Historic Preservation, and Recreation. All CPA-funded projects are reviewed by the CPC, and must receive its favorable recommendation before being placed before Town Meeting for final approval. If not recommended by the CPC, or not eligible for CPA funding, a project may seek other municipal funding.

In 2023, the CPC recommended a number of projects which were approved by Town Meeting, including Stabilization of the Stoughton Depot Building, Town Vital Records Preservation, Office Storage Equipment for the Old Stoughton Music Society, plus Renovations at the Hansen School Playground and at Cedar Hill Golf Course, among others.

The Stoughton Depot Building Stabilization resulted in successfully opening the structure to the public with working heat and electricity for the first time in many years. The opening was celebrated with the Christmas Event held there by the Little Theatre of Stoughton in December 2023.

Interest in CPA funding remains strong, and the CPC has recommended seven projects for 2024 Town Meeting approval, including financial assistance for much needed senior housing, and the renovation of Marks Field, a long-idle town recreation asset.

The CPC continues to watch its finances closely. Income for FY2023 included over \$960,000 in local CPA surtax payments plus State distributions of \$344,000. The Commonwealth has paid over \$2.9 million to Stoughton in CPA distributions over the years the Town has had a CPA Fund.

Since its inception, Stoughton’s CPA Fund has contributed over \$11,000,000 toward community projects. This includes over \$1.4 million for outdoor recreational amenities at the new Stoughton High School, \$185,000 for restoration of the original 1928 Fire Engine, over \$370,000 for emergency housing relief for Stoughton residents, plus many more projects which Stoughton would have had to fund from its General Fund, or forego entirely.

The CPC generally meets on the first Wednesday of the month, but may meet at other times as well. It also holds an annual public hearing, where residents are invited to participate and share their project ideas, and for feedback on the focus of the committee in the coming year. Check the Town Website for agendas and other information.

Project applications may be submitted by following the link to the CPA Application Forms Page from the CPC’s webpage. The CPC encourages anyone with a potential proposal to contact the Program Administrator through the link on the main CPC webpage.

DEVELOPMENT SERVICES

Development Services was established to integrate all of the town's Land Use divisions into a single function, as a means for fostering responsible development and economic growth while preserving Stoughton's unique community character. There are several departments/ divisions that fall under Development Services:

- Engineering Department
 - Sewer Division
 - GIS Division
 - Environmental Affairs
- Board of Health
- Planning Department
- Building & Zoning Department & Code Enforcement

The integration of these departments/ divisions promotes enhanced operational efficiency and communication with all Town Departments, residents, the general public, and the development community. The Executive Director of Development Services, Marc J. Tisdelle, serves as an advocate for the interests of residential and commercial property owners and strives to project a positive and business-friendly attitude to existing and prospective businesses contemplating a Stoughton expansion, location or relocation.

In addition to overseeing the operation of various departments/areas, Development Services has a strong working relationship with all Town Departments and many of the Town Committees and Boards such as, but not limited to, the Board of Selectmen, Planning Board, Conservation Commission, Zoning Board of Appeals, Board of Health.

Mission Statement

The Mission of Development Services is to build and maintain a strong and effective group of departments that remain focused on providing superior customer service to the Town of Stoughton, its residents, the general public, the development community, and all Town departments while maintaining a positive relationship in all our interactions as well as a professional work environment. Our group will partner with the development community to encourage and ensure a development process that is proficient, reasonable and predictable while promoting the economic growth, safety, usability and sustainability of our Town.

ENGINEERING DEPARTMENT

Marc J. Tisdelle, P.E. – Executive Director of Development Services/Town Engineer

Craig A. Horsfall, P.E. – Assistant Town Engineer

Nicholas P. Dufresne – Project Engineer

Kristen O'Brien – Office Administrator

James Conlon, R.S., C.H.O. – Environmental Affairs Officer

Laurence W. Langlois – GIS Coordinator

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 and planning 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), Environmental Affairs and Board of Health.

Engineering Department

The following are examples of some of the duties that the Engineering Department is responsible for:

- Coordination 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.)
- Project management, planning and coordination of all Traffic Improvements in Town.
- Sewer Permitting and Inspection
- Grant writing and management for various projects
- Work closely with the Public Works Department to provide engineering assistance with property line advisements, infrastructure design & construction, long term planning, plan review, construction layout, utility mark-outs and research
- Engineering Design, Survey and Project Management for town projects
- Preparation and Review of Engineering Reports
- Perform Topographical and Location Surveys
- Computer Aided Drafting (CAD) Operations
- Hydraulic, Hydrological, and Floodplain Analysis & Assistance
- Construction Inspection and Cost Estimating
- Technical Review and Site Inspection of all New Residential construction projects (16 total projects this year)
- Technical Review of all Minor Building Permit Applications (137 total projects this year)

- Technical Review of all Commercial Site Development Projects (14 total projects this year)
- Technical Review of Approval Not Required (ANR) subdivision of land (3 total projects this year)
- Technical Review and Inspection of all Sewer Connection Permit Applications (37 Total Applications this year)
- Review of Deed and Easement Descriptions
- Property line closure calculations
- Record Maintenance of Engineering Plans and Documents
- Review and coordination 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, project management, design, support and inspectional services for many projects throughout the town. The following are examples of some of the projects that the Engineering Department worked on this year:

- Capen Reynolds Community Garden and Dog Park
- Fire Station Building project – Professional assistance regarding site selection. Marc Tisdelle and Craig Horsfall members of Fire Station Planning and Construction Committee
- Various Transportation and Traffic projects
- Municipal Vulnerability Planning (MVP) Action Grant Application and coordination for Town-Wide Hydraulic and Hydrologic Study
- Park Street Sewer Project Design, Project Administration & Grant Management
- Glen Echo Site Development Project Management
- Park Street Sewer MassWorks Grant Application and Contract Management - **\$2.5M Grant Awarded (Project Underway)**
- Park Street Sewer EDA Grant Application and Contract Management - **\$350K Federal Grant Awarded (Project Underway)**
- Safe Routes to School Project – Central Street Pedestrian Improvements - **\$3.2M in Federal Funds for Construction (Project Underway)**
- Tosca Drive, Central Street & Canton Street Intersection Improvements - **\$4.0M in State Funds for Construction**
- Canton Street and School Street Intersection Design - **\$420K in Federal Funds**
- Route 138 Corridor Improvements - **\$13.4M in State/ Federal Funds**
- Campanelli Park Streetscape Improvements
- Westwood Road Drainage Improvements
- DPW Facility Stormwater Improvements
- Old Page Street Discontinuance Coordination
- “Goddard Highlands-Municipal Sewer Pump Station Acceptance” – Residential 40B Subdivision
- “Pine Hill Estates” - Residential Subdivision (off Irma Road)
- “Holloran Park Multi-Purpose Courts” – Site Plan
- “Lawler Lane” – 9 lot residential subdivision
- “Silver Glen Estates” – 2 lot residential subdivision
- “Father Bill’s” – Residential Development #1919 Washington Street
- Industrial Site Development - #1 Ikea Way (Parking Lot Canopy Solar Facility)

- Industrial Site Development and Definitive Subdivision – Turnpike Street (Stoughton Logistics)
- Industrial Site Development – #1518 Washington Street – Walnut Tree Service
- Industrial Site Development - #340 Page Street – 84 Lumber
- Industrial Site Development – 56 Old Page Street – Office Building
- Commercial Site Development - #120 Sharon Street - Dunkin Donuts
- Commercial Site Development - #386 Washington Street – Chase Bank
- Commercial Site Development - #239 Pleasant Street – Assisted Living Facility
- Commercial Site Development - #214 Washington Street – A.A. Will Garden Center
- Commercial Site Development – Atkinson Ave Ext. – Mixed Use Building
- Commercial Site Development - #400 Prospect Street (Fire Station)
- Commercial Site Development - #1791 Washington Street (Landscaping business)

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 Sewer Department and Public Works 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:

- Sewer utility research and field mark-outs for all excavation in Town roadways. We performed 94 sewer mark outs this past year.
- Technical Review and Permit Issuance for all Sewer Connections and Extensions. We have issued and provided the associated inspections for seventy (37) sewer connections in the last year.
- 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. The following are examples of some of the projects that the GIS Division worked on this year:

- **Department Projects**
 - MBTA Communities Multi-Family Zoning - Complete the Compliance model
 - New High Accuracy GPS –Order, Setup, used on projects. Irrigation of Golf Course
 - Update Parcels, Utilities, Buildings, Roads, Zoning, and other GIS layer
 - Design New Trash flyer and Four Day Trash pickup paper and online mapping.
 - Major building layer update – Added card number to match Assessors Database
 - Make a new method to Track Sewer Manhole Jetting.
 - Online form and app for in PeopleGIS for Trash large items for Scheduling and pickup
 - Create 3d Models BIM – (Building information Modeling) for Planning presentations. Using Multiple programs Revit, Earth, Navisworks, and InfraWorks

- **Mapping Projects Highlights, Completed Mapping projects for the following Departments:**
 - Assessor, City Clerk, EDC, Engineering, Environmental, Fire, Golf course, HR, Hazardous waste day, IT- Fiber maps, Planning, Police, Procurement, Public Works, Recreation, Select Board, Town Manager, Trail Maps Grant, and Zoning.

- **Storm Water Coordinator**
 - Quarterly Stoughton Stormwater Committee meetings, Plan and setup in-house
 - Neponset NSP Quarterly Storm Water Meetings and Quarterly Public Outreach
 - Storm Water Ms4 Year 5 Report Submittal– major work working with EPG,
 - Municipal Vulnerability Preparedness (MVP) program Action Grant. “Stoughton Town-wide hydrologic/hydraulic Drainage Model” Kleinfelder & Neponset
 - Culvert project to provide locations for Kleinfelder Inspections

- **Graphic Arts/Design and printing**
 - Redesign official Logo – Used throughout town, websites, vehicles and clothing
 - Trash Flyer – multi Renovations, multiple print outs, updates in English and Portuguese
 - Org Charts – redesign all Town Departments
 - Major work in Switching to 4 Day Trash Week – major flyer went out to all residents
 - Name plates plaque creation – for Boards & Commissions
 - Facebook – Town Manager updates, with graphics
 - Posters -Design, Print & Mount for most town departments. HR, Clerk, TM

- **Training**
 - Cartography - Major Online Course
 - MassGIS Northern Local Towns GIS Users meeting
 - Applying Drones & Imagery for Disaster Management Webinar
 - Nearc – Attend North East Arc Users group

Environmental Affairs

James Conlon, R.S., C.H.O. – Environmental Affairs Officer

Environmental Affairs is a Division 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, Hazardous Material By-law and many other local and state regulations.

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.

Board of Health

Lawrence Perry, R.S. – Town Sanitarian

Sean Leahy – Assistant Town Sanitarian/ Code Enforcement

Debra LeBlanc – Administrative Assistant

The Board of Health staff is a Division of the Engineering Department. The Engineering Department and the Board of Health share many similarities in responsibilities and services provided to the Residents of Stoughton, particularly relative to implementation and enforcement of the State Sanitary Code (Title V). The two departments refer to many of the same forms and records.

The Board of Health is involved with activities and programs which are based on sound epidemiological research and health statistics. The Board has the authority and responsibility to promulgate local regulations which are intended to protect the health, safety and well-being of the citizens. The duties of the Board of Health include enforcement of public health and environmental protection regulations as well as education of the public in the areas of disease prevention, health promotion and health services.

A more detailed report describing many more of the tasks of the Board of Health is filed separately under the Board of Health.

WEIGHTS & MEASURES

Sean Leahy - Sealer of Weights & Measures

2023 was the first full year Stoughton was responsible for the weights & measures program since taking over the duties from the Massachusetts Division of Standards (DOS) in 2022. DOS informed Stoughton in 2022 that as of June 30th that year they would no longer be performing weights & measures functions due to the population of the Town exceeding 20,000 residents. Sean Leahy, who currently works under the Town of Stoughton Development Services umbrella was appointed as the new Town Sealer on July 1, 2022 and had one year to complete the DOS certification process to become a licensed sealer. The certification process included several classroom and field training sessions with DOS, and the passing of book and field tests, all of which were completed within the 1-year timeframe.

From then on, Town Sealer Leahy conducted the testing and sealing duties of devices in the Town, which include gasoline and diesel pumps, oil delivery trucks, store scales, pharmacy scales, loading dock scales, and truck scales. Fees are then charged to the businesses in order to document their devices have been sealed and are in compliance with state & federal weights & measures regulations. Each device is required to be inspected annually. In 2023, the sealed devices listed below equated to \$9,910 in billable services. The fee schedule, last updated in 2003 is in the process of being updated and the new fees will go into effect in 2024 pending Selectboard approval.

The majority of the equipment needed to conduct testing was purchased in 2022, and this equipment requires periodic calibration & testing by DOS to ensure accuracy for testing devices. When an inspection calls for specialty equipment to test a device, either a 3rd party company is hired by the business and the Town Sealer serves as witness, or the DOS may provide certain measuring devices and assist upon request. The Town Sealer also responds to consumer complaints. The following are the devices that were sealed in 2023:

Scales:

Under 100 lb:	72
100 lb – 999 lb:	3
1,000 lb – 9,999 lb	2
>10,000 lb	5

Gas Meters:

Gas (Reg, Mid, Prem.)	232
Diesel	48
High Speed Diesel	4
<u>Vehicle Tank Meters</u>	<u>15</u>

TOTAL: 381 Devices Sealed

PLANNING DEPARTMENT

William D. Roth, Jr., AICP, Town Planner

The Town Planner works within the Development Services Division and under the supervision of the Director of Development Services/Town Engineer. The Town Planner acts as technical staff to the Planning Board and is a member of the Joint Transportation Committee (JTC) of the Old Colony Planning Council (OCPC). The Town Planner is also representative to the Metropolitan Planning Organization (MPO) of the Massachusetts Area Planning Commission (MAPC). The Town Planner works closely with the Engineering Department, Building Department, Conservation Agent, and other Town Departments as needed to ensure that projects conform to the Town Bylaws and answers questions regarding potential projects as they apply to local regulations to help applicants determine whether or not to move forward with a project or amend the scope of a project.

In March, the Town hired our new Town Planner, William D. Roth, Jr., AICP. Mr. Roth has over 28 years of experience in Planning and has worked in several communities in Southeastern Massachusetts, including Fairhaven, Fall River and Taunton. He brings a wealth of experience and knowledge to the position.

The Town Planner conducts the daily operation of the Planning Board in reviewing project applications, distribution of application submittals to various Town Departments, Boards and Commissions, and preparation and publishing of legal advertisements for public hearings. The Town Planner also writes decisions on behalf of the Planning Board and prepares and posts all meeting agendas. The Town Planner coordinates pre-application meetings between applicants and Town Departments to provide guidance to applicants so that applications can be as complete as possible upon submission and also acts as the liaison between the Planning Board and Town Counsel when there is a matter before the Board that requires legal guidance.

Another role of the Town Planner is to research and prepare amendments to the Zoning Bylaws and the Subdivision Regulations. These are fluid documents that require updating to remain current and relevant. The Town Planner also conducts and/or assists in conducting public outreach for Zoning Bylaw amendments. Lastly, the Town Planner works with the Economic Development Director to promote economic growth in Stoughton through project review and approval and amendments to the Zoning Bylaws.

In 2023 Mr. Roth worked with staff from the Metropolitan Area Planning Commission (MAPC) to complete the zoning analysis of the Campanelli Industrial Park. A Zoning Bylaw regulation and Zoning Map amendment were presented to the Planning Board and an Article has been placed on the 2024 Town Meeting Warrant.

Mr. Roth, working with MAPC, reactivated the Route 27 Zoning Study that was put on hold when the former Town Planner left. An extension was granted by the State's Energy and Environmental Affairs Department that is providing funding for the project which extended the end date until June 2024. This project is anticipated to be completed in May of 2024.

Mr. Roth continued the work that was started for the MBTA Communities Compliance. Section 3A of the Zoning Act includes a new requirement for every MBTA Community to have at least one Zoning District in which multi-family housing is allowed by right, located near a transit station, and can have a minimum density to meet the State Law. There will be a zoning amendment article on the 2024 Warrant, which will

allow the Town to be in compliance. Therefore, meeting the December 2024 state deadline. Compliance will allow the Town to remain eligible for State grants.

The Planning Department is looking forward to a productive 2024 with development review projects, future zoning and map amendments and special project as assigned.

BUILDING AND ZONING DEPARTMENT

Jack Erickson – Building Commissioner & Zoning Officer

Michael Varner – Assistant Building Commissioner

James Fitton – Program Administrator

Matt Rapoza – Code Enforcement Manager

Gary Ilacqua – Wiring Inspector

Scott Angelos – Plumbing & Gas Inspector

Phyllis Godes – Part-Time Secretary

The mission of the Building Department is to ensure the quality of life of those who live, work, and visit Stoughton by promoting safety in the construction, use, and occupancy of buildings throughout town.

For the second consecutive year, the Building Department collected over a million dollars in total fees amounting to a grand total of \$1,153,782.88 for FY23 and is presently on pace to once more surpass a million dollars in total fees for FY24.

With the planned implementation of online permitting in the current fiscal year, we anticipate a rise in applications and fees collected due to the ease and convenience of application submittal. This allows for more records to be kept electronically, thus reducing the department's carbon footprint in support of the Town's green initiatives.

A higher rate of permitted work enables the department to further support our mission of ensuring quality of life by means of safety in construction. It remains unlawful to construct, alter, replace, demolish or change the use/occupancy of a building or structure, or to install any equipment without first filing an application with the Building Department and obtaining a permit.

A revised fee schedule will also increase previously lost revenue and places our rates in line with comparable communities across the state while remaining competitive and affordable.

The department welcomed a new Code Enforcement Manager, Matt Rapoza, who continues to investigate and enforce infractions of the town zoning bylaw, working with residents and businesses of the community alike to rectify issues in a timely fashion.

Michael Varner has been hired as an Assistant Building Inspector to aid in the ever growing schedule of annual and ongoing inspections throughout the town.

State law mandates that all residences and businesses affix numerals 4" or larger in height to identify their street number. Numbers should be mounted within 1'-0" of the entry door in contrasting color. Please ensure your home or business complies in order to assist public safety and emergency personnel in locating addresses.

In 2023 Massachusetts adopted the 2021 International Energy Conservation Code. Related training and materials can be found at: <https://www.masssave.com/en/learn/partners/energy-code-training-and-events>

CODE ENFORCEMENT

Matthew Rapoza – Code Enforcement Manager

Stoughton Code Enforcement is considered part of Development Services and is a division of the Building Department. It is responsible for ensuring public safety, health, and welfare as they are affected by building construction and land use activities. Code enforcement primarily enforces the Zoning By-laws but also other codes or rules, which are specific to Stoughton. This year, the enforcement of the new rubbish policy and procedures was a top priority.

The goal of code enforcement is to ensure the public safety, health, and welfare of the people of the Town of Stoughton through a fair, consistent, unbiased enforcement of all applicable codes and regulations. Code Enforcement does not enforce private property lines or civil disputes between neighbors unless they involve zoning issues.

Code Enforcement treats all complaints and violations with a consistent approach. Initially, a site visit is performed to meet with the owners or occupants regarding the possible zoning violation. If a violation is confirmed, the Code Enforcement Officer will educate the public on the nature of the violation and if there is a way to properly permit the violation through the Town. If the zoning infraction remains and there has been no good faith effort by the owner or occupant to resolve the issue, a series of letters and additional site visits will occur. The primary focus is to resolve all issues is through education, verbal discussions and letters. The last resort to issue fines for the violations.

Inspections/Complaints: Since 8/7/23 and as of 1/1/2024 there are approximately Twenty-seven (27) open/ongoing zoning infractions documented and Forty-eight (48) closed zoning infractions. All open/ongoing infractions are followed up with inspections and re-inspections when necessary. Some closed infractions may also be re-inspected to ensure compliance. The following are the different categories of zoning violations that have been/are being investigated:

moving dirt/grading (5)	Multiple/Miscellaneous (5)
Auto Repairs (1)	alcohol (1)
Auto Sales (2)	Poultry (4)
Boats (1)	Signage (3)
Commercial Vehicles (3)	Storage (1)
Fences (1)	Trailers/Campers (4)
dumpster (2)	Trash (20)

Hoarding (1)	Unpermitted Work (4)
Home Business (5)	Unregistered Vehicles (4)
Illegal Dumping (8)	

BOARD OF HEALTH

Lawrence Perry, R.S., Town Sanitarian
Sean Leahy, Assistant Town Sanitarian
Debra Leblanc, Administrative Assistant

Members of the Board of Health

Andrew Tibbs, Chairman
Steven Snyder, Vice Chairman
Richard Parolin
Ellen Epro
Michael Varner

In calendar year 2023, there were no changes with the members of the Board of Health (BOH) from 2022. The Board continued to hold monthly meetings typically on the second Thursday of each month in a blended virtual/in-person format following COVID-19 recommended practices, with majority of meeting participants attending virtually. The BOH did not hold any Public Hearings in 2023 for regulation updates/adoptions.

Mission Statement

The mission of the BOH is to protect & promote public health within the Town of Stoughton through planning/prevention, permitting, & enforcement of multiple State & Federal regulations as authorized & delegated under Massachusetts General Law. The Board also has the authority & responsibility to promulgate local regulations, specific to the community, to protect citizens through protection of their environment, & the associated enforcement of which.

Duties/Codes Enforced

In Stoughton, the major State codes enforced by the BOH include: The Minimum Standards of Fitness for Human Habitation (State Sanitary Code, chapter II), the Standard Requirements for the Siting, Construction, Inspection, Upgrade & Expansion of Onsite Sewage Treatment & Disposal Systems (Title 5 of the State Environmental Code), Minimum Sanitation Standards for Food Establishments (State Sanitary Code, chapter X), Minimum Standards for Swimming Pools (State Sanitary Code, chapter V), Minimum Standards for Recreational Camps for Children (State Sanitary Code, chapter IV), & Minimum Standards for Bathing Beaches (Sanitary Code, chapter VII). The BOH also has additional local regulations listed on the Town website including (but not limited to) Smoking, Body Art, Dumpsters, & Tobacco Sales.

Inspectional Services

- Inspection of licensed food establishments for food safety & sanitation continued to be a primary concern of the BOH. There are now one hundred seventy-five (175) Food &/or Retail Food establishments currently licensed, five (5) fewer than 2022. Nine (9) establishments opted to operate under the State (MA DPH) "potluck" policy for

applicable non-profit churches & private clubs for exemption from BOH permitting & inspections. The BOH has continued to contract with an outside company, ALSCO Food Check Group, to provide routine inspectional services for the permitted food establishments, including restaurants, retail food stores, mobile canteen trucks, bakeries, school cafeterias, club & healthcare kitchens. The Town Sanitarian & Assistant perform additional food establishment inspections as needed for new establishments, complaints, emergencies & food borne illness investigations when warranted under State parameters.

- Inspection of licensed Retail Tobacco Vendors for compliance continued in 2023. Inspections are annual & upon complaint, & the Stoughton BOH continues to be a member of the Metro South-West Tobacco Free Coalition (formerly the Brookline Tobacco Coalition), which allows multiple towns to share a regional grant (for 7 communities) for tobacco compliance & enforcement. This coalition's tobacco regional code enforcement agents continued routine and follow up inspections in 2023. There are currently thirty-two (32) retailers selling tobacco products including two (2) "21 & over Adult only" Tobacco retailers.
- Inspections of licensed indoor & outdoor public & semi-public swimming pools & spas (hot tubs) also continued to be done annually & upon complaint.
- Ames Pond Bathing Beach area is monitored for water quality on a weekly basis during the swimming season by the BOH. Weekly monitoring includes certified lab analyses from samples taken by the BOH. Not once during the 2023 beach season did the water quality analysis result in higher than normal bacterial readings. All water sample analysis collection forms & associated lab data was reported by the BOH to the MA DPH as required in an annual report.
- Recreational Day Camps that fall within the State defined parameters are permitted by the BOH & inspected annually & upon complaint.
- Tanning Salons are permitted by the BOH & inspected annually (& upon complaint) for required equipment, signage, record keeping & facility sanitation.
- Licensed Hotels/Motels/Trailer Parks/Lodging Houses require annual inspections & also upon complaint &/or for emergencies. In 2023, three (3) of these establishments took on migrant persons/families and served as Emergency Shelters. Massachusetts DPH would send periodic updates & took on oversight of those facilities no longer defined as hotels.
- Inspections of dwelling units are made at the request of an owner or occupant for violations of the State Sanitary Code or sometimes prior to occupancy. Issues were followed up with written orders (when applicable) & issued to the owner(s) &/or occupants of the property, depending on assignment of responsibility determined by the BOH inspectors. Re-inspection(s) to document corrective actions were conducted in person if necessary to inspect for compliance whereas several gained compliance through pictures or videos if applicable to document & as always to insure public health & safety.
- Dumpsters were also inspected upon complaint for compliance with the BOH local regs.
- BOH Inspections during construction of on-site Title 5 septic systems continued as required by the State regulations as part of the BOH permitting process. Inspectional staff members hold State certifications as MA Soil Evaluators & MA Title 5 Inspectors, & continued to witness soil evaluations of deep test holes & percolation testing, & required as part of the permitting process for the design of new septic systems & foundations. Property transfer (Title 5 Inspection) reports were reviewed by the BOH along with follow-up &/or enforcement when necessary, as delegated by the State MA DEP.

Plan Review & Approval

- Design plans for proposed food establishments licensed by the BOH are reviewed & must receive approval prior to any operations at that establishment.
- The construction of new on-site septic systems & the repair of all existing systems must receive BOH approval through review of engineered design plans for the system before any permits are issued by the BOH for associated construction.
- Proposed wells require plan review & approval prior to permitting by BOH & review of analytical & yield reports prior to use &/or occupancy of buildings serviced by the well.
- Proposed plans for other facilities are also performed by BOH so that recommendations can be given to other departments & boards who request which for their site plan reviews.

Licensing of Contractors

- The BOH annually licenses contractors who haul trash or wastewater in Town.
- The BOH annually licenses contractors who install on-site Title 5 septic components &/or perform related septic repairs in Stoughton. Each site also requires individual permits issued to the licensed contractor for each system being constructed or repaired.

Mosquito Control

Stoughton is one (1) of approximately twenty-five (25) cities & towns that participate in the **Norfolk County Mosquito Control District** (NCMCD). There were no positive samples of West Nile Virus (WNV) nor Eastern Equine Encephalitis (EEE) detected in 2023 in Stoughton, creating a Low risk factor overall during the 2023 Mosquito season.

Emergency Preparedness

The Board continues to increase the level of preparedness through participation in the **Bristol County Emergency Preparedness Coalition**. In 2023 an electronic version of the Emergency Dispensing Site (EDS) plan was created and is currently in the final stages of review for approval. The Board of Health is also part of Stoughton's local emergency planning committee (LEPC).

Household Hazardous Materials Collection Day

In 2023, the BOH sponsored its annual Fall Hazardous Materials collection day on September 23rd. The BOH would like to thank James Conlon, Environmental Affairs Officer, for his efforts in coordinating this successful program once again.

MA Tobacco Control Program's Seven Communities Collaborative (comprised of Stoughton, Norwood, Randolph, Brookline, Arlington, Watertown, & Belmont)

Stoughton continued its membership in the Metro South-West (MSW) Tobacco Free Collaborative. In 2023 the collaborative was able to take on an additional part time tobacco code enforcement agent to assist in undercover compliance checks. The Town Sanitarian & Assistant assisted the collaborative inspectors when needed for complaints, follow-up inspections &/or additional documentation & enforcement when applicable.

Policy & Fee Updates

In 2023 the BOH adopted a new policy for Park St. residents who acknowledge they have 1 or more cesspools (as automatic failure under local regs) to connect to the new available section of the sewer main via the Betterment Program, without the requirement of an official Title 5

inspection & cost. The BOH also adopted an updated fee schedule that has not been updated since 2019. The new fees will go into effect in 2024 pending approval from the Select Board.

Permits and Licenses

Food & Retail Food Establishments	175
New or Relocated Food Establishments	10
Mobile Food trucks/Catering	4
“Potluck” Establishments	9
Retail Tobacco Vendors (includes two (2) 21+ Adult only)	32
Tanning Establishments	2
Semi-Public Pools/Whirlpools	20
Bathing Beach	1
Recreational Day Camps	3
Hotels/Motels/Trailer Parks	3
Lodging Houses/JRC	7
Septic Installers	38
Septage Haulers	20
Refuse Haulers	10
Dumpsters	94
Well Construction	7
On-site Septic System Construction &/or repairs	74
MRVP Certifications	36
Trench Permits	83

Plan Review & Title 5 Review

Food Establishments	4
On-site Septic Design (includes revised plans)	59
Building Construction (new & Minor Building Permits)	95 (approx.)

Title 5 Inspection Reports 48

Witnessing Percolation Tests 29

Complaints

General (Housing, Rodents, Food, Nuisance, etc...)	285 (approx.)
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Administrative Meetings

Variance Requests	47
Public Hearings	0

The 5-member Board of Health (& 3-member staff) typically meet monthly at the Town Hall. These public meetings usually begin at 6:00PM & are posted 48 hours before which.

CONSERVATION COMMISSION

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

Members of the Conservation Commission

Gerald J. McDonald, Chairman

William A. Francis, Vice Chairman

David M. Asack

J. Lionel Lucien

John H. Morton

John J. Malley

Michael Horan

James B. Conlon MS the Environmental Affairs Officer is a Professional Wetlands Scientist and Registered Sanitarian on staff in the Engineering Department. He is the agent, inspector and office administrator to the Conservation Commission. Kristen O'Brien provides administrative support as Program Administrator for the Engineering Department in a portion of administrative functions.

The office of the Stoughton Conservation Commission is located in the Engineering Department, 2nd floor Town hall.

Inspections, enforcement and office and additional administrative support of the Commission are performed by the Commission's Agent, James Conlon, Environmental Affairs Officer with assistance from Kristen O'Brien. He completed a University of New Hampshire in a Wetlands Certification Program. He is a member of the Society of Wetland Scientists Professional Certification Program. John Malley and Michael Horan shared Minutes most of the responsibilities.

James Conlon to be the Town liaison member of the new Climate Action Plan Committee which meets twice monthly. With his assistance, in the engineering office, he performs a portion of shared administrative support of the committee. The 9-member Committee of extremely talented dedicated residents is under leadership of Molly Cochran, Committee Chair. The original appointments: Laura Gunn, Vice Chair, Michael Horan; Secretary; Conservation Commissioner, Aisha Oloyede-Edward, Janet Weinstein, Rachel Lazerus, John Malley and the Town's Energy Coordinator Kathy Stanley. The Committee is responsible to perform the continuous process involved with coordinating a professionally prepared local Climate Action Plan. Such a plan is highly comprehensive in nature and scientific. It involves extensive review, grant solicitation, public funding and other resources. It involves the assessment of energy consumption, it subsequent conservation, reducing the Town's carbon footprint, sustainable living practices, water conservation, organic waste source reduction through composting practices, soil replenishment, water resource management, low impact environmental site design, education, public outreach and generating recommendation for the implementation of reducing the amount of greenhouse gases emitted into to our atmosphere. This work will bolster the community response to stabilization from negative impact due to severe weather, increased flooding, erratic freezing and thawing of soil resources; all the result of climate change and global warming. The work of the Committee is extremely vital to also help identify the necessary modification of current cultural

mores to assert the best possible future health and wellbeing of our society on the community level, in response to the forecasted atmospheric destabilization and changing meteorology.

The Stoughton Conservation Commission is responsible for the administration of policy, administration and enforcement under the Massachusetts Wetlands Protection Act regulations and the Stoughton Wetland By-law. The board held 14 meetings; published 32 legal notices for public hearings; reviewed 23 Notices of Intent for new construction projects & septic system repairs; issued 22 sets of Orders of Conditions (comprehensive construction project permits); performed, 2 Extension (1 for the Ames Pond Ecological Restoration Program for Aquatic Weed management), 9 Wetlands Determinations projects reviews. 2 large wetland delineations for large construction projects were reviewed in the field on Notices of Resource Areas Delineation submissions; 16 Certificates of Compliance for completed projects; 3 Enforcement Orders were issued for outstanding violations of the Wetlands laws; and Fine Hearings were held for some cases continued violations and continued negligence. 104 building permits for minor construction projects were reviewed; 17 building permits for new construction of new residential dwellings and 8 building permit reviews for new commercial development were performed by staff; and 4 vernal pool surveys were performed for review for applicable qualifying specifications under the Massachusetts Division of Fish and Wildlife, Natural Heritage and Endangered Species Program. This involves the verification of wildlife that breed in the fresh water habitats of the vernal pools which flood from spring ground water discharge. This wildlife includes a host of burrowing amphibians, aquatic, terrestrial and semi terrestrial fauna. Some vital semi terrestrial creatures dwell in the surrounding protected forested upland and or aerate the soil areas during the remainder of the year.

Aadil Khond performed a public service project for 2 new Historical signs at Glen Echo Park to become an Eagle Scout. Madeline Lyons also performed an Eagle Scout Project including a new interactive trail map, trail blazing and a wayfaring sign in a locked showcase at Glen Echo Park. Special thanks to the Scouts who did a tremendous job in improving the accessibility and use of our Public Lands.

The Conservation Commission is the local administrative arm of the Southeastern Regional Office of the Massachusetts Department of Environmental Protection MADEP in Lakeville. The Commission regulates construction in wetlands and within 100 feet of wetland resource areas to protect these important public resources and wildlife habitats for a variety of mammals, reptiles, amphibians and birds. Water pollution and illegal filling of wetlands and wildlife habitat is the foremost concern. Protection of land subject to flooding from illegal filling is another responsibility. Vernal pools are also protected. The preservation of vernal resource areas against unlawful filling and negative environmental impact help manage flooding of private and public property on a larger scale. Infiltration of water in these surface impoundments help maintain our groundwater resources. They are nesting areas for rare and protected wildlife and constitute outstanding ecological elements of our Natural Heritage of the Commonwealth.

The Town's Municipal Household Hazardous waste collection day held Saturday September 23, 2022 at the O'Donnell Middle School, was held. Stoughton Department of Public Works provided support and also, member of the Engineering Department and the Board of Health. The annual service protects drinking and ground water resources. Close to 400 cars attended the event.

The Environmental Affairs Officer is responsible for coordinating the implementation of the Town Wide Lake Management Program implemented to control growth of exotic invasive aquatic weeds in our surface water bodies. These include: Ames Pond, Harris Pond, Alberts Pond, and Dennison's Pond.

The Conservation Commission continues coordinate the construction of a trail head and small parking area at the former Stoughton Junction, on a five-acre parcel of newly acquired conservation open space land west of Sumner Ridge on Atkinson Avenue Extension and Washington Street. This involves future plans to arrange for accessibility of the newest major land acquisition by local businessman Stephen Goulston, and will to provide suitable trail access from Ryan Road to the area site.

The Town of Stoughton successfully completed the majority construction projects work involving proposed improvements under a MassTrails Grant Award. This involves trail improvements along the trail system that includes, muddied trails, over topping stream crossings and flooded areas. Improvements included the replacement and new installation of bog boards, boardwalks, piping culverts and "turnpiking" to restore safe passage. about 230 linear feet of raised boardwalk and bog boards were constructed and installed on site by the Wild Lands Trust of Plymouth. Over 200 linear feet of earth work was performed by E J Flynn Enterprises, an excavation contractor who performs environmental projects. The trails prone to flooding and mudding were subject to placement of a bed of rip rap along the route at water crossings, elevating the trail with gravel, stone and topping with stone dust. 6 12" culverts were installed at passages where streamflow crosses the trail. Additional improvements are proposed to be completed in 2024 involve parking, and wayfaring signage.

A 12.47 Acre parcel of open space was donated to the Conservation Commission. contiguous to the 14.53 acre Shiretown parcel forested Conservation land owned by the Town of Stoughton under the care, custody and control of the Commission. This was donated by Roger Sherman of Stoughton Crossing Limited Partnership, Beneficial Owner of Rt. 139 Realty Trust. This directly abuts Conservation land in north Stoughton. This will create a new 27-acre parcel of protected land for preservation of our Natural Heritage. This new tract of protected and existing land are characterized by fresh water forested wetlands, vital wildlife habitat, vernal pools, geologic formations and existing trails under the canopy of hundred-year-old trees.

The Commission wishes to thank the Engineering department for their continued technical and administrative support.

PLANNING BOARD

William D. Roth, Jr., AICP, Town Planner

Planning Board Members

Daniel Kelly, Chairman

Paul Demusz, Vice Chairman

Richard Terry

Paul Beliveau

Peter Murphy

The Planning Board would like to thank Town Meeting for your support in 2023. This past year Dennis Walsh decided to not to seek reappointment. We thank Dennis for his time and commitment during his tenure on the Planning Board. Our new member is Peter Murphy, so please join the Board in welcoming him to his new position.

In March, we welcomed our new Town Planner, William D. Roth, Jr., AICP. Mr. Roth has over 28 years of experience in Planning and has worked in several communities in Southeastern Massachusetts, including Fairhaven, Fall River and Taunton. He brings a wealth of experience and knowledge to the position. Please help the Board in welcoming Bill to the Town of Stoughton.

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 that 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 A - ANR (Approval Not Required Plans). The Board reviews plans for the Special Permits and Site Plan Approval on commercial, industrial and multifamily developments, conducts Scenic Road public hearings for conformance to the Town of Stoughton's standards. In collaboration with the Engineering Department, ongoing review and inspection of subdivision, commercial, industrial and multifamily developments are conducted by the Town Planner, Development Services staff, and members of the Board.

The Town's Master Plan was completed in 2015 and implementation of its goals and objectives is an ongoing initiative by the Planning Board, Town Planner and all Town Departments. Numerous goals and objectives have been implemented and achieved by all Departments since it was approved. The Master Plan is a "living" document and a great guide for the Town. A lot has changed in the last 10 years and the goals and priorities of the Town have most likely changed and so should our Master Plan. As such, it is approaching ten years old and in the near future the Planning Board will start the process of proposing updating it. We look forward to Town Meetings support for this future endeavor.

Permit Activity

The Planning Board met 18 times in the 2023 calendar year to review and approve applications and to oversee the construction of residential, commercial, industrial, and multifamily developments. They also reviewed applications for the reconfiguration of lots not requiring subdivision approval (ANR Lots), reviewed and held public hearings for Special Permits and Site Plans, as well as other administrative duties.

The Planning Board reviewed and approved the following Site Plans, Special Permits, and Subdivisions:

400 Prospect Street (Site Plan approval for the Town's New Fire Station); 1518 Washington Street (Site Plan Approval for Walnut Tree Service); Page and Turnpike Streets (Site Plan Approval for Stoughton Logistics, distribution warehouse facility); 239 Pleasant Street (Site Plan and Special Permit approval for a 13 bed assisted living facility); 445 Page Street (Site Plan approval for a 90 room addition to the Hampton Inn); 214 Washington Street (Site Plan approval for A.A. Will garden center addition); Atkinson Avenue Extension (Site Plan and Special Permit approval for a 33 unit mixed use building); 340 Page Street (Site plan Approval for 84 Lumber, 6,800 sf building); 760 Washington Street (Site Plan modification approval for Malcom and Parsons Development, Height modification); 3 Ruggiero Way (Subdivision Modification to add an addition lot); 207 Page Street (Site Plan and Sign Special Permits, modifications to the site plan and sign); 1919 Washington Street (Site Pan and Special Permit approval for the conversion of the Stoughton motel into an apartment building, Fathers Bills); 56 Old Page Street (Subdivision approval to create an access road for the Stoughton Logistics Development); Halloran Park (Site Plan approval to add a new multi-sport court);

The Planning Board also received applications and has begun review of the following Site Plan / Special Permit projects for 2024:

120 Sharon Street (Site Plan and Special Permit for a new Dunkin Donuts); 90 Sharon Street (Sign Special Permit for Citizens Bank); 56 Old Page Street (Site Plan for a new office building); 386 Washington Street (Site Plan and Special Permit for a new Chase Bank building).

Special Activities

The Town Planner attends the Joint Transportation Committee (JTC) meetings of the Old Colony Planning Council (OCPC) and acts as an alternate representative to the Brockton Area Transit (BAT). The Town Planner coordinates pre-application meetings between town department and applicants to provide guidance and expedite the review and permitting process.

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).

The Metropolitan Area Planning Council (MAPC) will continue to provide assistance to the Town on a technical assistance basis on various planning activities such as the Campanelli

Industrial Park Zoning Study and Route 27 Zoning Analysis, and to advance planning, zoning and comprehensive planning efforts.

In 2023 Mr. Roth and the Board worked with staff from MAPC to complete the zoning analysis of the Campanelli Industrial Park. A Zoning Bylaw regulation and zoning map amendment were presented to the Planning Board and an Article has been placed on the 2024 Town Meeting Warrant.

Mr. Roth and the Board, working with MAPC reactivated the Route 27 Zoning Study that was put on hold when the former Town Planner left. An extension was granted by the State's Energy and Environmental Affairs Department that is providing funding for the project that extended the end date until June 2024. This project is anticipated to be completed in May of 2024.

Mr. Roth continued the work that was started for the MBTA Communities Compliance. Section 3A of the Zoning Act includes a new requirement for every MBTA Community to have at least one Zoning District in which multi-family housing is allowed by right, located near a transit station, and can have a minimum density to meet the State Law. There will be a Zoning Amendment article on the 2024 Warrant, which will allow the Town to be in compliance. Therefore, meeting the December 2024 state deadline. Compliance will allow the Town to remain eligible for State grants.

The Board at the 2023 Fall Special Town Meeting presented a Zoning Map Amendment Article to clean up zoning inconsistencies in three areas of Town. These three areas were zoned General Business (GB); however, the uses of the property were not GB allowed uses; therefore, creating non-conforming situation. Changing the zoning in these areas helped bring the properties into conformance. We thank Town Meeting for their approval. The Board and Mr. Roth will continue to review the zoning map for other such inconsistencies and will be recommending future zoning map changes.

The Board is looking forward to a productive 2024 with development review projects, future zoning and map amendments.

ZONING BOARD OF APPEAL

Regular Members

Sherman L. Epro, Chairman

Gary Ilacqua, Vice Chairman

Marguerite M. Mitchell, Secretary

Daniel Pessia

Jeffrey Iverson

Alternate Member: Emiel Barbosa

Alternate Members through June 30, 2023 Armando Barbosa, Edward Epstein and

Mark Hausammann

The Zoning Board of Appeals held 18 meetings in 2023 for a total of 11 new hearings. There were 4 applications for Variances, with all 4 being Granted. There were 7 Special Permit Applications with 5 Granted, 2 Denied. The Board also granted 5 special permit renewals.

The Board has been meeting both virtually and in Town Hall at 7:30 pm on the first and third Thursday of the month.

Variances granted must be exercised within one year of 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 and are renewable upon written request of the petitioner. They are not transferable.

CLIMATE ACTION PLAN COMMITTEE

Members of the Climate Action Plan ("CAP") Committee were appointed June 20, 2023 by the Select Board and held their first meeting in July 2023. Meetings have been held bi-monthly, in-person, virtually, and in hybrid mode. Public comment opportunities have been available at several meetings.

The CAP Committee has:

- Attended Stoughton Day in October 2023 to engage with the community
- Initiated a community-wide survey concerning climate change, and prepared an analysis of survey results

- Met with the Town Manager, Town officials, and with the Superintendent of Schools, and appeared before the School Committee
- Invited a member of the High School Recycling Club to attend a Committee meeting and discussed education concerning sustainability and climate change
- Reviewed Climate Action Plans adopted by other communities, spoken with sustainability coordinators in other towns, and conferred with our counterpart committee in Canton
- Researched grant funding opportunities
- Engaged with several engineering firms and reviewed proposals for consultant services in connection with preparing a Climate Action Plan
- Reviewed the Commonwealth of Massachusetts Climate Chief Report and the draft Natural Hazard Mitigation Plan prepared for Stoughton and other towns
- Attended the Neponset River Watershed Association Stoughton Climate Resilience Focus Group meeting in November 2023

In addition, the CAP Committee is identifying a number of interim recommendations for the Town to be issued prior to its final plan.

The Committee encourages residents to:

- **Contact the DPW or the Environmental Affairs office at jconlon@stoughton-ma.gov to learn about the Town rain barrel and composting programs.**
- **Contact MassSave for a free energy savings home assessment.** See Home Energy Assessments | Residential | Mass Save
- **Explore rebates for installation of heat pumps.** See 2024-Rebate-Matrix_Announcement.pdf (masssave.com)
- **Learn about incentives to purchase an electric vehicle.** See Healey-Driscoll Administration Announces Equitable Expansion of Electric Vehicle Rebate Program | Mass.gov

We look forward to working with citizens and stakeholders in the Town as we move forward with our planning in hopes of securing a brighter future. We would love to hear from you!

capcommittee@stoughton-ma.gov

Molly Cochran, Chair and Laura Gunn, Vice Chair.

COUNCIL ON AGING

Janiece Bruce, COA Executive Director

2023 has been an excellent year for the Stoughton Council on Aging. Now that we are “post pandemic”, Seniors are feeling more comfortable to be participating in group activities. The COA building, also known as the Senior Center, is located at 110 Rockland Street and is a welcoming place for Seniors 60 and older as well as adults living with disabilities. The Senior Center is active with a wide variety of activities and programs to enhance the lives of older adults. We have brought back some “old favorites” with some new activities as well. We are pleased to offer exercise classes, educational programs, crafts, support groups, bus trips to fun destinations, lunch groups, supper series, and health related events. All of the programs can be found on the Stoughton Council on Aging website and in our monthly Newsletter, “The SCAN”.

The Stoughton Council on Aging has a Board of Directors to review the programming and budgetary needs of the COA. They serve in an advisory capacity and are immensely valuable in supporting the mission of the Council on Aging. Board members are appointed by the town for three year terms. Anyone interested in becoming a Board member may submit a letter to the Town Manager’s office when there is a vacancy.

The primary goals and responsibilities that support the COA’s mission 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.

Some of the programs we have to meet the needs of Seniors are as follows:

Transportation: The COA transportation program offers rides to Seniors and people with disabilities to medical appointments, day programs, food pantry, shopping, errands, and lunches at the Senior Center. The medical rides take priority in the schedule. The COA vans run on weekdays from 7:00 am to 3:00 pm (12:00 pm on Fridays) The fee is \$2.50 one way. For those with financial circumstances, fees can be waived. The COA works in conjunction with BAT for the leasing of the buses with no cost to the town.

Meals on Wheels: In partnership with Old Colony Elder Services, the COA provides Seniors with nutritious hot meals. In 2023, the Stoughton Council on Aging provided many home delivered meals to homebound and frail residents, as well as the hot lunches provided in the Senior Center dining room. Having lunch onsite at the Senior Center not only provides a delicious meal, but gives people an opportunity to socialize. Old Colony Elder Services provides a part-time employee to oversee the food preparation at our COA and also to manage the “Meals on Wheels” delivery program. Valuable volunteers from the COA deliver the meals to more than 100 individual homes in the community. It not only provides nourishment to the recipients, but is a comforting connection to have a person say hello and check in almost daily.

Outreach: The Stoughton Council on Aging is an important resource for Seniors that need assistance with a wide range of issues. We have several outreach workers that are knowledgeable in the areas that concern most Seniors. This includes but is not limited to: health insurance information, fuel assistance, tax relief programs, welfare assistance, supportive services and available resources, and health information. The COA works with other town departments such as the Fire and Police, Veteran’s office, Public Health and VNA, Public Library, the Treasurer and Collectors office as well as many other organizations.

In addition to the Outreach Workers, the **SHINE (Serving the Health Insurance Needs of Everyone)** program helps seniors navigate their way through open enrollment in Medicare, as well as assisting people as they are getting ready to retire. A trained SHINE volunteer is available at the Senior Center during open enrollment and is available to assist people by appointment.

Programming: The COA has a variety of social events for people to participate in. Whether it be to share time with others pursuing hobbies, watching movies, playing cards or bingo, or joining in a breakfast club or fitness class, the COA is a great place to be. The COA newsletter as well as the website provides information about the different upcoming events. Partnering with different organizations such as the Norfolk DA’s office, Sheriff’s office, as well

as other town departments helps with events such as lectures, cookouts, and other programs. Some programs may be free, but most are \$2.00 to \$10.00 depending on cost to hold the event.

Health Programs: The COA is fortunate to have the Stoughton Public Health and Visiting Nurses as a great partner and support. Weekly blood pressure clinics are held at the COA as well as seasonal flu clinics. The COA offers foot care clinic by appointment monthly with a Registered Nurse. We have various support groups such as a Multiple Sclerosis support group, Alzheimer's support group, and a Low Vision group that meet monthly. For emotional support, we also have a weekly Bereavement Group to allow people to share thoughts, feelings, and lend support to others under the guidance of a mental health therapist.

In order to support nutritional needs of seniors and help with the problem of food insecurity, we assist people with a food pantry delivery. In coordination with the St. Anthony's Free Market on Park Avenue, the COA will deliver food to seniors and disabled adults that do not drive on the second Tuesday of the month. Arrangements need to be made with the Food Pantry and each month with the COA for delivery arrangements.

Exercise: We have over thirty exercises classes each month as well as a walking club that meets three times a week. In partnership with the YMCA, Seniors can use their facilities on Wednesdays if they have a COA scan card.

Volunteerism: The COA is a great place for people to participate in volunteer activities. It helps people stay engaged and also fills in the gaps where we could use additional help.

Senior Tax Relief Program: This is an excellent program to give income eligible seniors a way to work off \$750.00 in their property taxes. The COA determines eligibility and then places a senior with a job in a town department that has requested help. The COA tracks the hours worked and is turned in to the Treasurer and Assessor's office for tax relief.

Grants: The Massachusetts Executive Office of Elder Affairs (EOEA) provides a yearly "Formula Grant" to all towns in Massachusetts. This grant is based on the population of people 60 years and older using the latest census data. In FY 23, the state based the Formula Grant on an estimated number of seniors while they awaited the new 2020 U.S. census data. The total grant funding from the state for this past year was \$ 96,600. This grant helps with programming, salary positions, activities, transportation and any other authorized budget items for the COA. One special project that we funded with the FY23 Formula Grant was an update to the COA library. We were able to buy some much needed new furniture, accessories, and paint for the walls. The room looks beautiful and it is a very welcoming space.

The COA is looking forward to an exciting 2024! Please stop the Senior Center located at 110 Rockland Street to see what the COA has to offer, or call to get on our mailing list.

Wishing you all a Happy and Healthy New Year!

DISABILITIES COMMISSION

Charlotte Mullen, Chair	Term Expires 2026
Ann Maderer, Vice Chair	Term Expires 2024
Christiana Odunze, Recording Secretary	Term Expires 2024
Michael Hardman, Member	Term Expires 2026

The Disabilities Commission meets monthly in an advisory and support capacity to the town and residents. Residents contact us with concerns regarding access to town buildings, services and activities. This year we worked with the Town Moderator to ensure that the Annual and Special Town Meetings were accessible to town meeting members with reduced hearing. We

purchased two large font keyboards for library computers for patrons with reduced vision. We purchased a wheelchair adapter for the Recreation Department to enable those using wheelchairs to access uneven surfaces such as town walking trails. We have worked closely with town administration to begin the Self Evaluation and Transition Plan legally required under the Americans with Disabilities Act (ADA). We can be reached via email at disabilitiescommission@stoughton-ma.gov.

ECONOMIC DEVELOPMENT DEPARTMENT

Pamela McCarthy – Economic Development Director

During 2023 local businesses continued to recover from the impact of the COVID-19 Pandemic as well as the challenges caused by historically high inflation. One of the objectives of the Economic Development Director has been to continue to provide resources to the Stoughton business community. Marketing Assistance continues to be provided. The most visible assistance is through the Discover Stoughton MA Marketing App.

Although some businesses are still struggling, many have recovered completely. New and potential businesses as well as developers contact the Economic Development Office on a regular basis seeking guidance. This coming year offers opportunities for new growth. The Stoughton Center District Zoning Bylaw will help to attract new development including businesses in the Downtown. Other zoning studies are underway that will allow for bylaw updates that will attract development to other areas of Stoughton.

Due to high inflation some residents are also suffering financially. The Stoughton Community Choice Power Supply Program saved the majority of residents a substantial amount on their electric bills. For those that are struggling to the point of possible foreclosure on their homes the Foreclosure Prevention Program offers assistance. The number of foreclosure notices has actually decreased in the past year.

In 2023 the Town Manager assigned the Economic Development Director two new roles including Grant Manager for Town Departments and Legislative Liaison. These new roles were established in order to assist the Town in seeking new support and resources including funding for Priority Projects.

BUSINESS SUPPORT

Marketing Opportunities for Local Businesses

Discover Stoughton MA Marketing App

The Economic Development Director worked with Old Colony Planning Council to develop the Discover Stoughton MA App. The number of users continues to grow. Stoughton residents and visitors are connecting with local businesses including shops, services and restaurants by viewing the Business and Dining directories on their phones. The app also allows people to link to community events, town government and news. The app can be downloaded for free.

Neighborworks Classes

Directed businesses to Neighborworks, a non-profit for free online marketing classes.

Hometown Business Show

Helped to reboot SMAC's Hometown Business Show that was initiated by Economic Development Director.

OTHER ECONOMIC DEVELOPMENT ACTIVITIES

Municipal Aggregation

Due to the relaunch of the Stoughton Community Choice Power Supply Program in October 2022 the community (residents and small business owners) was able save more than \$1.6 million on their electric bills. In November 2023 this ten-month program came to an end. After going out to bid, the Town of Stoughton signed a new thirty-six-month contract with the same supplier, Direct Energy Services. This contract began with the November 2023 meter read. This contract will allow for stable prices that will eliminate price spikes. The program was originally initiated by the Economic Development Director working with Old Colony Planning Council and the Town's consultant, Colonial Power Group. Due to the fact that an approved Municipal Aggregation Plan was in place the Town was able to enter into an agreement with a third party supplier. By law, the program is an opt out program; residents and small business owners can opt out at any time. The ED Director continues to work with the Town's consultant to manage the program and respond to resident inquiries. Additional information is available on the Economic Development webpage.

Route 24 Billboard

The ED Director drafted a policy and application for use of the Route 24 Electronic Billboard. A 2014 ZBA Decision stipulated that the Town of Stoughton would have 20 hours of display time every 4 weeks as well as an additional 8 hours for Police and Fire announcements. Graphic design service is included. The Policy allows Town Departments, Boards and Commissions to display messages that comply with the Policy.

Additional Activities

- Continued to assist current and potential business and property owners; set up joint meetings when necessary
- Continued to provide resources to startups and existing businesses (business planning, financial resources, mentoring, workforce development and training); resources are available on ED Webpage
- Continued to represent the Town on Regional Planning Agency committees (MAPC and OCPC), the Massachusetts Economic Development Council and Regional Economic Development Group Meetings
- Maintained relationships with MassDevelopment, Mass Office of Business Development, the MA Executive Office of Economic Development and the MA Executive Office of Housing and Livable Communities
- Contributed to Zoning Studies including the Campanelli Business Park and Route 27 Studies
- Reviewed Tax Increment Financing (TIF) requests and provided recommendations; continued to track Economic Development Incentive Program (EDIP) Reports submitted to State from previous TIF recipients
- Reviewed the SRA's Urban Renewal Plan and provided comments to the Planning Board that were addressed
- Completed Policy (adopted by Select Board) and Application for Use of Route 24 Electronic Billboard; Application is now open to Town Departments, Committees, Boards, Commissions and Authorities.
- Continued Foreclosure Prevention Program by sending information from Neighborworks Housing Solutions to residents who have received pre-foreclosure notices about available counseling
- Continued to act as Film Liaison to MassFilm and Production Companies
- Continued to work with the Stoughton Bank Consortium; members contributed to several events
- Assisted with Juneteenth celebration – secured Hampton Inn meeting space and funding commitments from Stoughton Bank Consortium. Provided advice relative to marketing, permits needed, etc.
- Completed Reuse Study of Train Depot including two surveys – one for residents and one for potential users of the space. Also conducted interviews with key stakeholders.
- Worked to address ADA Concerns voiced by a resident at the request of the Town Manager; set up tour of several buildings attended by town staff and the Disabilities Committee Chair – list developed of items to be addressed internally or with grant funds
- Continued to act as Friends of Stoughton Center Technical Advisor (Initiated Downtown Holiday Lights Project several years ago; coordinated meetings with Town Staff; worked to fundraise for project)
- Assisted new Town-wide Beautification Committee as they plan annual events

- Arranged for several developers interested in potential Downtown projects to discuss financing options with MassDevelopment
- Arranged meeting with Chair of Climate Action Plan Committee and Town Staff to discuss Climate Action Plan funding
- Held position of Acting Town Planner through April; assisted new Town Planner during transition

NEW RESPONSIBILITIES ADDED TO ECONOMIC DEVELOPMENT DIRECTOR POSITION

- **Legislative Liaison:** – Serve as liaison to State and Federal Government; work with legislators on assistance for priority projects. Prepared presentation for a legislative breakfast held on August 22nd; working to follow up on projects presented at Legislative Breakfast and others including Public Safety Building Authority, PFAS Mitigation; Post Office Relocation, Housing and Railroad Crossing Safety Improvements.
- **Grant Manager for Town Departments:** Monitor opportunities available to local government and coordinate efforts of Town Departments. Developed grant resource database; developed a new form that has been filled out by Town Departments to track active and pending grants allowing departments to be aware of each other's efforts and to allow the grant manager to determine priorities that may need funding.

GRANTS AWARDED

Community Compact Best Practice Grant Program – Applied for funding for ADA Self Evaluation and Transition Plan – Awarded \$50,000; Consultants from the Collins Center at UMass Boston will work with Town Staff to inspect municipal buildings and to conduct audits for compliance with ADA Standards and evaluate accessibility of Town Programs and Services. A public survey will be part of the process. Project will start in January 2024.

Community Compact Best Practices Program– Applied for funding to develop a Financial Policies and Procedures Manual – Awarded \$30,000; Consultants from the Collins Center at UMass Boston will work with Town Staff during 2024 to produce this manual.

Recycling Dividends Program – Applied for Funding from MassDEP Funding is awarded based on the number of Programs and Policies implemented by the Town; specifically, the Public Works Department. This is a yearly grant. Initial award was \$3300. As the Public Works Department completes more tasks the Town will be eligible for up to \$30,000 annually. Worked to obtain special Environmental Justice Population designation that will allow Town to receive higher yearly payments for tasks completed.

FY 2024 Massachusetts State Budget Earmark– Massachusetts Office of Travel and Tourism (MOTT) – With the Support of our State Legislators the Town was awarded an Earmark in the amount of \$50,000 to be used toward the Train Depot Rehab Project.

ENERGY & SUSTAINABILITY COMMITTEE

About the Committee:

The Stoughton Energy & Sustainability Committee (ESC) is a volunteer citizens advisory group to the Town of Stoughton's Select Board focusing on issues pertaining to energy consumption, greenhouse gas (GHG) emissions, water consumption, resource conservation, pollution, and recycling. The ESC was formed in October 2009 to assist the town in the following activities:

1. Prepare the town to combat climate change and reduce greenhouse gas emissions;
2. Position the town to take advantage of available funding and incentive programs to reduce fossil fuel use, adopt alternative energy technologies, conserve resources, and improve recycling rates;
3. Assist the town in reducing inefficient energy use; and
4. Serve as a resource and help educate town residents and agencies about sustainability, climate change, pollution, and energy and resource conservation.

Committee Achievements:

In service of our mission and to help improve the Town of Stoughton, the Committee has been very active on a number of projects over the years. Here are some of our achievements:

- Helping Stoughton be designated a Green Community and securing an initial \$200,000 grant to support energy projects at Town facilities
- Providing ongoing support and guidance on subsequent Green Community grant applications leading to additional funds - over \$1,000,000 and counting - to support important facility upgrades at town and school buildings
- Collecting signatures in support of and ensuring passage of a Town Warrant Article banning single-use plastic bags in Stoughton
- Performing a Greenhouse Gas Emissions baseline study for the Town
- Implementing the Bay State Textiles waste diversion bins at local schools, which divert waste from landfills (300,000+ lbs to date) and give proceeds directly to school PTAs
- Advocating for the Town's hiring of an energy manager, a goal achieved in 2021, with a huge impact being realized already
- Hosting a community gatherings in 2019 and 2022 promoting local vendors, energy efficiency, and of course local beer
- Hosted an Earth Day event in 2023 focused on local actions to combat climate change with several guest speakers
- Will be hosting another Earth Day event in 2024 focusing on sustainable and climate-friendly landscaping and gardening

Current Projects:

We are continuing to push forward to make Stoughton a greener, cleaner, and more efficient community and our current focus areas include the following projects:

- Continued support of, consultation with, and advocacy for the employment of, the energy manager
- Input into the Green Communities grant program – including identifying potential projects and supporting implementation of awarded work
- Assisting with implementing the town bylaw banning single-use plastic bags
- Promoting composting and supporting the diversion of food waste from the trash
- Support for, and education around, Municipal Energy Aggregation and its costs and environmental benefits and opportunities for residents

- Advocacy for the adoption of Commercial Property Assessed Clean Energy in Stoughton, which will allow local businesses to finance clean energy projects to improve their facility and bottom lines without up-front capital
- Coordinate a discounted rain barrel purchasing program for local residents

Who we are and how to support us:

We meet the 1st & 3rd Thursday evenings every month and our agendas are posted on the town website: <https://www.stoughton.org/energy-sustainability-committee>

You can learn more about who we are and the work we do at our website

<https://stoughtonesc.wordpress.com/> on our Facebook page at

<https://www.facebook.com/StoughtonESC> or you can share your ideas and suggestions with us via email at: StoughtonESC@gmail.com

We welcome ideas about how to make Stoughton a more forward-thinking community that actively makes well-informed choices about how we impact the environment. We look forward to hearing from you, seeing you at a meeting, or discussing energy and environmental issues with you out in the community!

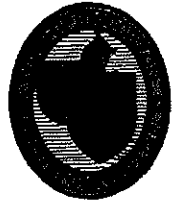
Energy & Sustainability Committee Officers & Members

Nathan Cleveland	Chair
David Billo	Vice Chair
Tony Phillips	Secretary & Treasurer
Molly Cochran	
Arthur Rigor de Eva	
Tamisha Civil	



STOUGHTON FIRE DEPARTMENT

1550 Central Street
Stoughton, Massachusetts, 02072
Business Phone: (781) 344-3170
Business Fax: (781) 341-3927



Administration

The Fire Department continues to adapt to the ever changing landscape of the fire service. The fire department has evolved into an all hazards response as well as medical emergencies. The administration of SFD continues to develop and adapt to the fast changing world of technology through education and training both internal and external platforms of education. Lithium ion batteries have created so many problems with fires and release of toxic gasses, traditional extinguishment tactics are not having the effect on these fires, and even when extinguished they remain unstable for up to 45 days later. We will continue to train and secure new suppression equipment to protect Stoughton residents.

The closing of two major area hospitals has put incredible stress on our medical services. The ambulance wait time to move a patient off our stretcher has been well above 90 minutes. The decision to monitor wait times and transport to other hospitals which is timely but does allow our ambulance to respond back from Boston or South Shore Hospitals. The hospital wait time issue has also been compounded by the increase of migrant families sheltered in Stoughton. We currently are fifth in the state with the number of families, behind Boston, Springfield, Worcester, and Lynn, all fire departments that do not even have an ambulance service the use a third party service.

A major concern for all of the fire service is the increased cost and wait time for Fire Apparatus. The increased cost and wait time from initial order of apparatus to delivery of apparatus to department is as follows:

- Fire Engine - \$920k-\$1.2 million 3 year wait
- Ladder truck - \$1.8 million-\$2.2 million 4 year wait
- Ambulance- \$450k 2 year wait

The fire department has an excellent vehicle replacement policy but this has changed the timeline from when we have to request monies so that we are replacing the apparatus to meet the standards of NFPA, DOT, and EPA.

SFD responded to 30 structure building fires in 2023. Although some minor, they were minor due to the quick response and actions of the firefighters who continue to train for quick deployment tactics to mitigate these incidents.

We are truly grateful for all the support DPH coordinator Janeice Bruce has provided throughout the Pandemic, which we still see upticks in cases.

The year was robust and active for personnel transactions. Firefighters Joseph Visser and Roger Leclair both retired with over 25 years of distinguished service. Our Annual Firefighter Sunday on 11 June 2023 was our opportunity to recognize our members past and present for their service to the Town of Stoughton and our Fire department. The attendance was well over 100 citizens that included retirees, active members, our local State Senator and Representatives and our Select Board. It was a wonderful day that allowed the community to gather and recognize those that have and continue to serve the Town.

SFD hired Firefighter's Matthew Gada assigned to Group 1, Dylan Freitas, Brendan Walsh, Joseph McLaulin and Bailey Sullivan, all attending Brockton Fire Academy. Mark McKenna is graduating from Boston Fire Academy. Our department will be appointing Field Training Officers to each Operational Emergency Response Group in 2024.

The Fire Administration has worked diligently to apply to any federal and state grant that is available to the fire department. Our office administrator Sara Blackader is the FEMA grant coordinator for the town. In 2023, we applied for thirteen grants and have been awarded fourteen. We participated 2023 in grant management training to increase the number of awarded grants. We will continue this grant training.

GRANTS APPROVED/RECEIVED/PENDING 2023

• SAFER/SENIOR GRANT-	\$8200	
• MEMA HMEP-	\$3000	
• MEMA EMPG GRANT-	\$6500	
• DFS EOPS GRANT-	\$19,000	
• DFS EARMARK-	\$20,000	
• FEMA SNOWSTORM DISASTER RELIEF- General Fund)	\$150,000 * TOWNWIDE	(Town
• CPE REIMBURSEMENT-	\$346,000	
• PENDING FEMA COVID-19 RELIEF - General Fund)	\$330,000 * TOWNWIDE	(Town

Emergency Response 2023

<u>(Primary Action)</u>	<u>Occurrences</u>	<u>Percentage</u>
Unknown	471	7.3
Action taken, other	82	1.3
Building Fires	30	0.5
Fire control or extinguishment, other	8	0.1
Extinguishment by fire service personnel	73	1.1
Salvage & overhaul	5	0.1
Confine fire (wildland)	1	0.0
Control fire (wildland)	2	0.0
Search	1	0.0
Rescue, remove from harm	1	0.0
Extricate, disentangle	10	0.2
Emergency medical services, other	396	6.1
Provide first aid & check for injuries	407	6.3
Provide basic life support (BLS)	616	9.5
Provide advanced life support (ALS)	1864	28.8
Transport person	523	8.1
Hazmat detection, monitoring, sampling, & analysis	2	0.0
Hazardous materials spill control and confinement	2	0.0
Hazardous materials leak control & containment	1	0.0
Remove hazard	6	0.1

Fires, rescues & hazardous conditions, other	1	0.0
Ventilate	9	0.1
Forcible entry	39	0.6
Systems and services, other	1	0.0
Restore municipal services	5	0.1
Restore fire alarm system	15	0.2
Shut down system	6	0.1
Assistance, other	40	0.6
Assist physically disabled	188	2.9
Assist animal	1	0.0
Provide manpower	7	0.1
Provide apparatus	5	0.1
Provide equipment	3	0.0
Information, investigation & enforcement, other	4	0.1
Refer to proper authority	3	0.0
Enforce codes	1	0.0
Investigate	1410	21.8
Investigate fire out on Arrival	3	0.0
Fill-in, standby, other	3	0.0
Fill-in or move up	13	0.2
Standby	14	0.2
Canceled en route	221	3.4
TOTAL (2020 incidents-5259)	6363	100.0
Fire Prevention Inspections	1817	
Fire Prevention Plan Reviews	139	
	1956	
Total Calls for Service	8419	

Infrastructure and Equipment

The New Fire Station bid was awarded in March. Construction for the New Station 1 at 400 Prospect Street began in May 2023. The Ground Breaking Ceremony was conducted 31 August 2023. The project is on schedule with a scheduled completion date of August 2024. The Design and Development for 30 Freeman Street is being finalized now.

Holbrook Regional Emergency Communications Center(HRCC) took over the dispatching of 911 calls for the fire department. Three fire dispatchers were hired by HRCC and continue to dispatch for SFD. The transition was seamless and only required minor adjustments to the reporting system. We are currently working with HRCC to work on the incentive grant.

This Infrastructure plan meets the Town's Emergency Response and Administrative requirements while repurposing 30 Freeman Street as the Communities Emergency Operations Center and Fire Administration. We would be proud to work with the Town's Historical Society on a refurbishment plan to bring this crown jewel back to its original glory. Building an

Emergency Response station at Park and Prospect allows us to meet the current needs and future needs of Emergency services. It is comforting having a Select-board that is supportive and understands that if you want the town to grow and prosper, you must have Emergency services that can support that growth. As history has shown us, a poor response or worse, not having the ability to respond to an emergency event, has horrible consequences for the community and certainly puts liability on the town, both legally and financially. Thank you again for your support. Our department is forever grateful that the residents of Stoughton have supported this infrastructure plan. It was designed for today's needs with growth accounted for and will serve the community for many years to come.

The Command Staff continues to review our vendor services to ensure we are provided with essential and efficient services. We continue to collaborate with the town's procurement officer with this endeavor.

The Assistant Chief and I continue to be mission focused as to the resident's primary concerns: 1) Emergency Response Times 2) Long-term growth 3) The Cost associated with developing new Emergency Response infrastructure for the town.

Received Two F-150'S for Incident Command and Emergency Response in December 2023.

Utility Terrain Vehicle KUBOTA was received in February 2023.

Creation of new Stoughton Fire Department Website to enhance residence awareness and increase public education for Safer and Senior programs

Command Staff

Emergency Medical Services: Deputy Chief Brackett

The EMS Division in 2023 started with a change in the scope of practice for EMS providers to now include being able to treat and transport working police dogs to veterinary hospitals. Nero's Law was passed by the Massachusetts State Legislature in September of 2022 with the requirement that all EMS providers be trained by February 10th of 2023. McNeilly EMS Training Associates out of Danvers was hired by Stoughton Fire to provide both classroom and hands-on training to fulfill what was required by this new law. Stoughton Police K9 Handler, Officer Ed Barker and his partner Dino assisted with the training.

On February 7th, 2023, the City of Brockton Fire Department declared a 10 alarm fire response for the Brockton Hospital. The fire was located in the hospital power plant just behind the hospital itself. The result was catastrophic damage to the power plant and smoke damage throughout the hospital itself. While the fire was isolated and extinguished by Brockton Fire, the 10 alarm response was mostly for the 170 patients that needed to be evacuated to area hospitals. Chief Carroll was part of the command staff that oversaw the evacuation along with other area fire chiefs. Holbrook Regional Emergency Communications Center worked seamlessly with Brockton Fire and the large mutual aid response that came into the city to assist. Stoughton Engine 2 was part of the structural task force and Stoughton Ambulance 1 was part of the

ambulance strike team. Stoughton Fire had 2 recruits in Brockton's fire academy who also took part in the evacuation as well.

Stoughton Fire's ambulances were inspected by the Office of Emergency Medical Services (OEMS) in April. There were several minor deficiencies found, most of which were corrected on the spot. The annual administrative audit conducted by OEMS found no deficiencies.

Ambulance 1 suffered a complete engine failure in August requiring the entire motor to be replaced. Apparatus Mechanic Brian Harrop found that all of our vendors who handle such large repairs were reporting a greater than 6 month waiting period. The decision was made to handle the repair in house and by October a new motor was purchased. Brian handled the entire repair over the course of 3 weeks, once all of the parts were in place. Ambulance 1 was repaired and placed back in service at the beginning of November.

In October, the EMS division submitted its Certified Public Expenditures report to PCG Health and the Massachusetts Executive Office of Health and Human Services. This is an annual report that helps municipal ambulance services recover revenue lost to Medicare and Medicaid flat fees for service. This year the Town of Stoughton is slated to have \$314,000 reimbursed to it. Also in October, EMS Financial was once again hired to conduct our annual audit of our ambulance billing company. This audit is meant to find and correct any errors when billing Medicare and Medicaid. When mistakes are found, any money received from Medicare or Medicaid improperly will be reimbursed within 90 days. The final report for this year's audit is due at the end of January, 2024.

Lastly, in 2023, Stoughton Fire responded to 6378 calls for service. EMS related responses totaled 4289 with 3227 transports. Of the 3227 transports, 1701 were ALS and 1526 were BLS. The EMS response numbers declined slightly compared to 2022, but overall remained high when compared to pre pandemic times. The Federal and State Governments declared an end to the public health state of emergency caused by COVID-19 last spring. The EMS division still retains a large stock of medical personnel protective equipment in the event of another public health emergency. The lessons learned from the pandemic have left Stoughton Fire well prepared to respond should another national emergency occur.

Fire Prevention Commercial and Residential: Captain Rush and Lt. Campbell

For the year of 2023 the fire prevention division of Stoughton Fire has kept busy. As the Captain of fire prevention, my primary responsibility is commercial and residential plan review. Lt Jim Campbells primary focus is on smoke detector inspections for the transfer of real estate, as well as propane and oil burner/tank inspections.

We both conduct quarterly inspections of hospitals, schools, nursery schools, rooming houses, daycare centers, hospitals and hotels as required by Massachusetts General Law and Department of Public Health regulations. We also conduct all the fire drills for hospitals, schools and nursing homes. We have a different area of town and industry to inspect every month.

There are a number of large projects which I have reviewed and continue to work with the builders and contractors to bring to completion. They include 703 Tech Center Drive, the Melmark School, 421 Page Street, the Chang Shing Tofu Company, 207 Page Street CAT, 1157 Turnpike Street, 3 trucking warehouses and 200 Shuman Ave, Global Composites.

Lt Campbell and I have been working with buildings with 6 or more units to enforce the law requiring them to install a monitored fire alarm panel. We have already gained compliance with 294 Pleasant Street, 60 Chestnut Street, 215 Pearl Street and half of Bennett Drive and North Paul Street. The remainder of buildings should be completed in the next 90 days. We work closely with the building department, specifically building commissioner Jack Erickson and the electrical inspector Gary Ilacqua.

In closing our primary focus and mission in fire prevention is to provide prompt and thorough service to homeowners and contractors and to correct fire code violations within the town that could affect the health and safety of the firefighters and residents of Stoughton

Training and Safety: Captain O'Neil

The year 2023 has been a year of growth for the Stoughton Fire Department. The Training Division has witnessed many changes and advances because of unique training opportunities and collaborative training exercises. Many of the members of the Stoughton Fire Department have achieved personal growth thanks to these opportunities. Our ambitious and self-motivated firefighters have taken advantage of the opportunities presented to them. Our members have pursued continuing education to better themselves as firefighters and to further their career through higher rank. A few of the classes provided by The Mass. Fire Academy our members have taken are Fire Investigator, , Fire Instructor, Command of Structural Collapse, Incident Safety Officer, Rapid Intervention Team and High Angle Rope Rescue.

Our members have taken advantage of live fire training at the Fall River Training Facility under the direction of Easton Fire Dept. and we currently have two members in the Recruit Training Program at Brockton Fire Department. With cooperation of the Stoughton Community the Training Division has acquired properties throughout the town scheduled for demolition. Before these properties are demolished our members have had the chance to enhance all the skills required for firefighting operations. Skills that include search and rescue, hose advancement, ventilation, forcible entry, Rapid Intervention and more. Property locations that were scheduled for demolition, we acquired for training.

The Training Division and our members are committed to keeping themselves and their colleagues safe with the most up to date skills, training techniques, and trends. The residents of Stoughton can be assured, through these rigorous training evolutions our department will continue to provide a high level of Fire and Rescue Services to the community.

Fleet Services: EVT Harrop

During the calendar year of 2023, some of the major apparatus repairs include, Ladder Two's collision repair from an accident in July, a new engine installed in Ambulance One, hydraulic cylinder rebuild and transmission repairs on Ladder One. Ladder Two was repaired at the authorized dealership for Pierce emergency vehicles. It was there for about six months for body work, aerial repairs and testing. The Ladder was tested to NFPA standards to insure the aerial device was safe to use after the accident. A couple of cracked welds were repaired, the waterway on the aerial was repaired and damaged parts replaced. The front bumper was replaced, dents in

the cab repaired, and the front of the cab was painted. One side of the windshield was replaced. Ambulance One's engine was replaced in house. The exhaust valves inside the engine failed. To ensure this will not be a problem again I have decided to change the weight of the oil to thicker oil, and performing certain preventative maintenance at a third of Ford's suggested time. Our vehicles idle for a long time compared to other vehicles and the on board computers do not take this into consideration. While Ladder Two was being repaired we were using Ladder One. Before Ladder one went into service I rebuilt the right rear jack hydraulic cylinder. After Some time in service, the truck started having transmission issues. I flushed the transmission numerous times and still had intermittent issues. After opening the transmission and making some adjustments it has been better. I will be continuing to monitor the truck but it is definitely starting to show its age.

We took delivery of a Kubota utility vehicle, an enclosed trailer, and two Ford F-150's. The Kubota (Utility One) has been fitted with a high pressure fire pump, with foam capabilities, and a rescue area to transport possible patients from wooded or hard to reach areas. The enclosed trailer (received by grant) has epoxy floors and finished interior to insure longevity. Utility One is housed inside the trailer for rapid deployment. The two Ford F-150's (C-4 and C-5) are matching vehicles besides a couple of small options.

We were lucky to have found them on the lot. They are hybrid vehicles and have been upfitted with the lighting packages and caps for the bed. They will be lettered soon, and I am in the process of switching equipment and two way radios over. Both vehicles should be in service by February 2024. I decided to change the support vehicles to black. One of the main reasons is because it is difficult to find reds that match through different years and manufactures. Painting the vehicles each time to match would not be cost effective or time efficient. I am working on building a matching fleet that will be unique and show our town pride. I have recertified nine ASE (automotive service excellence) certifications this year, and received a recertified master level heavy truck certificate. In conjunction with my current EVT (emergency vehicle technician) certifications, I am a recertified master fire technician and master ARFF technician.

Chief's Notes:

Stoughton Fire Department remains mission driven to build the best fire and EMS department to respond to all hazard emergencies for the community of Stoughton. As an "all hazards" emergency response department, we must train, educate, and execute to the highest standard for all residents and visitors in our community.

We have a lot of work to focus on with the infrastructure of our department. Stoughton fire lags behind in the application of technology that is available in today's fire service. Technology that not only provides safety for our members, it will allow for us to be more efficient and quicker response times while having better situational awareness of the places and people we are called to help. I will continue to lead this department with resiliency, transparency, and positive reinforcement. The public deserves to feel safe at home and on the streets of this town. They need to know we have the best trained and educated personnel working with the most advanced technology is the best way for us to provide that.

We continue to adapt our operations to handle all emergencies throughout the ever changing Pandemic. Retirements brought promotions which resulted in changing the landscape of the

Administration and Operations. Stoughton Fire continues to transition with promotions of personnel. This is an exciting time in the department, it is also an important time for education and training. With 47.5% of the workforce with less than five years experience, I am hyper-vigilant. I continue to educate, train and communicate through policy and procedure and respond to any serious emergency, so I can share my experience, take command and look for teachable moments.

There is an energy in Stoughton that has not been felt in a very long time. Driven with great leadership and drive, so much is happening in this town and moving at a fast pace. Not seen by many, but we do. My goal, the department's goal, is to protect and preserve life and property fast and effectively. Nothing can slow down momentum more than a tragic accident or major fire.(i.e. the hole in center). Stoughton Fire department men and women to preserve life, protect property, and safeguard our communities through **relentless commitment to emergency preparedness, prevention, response, and recovery.**

The support of the Select Board and new Town Manager has raised morale throughout the department.. We can also tell you the narrative of members who have been. The infrastructure plan has been so well received and supported by the department, it is a plan that will hit all the concerns and is not just a quick fix. We look forward to working with the board to enhance our life saving capabilities.

Respectfully,

Michael Carroll
Chief of Department
Stoughton Fire Department

DEPARTMENT OF HUMAN RESOURCES

Deanna Chatsko, Director of HR/Payroll
dchatsko@stoughton-ma.gov 781-341-1300 Ext 9226

Tracy Pereira, Assistant Director of Human Resources
tpereira@stoughton-ma.gov 781-341-1300 Ext 9259

Brian Mokrisky, Public Safety Wellness Coordinator
bmokrisky@stoughton-ma.gov

Office located at
Stoughton Town Hall
1st Floor
10 Pearl Street
Stoughton, MA 02072

Office Hours: Monday through Thursday 8:00 am to 4:30 pm

Friday 8:00 – 12:00 pm

The Human Resource Department aims to provide the Town of Stoughton with the highest level of assistance to both active and retired employees and a welcoming environment to all.

The Human Resource Department currently has three full-time staff members. However, funding for an additional position is being requested within the Fiscal 2025 budget in an effort to maintain the current level of service the office provides to the School Department.

In addition to processing payroll in house through Munis for both the Municipal and School employees, the HR staff provides benefit administration services and support to over 500 Municipal employees, 270+ retirees, and School Department employees as needed.

During 2023, the Human Resources Office has assisted in accomplishing many great things.

- Deanna and Tracy completed the SHRM (Society of Human Resource Management) Certification Course during the months of May and June, 2023
- Working with the Select Board, Town Manager Calter, and the Insurance Advisory Committee (a committee represented by a member from each union), we were able to reach an agreement to keep the Health Insurance Trust Fund sustainable. This was done by implementing plan design changes, increasing the premium by a substantial amount, 23.51%, and introducing and implementing an Opt-Out Program for employees enrolled in the Town's health insurance for the prior year.
- This year, for the first time, all eight Collective Bargaining Agreements were negotiated with the bargaining units and ratified prior to the expiration of their contracts. Moving forward, it is our intention to have all MOAs ratified by the union and Select Board no later than December 31 of each given year.
- We welcomed a new Public Safety Wellness Coordinator to the HR staff in November 2023, Bryan Mokrisky. Brian will be working closely with Police and Fire employees to help prevent incidents

and traumas before they occur as well as guide them to any resources they are seeking following an incident. The goal of the coordinator is to help promote member health, help reduce the underlying stressors that occur as a result of the daily duties of the professions, and better inform employees of the peer support resources available to them.

The benefits currently offered by the Town are:

Both Employer and Employee funded:

- Health Insurance – Health Plans Inc.
- Express Scripts – Prescription Drug Plan
- Aetna – Retiree Medicare Health Plan
- Retiree First – Liaison to the Aetna plan
- Abacus – Diabetes Rewards Program
- Health Navigator – Health Care Advisory Service
- Lyric – Virtual Health Care
- Stoughton Meds – Mail-In Prescription
- Save On – Prescription Rebate Program
- Basic Life Insurance – Boston Mutual \$2,000.00 policy

Employee Only Funded:

- Altus Dental – Offering a low and a high option
- Altus Vision
- American Fidelity – Offering a Flexible Spending Plan, disability insurance, accident insurance, term life insurance, whole life insurance, wellness benefits, group hospital benefit.
- Colonial Life Insurance – Offering disability insurance, accident insurance, term life insurance, whole life insurance, cancer insurance.
- New York Life – Offering disability insurance, whole life insurance.

- Boston Mutual – Offering disability insurance, accident insurance, term life insurance, whole life insurance, cancer insurance.
- Texas Life Insurance – Offering Whole Life Insurance Policies
- Empower Retirement – 457 Plan offered to Town employees

Health Insurance

We held two open enrollments for health insurance this past year—one for active employees and early retirees during the Month of May and another for Medicare eligible retirees during the month of December.

The Human Resources website continues to be a great resource for benefits information, job postings, updated announcements, and open enrollment material.

Visit us at <https://www.stoughton.org/human-resources>

Employees may visit our Employee Self Service at:

<https://mss.munisweb.stoughton.net/mss/default.aspx>

EVERYONE IS WELCOME HERE!

INFORMATION TECHNOLOGY

Trish Shropshire – IT Director

Tyler Kenney, IT Technician

Roberta Harback, Communications Specialist

The Department aims to provide the Town of Stoughton with the highest level of technology/customer service support for all Town departments (Police, Fire, Public Works, Council on Aging, Stoughton Library, Cedar Hill Golf Course and the departments located within Town Hall). Information Technology provides on-call 24x7 support for Police and Fire.

Along with everyday Help Desk support, our days consist of software and hardware installations and various IT projects for the previously mentioned departments. On occasion, Town Boards and Committees need our assistance with virtual meeting preparation or other additional technology needs.

During January, Town Hall experienced a flood that brought disruption to working conditions on every floor. The IT department was heavily involved in breaking down areas and relocating equipment back and forth while construction was occurring. This renovation took roughly three months and required quite a bit of our participation.

During the year, the Town went through several upgrades and transitions such as a website overhaul, MUNIS upgrade, Asses Pro (Assessing Software major update) and the transition of Stoughton Fire dispatch to the 911 facility in Holbrook. Consistent training on prevention for Cyber Security protection within our environment happens all year long.

The Town Crier produced weekly by Roberta Harback, publicizes all events and information to the citizens in one location. This instrumental document is pushed out through all avenues of social media, our website and the TV's throughout the town.

We are eagerly awaiting to roll out online payment ability for our Water/Trash/Sewer system. Citizens inquire about this regularly are thrilled that this is finally happening. Online Permitting is another huge project on the horizon that will make a significant difference in servicing the Town more effectively. Our department looks forward to assisting Development Services with this roll out.

STOUGHTON PUBLIC LIBRARY

Christopher McGhee – Library Director

Board of Library Trustees: Harvey Levensohn – Chair, Sheila Osborne – Vice-Chair,

Susan Zbinski – Secretary, David Lambert – Trustee, Rachel Lazerus – Trustee,

Peggy Sewcyk – Trustee

The Stoughton Public Library strives to provide the Town of Stoughton with the highest level of library services. Our mission is to:

- Maintain an environment of intellectual freedom that welcomes all and satisfies the needs of users of diverse ages, backgrounds, and abilities.
- Provide an opportunity for all to inform and educate themselves.
- Promote life-long learning, recreational reading, and cultural advancement.
- Provide a diverse collection of materials, educational services, and enrichment programs of interest to the entire community.
- Support the Library Bill of Rights, the Freedom to Read, and the Freedom to View statements of the American Library Association.

The Stoughton Public Library is open six (6) days each week (Monday – Thursday, 9am-9pm; Friday & Saturday, 9am-5pm) and is a member of the Old Colony Library Network (OCLN). The Library has more than 175,000 items in its own collections that can be borrowed with a library card, and millions more items can be borrowed from the twenty-eight (28) public and academic libraries that are part of OCLN. These items include books, magazines, audiobooks, music CDs, DVDs, videogames, and museum passes, as well as downloadable books, magazines, movies, and audiobooks available online through OverDrive, Kanopy, Hoopla, and more. Statewide delivery ensures items borrowed from other libraries are

delivered to the Stoughton Library within days, usually in less than a week. Patrons can use the Library's online catalog to learn more about these items and place requests from within the Library building or from anywhere using a computer, smart phone, or other internet-capable device.

In addition to items to borrow, the Stoughton Public Library provides a wide variety of programs and special events for adults, teens, and children, both in-person and virtually. In 2023, Stoughton Public Library offered 1,128 programs that were attended by more than 15,000 people. While most of these programs and events take place at the Library, we also offer many programs at Halloran Park, Stoughton Public Schools, various senior housing communities, and elsewhere around town. Our regular programs include story times, crafts, painting workshops, book discussions, film presentations, and many other educational, self-improvement, and entertainment programs. We also continue to offer STEAM/STEM related programs that are very well received by children and parents alike and are truly engaging young minds with the world of science.

One of the Library's most popular programs is the *Summer Reading Program*. Initially begun in an effort to help kids maintain learning while school is out, Summer Reading at the Stoughton Public Library now fosters social-emotional development, promotes the joy of stories, and inspires lifelong learning for all ages. This special series encourages reading through several weeks of engaging programs, events, and prizes loosely focused around a new theme each year. For summer 2023, the theme was "Find Your Voice," and nearly 5,000 people attended weekly performances by storytellers, clowns, and magicians, as well as craft, dance, and art classes. We are especially thankful to the Support Our Library Association (SOLA), which provided support for most of this year's programs and prizes.

Beyond the Library's regular programs and services, our *Outreach Services* continues to provide free delivery of library materials with friendly visits to homebound Stoughton residents. As well as materials, the Library also lends CD players, Kindle E-Readers, and a variety of magnifying devices to its Outreach patrons. Through this service, the Library works to help seniors live independently in their homes as long as possible and give homebound Stoughton residents the same access to a wide variety of materials that they would have if visiting the Library themselves. This year, our Outreach Coordinator delivered a personalized selection of books, audiobooks, magazines, and DVDs on a regular basis to approximately twenty (20) people each month and performed countless telephone and in-person visits. Additionally, Outreach Services helps enrich the lives of Stoughton seniors with many book discussions, crafts, and other programs offered virtually and at senior housing and long-term care facilities throughout the town.

The Stoughton Public Library's *Adult Literacy* program is another vital service offered to our community's underserved populations. For over twenty-five (25) years, the Adult Literacy program has offered free volunteer tutor training and in-service workshops to ensure successful one-to-one tutor/adult student learning and Conversation Groups. We currently have over 175 pairs of adult students matched with trained volunteer tutors, and over two hundred (200) students still waiting to enroll. Adult Literacy students represent many different ethnic groups, backgrounds, and education levels, but they share a desire to become fluent in English, provide for their families, and become more involved members of the community. Again this year, several of our students have become US citizens.

We provide nine (9) in-person and virtual 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 over 3,370 hours of free one-on-one tutoring to adult literacy students and over 1,782 hours of Conversation Groups. 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. They also provide several newspaper subscriptions, which amounts to about \$2,000 per year in additional assistance for the program. We are grateful for the support of the Town of Stoughton, the Department of Education, Literacy Volunteers of Massachusetts, and the many volunteers that make this program work.

Lastly, we must not fail to mention the ***Monday Night Tutoring Center***. Begun sixteen (16) years ago as the Monday Night Homework Center funded by a grant from the Massachusetts Board of Library Commissioners, Monday Night Tutoring is now run by three (3) part-time teachers: Sheila Osborne, Susan Zbinski and Lynne Jardin. The Tutoring Center offers assistance to children from 6th through 12th grades 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. We are very grateful to the Stoughton Schools and SOLA for their continued support of this highly successful program.

Here are a few additional statistics to further illustrate the robust levels of activity taking place in the Stoughton Public Library in 2023:

- 105,422 people visited the Library, an average of 368 people each day we were open.
- 134,589 items were borrowed.
- 6,850 uses of public computers.
- 5,552 volunteer tutor hours were provided to Adult Learners
- 5,290 reservations of our Community Room, Conference Room, and Study Rooms.

All of these numbers are significantly higher than those recorded in recent years and represent a full return to pre-pandemic levels of service. The Stoughton Public Library is happy to be a vibrant and valued part of the Stoughton community.

The Library offers special thanks to the Support Our Library Association (SOLA), led by Lynne Jardin – President, Sharon Fradkin – Vice President, Alethea McFarlane – Treasurer, Katherine Weiss – Communication Chair, and Fred Yaitanas – Board Member. As mentioned above, SOLA funded several recurring programs and events for all age groups throughout the year, as well as sponsoring the numerous museum and park passes available for library card holders to borrow and the installation of audio-visual equipment in the Library's Community Room.

We are also thankful to the hard-working participants of the Senior Tax Relief program, the school PTO/PTAs, local businesses and clubs, and individual community members whose time and donations support many library activities. The Stoughton Cultural Council has continued to be a generous sponsor of special library programs, and we greatly appreciate the spirit of cooperation we receive from Town Manager Tom Calter and other Town departments, such as the Stoughton Public Schools, Youth Commission, Recreation, Council on Aging, Public Health, Police, Fire, Engineering, Building, and Public Works. 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. Finally, we are grateful to the Town Meeting Representatives who have always voted to financially support their Library.

OPEN SPACE COMMITTEE

Fran Bruttaniti

Daniella Dana

Juan Fox

Ardis Johnston

John Linehan, Chair

Gerry MacDonald, Vice Chair

John Perry

Jasmine Tanguay, Secretary

The Open Space Committee (OSC) focused on town acquisition of 12+ acres of open space on Benson Road. This property abuts other town-owned land. The seller of this property responded to a Community Preservation Committee (CPC) advertisement. Despite being approached by developers; she was anxious to see the land preserved in its natural state in perpetuity. The OSC successfully received a positive recommendation from the CPC for funding this purchase, along with associated costs. In the Annual Town Meeting, Representatives voted to acquire this parcel for conservation purposes. As of the end of 2023, the OSC continues to facilitate all the necessary steps to close on this purchase.

The OSC worked in a variety of ways to protect several other parcels in 2023 for the residents of Stoughton.

STOUGHTON POLICE DEPARTMENT

Donna M. McNamara, Chief of Police

The Department aims to provide the Town of Stoughton with the highest level of police services.

It is my honor as Chief of the Stoughton Police Department to submit to you the annual report of the Stoughton Police Department:

The 2023 Annual report must begin with recognizing the continued incredible dedication and hard work by the men and women of the Stoughton Police Department. The sworn personnel, Dispatchers as well as civilian staff are committed to providing the best police services each and every day to our community.

The past year has continued to be very challenging for policing as a whole with the ever changing profession of law enforcement. One of those challenges that has continued to be difficult is the lack of individuals with a desire to become a police officer. During the 2023 year, on multiple occasions the department has sought to hire applicants from the Civil Service Police Officer candidates list. In December of 2023, our department was able to give 8 conditional offers of employment for potential new police officer hires. Our staff reduced during 2023 to as low as 40 patrol officers with the resignation of a few officers that chose to go to other police departments or leave the law enforcement profession all together. There remains a shortage of viable candidates and a major lack of interest in police work in society today. The reduction of police officers in our department is a result of senior officers who served with integrity retiring as well. The largest challenge in policing locally, statewide and nationally remains with recruitment and retention.

The police department has continued to embrace the police reform with additional training. As an organization, we have continued to strive to offer the best training for officers at every level of the organization. In 2023, the department has provided all the necessary requirements for the implementation of the POST Commission standards for current officer attestations, internal affairs investigations and complaint documentation. In addition, the Municipal Police Training Committee has required more mandatory training hours for certified officers.

During the past year, the department has implemented changes to the firearms licensing procedure in order to reduce the wait time and to provide a more efficient application process. The new procedure includes the convenience of not only applying online but to also pay online with a credit card for firearms license renewals. The new implementations have reduced the complaints for the wait time to apply for or renew a firearms license.

Staffing

The current police staffing level consists of 58 sworn personnel. The staffing break down of the department is as follows: 1-Chief, 1-Deputy Chief, 3-Lietuentsants, 9-Sergeants and 44 Patrol Officers (which includes 6- Detectives and 2 School Resource Officers). In December 2023, the department filled seven vacancies by giving conditional offers of employment. Of the seven, five were given employment

offers and entered the MBTA Police Academy on December 11, 2023. The other two conditional offers will potentially attend a police academy in February 2024 if they pass the physical fitness test.

The Civil Service certified Police Officer List only contained 21 Town of Stoughton residents interested in becoming a Police Officer. The Civil Service list for Police Officers candidates was once again very short. The competition to retain veteran Officers continues to be a significant challenge not only in our department but with many communities that have or are leaving Civil Service. Many departments in the Commonwealth have begun giving signing bonuses to recruit veteran officers as a perk to fill vacant positions. The challenges Nationwide as well as locally for recruitment and retention has never been so difficult for policing. The Stoughton Police Department has continued to request to fill vacancies in the department and the hiring process for the best candidates will remain a priority.

Our non-sworn staff in the Central Dispatch has been reduced to three with the transition from our Central Dispatching to the regional Holbrook Communication Center. There are two additional non-sworn personnel, 1-Program Administrator I and 1-Program Administrator II that remain dedicated to the department.

During the calendar year of 2023, the Stoughton Police Department received 19,401 calls to the Central Dispatch. The police accounted for 14,592 actual calls for service (excluded from the calls for service are property checks or building checks). The total number of offense reports investigated were 1,565, an increase in 159 reports from 2022, crash reports investigated with a report written were 1,035 reports, an increase in 365 reports, and arrest/summons for criminal offenses equaled 756, a decrease in 24 cases compared to 2022. The men and women of the Stoughton Police Department issued 1,492 citations, a slight decrease of 31 citations from 2022. Any revenues from the citations went directly to the general fund of the Town.

Central Dispatch

The Stoughton Police combined dispatch was regionalized in October of 2023 when the 911 and fire dispatching was transferred to the Holbrook Regional Emergency Communication Center. Since October, the police department has only staffed a civilian Dispatcher on the 7-3 shift and the 3-11 shift. During the 11-7 shift the staffing for the Central Dispatch has only been a police officer. Our department has created a working transition group that consists of patrol officers and supervisors to work with the HRECC for the final transition to take place in February of 2024. I would like to thank the hard working dedicated Dispatchers for their commitment to the Stoughton Police Department and to our community during the years of service to our Town. We will remain grateful for all they have done to make our Town a safer community.

Opioid Outreach

The opioid epidemic continues to have a significant impact on our community, with that said, we did see a decrease in our community with regard to overdoses in 2023 with a total 31. A decrease from 51 in 2022. The Stoughton Police Department has continued to dedicate a police officer to act as an "outreach officer". The "outreach officer" is responsible for contacting a person who suffered an overdose or whose family member has suffered an overdose to provide any additional resources for treatment and counseling opportunities for those in opioid crisis. Our police department continues to administer

Naloxone (Narcan). The total overdoses by year during the past eight years consists of 31 in 2023 (2 fatal), 51 overdoses in 2022 (4 fatal) which was an increase from 42 overdoses (4 fatal) for 2021. There were 62 overdoses for 2020 (10 fatal), 65 for 2019 (3 were fatal), 64 (10 were fatal) in 2018, 50 (7 were fatal) in 2017 and 67 (12 were fatal) in 2016. The "outreach officer in 2019 began utilizing a County Wide database to track all overdoses in Norfolk County in order to help all communities follow up with those in need of assistance with addiction. The database helps when a person who lives in Stoughton overdoses in another community to notify the Stoughton Police "outreach officer" to conduct a follow up and try to encourage the person to enter a program to combat the addiction. The countywide database for overdoses has expanded to include other counties across the Commonwealth which is ultimately expanding the information sharing for law enforcement nearly statewide.

Detective Bureau

Our Detective Unit had a very productive year in 2023 even with the staffing shortage of one veteran Detective assigned to a military deployment most of the year. The Detective Sergeant appointed to the position in July of 2020 continues to manage the unit with great efficiency. The Detective core conducted numerous successful criminal investigations and solved cases which resulted in criminal arrests or criminal summons. The investigations included cases for involving a number of shootings, wiretapping and recording a child in a state of nudity as well as child pornography, motor vehicle homicide, Home Invasion, Sexual Assaults, Stabbing, Indecent Assault, Breaking and Entering, Armed Robbery, Assault, Larceny, Robbery, Firearms Investigations, two non-fatal shootings, fatal pedestrian crash, child endangerment, mailbox fishing thefts, major vandalism case, animal cruelty, numerous Narcotics investigations as well as a Civil Rights violation.

There were multiple investigations conducted by the Detective Bureau in which cooperation with outside agencies was essential. Those outside agencies include state, local and federal to include the United States Marshall's, the Alcohol Tobacco and Firearm Bureau, Homeland Security, Federal Bureau of Investigations, Drug Enforcement, US Postal Inspectors, EPA, NORPAC, Massachusetts State Police and numerous local municipalities with many investigations throughout the year.

It is important to note that many investigations take an inordinate amount of time and resources and we cannot address these cases without the help of the public. If you see any activity that would warrant an investigation, please share this information with us. You may contact us by traditional means or use our tip line and tip email. The tip line is 781-232-9344 and the tip email address is tips@stoughton-ma.gov.

Public Records Request

In 2023, the Stoughton Police Department has continued to see a significant amount of public records request. Many of these requests were processed by the civilian records clerk and the Sergeant assigned as the Public Records Supervisor. These requests have come via telephone, facsimile, email, US Postal, and in person at the records window. The majority of the records request requires redaction prior to dissemination due to privacy concerns, juvenile involvement, and domestic violence and/or CORI requirements, all of which are supervised by the Public Records Sergeant. The breakdown of records request included the following: 1527 motor vehicle crash reports, 1130 Public records request, 1,492

citation entered into the CAD system, 1,527 crash reports to the Registry of Motor Vehicles and 756 Arrest and/or Summons reports were processed for Stoughton District court. An extremely large number of Public Records request were submitted during 2023 to the Stoughton Police Department which could only be processed by the Chief of Police. The requests involved personnel matters, internal investigations as well as POST standards requirements and entire Police Department Internal Affairs records dating back numerous years.

Sex Offender Registry

During the calendar year 2023, the Supervisor assigned to oversee the Sex Offender Registry for the Police Department conducted address verifications that were completed on all level 2 and 3 sex offenders that live or work in our community. There was only one considered "in violation" but this individual was incarcerated after the Supervisor conducted an investigation. The Supervisor also conducted an interview to confirm every offender has re-registered and that the appropriate information has been documented properly.

Firearms Licensing

In 2023, 388 firearms license applications were processed by the Firearms Licensing Supervisor which include new and renewal applications. In comparison, this was a decrease from the 502 licenses processed in 2022. In 2021, 669 licenses were processed. In 2020 there were 660 firearms license applications processed. In 2019, there were 365 firearms license applications processed. In 2018 there were 369 applications processed. In addition to the applications, the Firearms Licensing Sergeant had several license suspensions which included the seizure of all firearms associated with the license holder. The seizure of firearms is extremely time consuming, due to the importance of documentation and evidence tracking which accompanies the seizure. The new City Hall Systems has greatly improved the license renewal and application process for firearms application. The new system allows for the convenience of the public to not only apply online, pay with a credit card and schedule appointments online. The new system has greatly improved the wait time and efficiency of the entire process.

Grants

In 2023, the Stoughton Police Department received approval for numerous state and federal grants. The Governors Road Safety Grant for traffic safety was awarded for \$31,971.42, a slight decrease from \$34,647.403 in 2022. The grant focused on traffic enforcement for Pedestrian and Bicycle Safety, Texting While Driving and Driver Sober or Get Pulled Over programs. The department was awarded \$7,333.95 from the Department of Justice in the Bulletproof Vest Partnership. The Central Dispatch received a 911 Support and Incentive grant for \$106,016.00.

Training

Professional training of all personnel is paramount to the success of our department. In order to remain at the forefront of the ever changing laws, police reform legislation, court decisions and police standards, the department participates in annual in-service which includes training on Use of Force, Firearms and Taser Qualification, First Responder, Defensive Tactics, and de-escalation tactics. The department has attended specialized training courses for a variety of subjects to include Use of Force

report writing, Duty to Intervene, Civil Rights Symposium, Tactical Patrol Supervisor training, Supervisor Responsibilities, Basic Public Records Certification, Body Worn Camera, Supervising Critical Incidents, Firearms Legal Update, Sergeant Leadership training, Search warrant writing training, Detective School, Investigating Missing and Abducted Children Cases, Establishing and Enhancing Threat Assessments Teams in Schools, Project Lifesaver, Critical issues facing Women in policing, Peer Support, Advanced Group Crisis Intervention, Juvenile Law, Supervisor Liability, Firearms Trafficking, FTO Scenario Training, De-Escalation for mental health calls, Law Enforcement Mental Health & Suicide Prevention, Daigle Use of Force Summit, Less Lethal Instructor, and Advanced Sexual Assault Investigator course. The Stoughton Police Department has continued to train Officers in the area of mental health with more officers attending the 40-hour Crisis Intervention Training. The training provides officers with the best practices for intervention, treatment and handling of sensitive mental health related issues. In April, the entire Supervisory Core (Sergeants, Lieutenants, Deputy Chief and Chief all attended a two-day Leadership Training retreat with Dr. Eric Murray from Team Associates.

The Stoughton Police Department has continued its commitment to partnerships within our community. We were able to continue with the Child Passenger Safety Inspection program. In October, the Police Department Haunted station returned with over two hundred participants entering the haunted station. In December 2023, the Police Department was the drop off location for a very successful toy drive for residents in need during the holiday season. The toy drive was so successful we were able to assist other communities with residents in need as well. The Ride to School with the Chief returned with great representation from all elementary schools participating. We also included the event for the Stoughton Public Library reading programs.

Animal Control

The total number of calls for service in 2023 were 702, a decrease from the 875 calls in 2022. The Animal Control Officer responded for reports of loose dogs, stray dogs, dog barking complaints, nuisance wildlife, dog bite investigations, deer struck by motor vehicle and dead animals in the roadway, quarantined animals, wildlife taken to rehabilitation as well as assisting other Animal Control Officers in adjacent communities.

The Stoughton Select Board, all town departments, Finance Committee, town meeting members, town boards and the Stoughton residents have been supportive of our Police Department. The support of your Police Department has not gone unnoticed and our commitment to community engagement remains a priority as a whole. We want everyone in Stoughton to feel safe and valued, and encourage our community members to reach out to us regarding any public safety concerns. We are always working to build the public's trust and believe that we can achieve more by working together. We welcome your feedback and interaction as this is your Stoughton Police Department.

In service to our community,

Respectfully yours

Donna M. McNamara, Chief of Police

PROCUREMENT DEPARTMENT

Fran Bruttaniti – Procurement Officer

The Procurement Department is responsible for implementation and administration of the Town requisitions and bids, ensuring that purchases of goods and services are made in accordance with State, Federal and Local Procedures and Bylaws. The Procurement Officer aims to provide the Town of Stoughton with the highest level of reliability and integrity to promote open and fair competition, and protect the integrity of the overall bidding process. We will also continue to provide guidance and compliance to all of the Town Departments and Committees purchases in a timely and efficient manner through training and issuing request for quotes, information for bids, request for proposal, and requests for qualifications.

The procurement department shall be increasingly conscious of the volatility of prices, and procure the best quality goods and services at the most responsible cost. In addition, the Procurement Department will focus on staying current with ever-changing procurement laws through ongoing training with the Inspector General's Office and membership in Massachusetts Association of Public Purchasing.

The Procurement Department will have a new position available in 2024 for a Purchasing Agent. The Purchasing Agent will be responsible for obtaining and managing sources of supply of commonly used goods and services in the town departments with the goal to improve efficiency and cost of purchasing within the Town.

Throughout the 2023 calendar year, the procurement department approved over 2,300 purchase orders, managed quotes, bids, contract renewals, and collaborative purchases including:

- Assessors Department – Assessors Consultant,
- Accounting Department – Accounting Consulting Services
- Board of Health – Food Establishment Inspection Services
- Cedar Hill Golf Course – Concessionaire, Design Services Front 9 Improvements, Golf Cart Lease
- DPW – Chapter 90 Pavement Preservation, On Call Services for Generator Maintenance, Debris Disposal from Catch Basins and Street Sweepings, Hot Box, Sand Stone Peastone and Crushed Gravel, Snow Plowing, Uniform Rentals, Fuel, Road Salt
- Water/Sewer Department: On Call Electrical Work for Water and Sewer Stations, Wet Well Cleaning, Consulting Service - Testing of Stoughton Water and other Contingent Testing (Wet Chemistry), Cross Connection Control, Fire Hydrants, Redevelopment of Town Wells, Water Meters, Installation of Water Meters
- Engineering Department: Software Permitting
- Environmental Affairs: Pond Management, Hazardous Waste Day
- Facilities: Locksmith, House Doctor Architectural Services, On Call HVAC Services, On Call Elevator Maintenance and Repairs, On Call Services Roof Repairs and Maintenance, Fire Alarm Testing and Repairs
- Fire Department: New Fire Station One on Prospect Street
- Public Health – Visiting Nurses Medical Director Services

- Recreation – Grounds Maintenance Athletic Fields, July Fireworks, Rehabilitation of Dennison Field
- OASIS – Marketing Consultant, Grant Consultant
- Treasurer - Tax Collection Services - Personal Property
- Town Clerks Office – Voting Tabulators
- Town Managers Office – Appraiser Services
- Assisted Committees with procurements including
 - Stoughton LaCross – Design Services Marks Field
 - Friends of Capen Reynolds – Designer Services for Capen Reynolds Dog Park
 - Historical Society – Feasibility Study Barn on West Street
 - Conservation Commission – Bird Street Trail Improvements
- Renewals: Ambulance Billing, Oasis Consultant for Grant Administration, On Call Services for Overhead Doors, On Call Leak Detection Services, Water Department Supplies and Fittings, Energy Consultant, Workers Comp Admin Services, On Call Services for Road Repairs and Maintenance, Bituminous Concrete, Cold Patch and Reclaimed Asphalt, On Call Services for Traffic Signals, Water Tank Cleaning and Inspections, On Call Services Pump Repairs and Maintenance, Mattress Recycling

The Procurement Office has an open-door policy and continues to welcome visits from local businesses, the select board, town meeting representatives, committee members, and residents regarding the town's procurement processes. The procurement officer is also dedicated to working with potential and current vendors and small business owners about current and future bids.

STOUGHTON PUBLIC HEALTH ASSOCIATION

Janet Crimmins – Interim Director

Stoughton Public Health Association also known as “Stoughton Visiting Nurses” is a unique agency. It is one of only two town owned home care agencies in the commonwealth of Massachusetts. The Stoughton Visiting Nurses (VNA) is committed to providing a high quality of service to the residents of Stoughton.

As a certified home care agency the Stoughton VNA provides Skilled nursing, physical therapy, occupational therapy, speech therapy, Medical social work and home health aide services to a wide variety of patients requiring skilled home care under their insurance benefit. The VNA currently accepts Medicare, Tufts, Harvard Pilgrim, United, Aetna and Workman's compensation. Our total home visits for 2023 were approximately 2300.

The VNA focuses on best practices and the organization strives for excellent care while also attending educational programs and meetings to stay current with regulatory changes within the home care industry.

As a Public Health department we participate in town activities that may involve collaborating with other departments to promote and develop health/safety programs.

Key public health activities:

- Weekly BP clinics at the senior center on 110 Rockland St Stoughton every Thursday at 10:30
- Daily data surveillance for communicable disease reporting that may require follow up in the community
- Seasonal flu clinics-- always feel free to call our office for availability to come for a flu shot outside scheduled clinics
- Public health home visits as needed
- Emergency preparedness planning with our LEPC
- Attending PH meetings
- Controlled substance take back program at hazardous waste day
- "Converse with a Nurse"—Thursday evenings 5-6 p.m. in our office 2nd floor of town hall where a nurse is available for town residents to stop by and speak with a health care professional as a resource for any personal or public health concern they may have.

These activities help to increase our visibility in the community. The VNA has found that our former patients tend to be the best advocates in promoting the services we offer and we appreciate and value the loyalty of all Stoughton residents.

If you or a loved one needs services after a hospitalization, an injury or a change in your medical condition whether due to a new diagnosis or medication be sure to ask your doctor for a referral to the Stoughton Public Health Association. It is a patient's right to choose their home care agency and if you do not request The Stoughton Public Health Association specifically, you may be referred to another agency.

If there are any questions regarding the requirements for home health services, please call the office at 781-344-7011. We are happy to answer any questions.

Wishing you all a Happy and Healthy 2024.

On behalf of the dedicated professionals at Stoughton VNA I thank you for your continued support.

Respectfully submitted,

Janet Crimmins
Interim Director

PUBLIC WORKS

Paul Giffune, Superintendent

INTRODUCTION

The Stoughton Department of Public Works is responsible for a variety of services that affect all our municipal

Departments, many outside organizations, and you the residents of Stoughton. Our DPW consists of Forestry & Parks, Highway, Water, Sewer, Sanitation, Vehicle Maintenance, Street Lights, Snow Removal and Office Administration.

Care, custody, and maintenance of Town infrastructure includes more than 220 lane miles of town roads, snowplowing, deicing, cleaning and repairing of storm drains, wastewater collection, forestry, trash and recyclables collection. Together these municipal divisions provide uninterrupted effective and efficient services to the residents of Stoughton. 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 DPW during the last calendar year:

SANITATION DEPARTMENT

In 2023 the DPW collected and disposed of 9,074 tons of municipal solid waste and 3,478 tons of recyclables from Stoughton households. This Department continues to provide unmatched service to our customers at a very low cost. Our agreement with SEMASS guarantees a direct disposal site through the year 2030. We continue to collect and dispose of large items and on a weekly basis. On October 1st, household rubbish and recycling pick up fees increased and the department no longer picked up bulky items as part of its normal curbside schedule. The department now asks customers to pay and schedule separately for said items. With these changes, it is projected the tipping weights at our disposal facility will decrease at nearly 140 Ton per month, resulting in a savings of roughly \$138,000 from fiscal year 2023.

HIGHWAY DEPARTMENT

Through the graciousness of the Annual Town Meeting, the department was awarded over \$2.6M for the milling and re-paving of 33 streets. The department was able to complete 28 of these streets with the balance to be completed in the near future. This is an on-going maintenance program as needed. The Special Town Meeting of 2023 appropriated an additional \$2.1M for an additional 22 streets to be milled and re-paved.

All roads were swept numerous times in the Spring/Summer as needed and the center is swept twice a week ten months a year (weather permitting). In addition, all catch basins were cleaned and the material taken from the sweeping operations (considered hazardous waste) was disposed of properly off-site. Street sweeping total was 343.33 Ton.

Snow plowing in calendar year 2023 amounted to 3 snowstorms and 12 sanding/events. Technology continues to develop and improve in this area. We are currently working on a new roadway brine pre-treatment technique to become more efficient on roadway applications for cost efficiency and safety. Snow and ice removal operations cost \$449,932.20.

FORESTRY AND PARKS DEPARTMENT

Tree trimming and hazardous tree removal are priorities of this department. A Town approved contractor removed 34 trees, 42 trees removed by the Forestry Dept. and 19 stumps were ground. A lot of time was spent on elevating this year.

Tree removal and safety is an on-going priority of the DPW. All roadside mowing is done on an annual basis. Mowing and maintenance of the parks, playgrounds, cemeteries, and memorials also fall under this department on an as needed basis to help keep the town looking good.

FLEET MAINTENANCE DEPARTMENT

Mechanical Maintenance of equipment is of the highest priority to function properly and effectively. Our crew of skilled mechanics help keep costs down and equipment functional on a daily basis by not having to outsource repairs. Town members have done an exemplary job in approving new equipment, which is surely needed. Consideration should be given to the continued practice of replacing older equipment, as it is more cost effective. Our mechanics do an outstanding job of keeping our equipment operable and we truly appreciate their commitment to their jobs and all that they accomplish within their budget.

FACILITIES DEPARTMENT

2023 Annual Town Meeting Projects

Additional security cameras were installed at the DPW and the recreation building. With a now viable recreation office and programming location it was thought that the installation of security cameras would enhance safety for all patrons and students of all activities performed there.

The rehabilitation of the police station roof, a rubberized coating to enhance its protection is on hold until the spring of 2023 due to supply chain issues.

Green Communities Project

This grant was approved for four projects:

- Administrative Costs
- Prescriptive: VFD - 10HP or Less Motor – Stoughton Town Hall
- Traditional Energy Project – Energy Management System – Stoughton Town Hall
- Traditional Energy Project – Heat Pump heat and cooling – Stoughton Dog Pound

The other three energy efficiency projects were procured under Chapter 24a Section 14. The town selected Vision Energy Solutions who is a project expeditor and has been selected through the National Grid project expeditor process.

CONCLUSION

The DPW Complex itself continues to serve the residents of the Town and its employees well into the future. We thank the residents of the Town of Stoughton for their co-operation in enabling new projects to be completed and existing infrastructure to be maintained. My sincere thanks to the men and women of the Stoughton DPW. Their assistance and dedication is greatly appreciated in helping this Department to reach the level of professionalism and productivity we strive for.

RECREATION & YOUTH SERVICES

Matt Cauchon- Recreation Director

This department aims to provide the town of Stoughton with the highest level of recreational programming and events, maintenance of facilities, and mental health counseling.

Counseling

The Youth Commission continued to provide counseling services to close to 80 clients and families over the year. This summer the Youth Commission provided counseling services at the Recreation Open Playground program for participants and staff. Their expertise supported the playground staff tremendously with conflict resolution and many behavior situations. Staff facilitated multiple Babysitter Training sessions, Bereavement groups as well as a new Worry Stone workshop in collaboration with the Rec Dept. staff. Our SYC Senior Clinician took a lead role in co-leading the Stoughton Trauma Action Taskforce (STAT). STAT members were from Stoughton municipal departments that serve youth and families through both crisis and preventative strategies. All team members engaged have strong commitment and shared values for growing the health and wellness of Stoughton and strengthening local community networks. The community gardens continued this year as a flower garden due to a rodent issue. Pride of Stoughton clean up day focused on cleaning up the community gardens and grounds around the COA. In 2024, we are seeking to expand clean up day throughout the entire community working collaboratively with DPW. The Youth Commission offers free counseling to children and their families. Families can self refer to the Youth Commission by contacting 781-341-2252.

Programming

This year the Recreation Department had 2,164 program registrations, with our most popular programs being Kids Night Out, Tiny Tykes Soccer, Kids Cooking, and Blue Hills Ski & Snowboarding. We started some new programs as well this year with; Adult Pottery Workshop, Toddler Open Play, Chess Wizards, and Teen Trivia Nights. The department strives in offering quality programming at an affordable price for our residents.

The summer proved to be a busy season, with Pre-Playground (Ages 4-5), Open Playground (Ages 6-14,) and Knights of Summer (Ages 6-14) all running at full capacity, our staff oversaw an average of 121 children per week from the start of July until the middle of August. The department ran sports clinics over the summer; Golf clinic (31) and Street Hockey (17). We offered a variety of family programs as well; Family Fishing Clinic continued to be a hit for the 5th year in a row, outdoor movies at Cedar Hill, and assisting with the Lions Club summer concert series. We brought back a very popular teen summer program in July which was the Mass Audubon Teen Summer Night Series. This was a free program in partnership with DCR and Mass Audubon; live animals and ice cream were brought in every Thursday for the teens to enjoy during the month of July and August.

Ames Pond was staffed with lifeguards for 7 weeks, and we had six certified guards on duty this summer. The pond was tested weekly by the BOH and tested within the state guidelines every week. The lifeguards facilitated four weeks of swim lessons for 66 children and teens. The Department worked with families in need and provided free swim lessons to Stoughton families in financial need. The pond had 3,356 entries through the gates this summer which is an average of 70 people per day at the pond. We held a family fun day towards the end of the summer with children's activities, a magician, DJ, face painter and balloon artist and more.

Facilities

The John W Denison Athletic Complex continued to be heavily used with 3,121 permitted hours between High school sports, Stoyac softball, Youth baseball, Flag Football, and adult leagues. During the spring we were able to significantly upgrade the infield, mound, and home plate area for the upcoming baseball season. Halloran Park and Bradley Lessa Memorial Playground remained popular destinations for residents utilizing the walking track, grass field, and playground area. In the fall we worked with the parks crew to replace two of the outdoor grilles at Halloran due to rust. Many groups permitted out the benches and grilles for birthday parties, as well as the Library for outdoor storytime every week. Glen Echo's site furnishing were completed with picnic tables placed around the property, we will continue to look at ways to enhance this new facility for the community. We would like to thank facilities and DPW for all their help maintaining Stoughton's Recreational facilities.

Community Events

Community events were in full swing this year. In the spring we continued a fun event for families which was the Bunny Scavenger Hunt. This event consists of wooden bunnies being placed around popular areas of town for residents to find with clues posted for them. In the late Spring we hosted the "Once a Knight, Always a Knight 5k" This event raises scholarship monies for Stoughton families in need of summer programming. The July 4th Fireworks were a huge success despite the inadequate weather, many thanks to all the public safety officials for all their coordinated effort in making this event possible for the community. The 4th of July parade was also very successful with more groups than in prior years participating in the parade. Come late September, the department hosted Stoughton Day at Halloran Park. Once again we lucked out with great weather and terrific attendance. There were over 60 local vendors and businesses who participated, along with bands, petting zoos, touch a truck and even Walley the green monster came to join the fun. Stoughton Day turned out to be a great day for families and the community. During late October, we helped the Police Department with their haunted house "Nightmare on Rose St.". This event had families guided through the police station looking for a scare that was dressed up like a haunted house. In early December, the department hosted the Holiday Parade of Lights and with great success. We had cookies, crafts, stories with SPL, and photos with Santa before and after the parade at the Rec center which had hundreds of people filter through. Come the new year we are planning to host a community bonfire as a new addition to community events and hope this will become an annual staple. I would like to thank all the members of Police, Fire, and DPW who play an integral role in organizing and facilitating these community events.

SUBSTANCE ABUSE PREVENTION DEPARTMENT

Stephanie Patton, MPH - Prevention Coordinator

Overview: Since 2004, the Town of Stoughton has worked collaboratively to prevent substance misuse, with a focus on youth prevention as the greatest risks (and opportunities for protection) for addiction often have their roots in adolescence and childhood. The primary “engine” for Stoughton’s prevention work is the OASIS coalition, which provides a framework for collaboration between town departments, local, regional and statewide partners and residents. While the Coalition continues its focus on youth prevention, including an expanded definition to incorporate the early childhood prevention work, the Department itself has a broader population focus, which positions the Town well for increased grant eligibility.

Staff: Our Department is comprised of two full time staff: Stephanie Patton, MPH, Prevention Coordinator and Tanaesha King Regional Substance Abuse Prevention MASSCALL3 Coordinator (this position is grant funded). In FY23 the Department also supported an 11-month Americorps Massachusetts Promise Fellow (mostly grant funded through the Massachusetts Promise Fellowship).

Grants: The Prevention Department manages several grants. In 2023 those grants included:

- **MassCALL3 Prevention Collaborative Grant.** In FY23 this grant was increased to \$250,000. It is anticipated that the annual grant funds will return to \$125,000 after the Department of Public Health exhausts its additional COVID related funds. Stoughton received this grant in July 2021 from the Massachusetts Department of Public Health’s Bureau of Addiction Services. The grant focus is to lead a collaborative of local communities (Avon, Easton, Norwood and Stoughton) to implement *regional* adolescent substance misuse prevention strategies that enhance local prevention efforts and infrastructure. These strategies focus on: increasing the things that both protect / buffer adolescents from substance use; and reducing the things that increase adolescent risk. Stoughton is the lead community on this grant which supports a full-time Regional Coordinator (Tanesha King) to manage grant activities. This grant is projected to be funded by DPH through 2029.
- **Prevention in Early Childhood Grant.** In August 2021, Stoughton received this grant from the Massachusetts Department of Public Health’s Bureau of Substance Addiction Services to address the things that both increase risk and provide protection for children ages 3-7 from developing substance use disorder later in their lives. This grant was renewed in September 2022, for an additional two years for \$150,000 per year.
- **FY23 Substance Abuse Prevention Legislative Earmark.** Every year Senator Timilty advocates for a Legislative Earmark to support substance abuse prevention efforts for communities in his district from the State. In FY23 (July 2022-July 2023) Stoughton received \$20,000 in earmark funds. In 2023, Stoughton used this Earmark to support many of the strategies and programs detailed below. In the summer of 2023, Senator Timilty secured a new Earmark for Stoughton prevention efforts for FY24 of \$15,000.

Opioid Settlement: Stoughton is one of the many Massachusetts municipalities that are participating in the Opioid settlement, which is facilitated by the MA Attorney General’s Office.

Numerous opioid distributors and manufacturers have settled at this point, providing a number of funding streams into the opioid settlement coffer. Municipalities like Stoughton, that joined the Settlement have begun to receive direct annual payments to use for abatement strategies. Abatement funds may be used to support strategies to address the opioid epidemic, ranging across the continuum of care from prevention, to treatment and recovery. Stoughton's allocation percentage of the annual municipal abatement funds is .31189%. There are no requirements to "spend down" the dollars any given year and dollars may be carried over. At the Spring 2023 Town Meeting, following guidance from MMA, the Town established a stabilization fund to receive the settlement dollars. In the Summer of 2023, the Prevention Department facilitated a number of community input sessions, as well as distributed a survey to gather community input into this process.

Selected 2023 Strategy & Program Highlights:

- Provided Prescription Drug Take Back in conjunction with Hazardous Waste Day and the Stoughton Police Department.

- Developed and distributed Table Talks resource materials to Stoughton Families through funding from the UMASS Medical Coaching Academy Resilience & Trauma program. Materials were distributed at Stoughton Day, Pride, Juneteenth, Family Fun Day, through the library, at school events and through school registration.

- Collaborated with numerous community organizations and town departments to provide the 1st annual Health and Wellness Fair at Stoughton High.

- Facilitated Stoughton Leadership Institute throughout the school year for SHS students.

- Provided Hidden in Plain Sight at OMS and SHS for parents with the School Resource Officer. Hidden in Plain Sight includes mock teen bedroom, that serves as an interactive educational program for adults.

- Collaborated with Stoughton Public Library to purchase books relating to substance misuse, addiction and mental health.

- Provided medication safety workshop in collaboration with SPS nurses and SPD for every 2nd grade classroom in the district.

- Hosted virtual talk for parents on adolescent substance misuse with Dr. Jason Kilmer, a research scientist and expert in adolescent substance misuse.

- Participated as a member of the OMS diversion team, to provide intervention for OMS students.

- Hosted book club in collaboration with the Stoughton Public Library featuring The Addiction Inoculation by Jessica Leahy.

- Provided 5th grade transitions program at all 5 elementary schools.

- Developed prevention podcast for adults and caregivers in the community. Recorded 8 episodes in Fall / Winter of 2023.

- Offered 3 Narcan trainings (in person, over Zoom and via Stoughton Cable Access).

TOWN ACCOUNTANT

William J. Rowe, C.P.A. – Town Accountant (Retired August 2023)

Barbara House – Assistant Town Accountant

Mary Jane Martin – Internal Auditor

Edward J. O'Keefe – Senior Clerk

Cindy Ricker – Part-time Senior Clerk

The Annual Town Meeting of May, 2023 authorized \$10,159,266.79 in expenditures, inclusive of new debt.

The Special Town Meeting of November, 2023 authorized \$5,471,818.99 in new borrowing authorizations.

Accounting continues to provide financial information and support to the Select Board, Finance Committee and the Community Preservation Committee, as well as training sessions for department heads and staff.

Norfolk County awarded us \$5,447,907 of American Rescue Plan Act (ARPA) funds for the reconstruction of Station One to an emergency dispatch center. Our first annual ARPA report was filed in April, 2022 and we continue to provide quarterly reports to the County.

Our actuary, Odyssey Advisors estimated that we have a liability of \$ 139,463,107 in our other post-employment benefits liability as of June 30, 2023, a decrease of \$25,238,153 from the amount at June 30, 2022.

The Town is receiving opioid settlement payments for several years going forward. There was a proposal in the State Legislature which would have enabled them to be treated as grant funds. However, that proposal did not pass and the funds must be treated as General Fund revenue. There was an article on the May, 2023 Town Meeting warrant to dedicate those funds to a special stabilization fund. There will be an article at the May 2024 Town Meeting to change the funds to a Special Revenue fund.

FY2023 books were successfully closed on November 23, 2023. Free cash was certified on 02/08/24 in the amount of \$4,900,916.00.

TOWN CLERK

Stephanie G. Carrara, Town Clerk, CMC/MMC
Kellie Johnson, Assistant Town Clerk/Program Administrator II
Samantha Rego, Senior Clerk II
Suzanne Gross, Senior Clerk II

Elections:

There was only one (1) Election in 2023 which was the Local Election:

Our Local Election had a small turnout in 2023. It was a slightly increased from 2022 Very few races were challenged. I will be reactivating the Get Out and Vote Committee to get the word out about all elections. Previously we've come up with some great ideas and hopefully we'll be able to apply those ideas in 2024.

Local Election April 4th 1305 Ballots Cast — 5.2% Turnout

Because we got a lot of positive feedback with regards to the new check-in system the Town now has with the Pollpads, I was able to purchase additional pads and printers. It will make such a difference by just typing in a few letters of your last name or by scanning in the barcode on the backs of drivers licenses. Voters are happy and still were pleased to see that we still have Covid protocols in place by wiping down the booths and pens making our voters feel safe.

I again want to take this opportunity to thank all my workers for their time and effort. They are an outstanding group of people and they are all part of my clerk family.

Board of Registrars:

The Board of Registrars consists of Stephanie G. Carrara, Town Clerk, Lester Davis, Shawn Croke and Juan Fox. This year, the Town Clerks Office registered 1890 voters, sent out 1,300 confirmation mailings to voters to update their status for the upcoming 2024 election year and deleted 810 voters in 2023.

Census:

The Annual Town Census was conducted in February, entirely by mail, with over 14,000 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:

In 2023 we had two (2) Town Meetings, the Annual which opened on May 1st and went until May 22nd for a total of Seven (7) nights. A Special Town Meeting was held on November 6th and went for two (2) nights.

Previously Town Moderator Mr. Robert E. Mullen, Jr. has made the decision for Town Meeting Members to sit all throughout the auditorium with their clickers, making Town Meeting Members much more safe and comfortable while attending each session. We have gotten positive feedback on this new policy and he continue it.

Vital Statistics and Licensing:

During the calendar year 2022, the following Vital Statistics were recorded in the Town Clerks Office: Births – 267 Marriages – 93 Deaths – 373

Since the Registry of Motor Vehicles developed the Real ID, the Town Clerks Office provided 7,952 certified copies of birth, death, and marriages to customers. Also issued were 1550 dog licenses; 206 business certificates, and 41 renewals for underground storage tanks.

The Clerk's Office will no longer be handling the full duties of Licenses, such as Common Victualer, All Alcohol, Class I, II and III, Entertainment and Lodging. That portion of our office has been moved to the Developmental Services area. Although having this removed, will allow us to handle strictly Town Clerk work, we had to say good-bye to Kellie Johnson, Program Administrator II who will continue her outstanding work of Licensing under Marc Tisdelle, Director of Development Services.

Another piece of information that I am very happy to share with you is since we have added Birth, Death, Marriages and Dog Licenses online we are getting lots of requests and the residents are happy.

I do want to update residents that Ms. Rego is working towards her certification to become Certified Municipal Clerks and is her second year of the New England Municipal Clerk Institute & Academy (NEMCI & A). Ms. Gross will start attending various Clerk classes starting in June and I will be applying to take the Certified Massachusetts Municipal Clerk test in June.

At this time, I want to acknowledge my incredible staff. Mrs. Kellie Johnson, Ms. Samantha Rego and our newest team member Suzanne Gross. I would be remiss if I didn't thank these 3 women for all their hard work, their efforts and support they give me each and every day.

TREASURER/COLLECTOR

Paula Nute, CMMT/CMMC – Treasurer/Collector

Elsa Moriarty – Assistant Treasurer/Collector

Theresa Cardoso – Program Administrator of Delinquent Taxes – Treasurer's Department

Pearl Faria – Senior Clerk II – Treasurer's Department

Denise Cardinal – Senior Clerk/Cashier – Collector's Department

Heather Genereux – Senior Clerk/Cashier – Collector's Department

The Treasurer/Collector Department aims to provide the Town of Stoughton with the highest level of customer service.

This report is information from January 1, 2023, through December 31, 2023.

The collections of tax receivables: real estate, personal property, motor vehicle excise taxes, betterments, and water/sewer/trash (committed to the real estate tax bills) totaled \$88,500,000.00.

The collections of tax title payments totaled \$216,000.00.

The collections of water/sewer/trash payments totaled \$13,300,000.00.

The tax and water/sewer/trash revenue totaled \$102,016,000.00. This figure represents the amount billed on the tax bills, the water/sewer/trash bills, and interest and fees.

The Town was not awarded any parcels through Land Court during the calendar year 2023, yet many Town of Stoughton Tax Title attorney demand letters were mailed to taxpayers in a Tax Title status. The results of these letters are ongoing.

In March of 2023, a \$265,000.00 Massachusetts Water Resource Authority Sewer Bond was issued for ten (10) years at 0.0% interest. In April of 2023, a \$320,000.00 and a \$730,112.00 Bond Anticipation Note (BAN) was issued for one (1) year with a coupon rate of 5.50%. No premiums came with these BANs. In June of 2023, a \$2,685,000.00 General Obligation Bond was issued for seventeen (17) years at a coupon rate of 3.94% and came with a premium of \$122,277.00. A one (1) year \$3,200,000.00 BAN was also issued with a coupon rate of 4.50% and came with a premium of \$21,184.00. In November of 2023, the Massachusetts Clean Water Trust placed the borrowed \$300,000.00 Title V funds on their books to collect. The term of these funds is a twenty (20) year loan at 2% interest.

Other tasks completed from January 1, 2023 to December 31, 2023 in the Treasurer and Collector Departments were paying treasurer and collector invoices, creating and entering daily tax receivable turnovers, collecting and entering daily Treasurer turnovers, dealing with Land

Court and Bankruptcy cases, putting approximately 10,300 Accounts Payable checks into envelopes to be mailed, processing about 700 Municipal Lien Certificates requests, monthly bank reconciliations of the Towns bank accounts, and depositing collected funds to the bank account timely so interest could start accruing on the funds.

After almost twenty-three years as an employee for the Town of Stoughton, Pearl Faria decided to retire. Pearl was a dedicated employee who took pride in her work and always provided professional services to the taxpayers and customers of Stoughton. Her pleasant demeanor and smile will be missed by many. I thank her for her services and wish her the best in the next chapter of her life.

Thank you to the staff of the Treasurer and Collector Departments for being a dedicated group of employees. Due to this, all of the reported tasks could be accomplished throughout 2023.

DEPARTMENT OF VETERANS' SERVICES

Sharon Johnson – Veterans' Services Program Administrator

Brian Turner – Veterans' Service Officer

Here in Stoughton, the latest census shows 956 veterans living in Town, a little over 3.3% of the population. However, with the passing of our WWII, Korean, and Vietnam veterans, the veteran population has declined. This office now processes very few claims for WWII, Korean veterans, and/or their dependents, as they have mostly all passed into history. For several generations, no American has been obligated to serve in the military; and few have. The burden of sacrifice shown by those who have served and who are serving cannot be overstated. Today, less than 7% of our Nation's population remains as veterans. Less than 1% of our citizens serve in our active duty military, National Guard, and Reserves

Fortunately, many benefits are available for those who have served. 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 surviving spouses 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 FY2023 this office processed over \$250,000 of direct assistance to Stoughton veterans, their dependents, and surviving spouses through MGL Chapter 115. This was a significant decrease from the \$298,514 processed in FY 2022.

There are several reasons for this decrease. The first and foremost is the declining veteran population. In addition, our new clients tend to have higher incomes which derive lower means-tested benefits. Also, we have great success in finding alternative sources of income for our clients which reduces their benefits or takes them off the rolls completely. With the passing of the PACT Act, more Veterans became eligible for Federal VA benefits that weren't previously available to them.

State annuities of \$2000/year are currently paid to 107 Stoughton service-connected disabled veterans with a disability rating of 100%, 29 Veterans' surviving spouses, and 1 Parent.

Regarding real estate tax exemptions, currently 153 Stoughton disabled veterans and surviving spouses receive a \$600 exemption and 87 service-connected disabled veterans rated 100% or their surviving spouses receive a \$1500 exemption. The Town has 23 surviving spouses who receive a FULL exemption as their spouses died directly from 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 continued to grow over the years as veterans are now much more aware of the benefits they have earned. This office handles hundreds of these cases annually.

Applications to the Veterans Administration health care system continue to grow as well. Many veterans can no longer afford their private health insurance premiums and now look to the VA for their health care. The Boston VA Healthcare System with facilities in Brockton, Jamaica Plain, and West Roxbury is one of the best, if not the best, VA healthcare systems in the Country. The VA Healthcare System offers the same medical services as private systems and also offers extensive home care services to catastrophically disabled veterans. As of the end of 2023, over 500 veterans are enrolled in the VA Healthcare System.

On an annual basis, the Veteran's Office successfully processes Veterans Administration service-connected disability, pension, aid & attendance, indemnity, and other types of claims that result in hundreds of thousands of dollars in payments that go directly into the pockets of Stoughton veterans, dependents and surviving spouses. The latest information available shows at least \$678,518 per month in benefits being received by Stoughton residents. Of the 27 cities and towns in Norfolk County, Stoughton ranks 4th in procuring benefits from the Veterans Administration. By zip code in the State of Massachusetts, Stoughton ranks 28th out of 621

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, SNAP benefits (food stamps), Medigap and Medicare Advantage insurance plans, and other benefits more typically associated with work done by SHINE counselors. The Program Administrator in the Veterans' Office is also a certified SHINE counselor. 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 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 we conclude this report every year, this office continues to work diligently to ensure that the men and women who served and are serving their Country, continue to receive all the benefits they have earned to honor their service. Whether during times of political and economic uncertainty or stability, it should be remembered that veterans, and by extension their families, have provided a service and justly deserve all 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 surviving spouses.

Finally, and as always, 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.

WATER DEPARTMENT

Phil McNulty, Superintendent

In 2023, the Water Department, with 3.1% assistance of our MWRA Canton Connection, supplied potable water to Stoughton customers.

We pumped a total of 639,190,000 gallons of water during 2023, which was an 8% decrease from 2022. Our average daily water consumed was 1,751,401 gallons.

Our Water department repaired 9 water main breaks, replaced/repared 20 water services and renewed 75 service lines. There were 38 water inspections done for approved contractors and we installed 8 services to new customers. Water service repair and replacement is an ongoing program that ensures quality service to our customers, and prevents leakage before it becomes a maintenance problem. 16 Fire Flow Test were done for different commercial businesses in Town.

We last conducted Directional Hydrant Flushing in the fall of 2023 for the purpose of removing mineral and biofilm buildup from the distribution pipes. This flushes water at high velocity to pull this buildup out of the pipes and serves to maintain water quality. This exercise generally continues on a yearly maintenance schedule, to maintain high water quality. The next scheduled flushing event is scheduled for the spring of 2024.

The leak detection program monitors the entire distribution system on a yearly basis performed in the spring. 15 leaks were found in April /May 2023 and repaired on water mains, services and hydrant with a total estimated leakage of 139,680 gpd that would have otherwise gone undetected. This helps keep unaccounted for water (UAW) to a minimum.

The hydrant replacement program continues with 14 hydrants replaced/repared. Town forces installed approximately 650 feet of new water mains installed, tested and added to our system. The Phase 4

water main replacement project was completed summer 2023. We replaced 4,450 feet of old water main with new ductile iron mains and updated all the service lines, hydrants and valves connected. This brings our total length of water mains up to just over 152 miles.

In calendar year 2023, we experienced no coliform bacteria "hits" at any pump station, raw or finished water. Nor did we experience any hits in the distribution system, pipes or tanks. We continue to follow the DEP's 3-years sampling plan, total coliform testing and PFAS testing, as regulated.

Project design and construction on the following water and metering projects:

1. Muddy Pond Source Well and pump station for PFAS treatment is designed, permitted and funding has been granted thru the Mass SRF program (Clean Water Trust)
2. Water Main Project Phase 5 (Donald Rd, Charles Cr (Donald Rd to Central St), Greenwood Ave, Walnut Court, Leach St, School St (Elm St to Water St) and Page St (from 245 to 100 Page St) has been designed. Bidding & construction is to begin Spring 2024
3. The Water Department will renew services for the upcoming paving projects.
4. Town Forces continue to change out meters to the new Fixed Network Metering System and are at 46% at the end of 2023.

The Annual Consumer Confidence Report (CCR) was completed and available to all residents in July 2023 as required by DEP. This report outlines the results of the quality of our water for 2022. The 2023 report will be completed and ready for distribution and accessible online in July 2024.

The Annual Statistical Report (ASR) is due to the DEP each April and summarizes all of the Stoughton's Pumping and usage statistics. This report will be available on the Town website in the Spring of 2024.

SEWER DEPARTMENT

Phil McNulty, Superintendent

The Sewer Department was extremely busy this year with TV inspecting, cleaning, flushing and water jetting portions of the 90 miles of sewer lines in the Towns' system. The sewer jet truck continues to keep the main lines free and reduce the sewer blockages by keeping the collection lines open on a maintenance schedule, and in responding to residents for immediate sewer backups.

The sewer camera truck remains a significant resource and cost saving tool in sewer investigative work. Numerous leaks were detected and included in the annual I & I repair program. Monitoring of all new sewer line installations and/or repairs has proven to be a valuable asset in our quest to minimize our system leaks.

The I & I (Infiltration & Inflow) Program continues to reduce the leakage in our sewer system but, work continues to be done to the aging collection system to keep this flow down. Keeping the cost of our MWRA sewer flow shares as low as possible is the goal. Each year a new phase of sewer rehabilitation continues to maintain infrastructure and maintain system flow capacity. In the following phases of design, attention will continue to be toward identifying large leaks, forced sewer main conditions and sump pumps.

Eight (8) of the thirteen (13) sewer pump stations the Town presently owns are in relatively good shape as they continue to be maintained to achieve a maximum life span for the important Town assets that

operate 24/7/365. Upgrade construction continues at York St and Royal Road and should be completed soon (99%). Beaver Brook & Queen Anne stations are up next on the list for rehabilitation of pumps.

The Water & Sewer Departments were recipients of a \$100k GAP Energy Grant project to replace motors and a heater at 2 sewer stations (York St & Turnpike St) and 2 water stations (Harris Pond & Pratts Court) for efficiency. Installation is 90% complete.

Final design and permitting for gravity sewer of Washington St (Atkinson Ave. to Kelsey Dr.) is 90% complete.

This year the Sewer Department responded to 25 blocked sewer connections, which are handled by the Sewer Department personnel. A special thanks to the people of this crew for their responsiveness and professionalism while working under adverse conditions.

STOUGHTON

REPORT OF THE 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

NCMCD is 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 areas of concern thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	11 samples submitted, with 0 isolations in 2023
Requests for service:	313

Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow.

Tire collection is a service in which we remove and recycle off rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	21 culverts
Drainage ditches checked/hand cleaned	2,000 feet
Intensive hand clean/brushing*	1,200 feet
Brushing for WM access	0 feet
Mechanical water management	0 feet
Tires collected	6

** 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 mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications	(April)	191.3.0 acres
Larval control - briquette & granular applications by hand		11.4 acres
Rain basin treatments – briquettes by hand (West Nile virus control)		1,064 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	7,523 acres
Barrier applications on municipal property	0 applications

Respectfully submitted,

David A. Lawson, Director

Norfolk County Registry of Deeds

William P. O'Donnell, Register

649 High Street, Dedham, MA 02026

This year saw some significant milestones and achievements for the Norfolk County Registry of Deeds. We were proud to release our third volume of Notable Lands Records, titled "We Remember Our Veterans," in honor of the veterans of Norfolk County. Also, The Registry, in partnership with Quincy Access Television, achieved national recognition by winning the "Best of Experimental Access Center Professional" award at the 2023 Hometown Media Awards.

The release of the "We Remember Our Veterans" booklet was commemorated with an open house with keynote speaker Secretary of Veteran Service Jon Santiago. The third edition of Notable Lands Records is a tribute to the brave men and women of Norfolk County, from the Revolutionary War to present-day peacekeepers. The booklet features detailed stories of veterans all throughout the 28 communities that make up Norfolk County, including Sargent Daniel Henry Mahoney, Jr. from **Stoughton**.

The "Best of Experimental Access Center Professional" award is given to individuals or teams who have demonstrated exceptional creativity, innovation, and impact in their work and was presented by the Alliance for Community Media Foundation for the segment "History Comes Alive, Norwood Town Hall," an extension of a History Comes Alive land record project at the Norfolk County Registry of Deeds.

The Registry operates under my supervision and management as the elected Register. I have held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, dating back to President George Washington's administration, 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. The modernization initiatives implemented during my administration have created a sound business operation oriented toward quality customer service at the Norfolk Registry of Deeds.

2023 Norfolk County Registry of Deeds Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday, between the hours of 8:30AM to 4:30PM.
- In calendar year 2023, **the Registry collected approximately \$51.2 million dollars in revenue.** Out of that money, more than \$45.7 million was apportioned to the Commonwealth and more than \$5.4 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. Of that money in accordance with M.G.L. Ch. 64D Sect. 12(a) not less than 40 per cent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,363,400 pursuant to the Community Preservation Act (CPA).

The Registry of Deeds continues to address legislative issues to benefit consumers. In 2023, we will continue to advocate for filed legislation that accomplish mortgage transparency by

requiring mortgage assignments be recorded at the appropriate Registry of Deeds in a timely manner.

- This year saw a record number of electronic recording filers, approximately 2,750. The Registry recorded more than 74,500 documents electronically, accounting for nearly 80% of all recorded land records.
- Norfolk Registry of Deeds was the first registry in Massachusetts to electronically record registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. Initially, the percentage of registered land documents recorded electronically was 15%. The percentage of registered land documents recorded via electronic recording has now grown to over 73%. This technology alone brought in close to \$44 million.
- In 2023, we shelved Registry of Deeds Book 41575. At the end of 2023, we were processing the documents for Book 41583. These books house land records dating back to 1793 and are available for public research. For the sake of security and redundancy, we store our documents in three different ways: hard copy, electronically, and by microfiche.
- In calendar year 2023, the Registry processed nearly 9,700 Homestead applications. The law, Mass General Law Chapter 188, provides limited protection of one's primary residence against unsecured creditor claims.
- 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.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors, and leaders in their fields of education, the environment, and the law.
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. Over 2,000 Norfolk County residents have signed up for this free service. For more information, please see our website at: www.norfolkdeeds.org.
- In 2023 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the Veterans Affairs Boston Healthcare System Voluntary Service Program, Circle of Hope in Needham, United Parish's Thrifty Threads, St. Vincent de Paul

in Plainville, St. Francis House in Boston, Suits and Smiles in Jamaica Plain, InnerCity Weightlifting and New Life Furniture Bank of Massachusetts in Walpole to assist those who are in need of clothing as well as household items. Our Annual Holiday Food Drive continues to support several food pantries in Norfolk County and our Christmas Toys for Tots campaign in partnership with the United States Marine Corps. was again a success.

Stoughton Real Estate Activity Report

January 1, 2023 – December 31, 2023

During 2023, **Stoughton** real estate activity saw a decrease in the total number of deeds and number of mortgages recorded.

There was a significant decrease in the number of documents recorded at the Norfolk County Registry of Deeds for **Stoughton** in 2023; a decrease of 1,054 documents from 5,084 to 4,030.

The total volume of real estate sales in **Stoughton** during 2023 was \$333,428,857, a 23% decrease from 2022. The average sale price of homes and commercial property in **Stoughton** was \$955,384 a 7% decrease from 2022.

The number of mortgages recorded (639) on **Stoughton** properties in 2023 was down 34% from the previous year. Also, total mortgage indebtedness decreased 47% to \$311,612,743 during the same period.

There were 10 foreclosure deeds filed in **Stoughton** during 2023, 6 more than the number recorded the previous year. The total number of notices to foreclose was 18, which was 10 less than the number last year.

Homestead activity decreased by 13% in **Stoughton** during 2023, with 373 homesteads filed compared to 431 in 2022.

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



**TOWN MEETING
REPRESENTATIVES**

ANNUAL TOWN MEETING

Town Meeting Members as of April 4th, 2023 Election

Precinct 1

First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
Kendall	Bennett	50	Connie Ln		1	2024	E	kendallvbennett@gmail.com	781-690-0255
Tamisha	Civil	803	Central Street		2	2024	C	tamishalucien@hotmail.com	617-304-9979
Chester	Collins	30	Barnes Rd		3	2025	E	chetcollins@gmail.com	617-405-7427
Robert	Desmond	241	Central Street		4	2024	C	dezo4@aol.com	781-562-9505
Rosemarie	Eckler	60	Silver Glen Rd		5	2026	E	jreck8198@gmail.com	781-588-2463
Juan	Fox	624	Pleasant St		6	2025	E	zorrogande1@verizon.net	857-760-0129
Maggie	Giusti	66	Stratford Ave		7	2024	C	maggiemay.giusti@gmail.com	781-414-9292
Elliot	Hansen	576	Pleasant St		8	2026	E	jreck8198@gmail.com	781-975-1398
John	Linehan	123	Deady Ave		9	2025	E	jlinehan@zooneewengland.org	617-828-7052
Julie	Linehan	123	Deady Ave		10	2025	E	J_linehan@stoughtonschools.org	617-512-5211
Kelly	McMorrow	22	Camelot Ct		11	2024	E	kellymcmorrow02072@gmail.com	857-719-1582
Richard	Parolin	7	Glen Echo Blvd		12	2024	C	raprmp@jumo.com	781-334-9601
Stephen	Phillips	36	Hana Dr		13	2025	E	stoughtonsphillips@gmail.com	
Joseph	Scardino	303	Pine St		14	2025	E	joserisaesq@yahoo.com	781-267-9787
Sandra	Sousa	230	Ewing Dr		15	2025	E	texsou@yahoo.com	508-272-4710
Michael	Sullivan	50	Bento St		16	2024	E	michaelt.sullivan17@gmail.com	339-364-1855
Mark	Zamanian	5	Lowe Ave		17	2026	E	mzamanian@stoughton-ma.gov	617-905-1194
					18				
					19				
					20				
					21				

Town Meeting Members as of April 4th, 2023 Election

Precinct 2

Num of TMRS	First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
1	Eric	Anderson	111	Walnut St	3	22	2024	E	eanderson@stoughton-ma.gov	617-506-9311
2	Peter	Banis	41	Walnut Ct		23	2025	E	Peb1821@verizon.net	781-344-9514
3	Jeffrey	Blacker	65	Christie Murphy Dr		24	2026	E	jblackerma@gmail.com	781-341-1994
4	Denise	Brondson	4	Capen St	403	25	2024	E	sullie7@comcast.net	617-549-0550
5	Scott	Carrara	540	Park St		26	2025	E	sdcararra@stoughton-ma.gov	781-344-8944
6	Molly	Cochran	77	Tamarack Dr		27	2025	E	mollyccochran@gmail.com	781-436-3483
7	Philip	Connors	220	William Kelley Rd		28	2024	E	connorspd@gmail.com	508-577-6740
8	John	DjStefano	31	Jones Ter	4	29	2024	E	jdjstefano@walnutpark.com	508-345-4606
9	George	Dollinsky	58	Chapman Rd		30	2025	E	hjdgid@yahoo.com	781-344-8304
10	Elizabeth	Giordano	169	Walnut St		31	2026	E/W	egjordano815@gmail.com	781-771-7311
11	Ginger	Hoffman	122	Seaver St		32	2025	E	gahoffman@hotmail.com	781-964-7065
12	Mary Ann	Killgoar	12	Pierce St		33	2025	E	makillgoar@yahoo.com	781-344-9207
13	Lisa	Lyons	104	Curtis Ave		34	2026	E	lisalyonsrep@gmail.com	617-719-0658
14	Peter	Murphy	60	Peters Dr		35	2024	E	pmurphy157@yahoo.com	781-341-8649
15	Gregg	Pokraka	318	Prospect St		36	2024	E	gpokraka@yahoo.com	617-842-7648
16	Martha	Sampson	72	Curtis Ave		37	2024	E	msampson43487@gmail.com	781-344-5436
17	Lawrence	Sauer	77	Tamarack Dr		38	2026	E	larrys@theaction.com	781-436-3483
18	Margaret	Sewcyk	129	Seaver St		39	2025	E	peggy630@verizon.net	617-365-2062
19	Joaquin	Soares	390	Central St		40	2026	E	joaquinsoares1@gmail.com	781-344-6892
20	Ian	Turlin	47	Seaver St		41	2026	E	ian.turlin@gmail.com	727-777-4270
21	Edward	Quigley	256	Prospect St		42	2026	E	equigley1@gmail.com	781-344-6802

Town Meeting Members as of April 4th, 2023 Election

Precinct 3

First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
Paul	Beliveau	33	Connell Dr		43	2026	E	pbeliveau33@gmail.com	781-710-3869
Peter	Brown	63	Chapman Rd		44	2024	E	lynchbrown14@gmail.com	
Laura	Bushlow	277	Atkinson Ave		45	2025	E	laurabushlow@gmail.com	781-297-7869
Daniel	Bushlow	277	Atkinson Ave		46	2024	E	dbushlow@yahoo.com	781-297-7869
Matthew	Callis	108	Summer St		47	2026	E	mcallis@gmail.com	617-756-3181
Megan Elizabeth	Costa	44	Brickel Rd		48	2024	E		781-883-7600
Mary T	Coulter-Bennett	55	Burnham Ct		49	2025	E	marytcb@yahoo.com	781-724-8456
Lester	Davis	557	Park St		50	2026	E	Lad1726aol.com	
Ann	Fiske	20	Bisbee Rd		51	2024	E	afiske.music@gmail.com	617-365-0509
Brian	Holmes	9	Fords Run		52	2025	E	holmes9trust@gmail.com	No # Available
Elizabeth	Leiber	95	Ryan Rd		53	2026	E	lleiber@aol.com	
Melissa AnnSousa	Lynch	26	Haynes Rd		54	2024	E	melissasousa80@yahoo.com	781-640-7618
Donna	Lynch-Brown	63	Chapman		55	2024	E	lynchbrown14@gmail.com	
Marguerite	Mitchell	140	Bergeron Way		56	2025	E	marguerite@mitchell-lawoffices.com	781-344-0239
Kevin	Monahan	28	Daly Dr		57	2025	E	monahanks@yahoo.com	781-297-7118
John	Perry III	575	Summer St		58	2025	E	john@wmedia.com	781-344-3043
John	Roch	68	Franklin St		59	2026	E	jroch@ebsoc.org	781-344-8267
Cynthia	Walsh	1096	Park St		60	2025	E	Not Available	781-344-2470
David	Walsh	52	Central St		61	2024	E	mrxlwdjw@comcast.net	
Denise	Walsh	8	Atkinson Ave		62	2026	E	denise.walsh87@gmail.com	508-944-1793
John	Walsh, Jr	8	Atkinson Ave		63	2026	E	walsh.john87@gmail.com	781-975-8468

Town Meeting Members as of April 4th, 2023 Election

Precinct 4

Num of TMRs	First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
1	John	Anzivino	25	Ross Ave		64	2025	E	janzivino@stoughton-ma.gov	781-341-0342
2	David	Billo	19	Hahn Rd		65	2024	E	dgillo@verizon.net	781-297-7066
3	Arlene	Cachopa	440	Morton St		66	2024	E	agalanis@aol.com	617-359-8987
4	Carolyn	Campbell	64	Chisholm Rd		67	2024	E	carolynjcampbell64@verizon.net	781-344-6714
5	Sean	Carr	1212	West St		68	2025	E	thecarrs62@gmail.com	781-341-9848
6	Patricia	Colburn	53	Gilbert Dr		69	2025	E	pwcolburn@aol.com	781-344-7153
7	James	Curtin	140	Swanson Ter		70	2024	E	jcurtin@stoughton-ma.gov	No # Available
8	Vaughn	Enokian	61	Swanson Ter		71	2025	E	venokian@stoughton-ma.gov	781-436-3305
9	Julianne	Gitto	1261	West St		72	2025	E	Julie.gitto@verizon.net	781-344-1385
10	Louis	Gitto	1261	West St		73	2025	E	lou.gitto@yahoo.com	781-344-1385
11	Ellen	Hahn	252	Poskus St		74	2026	E	atmh7248@gmail.com	781-344-8756
12	Steven	Hahn	252	Poskus St		75	2026	E	stevered68@gmail.com	781-344-8756
13	Scott	Heller	559	Plain St		76	2026	E	hellersf@hotmail.com	
14	Gerald	McDonald	14	McPherson Rd		77	2026	E	mchop2@msn.com	781-341-4955
15	Davina	Owens	374	Morton St		78	2026	E	owens377@gmail.com	617-785-9881
16	Amy	Pullafico	98	Spallus Rd		79	2026	E	amy8487@yahoo.com	781-856-0286
17	Marl-Kate	Pina-Enokian	61	Swanson Ter		80	2025	E	mkipina@yahoo.com	781-436-3305
18	Alicia	Rinaldi	49	Sparrow Rd		81	2026	E	aliciarinaldi@gmail.com	
19	James	Rush	43	Glover Dr		82	2024	E	jrush@stoughton-ma.gov	
20	Mark	Struck	93	Forrest Rd		83	2024	E	mstruck@stoughton-ma.gov	617-785-9881
21	Katherine	Weiss	68	Jordan Dr		84	2024	E	katherineweissforstoughton@gmail.com	781-344-2458

Town Meeting Members as of April 4th, 2023 Election

Precinct 5

Jum of TMRs	First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
1	Marino	Billini	22	McNamara St		85	2026	E/W	marinosjunk@yahoo.com	508-272-8385
2	Valerie	Cohen	8	Hunt Drive		86	2024	C	vcohen@comcast.net	781-341-1194
3	Robert	Cohn	134	Kotlik St		87	2025	E	robcohn@verizon.net	781-344-6347
4	Margaret	DiNatale	36	Crescent Ave		88	2026	E/W	peggydinatale678@gmail.com	
5	Carmel	Drewes	31	Walnut St		89	2024	E	carmel.02072@gmail.com	No # Available
6	Janice	Esdale	175	Swanson Ter		90	2025	E	Lindwalljan175@gmail.com	781-341-0302
7	Thomas	Fitzgerald	52	Kinsley St		91	2026	E/W		
8	Laura	Gunn	115	Perry St		92	2026	E/W	drgunn1973@gmail.com	916-934-6475
9	Michael	Horan	47	Green St		93	2024	E	michaelhoran@comcast.net	617-515-2139
10	Eric	Kolman	14	Kotlik St		94	2025	E	ejkolman@juno.com	781-344-2277
11	Danielle	Lanson	17	Legaski Ave		95	2024	E	dlanson02072@gmail.com	781-364-7607
12	Forrest	Lindwall	175	Swanson Ter		96	2025	E	lindwallf@gmail.com	781-341-0302
13	Eileen	Maguire	76	Canton St		97	2026	E/W	eileenmaguiremass@gmail.com	617-596-8820
14	Jessica	Miner	31	Walnut St		98	2025	E	jess.l.miner@gmail.com	512-771-2833
15	Peter	Machula	115	Perry St		99	2024	E	Peter.machula.stoughton.rep@gmail.com	916-934-8921
16	Linda	Rinaldi	28	Winslow Dr		100	2026	E	lrinaldi10@gmail.com	
17	Arghavan	Schumacher	133	Perry St		101	2024	E	arghschum@gmail.com	781-929-7851
18	Kristen	Vale	34	McNamara St		102	2024	E/W	kristenv02072@gmail.com	
19	Neil	Vale	34	McNamara St		103	2026	E/W	neilv02072@gmail.com	781-436-8599
20	Larry	Verdun	149	Swanson Ter		104	2025	E	larryverdun99@gmail.com	781-344-3333
21	Andrea	Wasoka	116	Rogers Dr		105	2025	E	wasoka@comcast.net	781-408-2862

Town Meeting Members as of April 4th, 2023 Election

Precinct 6

Num of TMRs	First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
1	Frances	Bruttaniti	121	Springwood Ave		106	2025	E	fbruttaniti@comcast.net	781-686-0704
2	Bertrand	Durand	61	Oriole Rd		107	2024	E	noternie@aol.com	617-201-9960
3	Joseph	Figueirdo	120	Decota Dr		108	2025	E	joefig59@comcast.net	781-812-6464
4	Jim	Gearin	49	Donald Rd		109	2024	C	jwgearin@aol.com	781-344-6531
5	Linda	Guertin	25	Merrill St		110	2024	E	lmgstitcher@gmail.com	508-930-1439
6	Christine	Iacobucci	139	Chemung St		111	2025	E	christine.iacobucci@gmail.com	339-237-0520
7	Adam	Iacobucci	139	Chemung St		112	2025	E	adam.iacobucci@gmail.com	781-223-7100
8	Robert	Kirby	44	Maplewood Rd		113	2026	E	bksaxman@aol.com	339-369-0694
9	Heather	Kirby	44	Maplewood Rd		114	2026	E	heatherkirbymusic@gmail.com	339-364-0693
10	David	Lurie	18	Robinette Rd		115	2024	E	dlurie@stoughton-ma.gov	781-341-3875
11	Joseph	Piana	110	Bay Rd		116	2024	C	piana.joe@hotmail.com	781-424-6982
12	Debra	Roberts	2116	Central St		117	2025	E	dccentral21@comcast.net	781-385-0480
13	Janice	Schneider	82	Ethyl Way		118	2025	E	jzschneid@gmail.com	617-875-1419
14	Mary	Shea	474	Bay Rd		119	2025	E	mimshea1111@gmail.com	617-791-9040
15	Edward	Starr	99	Charles Cir		120	2026	E	Not available	
16	Eileen	Toland	16	Beechwood Rd		121	2024	C	etoland176@gmail.com	781-962-8737
17	Janet	Weinstein	94	Winfisky Dr		122	2026	E	janplan56@gmail.com	
18	Sylvia	Whiting	24	Jennifer Ln		123	2024	E	sylnmax99@yahoo.com	
19	Wolf	Wu				124	2024	C	wolfwu2022@gmail.com	857-869-2625
20						125				
21						126				

Town Meeting Members as of April 4th, 2023 Election

Precinct 7

First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
Dianne	Dolan	37	Woodbine Rd		127	2025	E	lake55view@yahoo.com	781-344-3499
Jennifer	Fahey	47	Columbia St		128	2024	C	jaf26@aol.com	
Robin	Gamzon Zoll	167	Cross St		129	2024	E	ragzoll@gmail.com	781-344-1042
Sandra	Groppi	6	Royal St		130	2025	E	sgroppi@verizon.net	781-344-2137
Roberta	Harback	49	Record St		131	2024	E	Rharback1@verizon.net	
Dawn	Hufault	37	Duggan St		132	2025	E	robdown@hufault.com	781-954-0070
Robert	Hufault	37	Duggan St		133	2025	E	robdown@hufault.com	781-954-0070
Lindsey	Kreckler	183	Stoughton St		134	2025	E	Kreckler.precinct7@gmail.com	774-955-2005
Winshell	Laguerre	36	Duggan St		135	2026	E/W	win1972@gmail.com	
Rebecca	Markson	121	Copperwood Dr		136	2025	E/W	rmarkson121@gmail.com	781-341-1193
Janal	Mungalsingh	45	Meadowood Dr		137	2025	E	janaisemails@gmail.com	
Ilona	Perkins	154	Carey Cir		138	2026	E/W	ipconfig.sys@gmail.com	
Jahna	Rosenblatt	6	Greenbrook Dr		139	2026	E	jrosenblatt@stoughton-ma.gov	
Jeannette	Tucker	696	Pearl St		140	2024	C	j_tucker@stoughtonschools.com	
					141				
Greg	Vellotis	112	Carey Cir		142	2024	C	gregv624@gmail.com	781-975-1725
					143				
					144				
					145				
					146				
					147				

Town Meeting Members as of April 4th, 2023 Election

Precinct 8

Num of TMRs	First Name	Last Name	Street #	Street Name	Unit	Clicker #	Term Exp	E C W	Email	Phone Number
1	Stephen	Cavey	74	Ewing Drive		148	2025	E	stephencavey@gmail.com	781-686-2832
2	Catherine	Ford	49	McGarvey Rd		149	2024	C	cawf@aol.com	781-344-1882
3	Michael	Hardman	17	Jackson Ct		150	2024	W	michaelhardman63@gmail.com	781-341-2665
4	Frank	Lyons, Jr	93	Rockland St		151	2026	E	frank.lyons@comcast.net	781-341-2708
5	Carlin Joyce	Klipp	53	Pratts Ct		152	2026	E	carinklipp@yahoo.com	
6	Janice	McKenna	63	Lincoln St		153	2025	E	janicem63@gmail.com	617-504-9904
7	Kerry	Marrocco	40	Adams St		154	2024	E	marr32@aol.com	617-828-3079
8	Debra	Menz	64	Simpson St		155	2024	E	mmaggott@verizon.net	781-727-6043
9	Manuel	Pacheco	22	Central Dr		156	2025	E	hardwarejr@aol.com	781-341-2664
10	David	Sheehan	49	Grove St		157	2025	E	nowaketoday@aol.com	781-953-3513
11	Stephen	Tapper	26	Rose Glen St		158	2025	E		781-344-2023
12	Teresa	Tapper	26	Rose Glen St		159	2024	E	teresatapper@gmail.com	617-460-4708
13	Richard	Terry	582	Canton St		160	2024	E	richterry.murphy@gmail.com	781-344-2483
14	Heidi	Tucker	264	Pearl St		161	2025	E	ha.tucker@hotmail.com	781-341-0207
15	Peter	Ventresco	587	Canton St		162	2025	E		781-631-2436
16	Patricia C.	Yanikoski	39	Marys Way		163	2024	E	patyanikoski@yahoo.com	781-856-0590
17	Christine	Wilbur	83	Britton Ave		164	2026	E	c.wilbur@hotmail.com	508-280-6086
18	Elizabeth	Worsley	40	Central Dr		165	2024	C	leilei6978@yahoo.com	401-743-9403
19						166				
20						167				
21						168				



TOWN OF STOUGHTON ANNUAL TOWN MEETING WARRANT

On Monday, May 1st, 2023 the first session of the Annual Town Meeting was called to order at 7:07 pm with 129 present. (Quorum 85). A motion was made, seconded and unanimously passed by electronic vote at 10:30 p.m. to adjourn to Wednesday, May 3rd, 2023 at 7:00 p.m. in the Stoughton High School Auditorium.

On Wednesday, May 3rd, 2023 the second session of the Annual Town Meeting was called to order at 7:12 pm with 115 present. (Quorum 85). A motion was made, seconded and unanimously passed by electronic vote at 10:35 p.m. to adjourn to Monday, May 8th, 2023 at 7:00 p.m. in the Stoughton High School Auditorium.

On Monday, May 8th, 2023, the third session of the Annual Town Meeting was called to order at 7:05 p.m. with 105 present. (Quorum 85). A motion was made, seconded and unanimously passed by electronic vote at 10:36 p.m. to adjourn to Wednesday, May 10th, 2023 at 7:00 p.m. Stoughton High School Auditorium

On Wednesday, May 10th, 2023, the fourth session of the Annual Town Meeting was called to order at 7:15 p.m. with 97 present. (Quorum 85). A motion was made, seconded and unanimously passed by electronic vote at 10:20 p.m. to adjourn to Monday, May 15th, 2023 at 7:00 p.m. in the Stoughton High School Auditorium.

On Monday, May 15th, 2023, the fifth session of Annual Town Meeting was called to order at 7:07 p.m. with 108 present. (Quorum 85). A motion was made, seconded and unanimously passed by voice vote at 10:23 p.m. to dissolve the Annual Town Meeting.
The following procedural motions were made and passed by voice vote. Voted on May 17th, 2023.

On Wednesday, May 17th, 2023, the sixth session of the Annual Town Meeting was called to order at 7:15 p.m. with 97 present. (Quorum 85). A motion was made, seconded and unanimously passed by electronic vote at 10:20 p.m. to adjourn to Monday, May 22nd, 2023 at 7:00 p.m. in the Stoughton High School Auditorium.

On Monday, May 22nd, 2023, the seventh session of Annual Town Meeting was called to order at 7:07 p.m. with 108 present. (Quorum 85). A motion was made, seconded and unanimously passed by voice vote at 8:44 p.m. to dissolve the Annual Town Meeting.

A motion was made, seconded and passed by voice vote to dispense with the reading of the Warrant and the return thereof.

A motion was made, seconded and passed by voice vote that Town Meeting does not take up any new business after 10:30 p.m.

A motion was made, seconded and passed by voice vote that amendments or substitute motions for an article other than the operating budget be considered only if in writing and further, that any proposed substitute motions or complex amendments be delivered in writing to the Moderator no later than noon on the day of the session at which the motion is to be made and motions to be emailed to the Moderator at bmullen@stoughton-ma.gov and a copy to the Town Clerk at scarrara@stoughton-ma.gov.

A motion was made, seconded and passed by voice vote that no reconsideration of any article take place until the last article has been completed at Town Meeting.

And, further, you are hereby directed to notify and warn the inhabitants of the Town of Stoughton, qualified to vote on Town affairs, to meet virtually by remote participation at seven o'clock in the evening, at which time and place the following articles are to be acted upon and determined exclusively by the Town Meeting Members in accordance with the provisions of the Town of Stoughton Charter:

NORFOLK, SS

To any constable in the Town of Stoughton:

Greetings: In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Stoughton, qualified to vote on Town affairs, to meet at:

**STOUGHTON HIGH SCHOOL AUDITORIUM
232 PEARL STREET, STOUGHTON**

ON MONDAY THE 1st DAY OF MAY 2023

at seven o'clock in the evening, at which time and place the following articles are to be acted upon and determined exclusively by the Town Meeting Members in accordance with the provisions of the Town of Stoughton Charter.

Article 1 - Election

**HELD TUESDAY, THE 4th DAY OF APRIL, 2023
from 7:00 a.m. – 8:00 p.m.**

To Choose By Ballot The Following Town Offices:

Select Board: Two to be elected for a term of three years.

School Committee: Two to be elected for a term of three years.

Moderator: One to be elected for a term of two years.

Housing Authority: One to be elected for a term of five years.

Redevelopment Authority: One to be elected for a term of five years

TOWN MEETING REPRESENTATIVES:

PRECINCT 1: Seven to be elected for a term of three years,

Four to be elected for a term of one year;

PRECINCT 2: Seven to be elected for a term of three years,

PRECINCT 3 Seven to be elected for a term of three years;

PRECINCT 4: Seven to be elected for a term of three years;

PRECINCT 5: Seven to be elected for a term of three years,

PRECINCT 6: Seven to be elected for a term of three years,

Three to be elected for a term of one year;

PRECINCT 7: Seven to be elected for a term of three years,

Four to be elected for a term of one year;

PRECINCT 8: Seven to be elected for a term of three years,

Also, a sufficient number of Representatives to fill any existing vacancies for either one or two year terms, so that each precinct will have 21 voting members.

The Following Motion was made and seconded to Accept the Consent Agenda as written for the following articles 2, 3, 4, 5 and 21. (Please see Attachment A)

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, or authority of the Town; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: None

PROPOSED MOTION: That the Town vote receive the reports of any Boards or Town Officers or of any other duly established commission, council, or authority of the Town.

ACTION: Yes: 122, No: 3, Abstention 1. Consent Agenda for Article 2 Passed. – Declared by Moderator on May 1st, 2023. (See Attachment A)

Article 3 - Accept and Contract Funds for Town Roads

To see if the Town will vote to authorize the Select Board 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: Select Board

Date: February 7, 2023

Estimated Costs: Amounts granted to the Town by the General Court vary from year to year.

PROPOSED MOTION: That the Town vote to authorize the Select Board 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.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 3.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 3.

ACTION: Yes: 122, No: 3, Abstention 1. Consent Agenda for Article 3 Passed. – Declared by Moderator on May 1st, 2023. (See Attachment A)

Article 4 - Apply for and Accept Federal/State Funding

To see if the Town will vote to authorize the Select Board to apply for and accept any federal and/or State funding or grants that are or may become available to the Town; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: None in particular – costs for applying for grant funds, if any, and the amount of grants, vary by project.

PROPOSED MOTION: That the Town vote to authorize the Select Board to apply for and accept any federal and/or State funding or grants that are or may become available to the Town.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 4.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 4.

ACTION: Yes: 122, No: 4, Abstention 1. Consent Agenda for Article 4 Passed. – Declared by Moderator on May 1st, 2023. (See Attachment A)

Article 5 - Disposal of Town Property

To see if the Town will vote to authorize the Select Board, and/or its designee, to dispose by auction or otherwise Town-owned property in accordance with G.L. c.30B; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: None in particular – costs for applying for grant funds, if any, and the amount of grants, vary by project.

PROPOSED MOTION: That the Town vote to authorize the Select Board, and/or its designee, to dispose by auction or otherwise Town-owned property in accordance with G.L. c.30B.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 5.

ACTION: Yes: 122, No: 3, Abstention 1. Consent Agenda for Article 5 Passed. – Declared by Moderator on May 1st, 2023. (See Attachment A)

Article 21 - Supplement Fiscal Year 2023 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 FY23 departmental budgets or fund previously approved articles; or take any other action relative thereto.

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs: Unknown

PROPOSED MOTION: Refer to Town Meeting.

FINANCE COMMITTEE: Voted 10-0 to Refer Article 21 to Town Meeting as there were no requests at the time of the public hearings.

ACTION: Yes: 122, No: 3, Abstention 1. Consent Agenda for Article 21 Passed. – Declared by Moderator on May 1st, 2023. (See Attachment A)

Article 6 - Deposit to Stabilization Fund

To see if the Town will vote to transfer from available funds, if any, in the Treasury, any and all funds into the Stabilization Fund; or take any other action relative thereto.

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to deposit \$320,452.24 to the Stabilization Fund and that to meet this appropriation, \$320,452.24 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 6.

ACTION: Yes: 94, No: 4, Abstentions: 0 – Motion Passes. Declared by Moderator. May 8, 2023. Electronic Voting.

Article 7 - Cedar Hill Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of G.L. c.44, Section §53F½ to raise and to 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 2024; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

TITLE	FY2022 ACTUAL	FY2023 BUDGET	FY2024 SELECT BOARD	FY2024 FINCOM BUDGET
CEDAR HILL - Full Cost Enterprise Fund Accounting				
INCOME:				
Receipts	537,245	73,157	405,182	395,627
Appropriated Retained Earnings	70,268	294,561	45,312	45,312
TOTAL INCOME:	607,513	367,718	450,494	440,939
COSTS:				
A. COSTS APPROPRIATED IN THE ENTERPRISE FUND:				
Salaries	117,050	132,877	197,505	189,750
Expenses	113,767	161,725	179,050	179,050
Other Finance Uses	-	-	-	-
Capital Outlay	-	-	-	-
Reserve Fund	-	-	-	-
Debt Service	10,438	19,538	14,625	12,825
TOTAL COSTS APPROPRIATED IN ENTERPRISE FUND:	241,255	314,140	391,180	381,625
B. COSTS APPROPRIATED IN THE GENERAL FUND:				
(To be transferred to Enterprise Fund)				
Health Insurance	17,975	18,514	17,397	17,297
Pensions	16,494	16,989	20,039	20,039
Shared Employees - General Administration	10,539	10,855	13,057	13,057
Shared Facilities	-	-	-	-
Life Insurance	-	-	-	-
Medicare	1,519	1,565	1,539	1,539
Social Security	513	528	575	575
Property/Vehicle/Liab Insurance	3,323	3,423	4,952	4,952
Unemployment	1,654	1,704	1,755	1,755
TOTAL COSTS APPROPRIATED IN GENERAL FUND:	52,017	53,578	59,314	59,314
TOTAL COSTS:	293,272	367,718	450,494	440,939
C. CALCULATION OF ENTERPRISE FUND SURPLUS:				
Enterprise Fund Revenues	537,245	73,157	405,182	395,627
Appropriated Retained Earnings	70,268	294,561	45,312	45,312
Less Total Costs	(293,272)	(367,718)	(450,494)	(440,939)
Less Prior Year Deficit	-	-	-	-
SURPLUS:	314,241	-	-	-
NEGATIVE BALANCE REPRESENTS GENERAL FUND SUBSIDY:				

PROPOSED MOTION: That the Town vote pursuant to the provisions of G.L. c.44, Section §53F1/2 to appropriate the sum of \$381,625.00 to fund the Cedar Hill Golf Course for Fiscal Year 2024; with \$336,313.00 to be raised from FY2024 Cedar Hill Golf Course revenue and \$45,312.00 to be transferred from Cedar Hill Fund retained earnings for such purposes.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 7.

ACTION: Yes: 126, No: 2, Abstentions: 0 – Moderator declared Motion Passes. May 1st, 2023.
Electronic Voting.

Article 8 - Public Health Association Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of G.L. c.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 of Stoughton Public Health Association for Fiscal Year 2024; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

TITLE	FY2022 ACTUAL	FY2023 BUDGET	FY2024 SELECT BOARD	FY2024 FINCOM BUDGET
PUBLIC HEALTH-Full Cost Enterprise Fund Accounting				
INCOME:				
Receipts	514,728	514,726	514,728	514,728
American Rescue Plan Act	-	334,218	328,512	328,512
Appropriated Retained Earnings	686,015	343,240	321,090	321,090
TOTAL INCOME:	1,200,743	1,192,184	1,164,330	1,164,330
COSTS:				
A. COSTS APPROPRIATED IN THE ENTERPRISE FUND:				
Salaries	538,371	708,442	695,889	695,889
Expenses	120,318	225,450	227,585	182,385
Other Finance Uses	-	-	-	-
Capital Outlay	-	-	-	-
Reserve Fund	-	-	-	-
TOTAL COSTS APPROPRIATED IN ENTERPRISE FUND:	658,689	933,892	923,474	878,274
B. COSTS APPROPRIATED IN THE GENERAL FUND:				
(To be transferred to Enterprise Fund)				
Health Insurance	77,054	79,151	62,371	62,371
Pensions	54,427	55,909	111,796	111,796
Shared Employees - General Administration	73,872	75,884	69,612	69,612
Shared Facilities	45,006	46,232	47,619	47,619
Life Insurance	24	25	35	35
Medicare	9,016	9,262	7,400	7,400
Social Security	7,249	7,446	4,251	4,251
Property/Vehicle/Liab Insurance	7,967	8,184	6,722	6,722
Unemployment	1,654	1,699	1,750	1,750
Costs to operate state required public health services	(25,500)	(25,500)	(25,500)	(25,500)
State mandate, Not billable to Medicare or patients				
TOTAL COSTS APPROPRIATED IN GENERAL FUND:	250,769	258,292	286,056	286,056
TOTAL COSTS:	909,458	1,192,184	1,209,530	1,164,330
C. CALCULATION OF ENTERPRISE FUND SURPLUS:				
Enterprise Fund Revenues	514,728	848,944	843,240	843,240
Appropriated Retained Earnings	686,015	343,240	321,090	321,090
Less Total Costs	(909,458)	(1,192,184)	(1,209,530)	(1,164,330)

PROPOSED MOTION: That the Town vote pursuant to the provisions of G.L. c.44, Section §53F 1/2 to appropriate the sum of \$878,274.00 to fund the Stoughton Public Health Association Enterprise for Fiscal Year 2024; with \$843,240.00 to be raised from FY2024 Public Health revenue and other available funds and \$35,034.00 to be transferred from Public Health Fund retained earnings.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 8.

ACTION: Yes: 129, No: 1, Abstentions: 0- Moderator declared Motion Passes. May 1st, 2023.
Electronic Voting.

Article 9 - Sewer Department Enterprise Fund Budget

To see if the Town will vote pursuant to the provision of G.L. c.44, Section §53F 1/2 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 2024; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote pursuant to the provision of G.L. c.44, §53F1/2 to appropriate the sum of \$8,238,669.00 to fund the Sewer Department for Fiscal Year 2024, with 8,238,669.00 to be raised from FY2024 Sewer Enterprise revenue and other available funds.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 9.

AMENDED MOTION:

PROPOSED MOTION: That the Town vote pursuant to the provision of G.L. c.44, §53F1/2 to appropriate the sum of \$8,158,695.00 to fund the Sewer Department for Fiscal Year 2024, with 8,158,695.00 to be raised from FY2024 Sewer Enterprise revenue and other available funds.

COMMENT: The MWRA released a revised preliminary assessment of \$5,807,975.00 (object 523003 on page 162) resulting in a reduction to the budget of \$79,974.00, making the new appropriation \$8,158,695.00 plus indirect costs of \$525,545.00 for a budget total \$8,684,240.00 as shown on pages 162 and 163.

TITLE	FY2022 ACTUAL	FY2023 BUDGET	FY2024 SELECT BOARD	FY2024 FINCOM BUDGET
SEWER - Full Cost Enterprise Fund Accounting				
INCOME:				
Receipts (net of refunds/abatelements)	7,437,276	7,176,379	7,437,276	7,437,276
Debt Service Exclusion (Chapter 110- Acts of 1993)	-	-	-	-
Appropriated Retained Earnings	481,081	897,870	388,387	388,387
From I&I Receipts Reserve	-	-	-	-
Anticipated Rate Increases	-	-	-	-
TOTAL INCOME:	7,918,357	8,074,249	7,825,663	7,825,663
COSTS:				
A. COSTS APPROPRIATED IN THE ENTERPRISE FUND:				
Salaries	799,219	818,358	833,100	839,845
Expenses	5,860,421	6,112,871	6,069,861	6,487,810
Other Financing Uses	-	-	-	-
Capital Outlay	62,915	51,000	51,000	51,000
Capital Improvements - I&I Repairs	-	-	-	-
Reserve Fund	-	-	-	-
Debt	411,056	595,032	860,014	860,014
TOTAL COSTS APPROPRIATED IN ENTERPRISE FUND:	7,133,611	7,577,261	7,813,975	8,238,669
B. COSTS APPROPRIATED IN THE GENERAL FUND: (To be transferred to Enterprise Fund)				
Health Insurance	107,364	110,585	41,305	41,305
Pensions	179,424	184,807	210,271	210,271
Shared Employees - General Administration	73,967	76,186	80,412	80,412
Shared Facilities	26,278	27,066	27,878	27,878
Life Insurance	92	95	34	34
Medicare	10,380	10,691	3,259	3,259
Property/Vehicle/Liab Insurance	83,402	85,904	160,682	160,682
Unemployment	1,606	1,654	1,704	1,704
Adjustment for prior year overcharge	-	-	-	-
TOTAL COSTS APPROPRIATED IN GENERAL FUND:	482,513	496,988	525,545	525,545
TOTAL COSTS:	7,616,124	8,074,249	8,339,520	8,764,214
C. CALCULATION OF ENTERPRISE FUND SURPLUS:				
Enterprise Fund Revenues	7,437,276	7,176,379	7,437,276	7,437,276
Debt Service Exclusion (Chapter 110- Acts of 1993)	-	-	-	-
Appropriated Retained Earnings	481,081	897,870	388,387	388,387
Less Total Costs	(7,616,124)	(8,074,249)	(8,339,520)	(8,764,214)
Less Prior Year Deficit	-	-	-	-
SURPLUS:	302,233	-	(513,857)	(938,551)
NEGATIVE BALANCE REPRESENTS GENERAL FUND SUBSIDY.				

ACTION: AMENDED MOTION: Yes: 98, No: 26, Abstentions: 3 – Motion Passes. Declared by Moderator. May 1st, 2023. Electronic Voting.

Article 10 - Water Department Enterprise Fund Budget

To see if the Town will vote pursuant to the provisions of G.L. c.44, §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 2024; or take any other action relative thereto.

Insert by: Select Board

Date: February 7, 2023

Estimated Costs:

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 10.

TITLE	FY2022 ACTUAL	FY2023 BUDGET	FY2024 SELECT BOARD	FY2024 FINCOM BUDGET
WATER - Full Cost Enterprise Fund Accounting				
INCOME:				
Receipts (net of refunds/abatelements)	4,634,722	4,520,650	4,634,722	4,634,722
Other Revenue (MWRA Infrastructure Fund)	-	-	1,299,579	1,289,836
Appropriated Retained Earnings	955,896	1,230,249	-	-
Debt Service Exclusion (Chapter 110 - Acts of 1993)	-	-	-	-
Anticipated Rate Increases	-	-	-	-
TOTAL INCOME:	5,590,618	5,750,899	5,934,301	5,924,558
COSTS:				
A. COSTS APPROPRIATED IN THE ENTERPRISE FUND:				
Salaries	980,594	1,008,937	976,203	982,948
Expenses	1,727,773	1,814,292	1,861,300	1,844,812
Other Finance Uses	-	-	-	-
Capital Outlay	-	-	-	-
Reserve Fund	-	-	-	-
Debt	2,436,705	2,335,070	2,249,819	2,249,819
TOTAL COSTS APPROPRIATED IN ENTERPRISE FUND:	5,145,072	5,158,299	5,087,322	5,077,579
B. COSTS APPROPRIATED IN THE GENERAL FUND:				
(To be transferred to Enterprise Fund)	-	-	-	-
Health Insurance	113,637	117,046	252,952	252,952
Pensions	245,907	253,284	235,224	235,224
Shared Employees - General Administration	101,376	104,417	99,138	99,138
Shared Facilities	-	-	-	-
Life Insurance	105	108	230	230
Medicare	12,118	12,482	27,325	27,325
Property/Vehicle/Liab Insurance	100,591	103,609	230,406	230,406
Unemployment	1,606	1,654	1,704	1,704
Adjustment for prior year overcharge	-	-	-	-
TOTAL COSTS APPROPRIATED IN GENERAL FUND:	575,340	592,800	846,979	846,979
TOTAL COSTS:	5,720,412	5,750,899	5,934,301	5,924,558
C. CALCULATION OF ENTERPRISE FUND SURPLUS:				
Enterprise Fund Revenues:	4,634,722	4,520,650	4,634,722	4,634,722
Other Revenue (MWRA Infrastructure Fund)	-	-	1,299,579	1,289,836
Appropriated Retained Earnings	955,896	1,230,249	-	-
Debt Service Exclusion (Chapter 110 - Acts of 1993)	-	-	-	-
Less Total Costs	(5,720,412)	(5,750,899)	(5,934,301)	(5,924,558)
Less Prior Year Deficit	-	-	-	-
SURPLUS:	(129,794)	-	-	-
NEGATIVE BALANCE REPRESENTS GENERAL FUND SUBSIDY:				

PROPOSED MOTION: That the Town vote pursuant to the provisions of G.L. c. 44 §53F ½ to appropriate the sum of \$5,077,579.00 to fund the Water Department for Fiscal Year 2024, with \$5,077,579.00 to be raised from FY2024 Water Department Enterprise revenue and other available funds.

ACTION: Yes: 122, No: 5, Abstentions: 0 – Moderator Declared Motion Passes. May 1st, 2023.
Electronic Voting

Article 11 - Establish Solid Waste Enterprise Fund

To see if the Town will adopt the provisions of Chapter 44, Section §53F ½ of the Massachusetts General Laws to establish a Solid Waste Enterprise Fund effective beginning with Fiscal Year 2025; or take any other action relative thereto.

Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to accept the provisions of Chapter 44, § 53F1/2, to establish a fund to be named the Solid Waste Enterprise Fund, to be effective for the fiscal year beginning on July 1, 2024; said fund to be funded by fees, charges and other funding received for the provision of solid waste services; and to transfer to said fund any receipts held for solid waste-related purposes at the close of FY2025.

FINANCE COMMITTEE: Voted 1-9 to Accept and Recommend to Town Meeting Article 11
ARTICLE FAILED.

ACTION: By Voice Vote Article 11 was unanimously Dismissed as Declared by the Moderator May 1st, 2023.

Article 12 - Cable Public Access Enterprise Fund - Appropriate for FY24 Cable Costs

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, or borrow a sufficient sum of money to fund the Cable Public Access Enterprise Fund for FY24; or take any action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote in accordance with the provisions of G.L. c.44,

§53F1/2 to appropriate the sum of \$467,385.00 to fund the Cable Public Access Enterprise Fund for Fiscal Year 2024, with \$467,385.00 to be raised from FY2023 Cable Public Access Enterprise Fund revenue.

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 12.

TITLE	FY2022 ACTUAL	FY2023 BUDGET	FY2024 SELECT BOARD	FY2024 FINCOM BUDGET
CABLE PUBLIC ACCESS - Full Cost Enterprise Fund Accounting				
INCOME:				
Receipts (net of refunds/abatements)	355,747	382,850	467,385	467,385
Appropriated Retained Earnings	8,563	5,150	-	-
TOTAL INCOME:	364,310	388,000	467,385	467,385
COSTS:				
A. COSTS APPROPRIATED IN THE ENTERPRISE FUND:				
Salaries	-	-	-	-
Expenses	451,527	388,000	467,385	467,385
Other Finance Uses	-	-	-	-
Capital Outlay	-	-	-	-
Reserve Fund	-	-	-	-
Debt	-	-	-	-
TOTAL COSTS APPROPRIATED IN ENTERPRISE FUND:	451,527	388,000	467,385	467,385
B. COSTS APPROPRIATED IN THE GENERAL FUND:				
(To be transferred to Enterprise Fund)				
Health Insurance	-	-	-	-
Pensions	-	-	-	-
Shared Employees - General Administration	-	-	-	-
Shared Facilities	-	-	-	-
Life Insurance	-	-	-	-
Medicare	-	-	-	-
Property/Vehicle/Liab Insurance	-	-	-	-
Unemployment	-	-	-	-
Adjustment for prior year overcharge	-	-	-	-
TOTAL COSTS APPROPRIATED IN GENERAL FUND:	-	-	-	-
TOTAL COSTS:	451,527	388,000	467,385	467,385
C. CALCULATION OF ENTERPRISE FUND SURPLUS:				
Enterprise Fund Revenues	355,747	382,850	467,385	467,385
Appropriated Retained Earnings	8,563	5,150	-	-
Less: Total Costs	(451,527)	(388,000)	(467,385)	(467,385)
Less Prior Year Deficit	-	-	-	-
SURPLUS:	(87,217)	-	-	-
NEGATIVE BALANCE REPRESENTS GENERAL FUND SUBSIDY:				

ACTION: Yes: 101, No: 24, Abstention: 4 – Motion Passes Declared by Deputy Moderator – May 1st, 2023. Electronic Voting.

Article 13 - Reauthorization of Revolving Funds

To see if the Town will vote pursuant to the provisions of M.G.L. Chapter 44, §53E½, as most recently amended, to establish fiscal year limitations on expenditures from the revolving funds established by the General Bylaws, Section 42, Revolving Funds, with such limitations to remain applicable from fiscal year to fiscal year until such time as they are later amended, and to carry forward any monies remaining in such funds from year to year unless otherwise transferred by Town Meeting:

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote pursuant to the provisions of M.G.L. Chapter 44, §53E½, as most recently amended, to establish fiscal year limitations on expenditures from the revolving funds established by the General Bylaws, Section 42, Revolving Funds, with such limitations to remain applicable from fiscal year to fiscal year until such time as they are later amended, as set forth in the warrant, and to carry forward any monies remaining in such funds from year to year unless otherwise transferred by Town Meeting;

And further, to amend Chapter 42 of the General Bylaws, Revolving Funds, and particularly Section 42-2, Expenditure limitation, to insert a period as shown in the below, underlined, bold text, and by deleting the remaining text of said section: "Expenditures from each revolving fund set forth herein shall be subject to the limitation established annually by Town Meeting or any increase therein as may be authorized in accordance with MGL c. 44, § 53E ½"; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

Fund	Spending Limit
Council on Aging	\$50,000
Recreation**	\$200,000
Geographic Information Systems	\$15,000
Youth Commission	\$50,000
Community Events	\$10,000
Conservation Commission	\$50,000
Board of Health	\$120,000

Stormwater	\$50,000
Compost bin/Rain barrel	\$2,300

**Increase of 50,000 over FY 2023

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 13.

MUNICIPAL REGULATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 13.

ACTION: Yes: 116, No: 1, Abstention: 1. Moderator declared the Motion Passes – May 1st, 2023. Electronic Voting.

Article 14 - Collective Bargaining - Dispatcher's Union

To see if the Town will vote to approve a collective bargaining agreement between the Town and AFSCME, Council 93 for the period of FY23 through FY25; 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 of items of the first fiscal year and implement said collective bargaining agreement; or take any other action relative thereto.

Inserted by: Select Board.

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and AFSCME, Council 93 for the period FY23 through FY25, with the funds needed for FY23 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 14. **MOTION FAILED.**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS.

ACTION: By a Voice Vote Article 14 was Unanimously Dismissed – Declared by the Moderator. May 1st, 2023.

Article 15 - Collective Bargaining - Fire Union

To see if the Town will vote to approve a collective bargaining agreement between the Town and IAFF Local 1512 for the period of FY24 through FY26; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and IAFF Local 1512; or take any other action relative thereto.

Inserted by: Select Board.

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and IAFF Local 1512 for the period of FY24 through FY26, with the funds needed for FY24 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 15. **MOTION FAILED.**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS

ACTION: Yes: 103, No: 15, Abstention: 3. Moderator Declared Article 15 Voted. May 1st, 2023. Electronic Voting.

Article 16 - Collective Bargaining - Library

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Library Union for the period of FY23 through FY25; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and the Library Union; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and IAFF Local 1512 for the period of FY24 through FY26, with the funds needed for FY24 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 16. **MOTION FAILED**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS

ACTION: By a Voice Vote Article 16 was Unanimously Dismissed – Declared by Moderator – May 1st, 2023.

Article 17 - Collective Bargaining - Police Patrol Union

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Stoughton Police Patrolmens' union for the period of FY24 through FY26; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and the Police Patrol Union; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and the Stoughton Police Patrolmens' union for the period of FY24 through FY26, with the funds needed for FY24 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 17. **MOTION FAILED.**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS

ACTION: By a Voice Vote Article 17 was Unanimously Dismissed – Declared by Moderator – May 1st, 2023.

Article 18 - Collective Bargaining - Police Superior Officers

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Stoughton Superior Officers Union for the period of FY24 through FY26; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and the Police Superior Officers; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and the Stoughton Superior Officers Union for the period of FY24 through FY26, with the funds needed for FY24 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 18. **MOTION FAILED.**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS.

ACTION: By a Voice Vote Article 18 was Unanimously Dismissed – Declared by Moderator – May 1st, 2023.

Article 19 - Collective Bargaining – SPAEA

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Stoughton Professional/Administrative Employees Association for the period of FY24 through FY26; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and SPAEA; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and the Stoughton Professional/Administrative Employees Association for the period of FY24 through FY26, with the funds needed for FY24 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 19. **MOTION FAILED**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS.

ACTION: By a Voice Vote Article 19 was Unanimously Dismissed – Declared by Moderator – May 1st, 2023.

Article 20 - Collective Bargaining THEA

To see if the Town will vote to approve a collective bargaining agreement between the Town and the Town Hall Employees Association for the period of FY23 through FY25; 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 of items of the first fiscal year and implement said collective bargaining agreement between the Town and THEA; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to implement the terms of a Collective Bargaining Agreement between the Town of Stoughton and the Town Hall Employees Association for the period of FY23 through FY25, with the funds needed for FY23 to be appropriated under Article 26.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 20. **MOTION FAILED**

FINANCE COMMITTEE VOTED 10-0 TO ADD THE NOTE: NO INFORMATION WAS PRESENTED TO THE COMMITTEE AT THE TIME OF OUR PUBLIC HEARINGS.

ACTION: Yes: 107, No: 14, Abstention: 1- Motion Passes – Declared by Moderator – May 1st, 2023.

Article 22 - Unpaid Bills

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 pay any unpaid bills from prior fiscal years in excess of departmental appropriations; or take any other action relative thereto.

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to appropriate \$1,166.79 to pay unpaid bills as shown from prior fiscal year(s) and to meet this appropriation, \$799.50 be transferred from the FY2023 Town Counsel budget and \$367.29 be transferred from the FY2023 Street Lighting budget.

TOWN OF STOUGHTON			
ARTICLE 22, UNPAID BILLS			
ANNUAL TOWN MEETING			
MAY, 2023			
(AS OF 2/27/23)			
Department Vendor Date Amount Proposed Funding Source:			
Public Works Direct Energy	1/14/2022	\$5.18	FY 2023 Street Lighting budget
Public Works Direct Energy	2/4/2022	\$4.70	FY 2023 Street Lighting budget
Public Works Direct Energy	3/4/2022	\$4.78	FY 2023 Street Lighting budget
Public Works Direct Energy	4/4/2022	\$17.06	FY 2023 Street Lighting budget
Public Works Direct Energy	5/5/2022	\$99.23	FY 2023 Street Lighting budget
Public Works Direct Energy	6/3/2022	\$236.34	FY 2023 Street Lighting budget
Town Counsel KP Law	2/25/2022	\$41.00	FY2023 Town Counsel budget
Town Counsel KP Law	2/25/2022	\$123.00	FY2023 Town Counsel budget
Town Counsel KP Law	11/23/2021	\$123.00	FY2023 Town Counsel budget
Town Counsel KP Law	11/23/2021	\$266.50	FY2023 Town Counsel budget
Town Counsel KP Law	8/25/2021	<u>\$246.00</u>	FY2023 Town Counsel budget
		\$1,166.79	

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 22.

ACTION: By a 4/5ths Voted Yes: 117, No: 0, Abstentions: 0, Motion Passes. Declared by Moderator on May 3rd, 2023. Electronic Voting.

Article 23 - Rescind Unissued Borrowing Authorizations

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

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs: To Be Determined

PROPOSED MOTION: That the Town rescind the following borrowing authorizations:

A43	ATM	May-19 10306	Rehab Levitz playground	9,942.00
A53	ATM	May-10 06257	Sewer I&I	28,725.00
A29C	ATM	May-14 06158	Sewer I&I	96,000.00
A17F4	ATM	May-18 10218	Wilkins bathrooms	<u>370,000.00</u>
				504,667.00

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 23.

ACTION: Yes: 120, No: 2, Abstentions: 0. Motion Passes, declared by Moderator May 3rd, 2023. Electronic Voting.

Article 24 - Establish 300th Anniversary Celebration Account

To see if the Town will vote to Establish a 300th Anniversary Celebration Account; or take any other action relative thereto.

Inserted by: Select Board

Requested by:

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to establish a 300th Anniversary Celebration Account as authorized by G.L. c. 44, §53I.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 24.

ACTION: Yes: 121, No: 2, Abstentions: 1. Motion Passes, declared by Moderator on May 3rd, 2023. Electronic Voting.

Article 25 - Deposit to the 300th Anniversary Celebration Account

To see if the Town will vote to deposit funds into the 300th Anniversary Celebration Account, to provide for funding associated with the Town's 300th Anniversary Celebration, and further to authorize the Select Board to: apply for and receive any state or federal grants or other funds available, consider any applications for Town events and activities in recognition of the anniversary; and to act as the executive authority for all permits, licenses, agreements liabilities and/or other obligations; or take any other action relative thereto.

Inserted by: Select Board

Requested by:

Date: February 7, 2023

Estimated Costs: \$50,000

PROPOSED MOTION: That the Town vote to deposit \$50,000.00 to the 300th Anniversary Celebration Account and that to meet this appropriation, \$50,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 25.

ACTION: Yes: 121, No: 3, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator May 3, 2023. Electronic Voting.

Article 26 - General Fund Operating Budget

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 2024; or take any other action relative thereto.

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to appropriate \$124,780,494.00 for the maintenance and support of the several departments of the Town for Fiscal 2024 and that such sum be expended only for the purposes as described and further, that to meet this appropriation:

\$ 120,691,006.00

be raised in the tax levy,

2,300,000.00

be transferred from Free Cash,

71,594.00	be transferred from Title V Receipts Reserved for Appropriation,
59,314.00	be transferred from Cedar Hill Fund retained earnings,
286,056.00	be transferred from Public Health Fund retained earnings,
388,387.00	be transferred from Sewer Fund retained earnings,
137,158.00	be raised from FY2024 Sewer Fund revenues,
<u>846,979.00</u>	be raised from FY2024 Water Fund revenues.
<u>\$ 124,780,494.00</u>	Total

FINANCE COMMITTEE: Took (4) four votes regarding the General Fund Operating Budget. Department 161 –Town Clerk: Finance Committee voted 7-0 to Accept and Recommend to Town Meeting Department 161. (Bob Desmond, Mark Struck and Joel Wolk recused themselves.)

Department 610 -Library: Finance Committee voted 9-0 to Accept and Recommend to Town Meeting Department 610. (Adam Iacobucci recused himself.)

Department 300 -Stoughton Public Schools: Finance Committee voted 9-1 to Accept and Recommend to Town Meeting Department 300.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 26.

ACTION: Yes: 103, No: 3, Abstentions: 1. Motion Passes. Declared by Moderator. May 8th, 2023. Electronic Voting. *(Attachment C)

Article 27 - Community Preservation Committee FY2024 Budget/Report

To see if the Town will vote to hear and act on the report and recommendations of the Community Preservation Committee, including to appropriate from the Community Preservation Fund FY 2024 estimated annual revenues; a sum of money to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2024 and to reserve for the future appropriation a sum of money for open space, including land for recreational use, historic resources, and community housing and further, to Preservation Projects of purposes; all as recommended by the Community Preservation Committee; or take any other action relative thereto

Notes:

CPA Annual Budget

This is the annual article to fund the CPA budget, as prepared by the Town Accountant, and presented every year.

Inserted by: Select Board

Requested by: Community Preservation Committee

Date: February 7, 2023

PROPOSED MOTION: That the Town vote to appropriate or reserve from Community Preservation Fund FY2024 estimated annual revenues and from the Community Preservation Fund the amounts recommended by the Community Preservation Committee for Committee administrative expenses in Fiscal Year 2024 and for other CPA purposes, as specified below, with each item considered a separate appropriation:

From Community Preservation Fund FY2024 Estimated Annual Revenues

Community Preservation Administrative Expenses	\$52,457
Community Housing Reserve	\$105,126
Historic Resources Reserve	\$105,126
Open Space Reserve	\$105,126
FY2024 Budgeted Annual Reserve	\$683,424

And further, to transfer the sum of \$74,385 from the Open Space Reserve, \$30,625 from the Historic Resources Reserve and \$599,177 from the Undesignated Fund Balance for the following:

Long-term debt service	\$374,005
Unissued debt service	\$ 10,182
BAN principal payoff	\$320,000

Recommended by the Community Preservation Committee, 9-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 27.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 27.

ACTION: Yes: 96, No: 4, Abstentions: 1. Motion Passes. Declared by Moderator. May 7th, 2023. Electronic Voting.

Article 28 - Capen Reynolds Dog Park and Community Gardens

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a supplemental sum of money for the design, permitting and construction of a dog park and community gardens with parking and access at the Town-owned Capen Reynolds property, together with any professional services related therefor, or take any other action relative thereto.

Requested by: Capen Reynolds Development Committee

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$463,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$463,000.00 to fund the construction of a dog park and community gardens with parking and access at the Town-owned Capen Reynolds property, plus construction of parking and access.

Recommended as cash article by the Community Preservation Committee, 8-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 28.

MUNICIPAL OPERATIONS: Voted 4-1 to Accept and Recommend to Town Meeting Article 28.

NOTE: Committee members have concerns about parking and traffic at that location.

Supplemental Funding for Dog Park and Community Gardens at Capen Reynolds

This project seeks the funds necessary to create a Dog Park and Community Gardens at the historic Capen Reynolds property. The Capen Reynolds Committee has been working diligently to get this project implemented, including applying for a receiving Site Plan Approval from the Planning Board. The engineering for this project was originally slated to be done in-house, but when that was not possible, the Capen Committee was forced to hire an engineer out of the funds originally granted to the project in 2015. Due to unanticipated costs such as the engineering consultant fees and materials inflation, in addition to finding that the extent of the wetlands on the property required another review and a re-design of the project, this request is being presented now for the additional funding necessary to see the project through to completion.

This property is especially well suited for a dog park, which will feature separate areas for larger and smaller dogs, as well as a water spigot. The community gardens will feature space for 37 gardeners, including raised beds for those who would have difficulty working at ground level. The CPC has recommended \$463,000 for this project as a cash article.

ACTION: Yes: 70, No: 27, Abstentions: 2. Motion Passes. Declared by Moderator. May 8th, 2023. Electronic Voting.

Article 29 - Rehabilitation of the Denison Athletic Complex, Design Phase

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money to fund the design phase of the rehabilitation of the John W. Denison Athletic Complex, or take any other action relative thereto.

Requested by: Recreation Department

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$37,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$37,000.00 to fund the design phase of the rehabilitation of the John W. Denison Athletic Complex.

Recommended as cash article by the Community Preservation Committee, 7-0.

Design Costs for Rehabilitation of the John W. Denison Athletic Complex

The Denison Complex is the group of fields located behind the Wilkins School. This proposal is from the Recreation Department, which is responsible for the complex. It seeks funding to prepare a plan for the upgrade of fields which currently have infields made of stone dust, which is problematic and potentially hazardous. It also will involve redesigning the irrigation system to provide better and more efficient coverage of the playing fields. The last time this complex was renovated was in 1985. It is used by the High School, by STOYAC Softball, Babe Ruth Baseball, in addition to adult leagues. The dugouts, which currently lack shade protection and are deteriorating, will be replaced in the construction phase along with the other improvements.

This article is for the design phase of the project.

The project's cost of \$37,000 has been recommended by the CPC for inclusion in this warrant as a cash article.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 29.

ACTION: Yes: 108, No: 7, Abstention: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 30 - Lighting and Scoreboards for Miller, O'Day and Goff Field

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money for the purchase and installation of lighting equipment at Miller Field, plus the replacement of the two electronic scoreboards at O'Day and Goff Field at the Stoughton Youth Baseball Athletic Field Complex on Elm Street, or take any other action relative thereto.

Requested by: Stoughton Youth Baseball

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$145,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$145,000.00 to fund the purchase and installation of lighting equipment at Miller Field, plus the replacement of the two electronic scoreboards at O'Day and Goff Field at the Stoughton Youth Baseball Athletic Field Complex on Elm Street.

Recommended as cash article by the Community Preservation Committee, 5-1.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 30.

Lighting for Miller Field, and Scoreboards for O'Day Field and Goff Field

Stoughton Youth Baseball (SYB) is an organization providing Stoughton's youth with the opportunity to play baseball on fields which it leases from the Town. As part of its desire to see annual tournament play be able to continue after dark, SYB has requested funding to purchase and install lighting at Miller Field. SYB will be responsible for paying the cost of the electricity, and is required to have the lights go off by 10 pm out of consideration of the surrounding neighborhood. As part of its agreement with the Town, SYB will seek permission from the Select Board each spring for use of the lights during its tournaments and playoffs which take place in June and July.

This grant would also provide funding for SYB to replace its existing scoreboards at O'Day and Goff Field.

The project's cost of \$145,000 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 107, No: 8, Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 31 - Renovation of Marks Field, Design Phase

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money to fund the design phase of the renovation of Marks Field, or take any other action relative thereto.

Requested by: Stoughton Youth Lacrosse (StoLax)

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$12,600.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$12,600.00 to fund the design phase of the renovation of Marks Field. Recommended as cash article by the Community Preservation Committee, 8-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 31.

Design Costs for Renovation of Marks Field

Marks Field is a Town-owned athletic field which has gone unused for a number of years. Stoughton Youth Lacrosse (StoLax) leases the field from the Town, and is proposing to renovate it so that it is suitable for use as a lacrosse field. The project will include a concession stand, a parking area, a scoreboard, and landscaping to restore the field to decent condition. Currently, the field is hazardous to walk across, much less play sports on, owing to the divots in the surface after years of neglect.

This article is for the design phase of the project. The project's cost of \$12,600 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 105, No: 9, Abstentions: 0. Motion Passes by a Simple Majority. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 32 - Office Storage Equipment for the Old Stoughton Music Society

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, under G.L. c.44B, the Community Preservation Act, a sum of money for the procurement of office equipment for the storage of historical materials of the Old Stoughton Music Society, or take any other action relative thereto.

Requested by: Old Stoughton Music Society

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$7,500.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Historic Resources Reserve the sum of \$7,500.00 for office equipment for the storage of historical materials of the Old Stoughton Music Society, including file cabinets and a desk with storage capacity.

Recommended as cash article by the Community Preservation Committee, 8-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 32.

Old Stoughton Music Society Office Storage Equipment

The Old Stoughton Music Society is the oldest continuously operating music society in the United States. Its historic artifacts and records are currently being stored in less than optimal conditions, using old banker's boxes stacked on the floor. This grant will allow for storage in file cabinets, which will better protect these irreplaceable materials.

The project's cost of \$7,500 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 112, No: 2, Abstentions: 1. Motion Passes. Declared by Moderator. May 10th, 2023.

Article 33 - Preservation of Town of Stoughton Vital Records

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, under G.L. c.44B, the Community Preservation Act, a supplemental sum of money for the preservation of the Town of Stoughton's Vital Records under the care and custody of the Town Clerk, or take any other action relative thereto.

Requested by: Stoughton Town Clerk

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$35,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Historic Resources Reserve the sum of \$35,000.00 for the preservation of the Town of Stoughton's Vital Records under the care and custody of the Town Clerk.

Recommended as cash article by the Community Preservation Committee, 7-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 33.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 33.

Town of Stoughton Vital Records Preservation

This is a supplemental grant which, in combination with the \$20,000 granted to a previous Town Clerk, will allow for complete preservation of the Birth, Death and Marriage records that comprise Stoughton's Vital Records. These records go back over two hundred years, and are regularly accessed by residents doing research into their own family tree, or have a general interest in the history of the Town of Stoughton, or other reasons for doing this research. The full estimated cost for completing this preservation is \$55,000. The CPC felt that it made sense to add a supplement of \$35,000 now in order to allow the job to be done without the necessity of being interrupted by waiting for an additional year for more funding.

The project's cost of \$35,000 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 115, No: 0 Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 34 - Cedar Hill Golf Course Renovations

To see if the Town will raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money for the reconstruction of tee boxes, the upgrading of the irrigation system, and the reconstruction of portions of the cart paths at the Cedar Hill Golf Course, or take any other action relative thereto.

Requested by: Cedar Hill Golf Course

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$195,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$195,000.00 to fund the upgrading of the irrigation system, and the reconstruction of portions of the cart paths at the Cedar Hill Golf Course.

Recommended as cash article by the Community Preservation Committee, 8-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 34.

MUNICIPAL OPERATIONS: Voted 4-0-1 to Accept and Recommend to Town Meeting Article 34.

Ms. Walsh abstained due to her membership on the Cedar Hill Golf Course Operations Committee

Cedar Hill Golf Course Renovations

The Cedar Hill Golf Course has greatly benefited from the investment that the CPA Fund made in 2019, allowing it to increase its patronage by the public sufficient to permit the course to pay for its own expenses for the first time in a number of years. This year, Cedar Hill is seeking Community Preservation funds for upgrades to its playing area, irrigation system and golf cart paths to further improve its attractiveness to the public, and build upon its positive financial status.

The project's cost of \$195,000 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 108, No: 4, Abstention: 2. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 35 - Hansen School Playground Reconstruction

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money for the reconstruction of the playground at the Hansen School, including demolition services, site work, and purchase and installation of equipment, and any related professional services therefor; or take any other action relative thereto.

Inserted by: Select Board

Requested by: School Department

Date: February 7, 2023

Estimated Costs: \$950,000

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate the sum of \$950,000.00 from the Community Preservation Fund Undesignated Fund Balance for demolition services, site work, and purchase and installation of equipment, and any related professional services therefor; for completion of the reconstruction of the playground at the Hansen School.

Recommended as cash article by the Community Preservation Committee, 8-0.

FINANCE COMMITTEE: Voted -9-1 to Accept and Recommend to Town Meeting Article 35.

Hansen School Playground

The School Department, working with the Hansen School Principal, the School Committee, and the Student Advisory Committee, requested CPA funding to replace playground equipment which is at the end of its useful life and does not meet ADA accessibility standards. The proposed playground will include a resilient surface similar to that installed at the playground adjacent to the Wilkins School, and new state-of-the-art structures which will better meet the needs of children from throughout the community.

The project's cost of \$950,000 has been recommended by the CPC for inclusion in this warrant as a cash article.

ACTION: Yes: 100, No: 4, Abstentions: 1. Motion Declared Voted by the Moderator. May 10th, 2023. Electronic Voting.

Article 36 - Parking and Trailhead Construction at Atkinson Ave Ext.

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, borrow, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sum of money for recreational purposes for the planning, development and construction of a parking area at the Town-owned Atkinson Avenue Extension property and for trailhead development and conservation land access, kiosks, and related signage, and to fund any professional services therefor; or take any other action relative thereto.

Requested by: Conservation Commission

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$105,000.00

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of \$105,000.00 to fund the construction of a parking area, trailhead development and access, kiosks, and related signage at the Town-owned Atkinson Avenue Extension property, and to fund any professional services therefor.

Recommended as cash article by the Community Preservation Committee, 7-0.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 36.

MUNICIPAL OPERATIONS: Voted 4-0-1 to REFER to Town Meeting Article 36.

Committee members stated not enough information provided. Mr. Horan abstained due to his membership on the Conservation Committee.

Atkinson Ave Parking Area and Trailhead Construction

This article will enable the Town to create access to the recently acquired Goulston property. Currently, access is mainly through private property, which is less than optimal. The Atkinson Ave parcels were acquired last year for this purpose; this article will fund the creation of a parking area and a trailhead entrance to the larger Goulston land, including an information kiosk. The parking will be just off the street, and vehicles will be safely kept within the parking area while allowing visitors to enter the wooded area on foot.

ACTION: Yes: 103, No: 10, Abstention: 0. Motion Passes by a Simple Majority Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 37 - Acquisition of Property off Benson Road

To see if the Town will vote to raise and appropriate, borrow, transfer from available funds in the Treasury, or fund, pursuant to GL c. 44B, the Community Preservation Act, a sufficient sum of money for the acquisition, including related costs to include establishment of a conservation restriction, of a 12-acre portion of a lot currently owned by the Grubenskas Family Nominee Trust: Assessors Map Number 73, Parcel 20; and also that the Select Board be authorized to grant a perpetual conservation restriction in said parcel of land meeting the requirements of G.L. c. 44B, § 12 and G.L. c. 184, §§ 31-33, and to enter into all agreements and execute any and all instruments as may be necessary to affect said purchase, including all incidental and related expenses; or take any other action relative thereto.

Inserted by: Select Board

Requested by: John Linehan, Chairman of the Stoughton Open Space Committee

Date: February 7, 2023

Estimated Costs: \$220,000.00

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 37.

MUNICIPAL REGULATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 37.

Benson Road Open Space

This open space connects with fifty acres of open space from the Goddard property. It includes relatively unspoiled natural habitat, and protects a length of Dorchester Brook. The acquisition cost of \$160,000 works out to less than \$13,500 per acre and is below market value. The additional funding requested will allow the Town to create a conservation restriction to permanently protect the land and perform the necessary due diligence on the parcel.

PROPOSED MOTION: That the Town vote pursuant to G.L. c. 44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Undesignated Fund Balance, the sum of \$220,000.00 for the acquisition, including related costs to include establishment of a conservation restriction, of that portion of the parcel of land known as Assessor's Map Number 73, Parcel 20, labeled Lot C-2 on a plan of land prepared by Merrill Engineers and Land Surveyors, with said portion, Lot C-2, constituting 12.05 acres more or less; and, further, to authorize the Select Board to acquire said Lot C-2 and to grant a perpetual conservation restriction in said Lot C-2 meeting the requirements of G.L. c.44B, §12 and G.L. c.184, §§ 31-33, and to enter into all agreements and execute any and all instruments as may be necessary to effect said purchase and the establishment of said restriction, including all incidental and related expenses.

Recommended as cash article by the Community Preservation Committee, 7-0.

ACTION: Yes: 90, No: 24, Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 38 - Depot Stabilization

To see if the Town will vote under the Community Preservation Act to appropriate from the Community Preservation Fund a sum of money for minimal stabilization of the historic Stoughton Depot Building, located at 45 Wyman Street, Stoughton, MA, including but not limited to, as applicable, professional engineering/architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, or take any other action relative thereto.

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

Estimated Costs: \$200,000

PROPOSED MOTION: That the Town vote, pursuant to G.L. c.44B, the Community Preservation Act, to appropriate from the Community Preservation Fund Historic Resources Reserve the sum of \$200,000.00 for the purpose of implementing minor door and window repairs, minor HVAC work, plumbing repairs, miscellaneous electrical and carpentry work, including but not limited to professional services such as historic preservation, design, planning, architectural services, environmental testing, construction, or other related necessary repairs, as well as the acquisition of materials necessary to the preservation of the architectural, structural and historic integrity of the Town-owned Stoughton Depot Building located at 45 Wyman Street.

Recommended as cash article by the Community Preservation Committee, 5-1.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 38.

ACTION: Yes: 92, No: 10, Abstentions: 0. Motion Passes by a Simple Majority. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 39 - Consolidate Personnel By-Law

To see if the Town will vote to repeal and replace the current "Town of Stoughton Personnel By-Law" and insert in place thereof the proposed "Revised Consolidated Personnel By-Law," as shown on the below "Revised Consolidated Personnel By-Law" and on file with the Town Clerk; or take any other action relative thereto.

DRAFT

Revised Consolidated Personnel By-Law

Section 1. Purpose and Authorization.

The purpose of this Personnel By-law is to establish fair and equitable working conditions and compensation and classification plans, and to promote a human resources system that ensures an efficient and ethical application of related personnel policies. This By-law is adopted pursuant to the authority granted by Article LXXXIX of the Constitution of the Commonwealth of Massachusetts, and General Laws, Chapter 41, § 108C.

This By-law eliminates and supersedes any and all by-laws previously adopted by the Town pursuant to General Laws, Chapter 40, §§ 21A or 21B, and/or Chapter 41, §§ 108A or 108C. The Classification Plan, Compensation Plan and Leave and Benefit Policies which are in effect at the time of adoption of this By-law shall continue in full force and effect until amended or superseded pursuant to Section 5 of this By-law.

Section 2. Application.

All Town departments and positions shall be subject to the provisions of this By-law except those filled by popular election and those under the direction and control of the school committee. To the extent that any Town employee is subject to a collective bargaining agreement, in the event of a conflict and/or an inconsistency between the applicable collective bargaining agreement and this By-law, then the collective bargaining agreement shall control.

Section 3. Town Manager.

The Town Manager shall be responsible for administering personnel policies, compensation and classification plans, and related matters for all municipal employees and administering all collective bargaining agreements entered into by the Town. Further, the Town Manager is authorized to appoint, discipline, suspend or remove town officers, department heads or principal deputies or agents of elected and appointed boards or officers, and other employees, including employees in civil service positions, for whom no other method of selection is provided by the general or special laws, consistent with the Town's Charter and the terms of any applicable collective bargaining agreements.

Section 4. Human Resources System.

A human resources system shall be established by promulgation of policies pursuant to Section 5. The human resources system shall make use of current concepts of personnel management and may include, but is not limited to, the following elements:

- (a) Method of Administration. A system of administration which assigns specific responsibility for all elements of the human resources system, including: maintaining personnel records, staffing controls, implementing effective recruitment and selection processes, maintaining the classification and compensation plans, monitoring the application of personnel policies and periodic reviews, and evaluating the human resources system.
- (b) Classification Plan. A position classification plan for all employees subject to this By-law shall be established, based on similarity of duties performed and the responsibilities assumed so that the same qualifications may be reasonably required for, and the same schedule of pay may be equitably applied to, all positions in the same class. Nothing in the classification plan shall in fringe upon or supersede an appointing authority's ability to hire an employee into a newly created position, provided that the Town Manager first is consulted regarding an appropriate starting salary and the Town Manager approves the same. As part of its regular review, the Town Manager shall update the Classification and Compensation Plans to include any new positions that were added during the prior year.
- (c) Compensation Plan. A compensation plan for all positions subject to this By-law shall consist of:
 - (1) A schedule of pay grades including minimum, maximum and intermediate rates for each grade;
 - (2) Performance and merit pay programs; and
 - (3) An official list indicating the assignment of each position to specific pay grades.
- (d) Recruitment and Selection Policy. A recruitment, employment, promotion, and transfer policy which ensures that reasonable effort is made to promote diversity, equity and inclusion among employees and to attract qualified persons.

- (e) Personnel Records. A centralized recordkeeping system which maintains essential personnel records.
- (f) Personnel Policies. A series of personnel policies which establishes the conditions of employment, and the rights, obligations and benefits of certain personnel employed by the Town.
- (g) Other Elements. Other elements of a human resources system as deemed appropriate or required by law.

Section 5. Adoption and Amendment of Personnel Policies.

The Town Manager, under the policy guidelines of the Board of Selectmen, shall be responsible for the administration of all personnel policies, including the preparation and approval of personnel procedures, wage and classification plans, and the appointment of a Director of Human Resources. The Town Manager shall be vested with all the powers and duties specified in the Town Charter, shall establish such procedures as he or she deems necessary for proper personnel administration, and may assign to a designee such duties as he or she deems necessary.

The Board of Selectmen shall promulgate personnel policies defining the rights, benefits and obligations of certain employees subject to this By-law. Policies shall be adopted or amended as follows:

- (a) Preparation of Policies. Any member of the Board of Selectmen, the Town Manager, the Human Resources Director, or any three employees subject to this By-law may suggest policies for consideration. Anyone proposing a new or amended policy shall provide the substance and the reason for the proposed policy in writing. The Town Manager shall, within 20 (twenty) business days of receipt of a policy proposal, consider the proposed policy and recommend that the Board of Selectmen adopt the policies (with or without modifications), recommend that the Board of Selectmen reject the policies, or recommend that further study is necessary.
- (b) Recommended Policies. The recommendations of the Town Manager shall be forwarded in writing to the Board of Selectmen by the Town Manager or by the Personnel Board. The recommendations shall contain the text of the proposed policy or amended policy, an explanation of the policy and the implications of the policy, and the action(s) thereon recommended by the Town Manager. The Board of Selectmen shall consider recommendations of the Town Manager and may adopt, reject or return recommendations for further action. The Board of Selectmen need only act on proposed policies recommended for adoption. Policies shall become effective upon approval of the Board of Selectmen, unless some other date is

specified. Adopted policies, including the Compensation Plan, shall be kept on file in the office of the Town Clerk.

Section 6. Severability.

The provisions of this By-law and any policies adopted pursuant to this By-law are severable. If any By-law provision or policy is held invalid, the remaining provisions of the By-law or policies shall not be affected thereby.

Accepted at Town Meeting, _____, 2023.

Inserted by: Select Board

Requested by: Human Resources Department

Date: February 7,

200,000

PROPOSED MOTION: Move that the Town vote to repeal and replace the current "Town of Stoughton Personnel By-Law" and insert in place thereof the proposed "Revised Consolidated Personnel By-Law" on file with the Town Clerk.

MUNICIPAL REGULATIONS: Voted 3-2 to REFER to Town Meeting Article 39.

ACTION: Yes: 96, No: 6, Abstentions: 4. Motion Passes by a Majority Vote. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 40 - Charter Amendment

To see if the Town will vote to amend the Town Charter Section C8-3 (Polling places) by deleting the word "in" and replacing it with the word "for" so that C8-3 reads as follows: "A polling place shall be made available for each of the precincts for all elections."; and, in accordance with G.L. c. 43B, § 10, to see if the Town will vote to place on the 2024 Annual Election Ballot, the question to read as follows: "Shall the Town amend the Town Charter Section C8-3 (Polling places) by deleting the word "in" and replacing it with the word "for" so that C8-3 reads as follows: "A polling place shall be made available for each of the precincts for all elections."

Inserted by: Select Board

Requested By: Select Board

Date: February 7, 2023

PROPOSED MOTION: Move that the Town vote to amend the Town Charter Section C8-3 (Polling places) by deleting the word "in" and replacing it with the word "for" so that C8-3 reads as follows: "A polling place shall be made available for each of the precincts for all elections."; and, in accordance with G.L. c. 43B, § 10, vote to place on the 2024 Annual Election Ballot, the question to read as follows: "Shall the Town amend the Town Charter Section C8-3 (Polling places) by deleting the word "in" and replacing it with the word "for" so that C8-3 reads as follows: "A polling place shall be made available for each of the precincts for all elections."

MUNICIPAL REGULATIONS: Voted .4-1 to REFER to Town Meeting Article 40.

ACTION: Yes: 78, No: 22, Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 41 - Accept Chapter 59 Section 5 Clause Twenty-second G (Veterans Tax Exemptions)

To see if the Town will vote to adopt the provisions of G.L. c. 59, § 5, clause Twenty-second G which provides that "In any city or town that accepts this clause, real estate that is the domicile of a person but is owned by a trustee, conservator or other fiduciary for the person's benefit if the real estate would be eligible for exemption under clause Twenty-second, Twenty-second A, Twenty-second B, Twenty-second C, Twenty-second D, Twenty-second E or Twenty-second F if the person were the owner of the real estate."

Inserted by: Select Board

Requested by: Sean Butrica, Veterans' Agent

Date: February 7, 2023

Estimated Costs: None

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 41.

MUNICIPAL REGULATIONS: Voted .4-1 to REFER to Town Meeting Article 41.

ACTION: Yes: 97, No: 2, Abstentions: 2. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 42 - Public Works Capital Equipment Purchases

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or borrow a sufficient sum or sums of money to replace and/or purchase and/or lease purchase for terms of up to or more than three years, the following items, including equipping of vehicles and equipment, and, as applicable, professional engineering, architectural services, design, site

preparation and demolition, installation, and all other incidental and related Costs, all as set forth in the chart below; or take any other action relative thereto.

Two (2) Utility Body Pickup Trucks w/ plows: \$180,000

Multi Use Utility Vehicle w/cap: \$50,000

Asphalt Hot Box Trailer: \$65,000

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

PROPOSED MOTION: That the Town vote to appropriate the following amounts for the Public Works Department, with each considered to be a separate appropriation:

- A. \$180,000.00 for two (2) utility body pickup trucks with plows by transferring \$150,000.00 from Article 26 of the Annual Town Meeting of May, 2017 (Project 21446, South Coast rail consultant), \$115.75 from Article 19A4 of the Annual Town Meeting of May, 2021 (Project 10478, defibrillators), \$100.00 from Article 19C1 of the Annual Town Meeting of May, 2021 (Project 10486, DPW chipper box), \$5,324.00 from Article 19D1 from the Annual Town Meeting of May, 2021 (Project 10488, one pool car) and \$24,460.25 from Free Cash.
- B. \$50,000.00 for a multi-use vehicle with cap by transferring \$400.00 from Article 22 of the Annual Town Meeting of May, 2021 (Project 10494, storm water compliance), \$1,502.66 from Article 16E2 of the Annual Town Meeting of May, 2022 (Project 10579, security upgrades) and \$48,097.34 from Free Cash.
- C. \$65,000.00 for an asphalt hot box trailer by transferring \$6,011.13 from Article 19B2 from the Annual Town Meeting of May, 2017 (Project 10145, garage door openers), \$692.03 from Article 17B4 of the Annual Town Meeting of May, 2018 (Project 10213, Fire rescue tools), \$1,937.51 from Article 17B3 of the Annual Town Meeting of May, 2018 (Project 10225, emergency pre-emption signal), \$56.04 from Article 26B2 of the Annual Town Meeting of May, 2019 (Project 10287, Fire vests) and \$56,303.29 from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 42.

MUNICIPAL OPERATIONS: Voted 4-1 to Accept and Recommend to Town Meeting Article 42.

ACTION: Item A: Yes: 88, No: 14, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator. May 15th, 2023. Electronic Voting.

ACTION: Item B: Yes: 89, No: 12, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator. May 15th, 2023. Electronic Voting.

ACTION: Item C: Yes: 96, No: 8, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 43 - Town Buildings and Facilities Maintenance and Upgrades

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or borrow a sufficient sum or sums of money to undertake maintenance, extraordinary maintenance, improvements, repairs, upgrades, modifications and the like at Town-owned buildings and facilities including but not limited to, as applicable, professional engineering/architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, or take any other action relative thereto.

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

Estimated Costs: 75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 to undertake maintenance, extraordinary maintenance, improvements, repairs, upgrades, modifications and the like at Town-owned buildings and facilities including but not limited to, as applicable, professional engineering/architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, and that to meet this appropriation, \$40,500.00 be transferred from Article 11 of the Special Town Meeting of November, 2018 (Project 10270, Lucius Clapp design), \$350.77 be transferred from Article 27B of the Annual Town Meeting of May, 2019 (Project 10291, DPW facilities upgrades), \$2,880.00 be transferred from Article 9B of the Special Town Meeting of October, 2020 (Project 10421, COA sinks and fixtures) and \$31,269.23 be transferred from Article 9J of the Special Town Meeting of October, 2020 (Project 10429, paving Station #2).

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 43.

MUNICIPAL OPERATIONS: Voted 4-1 to Accept and Recommend to Town Meeting Article 43.

ACTION: Yes: 85, No: 17, Abstentions: 2. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 44 - Police Station Locker Room Upgrades

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or borrow a sufficient sum or sums of money to upgrade the Police Station locker rooms, or take any other action relative thereto.

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 to upgrade the Police Station locker rooms and that to meet this appropriation, \$488.63 be transferred from Article 33 of the Annual Town Meeting of May, 2016 (Project 10097, Harris Pond vegetation), \$12,200.00 be transferred from Article 18A of the Annual Town Meeting of May, 2018 (Project 10238, Cedar Hill repairs), \$4,004.52 be transferred from Article 18B of the Annual Town Meeting of May, 2018 (Project 10239, DPW admin repairs), \$2,078.20 be transferred from Article 18G of the Annual Town Meeting of May, 2018 (Project 10243, Police Station repairs), \$37,802.77 be transferred from Article 9J of the Special Town Meeting of October, 2020 (Project 10429, paving, Station #2), \$6,400.00 be transferred from Article 9K of the Special Town Meeting of October, 2020 (Project 10430, Town Hall fan coils), \$2,880.00 be transferred from Article 9L of the Special Town Meeting of October, 2020 (Project 10431, Town Hall pipe installation), \$3,360.00 be transferred from Article 9M of the Special Town Meeting of October, 2020 (Project 10432, Town Hall sinks and fixtures), \$600.00 be transferred from Article 20 of the Annual Town Meeting of May, 2021 (Project 10491, Dog Pound roof and HVAC), \$2,650.00 be transferred from Article 20B of the Annual Town Meeting of May, 2021 (Project 10492, Clubhouse roof) and \$2,535.88 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 44.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 44.

ACTION: Yes: 114, No: 0, Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 45 - Roadway Resurfacing

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or borrow a sufficient sum or sums of money to resurface and repair several roadways included, but not limited to, the ones listed, including utility upgrades and, as applicable, professional engineering, architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, all as set forth in the chart below; or take any other action relative thereto.

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

Estimated Costs: \$2,600,000

PROPOSED MOTION: That the Town vote to appropriate \$2,600,000.00 to resurface and repair several roadways included, but not limited to, the ones listed, including utility upgrades and, as applicable, professional engineering, architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, and to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$2,600,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 45.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 45.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 45.

ATM 2023 Paving Article Estimates

Area	Street	Category	Estimated Cost (Contractor)	
1	Leeds Street	Major Rehabilitation		
1	Kenneth Court	Major Rehabilitation		
1	Lothrop Street	Major Rehabilitation		
1	Bradford Street	Major Rehabilitation		
1	Summer Avenue	Preventive Maintenance	\$	454,720.99
1	Wyman Street	Major Rehabilitation		
1	Blackstone Street	Minor Rehabilitation		
1	Spring Street	Major Rehabilitation		
1	Green Street	Major Rehabilitation		
1	Myrtle Street	Minor Rehabilitation		
2	Franklin Street	Major Rehabilitation		
2	Belmont Avenue	Major Rehabilitation	\$	312,726.00
2	Brickel Road	Major Rehabilitation		
2	Independence Avenue	Major Rehabilitation		
3	Legaski Avenue	Major Rehabilitation		
3	Alpine Way	Minor Rehabilitation	\$	418,168.52
3	Kotlik Street	Minor Rehabilitation		
4	Peters Drive	Major Rehabilitation	\$	192,649.64
4	Chapman Road	Major Rehabilitation		
5	Drake Avenue	Major Rehabilitation		
5	Sandy Ridge Road	Major Rehabilitation	\$	224,758.94
5	Sheehan Street	Major Rehabilitation		

6	Monk Street	Minor Rehabilitation		
6	Union Street	Major Rehabilitation		
6	Dale Street	Major Rehabilitation	\$	185,539.64
6	Hayden Street	Major Rehabilitation		

7	Corbett Road	Major Rehabilitation		
7	Bisbee Road	Minor Rehabilitation		
7	Eighth Street	Major Rehabilitation	\$	302,895.40
7	Ninth Street	Major Rehabilitation		

8	Tanglewood Dive	Major Rehabilitation		
8	Hollytree Road	Minor Rehabilitation	\$	344,148.15
8	Raymond Road	Major Rehabilitation		

Total	\$	2,435,607.28
Contingency (5%)	\$	2,557,387.64

ACTION: Yes: 92, No: 9, Abstention: 1. Motion Passes by a 2/3rds Vote. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 46 - Extraordinary Repairs to Fleet

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or borrow a sufficient sum or sums of money to undertake maintenance, extraordinary maintenance, purchases, improvements, repairs, upgrades, modifications and the like for vehicle/equipment fleet improvements including but not limited to, as applicable, professional services, design, installation, and all other incidental and related costs, or take any other action relative thereto.

Inserted by: Select Board

Requested by: Superintendent of Public Works

Date: February 7, 2023

Estimated Costs: \$75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 to undertake maintenance, extraordinary maintenance, purchases, improvements, repairs, upgrades, modifications and the like for vehicle/equipment fleet improvements including but not limited to, as applicable, professional services, design, installation, and all other incidental and related costs, and that to meet this appropriation, \$75,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 46.

MUNICIPAL OPERATIONS: Voted 4-1 to Accept and Recommend to Town Meeting Article 46.

ACTION: Yes: 82, No: 16, Abstentions: 0. Motion Passes by a Simple Majority. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 47 - Datacenter Infrastructure Upgrade Project

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 hardware, software and installation of a data infrastructure project upgrade located at the Police Department.

Inserted by: Select Board

Requested by: Trish Shropshire, Information Technology Director

Date: February 7, 2023

Estimated Costs: \$150,000

PROPOSED MOTION: That the Town vote to appropriate \$150,000.00 to purchase hardware, software and installation of a data infrastructure project upgrade located at the Police Department, and that to meet this appropriation, \$150,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 47.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 47.

ACTION: Yes: 102, No: 7, Abstentions: 0. Motion Passes. Declared by Moderator. May 10th, 2023. Electronic Voting.

Article 48 - Police Capital

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 capital for the Police Department.

Police Station Upgrades: \$75,000

Cruisers: \$220,000

Inserted by: Select Board

Requested by: Police Chief

Date: February 7, 2023

PROPOSED MOTION: That the Town vote to appropriate the following amounts for the Police Department, with each considered to be a separate appropriation:

- A. \$75,000.00 for Police Station upgrades, and to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$75,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority.
- B. \$220,000.00 for the purchase of three (3) Police cruisers by transferring \$220,000.00 from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 48.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 48.

ACTION: Yes: 104, No: 8, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator. May 10th, 2023.

Article 49 - Fire Capital

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 capital for the Fire Department.

Firefighting and Emergency Medical Services Life Safety Equipment: \$295,0000

CAD Software: \$55,000

Command Vehicles: \$170,000

Firefighting Protective Gear: \$ 225,000 Amount Changed @ May 15th, 2023 to: **\$70,000**

Self Contained Breathing Apparatus: 70,000 Amount Changed @ May 15th, 2023 to: **\$225,000**

Inserted by: Select Board

Requested by: Fire Chief
Date: February 7, 2023

PROPOSED MOTION: That the Town vote to appropriate the following amounts for the Fire Department, with each considered to be a separate appropriation:

- A. \$55,000.00 for the purchase of CAD software by transferring \$55,000.00 from Free Cash.
- B. \$170,000.00 for the purchase of two (2) command vehicles by transferring \$170,000.00 from Free Cash.
- C. \$225,000.00 for the purchase of firefighting protective gear by transferring \$225,000.00 from Free Cash.
- D. \$70,000.00 for the purchase of self-contained breathing apparatus by transferring \$70,000.00 from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 49.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 49.

ACTION: Item A: Yes: 98, No: 1, Abstentions: 0. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

ACTION: Item B: Yes: 88, No: 4, Abstentions 0. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

ACTION: Item C: Yes: 100, No: 0, Abstentions: 0. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

ACTION: Item D: Yes: 102, No: 0, Abstentions: 0. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 50 - Multiple Small Equipment and Maintenance Purchases for Cedar Hill

To see if the town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, borrow, or fund from retained earnings, sufficient funds for several small

equipment purchases such as, but not limited to, sod cutter, hose reel cart, push mowers, leaf blowers, greens maintenance supplies, ball washers, signage, etc.

Inserted by: Select Board

Requested By: Victor Barruzza, Cedar Hill Superintendent

Date: February 7, 2023

Estimated Costs: \$50,000.00

PROPOSED MOTION: That the Town vote to appropriate \$50,000.00 for the purchase of several small equipment purchases such as, but not limited to, sod cutter, hose reel cart, push mowers, leaf blowers, greens maintenance supplies, ball washers, signage, etc., and that to meet this appropriation, \$2,410.08 be transferred from Article 19F1 of the Annual Town Meeting of May, 2021 (Project 10490, greens and grounds equipment) and \$47,589.92 be transferred from Cedar Hill Fund Retained Earnings.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 50.

MUNICIPAL OPERATIONS: Voted 4-0-1 to Accept and Recommend to Town Meeting Article 50.

Ms. Walsh abstained due to her membership on the Cedar Hill Golf Course Operations Committee.

ACTION: Yes: 89, No: 8, Abstentions: 0. Motion Passes. Declared by Moderator. May 15th, 2023. Electronic Voting.

Article 51 - New Voting Machines

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, and/or borrow a sum of money to purchase new voting machines for Elections; or take any other action relative thereto.

Inserted by: Select Board

Requested by: Town Clerk

Date: February 7, 2023

Estimated Cost: 75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 for the purchase of new voting machines for elections, and that to meet this appropriation, \$75,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 7-2-1 to Accept and Recommend to Town Meeting Article 51.

Mark Struck abstained from this vote.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 51.

ACTION: Yes: 76, No: 23, Abstentions: 0. Motion Passes. Declared by Moderator. May 15th, 2023.

Article 52 - Residential Meters

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or otherwise, or borrow a sufficient sum or sums of money to undertake replacement of existing residential water meters compatible with the high performance metering system that provides advanced metering analytics to produce true and accurate reads, including but not limited to meters, services, installation, training and associated infrastructure, including all incidental and related costs, or take any other action relative thereto.

Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs: \$1,600,000

PROPOSED MOTION: That the Town vote to appropriate \$ _____ for the purchase of residential water meters compatible with the high performance metering system, and that to meet this appropriation, \$ _____ be transferred from _____.

FINANCE COMMITTEE: Voted 0-10 to Accept and Recommend to Town Meeting Article 52.

MOTION FAILED

MUNICIPAL OPERATIONS: Voted 4-1 to Accept and Recommend to Town Meeting Article 52.

ACTION: A Motion was made and seconded and so voted unanimously to Dismissed Article 52. Moderator Declared Motion is Dismissed. May 17th, 2023. Voice Vote.

Article 53 - Pratts Court Water Treatment Plant Upgrades

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, including but not limited to any of the Enterprise Funds of the Town, or otherwise, or borrow a sufficient sum or sums of money to replace filter media, and rehabilitate, modernize, repair, modify and upgrade filter piping and valving and install new well pumps and associated piping, valving and controls and associated infrastructure, for DEP Compliance at the Pratts Court Water Treatment Plant located off Pratts Court including all incidental and related costs, or take any other action thereto.

Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs: \$1,500,000

PROPOSED MOTION: That the Town vote to appropriate \$1,500,000.00 to replace filter media, and rehabilitate, modernize, repair, modify and upgrade filter piping and valving and install new well pumps and associated piping, valving and controls and associated infrastructure, for DEP Compliance at the Pratts Court Water Treatment Plant located off Pratts Court including all incidental and related costs, and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$1,500,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority, and further, although these bonds and notes will be considered general obligations of the Town, the debt service on these obligations is intended to be repaid by the Water Enterprise Fund.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 53.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 53.

ACTION: A Motion was made and seconded and so voted unanimously to Dismissed Article 53. Moderator Declared Motion is Dismissed. May 17th, 2023. Voice Vote.

Article 54 - Phase 5 Water Main Upgrades and Improvements

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, including but not limited to any of the Enterprise Funds of the Town, or otherwise, or borrow a sufficient sum or sums of money to undertake maintenance, extraordinary maintenance, improvements, repairs, upgrades, modifications and the like to the Town-owned Water Mains, including but not limited to replacement of existing water mains, new valves, fire hydrants, customer water services, as applicable, professional engineering/architectural services, design, site preparation, demolition, installation, and all other incidental and related costs, or take other action relative thereto.

Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs: \$1,878,000

PROPOSED MOTION: That the Town vote to appropriate \$1,878,000.00 to undertake maintenance, extraordinary maintenance, improvements, repairs, upgrades, modifications and the like to the Town-owned Water Mains, including but not limited to replacement of existing water mains, new valves, fire hydrants, customer water services, as applicable, professional engineering/architectural services, design, site preparation, demolition, installation, and all other incidental and related costs, and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$1,878,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority, and further, although these bonds and notes will be considered general obligations of the Town, the debt service on these obligations is intended to be repaid by the Water Enterprise Fund.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 54.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 54.

ACTION: Yes: 89, No: 1, Abstentions: 1. Motion Passed by a 2/3rds Vote. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 55 - Sewer Capital - Inflow and Infiltration

To see if the Town will vote to raise and appropriate, transfer from available funds in the Treasury, if any, 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 leaders, or sump pumps but not limited to, as applicable, professional engineering/architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, or take any other action relative thereto. Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs: \$400,000

PROPOSED MOTION: That the Town vote to appropriate \$400,000.00 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 leaders, or sump pumps but not limited to, as applicable, professional engineering/architectural services, design, site preparation and demolition, installation, and all other incidental and related costs, and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$400,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority, and further, although these bonds and notes will be considered general obligations of the Town, the debt service on these obligations is intended to be repaid by the Sewer Enterprise Fund.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 55.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 55.

ACTION: Yes: 99, No: 2, Abstentions: 0. Motion Passes by a 2/3rds Vote. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 56 - Town Lake Management Program

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 the continuation of the Town of Stoughton's Town-wide lake management program to include engineering, consulting, studies and ongoing treatment to control exotic and invasive aquatic vegetation in our Town lakes and ponds, including all incidental and related expenses; or take any action relative thereto.

Inserted by: Select Board

Requested by: Conservation Commission

Date: February 7, 2023

Estimated Costs: \$50,000

PROPOSED MOTION: That the Town vote to appropriate \$50,000.00 for the continuation of the Town of Stoughton's Town-wide lake management program to include engineering, consulting, studies and ongoing treatment to control exotic and invasive aquatic vegetation in our Town lakes and ponds, including all incidental and related expenses, and that to meet this appropriation, \$50,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 56.

MUNICIPAL OPERATIONS: Voted 4-0-1 to Accept and Recommend to Town Meeting Article 56.

Mr. Horan abstained due to his membership on the Conservation Committee.

ACTION: Yes: 101, No: 1, Abstentions: 1. Motion Passes by a Simple Majority. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 57 - Town Hall Parking and Landscape 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 professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to parking, traffic and landscape improvements at Town Hall or take any action relative thereto.

Inserted by: Select Board

Requested by: Marc Tisdelle, Director of Development Services/Town Engineer

Estimated Costs: \$75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 for professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to parking, traffic and landscape improvements at Town Hall and that to meet this appropriation, \$75,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 57.

ACTION: Yes: 64, No: 37, Abstentions: 1. Motion Passes by Simple Majority. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 58 - Landscape Improvements at the Lucius Clapp Property

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 professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to parking, traffic and landscape improvements at Lucius Clapp property or take any action relative thereto.

Inserted by: Select Board

Requested by: Marc Tisdelle, Director of Development Services/Town Engineer

Estimated Costs: \$75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 for professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to parking, traffic and landscape improvements at Lucius Clapp property and that to meet this appropriation, \$75,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 58.

ACTION: Yes: 18, No: 85, Abstentions: 1. Motion Fails. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 59 - Tosca Drive, Central St, & Canton St Intersection Improvements

To see if the Town will vote as follows to provide for the Tosca Drive Intersection Improvement Project:

Pursuant to the authority granted under Chapter 75 of the Acts of 2022, to transfer from that board or committee currently having care, custody and control for the specific purposes for which it is held, to the Select Board for general municipal purposes, including, but not limited to, all purposes for which public ways are used in the Town, those three parcels of land making up a portion of a lot acquired by the Town for park purposes described in a deed recorded with the Norfolk County Registry of Deeds in Book 1415, Pages 234 and 235, located at the intersection of Central Street and Canton Street and identified as Stoughton Assessors Map 30, Lot 46, said parcels being depicted as "Area 1 = 4,426 SF Reduced Parkland Area", "Area 2 = 174 SF Reduced Parkland Area" and "Area 3 = 26 SF Reduced Parkland Area" on the plan entitled: "Plan of Land Frederick H. Pye Memorial Park in Stoughton, MA Norfolk County Prepared for the Town of Stoughton, MA", dated August 13, 2019, and prepared by Greenman-Pedersen, Inc. (the "Plan"); and further to transfer from that board or committee currently having care, custody and control for the specific purposes for which it is held, to the Select Board for park purposes under Section 3 of Chapter 45 of the General Laws, to be held as part of the above-referenced park identified as Stoughton Assessors Map 30, Lot 46, that portion of the now-discontinued Old Central Street depicted as "Area 4 = 4,626 SF Additional Parkland Area" on the Plan, subject to the rights of others, if any, to maintain existing underground utilities therein, such land to be dedicated forever to the protection of Article 97 of the Amendments to the Constitution, provided that the Select Board may grant such interests in such land as may be required to confirm existing utility rights, as previously authorized by the vote under Article 34 of the May 2, 2022 Annual Town Meeting;

-
- A. To accept the alteration of the layouts of Tosca Drive, Canton Street, and Central Street, public ways in the Town, as ordered by the Select Board in the locations more or less depicted on that plan entitled "Alteration Plan of Tosca Drive, Canton Street and Central Street (Route 27) in Stoughton, MA, Norfolk County, Prepared for the Town of Stoughton," dated December 8, 2021, revised September 12, 2022, prepared by Greenman-Pedersen, Inc. (the "Layout Plan"), as that plan may be amended prior to said order, said plan and the Board's order in accordance therewith having been placed on file with the Town Clerk as required by law, and further to authorize the

Select Board to acquire, by gift, purchase, or eminent domain, rights sufficient to use said newly-included portions of the ways for all purposes for which public ways are used in the Town of Stoughton, and to convey such interest as the Town may hold in the discontinued portion of the ways to others, all upon such terms and conditions and for such consideration as the Select Board deems appropriate;

- B. To accept the layout of a public shared use path, as ordered by the Select Board, pursuant to G.L. c.82, §§33 & 35, in the locations more or less depicted on the Layout Plan, as that plan may be amended prior to said order, said plan and the Board's order in accordance therewith having been placed on file with the Town Clerk as required by law, said path being part of that certain public park identified as Stoughton Assessors Map 30, Lot 46, and dedicated to park purposes pursuant to Section 3 of Chapter 45 of the General Laws; and
- C. To raise and appropriate, transfer from available funds, or borrow a sum of money to supplement those funds appropriated under Article 28 of the June 23, 2020 Annual Town Meeting, and under Article 35 of the May 2, 2022 Annual Town Meeting, for the construction of and acquisition of interests in land necessary to carry out the road improvement project at the intersection of Central Street, Tosca Drive and Canton Street in the locations more or less depicted on the plan entitled "Plan and Profile of Intersection Improvements and Related Work at Central Street, Route 27 (Canton Street) and Tosca Drive in the Town Of Stoughton Norfolk County, Preliminary Right of Way Plans," originally submitted June 28, 2018 and revised through January 5, 2023, as said plan may be amended, a copy of which has been placed on file with the Town Clerk, and all costs incidental and related thereto;

or take any other action relative thereto.

Inserted by: Select Board

Requested by: Marc Tisdelle, Director of Development Services/Town Engineer

Date: February 7, 2023

Estimated Costs: \$150,000

PROPOSED MOTION: That the Town vote to appropriate \$150,000.00 for the purposes as described in the warrant, and that to meet this appropriation, \$150,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 59.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 59.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 59.

MUNICIPAL REGULATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 59.

ACTION: Yes: 100, No: 4, Abstentions: 0. Motion Passes by a Simple Majority. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 60 - Pine Street and Pleasant Street Intersection Improvements Design

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 professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to traffic improvements at the Pine Street and Pleasant Street Intersection or take any action relative thereto.

Inserted by: Select Board

Requested by: Marc Tisdelle, Director of Development Services/ Town Engineer

Date: February 7, 2023

Estimated Costs: \$75,000

PROPOSED MOTION: That the Town vote to appropriate \$75,000.00 for professional consulting services to provide survey, civil engineering, landscape design, and other related consulting services with respect to traffic improvements at the Pine Street and Pleasant Street Intersection and that to meet this appropriation, \$75,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 60.

ACTION: Yes: 92, No: 12, Abstentions: 1. Motion Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 61 - Acceptance of Kelsey Drive Sewer Pump Station as Public

To see if the Town will vote to accept the Sewer Pump Station, and the land thereon, that was required to be built to serve the subdivision and other property in the Town, as set forth in the 2015 Decision, and built in accordance with that Decision and in the location as shown on the Plans entitled: "Sewer Pump Station and Infrastructure Plan for the Villages at Goddard Highlands in Stoughton Massachusetts," dated Feb. 13, 2015, last rev. 4/6/2016, prepared by Outback Engineering, sheets 1-11. The permitted design flow for the Pump Station is 44,240

gallons per day and is intended to be owned, operated and maintained by the Stoughton Sewer Department.

Inserted by: Select Board

Requested by: Town Staff

Date: February 7, 2023

Estimated Costs: \$0

PROPOSED MOTION: That the Town vote to accept the Sewer Pump Station, and the land thereon, as set forth in the 2015 Definitive Subdivision Approval Decision and shown on the Plans entitled: "Sewer Pump Station and Infrastructure Plan for the Villages at Goddard Highlands in Stoughton Massachusetts," dated Feb. 13, 2015, last rev. 4/6/2016, prepared by Outback Engineering, sheets 1-11; and, further, to authorize the Select Board, on such terms and conditions as the Board deems appropriate, to acquire by gift, purchase or eminent domain, said Sewer Pump Station, and the land thereon, and including any access, drainage and utility easements depicted on said plan, and any other such temporary or permanent easements as may be needed to operate and maintain the Sewer Pump Station.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 61.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 61.

ACTION: Yes: 89, No: 13, Abstentions: 3. Motion Passes by a 2/3rds Vote. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 62 - Electronic Permitting Software

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 electronic permitting software and for consulting services to assist the Town with implementation of this software and all necessary hardware, software, training and fees or take any action relative thereto.

Inserted by: Select Board

Requested by: Marc Tisdelle, Director of Development Services/Town Engineer

Date: February 7, 2023

Estimated Costs: \$450,000 (A Motion was made, seconded and Unanimously Voted to Reduce the amount to 250,000. By a Voice Vote the Motion Passed. Declared by Moderator. May 17th, 2023).

PROPOSED MOTION: That the Town vote to appropriate \$450,000.00 to purchase electronic permitting software and for consulting services to assist the Town with implementation of the software and all necessary hardware, software, training and fees and that to meet this appropriation, \$450,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 62.

MUNICIPAL OPERATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 62.

ACTION: Yes: 105, No: 1, Abstentions: 1. Amended Motion Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 63 - Create Opioid Settlements Stabilization Fund

To see if the Town will vote to accept the fourth paragraph of Massachusetts General Laws, Chapter 40, Section 5B, which allows the dedication, without further appropriation, of all, or a percentage not less than 25 percent, of particular fees, charges or receipts to a stabilization fund to be named the Opioid Settlements Stabilization Fund, established under Massachusetts General Laws, Chapter 40, Section 5B, to be effective for the fiscal year beginning on July 1, 2023, or take any other action relative thereto.

Inserted by: Select Board

Requested by:

Stephanie Patton, Prevention Coordinator on behalf of the Stoughton Opioid Task Force (Chief McNamara, Chief Carroll, Janiece Bruce, Sean Butrica)

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: That the Town vote to accept the fourth paragraph of Massachusetts General Laws, Chapter 40, Section 5B, which allows the dedication, without further appropriation, of all, or a percentage not less than 25 percent, of particular fees, charges or receipts to a stabilization fund to be named the Opioid Settlements Stabilization Fund, established under Massachusetts General Laws, Chapter 40, Section 5B, to be effective for the fiscal year beginning on July 1, 2023.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 63.

ACTION: Yes: 100, No: 2, Abstentions: 0. Motion Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 64 - Dedicate Revenues to the Opioid Settlements Stabilization Fund

To see if the Town will dedicate 100% of the opioid settlement funds to be received to the Opioid Settlements Stabilization Fund established under Massachusetts General Laws Chapter 40, Section 5B, effective for the fiscal year beginning on July 1, 2023.

Inserted by: Select Board

Requested by:

Stephanie Patton, Prevention Coordinator on behalf of the Stoughton Opioid Task Force (Chief McNamara, Chief Carroll, Janiece Bruce, Sean Butrica)

Date: February 7, 2023

Estimated Cost:

PROPOSED MOTION: That the Town vote to dedicate 100% of the opioid settlement funds received to the Opioid Settlements Stabilization Fund, established under Massachusetts General Laws Chapter 40, Section 5B, effective for the fiscal year beginning on July 1, 2023.

Amended Motion: To take 200,000 from Free Cash to Fund Account. By a Voice Vote a Motion was made **seconded** and so voted unanimously to take 200,000 from Free Cash. Declared by Moderator. May 17th, 2023.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 64.

ACTION: (Main Motion) Yes: 87, No: 14, Abstentions: 1. Main Motion Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

ACTION: (Amended Motion) Yes: 74, No: 26, Abstention: 2. Amended Motion Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 65 - Deposit to Building Stabilization Fund

To see if the Town will vote to deposit funds into the Building Stabilization Fund; or take any other action relative thereto.

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: Refer to Town Meeting.

FINANCE COMMITTEE: Voted 10-0 to Refer to Town Meeting Article 65.

ACTION: A Motion was made, seconded and unanimously voted by a Voice Vote to Dismiss Article 65. Declared Dismissed by the Moderator. May 17th, 2023.

Article 66 - Fire Apparatus Stabilization Fund

To see if the Town will vote to deposit funds into the Fire Apparatus Stabilization Fund; or take any other action relative thereto.

Inserted by: Select Board

Requested by: William Rowe, Town Accountant

Date: February 7, 2023

Estimated Costs:

PROPOSED MOTION: Refer to Town Meeting.

FINANCE COMMITTEE: Voted 10-0 to Refer to Town Meeting Article 66.

ACTION: A Motion was made, seconded and unanimously voted by a Voice Vote to Dismiss Article 66. Declared Dismissed by the Moderator. May 17th, 2023.

Article 67 - Fund Feasibility Study of South Elementary School

To see if the Town will vote to raise and appropriate, borrow and/or transfer from available funds in the Treasury, if any, an amount of money to be expended under the direction of the South School Building Committee for a feasibility study for the possible replacement, or renovation of, or addition to, the South Elementary School, located at 171 Ash Street, Stoughton, including, but not limited to, professional services such as design, planning and architectural services, environmental testing, Owners Project Management services and any other incidental and related expenses, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority; 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 costs the Town incurs in connection with the feasibility study that is in excess of any

grant approved by and received from the MSBA shall be the sole responsibility of the Town; or take any other action relative thereto.

Requested by: South Elementary School Building Committee

Inserted by: Select Board

Date: February 7, 2023

Estimated Cost: \$250,000

PROPOSED MOTION: That the Town vote to appropriate \$250,000.00 to be expended under the direction of the South School Building Committee for a feasibility study for the possible replacement, or renovation of, or addition to, the South Elementary School, located at 171 Ash Street, Stoughton, including, but not limited to, professional services such as design, planning and architectural services, environmental testing, Owners Project Management services and any other incidental and related expenses, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority; 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 costs the Town incurs in connection with the feasibility study that is in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow \$250,000.00 and to issue bonds or notes therefor pursuant to Chapter 44 and/or Chapter 29C of the General Laws or any other enabling authority.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 67.

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 67.

ACTION: Yes: 76, No: 13, Abstentions: 1. Motion Passes by a 2/3rds Majority Vote. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 68 - Security Upgrades - Intrusion alarm upgrades and Interior Door Hardware

To see if the Town will vote to appropriate, borrow, and/or transfer from available funds in the Treasury, if any, for the upgrade and installation of various security measures, including the replacement of the intrusion alarms systems at seven Stoughton Public School buildings (excluding Stoughton High School), and updates of interior door hardware at seven Stoughton Public Schools buildings (excluding Stoughton High School), for the purpose of updating the

alarm panels and the number of alarm nodes, and providing door security measures consistent with Stoughton High School security standards, or take any other action relative thereto.

Requested by: School Department

Inserted by: Select Board

Date: February 7, 2023

Estimated Costs: \$450,000

PROPOSED MOTION: That the Town vote to appropriate \$450,000.00 for the upgrade and installation of various security measures, including the replacement of the intrusion alarms systems at seven Stoughton Public School buildings (excluding Stoughton High School), and updates of interior door hardware at seven Stoughton Public Schools buildings (excluding Stoughton High School), for the purpose of updating the alarm panels and the number of alarm nodes, and providing door security measures consistent with Stoughton High School security standards and that to meet this appropriation, \$250,000.00 be transferred from Article 40 of the Annual Town Meeting of May, 2015 (Project 10033, Wilkins doors and windows) and \$200,000.00 be transferred from Free Cash.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 68.

ACTION: Yes: 81, No: 6, Abstentions: 0. Article Passes. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 69 - Stoughton Depot Rehabilitation: Cash Payment of Previously Authorized

Bonding

To see if the Town will fund, pursuant to G.L. c.44B, the Community Preservation Act, a sum of money for the rehabilitation of the Stoughton Depot Building located at 45 Wyman Street, and to rescind the authorization for the Town to borrow any unissued bonding previously approved under Article 10 at Town Meeting on November 23, 2015, or take any other action relative thereto.

Requested by: Community Preservation Committee

Inserted by: Select Board

Date: February 7, 2023

Estimated Cost: \$300,000.00

PROPOSED MOTION: Refer to Town Meeting.

FINANCE COMMITTEE: Voted 10-0 to Refer Article 69 to Town Meeting as we were informed at our Public Hearing this may be dismissed.

ACTION: A Motion was made, seconded and unanimously voted by a Voice Vote to Dismiss Article 69. Declared Dismissed by the Moderator. May 17th, 2023.

Article 70 - Funding Approval Sunset

To see if the Town Meeting will vote to approve the following Bylaw requirement;

Any Article approved that has \$250,000 (Two Hundred and Fifty Thousand Dollars) funding or LESS will have a "sunset" of approval of three years starting at beginning of the fiscal year the article has been approved unless stipulated as part of the article. Approved fund spending must be initiated prior to the end of the third fiscal year of approval. Spending must be completed prior to the ending of the fourth fiscal year. A one-year extension may be granted by the Select Board to complete an approved article. Otherwise, the article funding will be rescinded, then must be resubmitted to Town Meeting for reconsideration or continued approval.

All Articles approved over of \$250,000 (Two Hundred and Fifty Thousand Dollars) will have a "sunset" of approval of four years starting at beginning of the fiscal year the article was approved unless stipulated as part of the article. Approved spending funds must be initiated prior to the end of the fourth year of approval and spending must be completed prior to the ending of the sixth year. An extension as needed may be granted by the Select Board. Otherwise, the article funding will be rescinded, then must be resubmitted to Town Meeting for reconsideration or continued approval.

All funding for articles not spent past "sunset" that have not been extended will no longer be available unless resubmitted for Town Meeting approval.

Any State and/or Federal Grants will be exempt from this "sunset" requirement.

Any labor negotiation agreement will be excluded from this provision.

If this article is approved by Town Meeting, Legal Council will implement this change as a Bylaw to the towns charter or take any action required.

Petitioner: Peter E. Murphy, 60 Peters Drive, Stoughton, MA 02072

Date: February 7, 2023

Proposed Motion: Any Article approved that has \$250,000 (Two Hundred and Fifty Thousand Dollars) funding or LESS will have a "sunset" of approval of three years starting at beginning of the upcoming fiscal year the article has been approved unless stipulated as part of the article. Approved fund spending must be initiated prior to the end of the third fiscal year of approval. Spending must be completed prior to the ending of the fourth fiscal year. A one-year extension may be granted by the Select Board to complete an approved article. Otherwise, the article funding will be rescinded, then must be resubmitted to Town Meeting for reconsideration or continued approval.

All Articles approved over of \$250,000 (Two Hundred and Fifty Thousand Dollars) will have a "sunset" of approval of four years starting at beginning of the upcoming fiscal year the article was approved unless stipulated as part of the article. Approved spending funds must be initiated prior to the end of the fourth year of approval and spending must be completed prior to the ending of the sixth year. An extension as needed may be granted by the Select Board. Otherwise, the article funding will be rescinded, then must be resubmitted to Town Meeting for reconsideration or continued approval.

All funding for articles not spent past "sunset" that have not been extended will no longer be available unless resubmitted for Town Meeting approval.

Any State and/or Federal Grants will be exempt from this "sunset" requirement.

Any labor negotiation agreement will be excluded from this provision.

If this article is approved by Town Meeting, Legal Counsel will implement this change as a Bylaw to the towns charter or take any action required.

Petitioner: Peter E. Murphy 60 Peters Drive Stoughton, MA 02072

Precinct 2 Town Meeting Representative.

FINANCE COMMITTEE: Voted 9-1 to Accept and Recommend to Town Meeting Article 70.

MUNICIPAL REGULATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 70.

ACTION: Yes: 50, No: 39, Abstentions: 5. Motion Passes by a Simple Majority. Declared by Moderator. May 17th, 2023. Electronic Voting.

Article 71 - Climate Action Plan Committee

To see if the Town will vote to: There is an urgent need to address the impending human and ecological disasters created by climate change. The residents of Stoughton, their children, and their descendants will be forced to grapple with the impacts of climate change. In response, municipalities throughout the Commonwealth are developing effective practices, goals, and strategies to minimize greenhouse gas emissions and other activity that contributes to climate change, along with preparing to mitigate the impacts of climate change.

PROPOSED MOTION: that the Town vote to establish a Climate Action Plan Committee, to be comprised of nine (9) members, as follows:

1. The Town Energy Manager;
2. One member to be a Town employee appointed by the Town Manager;
3. One member to be appointed by the Stoughton Energy and Sustainability Committee; and

4. Six (6) members to be appointed by the Select Board following public posting of openings.

Said Committee shall be formed no later than June 30, 2023; shall meet in public meetings biweekly and conduct itself according to the standards governing Town Committees; shall be authorized with Town Manager approval to seek grant support; and shall be charged with issuing an interim report with recommendations, followed by a comprehensive final report no later than June 30, 2025.

Petitioner: Molly Cochran
Date: February 7, 2023
Estimated Cost: None

INTERGOVERNMENTAL RELATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 71.

MUNICIPAL REGULATIONS: No Recommendation was made as a quorum was not available for a vote on the article.

ACTION: Yes: 75, No: 34, Abstentions: 0. Motion Passes by a Simple Majority. Declared by Moderator. May 22nd, 2023. Electronic Voting.

Article 72 - Speed Limit Change to 25mph

To see if the Town will vote to accept the provisions of G.L. c.90, §17C, which allows the Select Board to establish a speed limit of 25 miles per hour in any thickly settled or business district in the Town that is not a state highway, or take any other action relative thereto.

Petitioner: Robert Mullen, 19 Clover Lane, Stoughton, MA 02072
Date: February 7, 2023
Estimated Cost: None

PROPOSED MOTION

That the Town vote to accept the provisions of G.L. c.90, §17C, and to authorize the Select Board to establish a speed limit of 25 miles per hour in any thickly settled or business district in the Town that is not a state highway, or take any other action relative thereto.

MUNICIPAL REGULATIONS: Voted 3-2 to Accept and Recommend to Town Meeting Article 72.

ACTION: A Motion was made, seconded and unanimously voted by a Voice Vote to Dismiss Article 72. Declared Dismissed by the Moderator. May 22nd, 2023.

Article 73 - Charter Change

To see if the Town will vote to amend Bylaw C7-14 Town Meeting Standing Committee – Establishment of Town Meeting Charter Review Committee as a Temporary Town Meeting Committee adopted April 26, 1976 at the Annual Town Meeting by adding the duties of the Charter Review Committee as follows:

§ 10-2. Duties of meetings; recommendations.

The Charter Review Committee shall serve as an advisory committee to the Stoughton Representative Town Meeting by making recommendations to the Representative Town Meeting for changes to the Town Charter by proposing articles for the Annual Town Meeting Warrant. As an advisory committee to Town Meeting it shall be subject to all the provisions of the Town Charter and bylaws regarding public hearings, legal advertising, reporting, publishing, and distribution of its recommendations to the Town Meeting Representatives.

- A. The Charter Review Committee will meet on a regular basis to study the Town Charter, make recommendations for updates or changes to the Town Charter, and consider recommendations for changes to the Town Charter from residents of Stoughton, Town Meeting Representatives, the Select Board, Municipal Departments, Town Committees, or the Town Attorney.
- B. The Charter Review Committee may not propose any change in the Charter relating in any way to the composition, mode of election or appointment, or terms of office of the legislative body (Representative Town Meeting), or the Select Board, or the School Committee, or Town Manager.
- C. When a recommended change to the Charter that impacts any other part of Town Government is supported by the Committee, the Committee will attempt to invite a member of the impacted constituency to participate in a discussion of the proposed change with the committee prior to voting on an article for the Town Warrant.
- D. As part of its study, the Committee shall hold one or more public informational hearings on the changes to the Charter being proposed, notice of which shall be posted publicly and published for each of two weeks, and not less than seven days preceding such hearing.
- E. The Charter Review Committee may annually make recommendations to Town Meeting for any changes to the Charter, in the form of warrant articles, that are recommended by a majority vote of the Committee. In the event a Special Town Meeting is called in addition to the Annual Town Meeting, the Charter Review Committee may make additional recommendations for changes to the Charter.

Quorum.

The Charter Review Committee shall not meet or conduct business without the presence of a quorum. A majority of the current members of the Charter Review Committee shall constitute a quorum. The Charter Review Committee shall approve its actions by majority vote of those members present.

Amendments.

This bylaw may be amended from time to time by a majority vote of the Town Meeting.

Petitioner: Charter Review Committee

Date: February 7, 2023

Estimated Cost: None

MUNICIPAL REGULATIONS: No Recommendation was made as a quorum was not available for a vote on the article.

ACTION: Yes: 80, No: 25, Abstentions: 3. Amended Motion Passes. Declared by Moderator. May 22nd, 2023. Electronic Voting. (Please see Attachment B)

Article 74 – Adopt Financial Policy Statement

To see if the Town of Stoughton will adopt a new Financial Policy Statement developed by the Town Manager and approved by the Select Board. Whereas the current Financial Policy for the Town only addresses debt limits within the Operating Budget, a full range of available financial guidelines and policies will stabilize the Town's outlook. Town of Stoughton can communicate new Financial Policy Statement to Bond markets that set interest rates and to the State of Massachusetts agencies with grant awarding authority. Now, therefore, be it hereby Resolved the Town of Stoughton develops and approves a new Financial Policy Statement.

Petitioner: David Lurie

Date: February 7, 2023

Estimated Cost: None

PROPOSED MOTION

To see if the Town of Stoughton will adopt a new Financial Policy Statement developed by the Town Manager and approved by the Select Board. Whereas the current Financial Policy for the Town only addresses debt limits within the Operating Budget, a full range of available financial guidelines and policies will stabilize the Town's outlook. Town of Stoughton can communicate new Financial Policy Statement to Bond markets that set interest rates and to the State of

Massachusetts agencies with grant awarding authority. Now, therefore, be it hereby Resolved the Town of Stoughton develops and approves a new Financial Policy Statement.

FINANCE COMMITTEE: Voted 10-0 to Accept and Recommend to Town Meeting Article 74.

MUNICIPAL REGULATIONS: Voted 5-0 to Accept and Recommend to Town Meeting Article 74.

ACTION: Yes: 68, No: 36, Abstentions: 3. Motion Passes. Declared by Moderator. May 22nd, 2023. Electronic Voting.

A Motion was made by George Dolinsky, Seconded by Scott Carrara to Dissolve the Annual Town Meeting at 8:44 p.m.

Respectfully Submitted,

Stephanie G. Carrara, CMC/MMC
Town Clerk

SEAL

**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 2023

The Annual Report of the Stoughton Public Schools
Joseph F. Baeta, Ed.D., Superintendent

The Stoughton Public Schools entered the 2023 year continuing to implement the FY23-25 Triennial Plan, including updates in the fall of 2023 in all three elements.

The South School Building Project Committee continued to meet with the OPM; Compass-Vertex and the Designer/Architect; DRA and numerous community forums were held which led to the final decision of Schematic Design. The Building Committee reviewed various options and the final decision was to forward a project to the Town Meeting and voters that will house 515 students in a three story building for grades K-5.

During the spring of 2023 the District continued to work towards meeting both targeted academic goals as well as the budget process. At the Annual Town Meeting, the final FY24 budget was voted which led to the hiring of the Assistant Superintendent for Human Resources and Wellness, the continued implementation of no fees, and an added transportation yellow bus to support student ridership. The budget also supported the full implementation of the Triennial Plan.

In June of 2023, the District hired a new Assistant Superintendent for Finance and Operations, a new Director of Special Education PreK-12, a new Director of Athletics 6-12, Assistant Director of Finance and Operations (replacing the position of Grant Writer) and the STA Unit B contract was finalized.

In the late winter/early spring, I was hired as the new Superintendent of Schools with a three year contract, to commence on July 1, 2023. Since then the District has reached an agreement with the STA Unit A, on a three year retroactive contract for FY 24-26. We have also undergone various reviews and some revisions in the areas of HR with attention to protocols and procedures. We also hired numerous staff district wide to support students, district operations and school safety. The budget process for FY25 is well underway and is being finalized.

I also provided, and the School Committee formally accepted, a two-year superintendent evaluation process that targets at least 90% of students reading at grade level by the end of third grade, starting in FY26, and a full review of standards and indicators in the areas of leadership and

governance, curriculum and instruction, assessment, human resources and professional development, student support, financial and asset management, and privacy and security.

Stoughton School Committee
Katherine Weiss, Chairperson

The School Committee is responsible for hiring and evaluating the Superintendent, reviewing and approving the district's budget and establishing the district's policies and educational goals. The Stoughton Public Schools' mission statement, core values and strategic plans guide the Committee in its decisions.

In 2023 the School Committee welcomed Dr. Joseph Baeta as Superintendent of the Stoughton Public Schools. We look forward to working with him to fulfill the School District's vision of excellence in learning for all of Stoughton's students.

The initial fiscal year 2024 approved budget was **\$56,200,681**, a **1.19** percent increase over fiscal year 2023. Following an increase in Chapter 70 funding under the Student Opportunity Act, the School Committee voted to raise the fiscal year **2024 budget to \$58,700,681**, a **6.44 percent increase** over fiscal year 2023. We would like to thank the members of Town Meeting for their continued support of our annual budget and facilities enhancement projects.

The School Committee updated a number of policies to reflect legal changes, align with current practices and bring language up to date. We would like to thank the Policy Working Group for its work in reviewing these policies and ensuring their accordance with Massachusetts General Law.

The School Committee is grateful to the families of the district, Town Meeting members and the entire Stoughton community for their continued support of education. We are appreciative of everyone whose time and talents have enhanced the Stoughton Public Schools' facilities, programs and activities. We recognize the hard work and dedication of two School Committee members; Sandra Groppi and Katie Pina-Enokian, who stepped down this past spring after years of service.

Curriculum and Technology

Jonathan Ford, Assistant Superintendent of Curriculum and Technology

Stoughton Public Schools Policy Manual Review and Update

Each year the School Committee works with the District administration to review and update the Stoughton Public Schools Policy Manual. This is done to not only ensure compliance with a myriad of State and Federal laws and regulations, but to ensure the Committee has set clear expectations for the District's administrators, faculty and staff. As part of this ongoing process, the following policies were developed, reviewed and/or updated:

Policy AC – NONDISCRIMINATION

Policy BEDH – PUBLIC COMMENT AT SCHOOL COMMITTEE MEETINGS

Policy DBC - BUDGET DEADLINES AND SCHEDULES

Policy DBD - BUDGET PLANNING

Policy DBG - BUDGET ADOPTION PROCEDURES

Policy DBJ - BUDGET TRANSFER AUTHORITY

Policy DD - GRANTS, PROPOSALS, AND SPECIAL PROJECTS

Policy DH - BONDED EMPLOYEES AND OFFICERS

Policy DI - FISCAL ACCOUNTING AND REPORTING

Policy DJ - PURCHASING

Policy DK - PAYMENT PROCEDURES

Policy EEA - STUDENT TRANSPORTATION

Policy GBA - EQUAL EMPLOYMENT OPPORTUNITY

Policy JB - EQUAL EDUCATIONAL OPPORTUNITIES

Policy JFBB - SCHOOL CHOICE

Policy JIC - STUDENT DISCIPLINE

Policy JICFB - BULLYING PREVENTION

Policy KCD - PUBLIC GIFTS TO THE SCHOOLS

The School Committee Policy Manual is available in its entirety, online at:

<https://z2policy.ctspublish.com/masc/Z2Browser2.html?showset=stoughtonset>

FY23 – FY25 Triennial Plan

During the winter and spring of 2022, the District completed a comprehensive self-assessment that led to the development of a new triennial improvement plan. The final plan, approved by the School Committee, identifies three elements the District will focus on in FY23 – FY25 school years, in order to improve the overall education and learning environment of the students that attend the Stoughton Public Schools. To date, the District has made solid progress on all aspects of its current Triennial Plan. Specific information on each of the three (3) elements of the Plan is as follows:

Element One - Social-Emotional Learning (SEL) Pre-K - 12 Program Development

The District will develop and implement a comprehensive PK - 12 SEL Curriculum. All SPS faculty & staff will be provided with targeted professional development. Implementation will be incremental with a full program evaluation being completed by August of 2025.

Element One - Status: The District is on-track to meet the Element One's Goal. Based on a review of year one activities three adjustments were made, as follows:

- While the District had planned on selecting an SEL curriculum for FY24, the timeline was pushed back to allow for the extended piloting of two curriculums before a final decision was made.
- The District conducted a second more focused internal SEL Needs Assessment / Program Evaluation, utilizing information developed in Year 1, centered on school counselors and building principals.
- A School Counselor / SEL Director position was added for FY25.

Element Two - DESE Individual Education Plan (IEP) Improvement Project

The district will implement the new IEP format in a phased approach over three years. Faculty and staff will be provided with targeted professional development. Full implementation and complete program evaluation will be completed by June 2025.

Element Two - Status: The District is on-track to meet the Element Two's Goal. Based on a review of year one activities two adjustments were made, as follows:

- The development of the IEP Project Implementation Plan was pushed back from April 2023 to September of 2023, due to a delay in DESE guidance that was necessary to finalize the Plan.
- The development of the IEP Project Professional Development Plan, was pushed back from June of 2023 to October of 2023, due to the IEP Project Implementation Plan delay.

Element Three - English Language Education (ELE) Program Expansion

In order to meet the needs of a growing English Learner student population, and demonstrate compliance with DESE regulations and the LOOK ACT of 2017, Stoughton Public Schools will increase staffing and make programmatic changes over the course of the triennial plan. At the conclusion of the plan, 1.) all EL students will be receiving the DESE required hours of direct English language instruction; 2.) the Director of Language Acquisition will oversee the ELE and World Language Departments; and 3.) all necessary curricular and assessment components will be fully implemented. A comprehensive ELE program evaluation will be completed, based on the Castañeda Three Prong Test, at the completion of the plan.

Element Three - Status: The District is on-track to meet the Element Three's Goal. Based on a review of year one activities, and a significant increase in the number of EL students, a number of adjustments were made, as follows:

- An Assistant Director of ELE position was moved into FY24 from FY25.
- An ESL/SEI coach/co-teacher at the secondary level was moved into FY24 from FY25.
- An ESL teacher at the elementary level was added to FY24.
- The procurement and implementation of Newcomer ELE curriculum occurred ahead of schedule, in time for the FY24 school year.

- Two ESL courses were added to the FY24 Stoughton Academy Program of Study.
- Rosetta Stone was eliminated and replaced with Transparent Language – a free software provided by the State, which is available through the Public Library System.
- A Haitian Creole speaking Bilingual Community Liaison and Translation Specialist was added in FY24.
- The District eliminated appointing a Director of Language Acquisition to oversee the ELE and World Language Departments.
- The District will establish an Exploratory Committee for Bilingual and Dual Language Programs in FY25.
- An Administrative Assistant to the ELE Department will be added in FY25.
- A Portuguese speaking Bilingual Community Liaison and Translation Specialist will be added in FY25.

REPORT OF HUMAN RESOURCES AND WELLNESS
Matthew Colantonio, M. Ed., Assistant Superintendent

A Challenging Time for Staffing

The field of education, like every other public and private industry in 2023, saw challenges in hiring and staffing not seen in decades. Teacher and educational support staff shortages were commonplace, and districts had to adjust and adapt in order to attract new hires and fill open positions. The decision to create an Assistant Superintendent with a focus on Human Resources was a timely one for the Stoughton Public Schools. With some new and creative approaches, the HR office was able to attract, recruit, and hire nearly every open position before the start of school and virtually every position within a few weeks of school starting. This meant hiring more than fifty faculty educators and many more support staff.

Summer Hiring Fair

We held our very first hiring fair for support staff in August of 2023. For these openings (paraprofessionals, substitute teachers, food services, custodial, and school security), we targeted local and regional candidates with a combination of local newspaper advertising and social media. We had more than thirty attendees and hired dozens of support staff as a result of the event. Rose Antonelli, HR Specialist, Joyce Husseini, Director of Facilities, Amy Saraiva, Assistant Director of Special Education, and Lynda Feeney, EC Director helped with the event. Guy Koppe and the Food Services Department provided snacks and Dr. Amy Quealy, Director of EL coordinated translators. It was a big success, and we will certainly have another hiring fair in 2024.



Staff Wellness

Superintendent Baeta has placed an emphasis on staff wellness here at SPS. Staff wellness has always been an important factor in employee satisfaction and retention, and this is more true today than ever. Staff wellness is not only good for our current employees, it is also a great tool for attracting new employees to SPS. In 2023, we created a Staff Wellness Team comprised of the following individuals: Matt Colantonio, Assistant Superintendent of HR and Wellness; Danielle Gallan, Director of Health Services; Chad Kelley, Director of Physical Education and Health; Meg Kennedy, Director Counseling 6-12; Ed Clarke, Director of Special Education; Community Partner Stephanie Patton, Prevention Coordinator; Community Partner Marci DiCamara, Be Inspired Counseling. One example of our work in this area is our Wellness Wednesday initiative where one Wednesday staff meeting for each school is taken over by the Staff Wellness Team for a focus on personal wellness and reflection.

Substitute Teacher Basic Training

Basic training for substitute teachers was instituted in 2023. Substitute teachers are an important part of the educational team in any school system, and training for these per diem employees is often overlooked or lacking. Each early release Thursday basic training for substitute teachers is provided on classroom management, school safety, medical topics, learning needs, and more.

REPORT OF SPECIAL EDUCATION

Edward N. Clarke, C.A.G.S, M.Ed., Administrator of Special Education

The beginning of the 2023/2024 school year has been a long awaited homecoming, as I return to Stoughton after a 15 year hiatus. It has been a pleasure reacquainting myself with colleagues and the overall positive culture of the Stoughton Public Schools.

During the 2022-2023 school year, The Department of Elementary and Secondary Education (DESE) conducted a review on elements of the district's special education programming. This review process; Tiered Focus Monitoring (TFM), emphasizes elements most tied to student outcomes, and consisted of site visits, interviews and record reviews focusing on the following areas:

- Student identification
- IEP development
- Programming and support services
- Equal opportunity

In August of 2023, DESE released its findings from this review and found that the district was 'partially compliant' in six of the twenty areas of review (DESE always reserves the right to review any of the 58 areas of compliance during a review). The six areas that were flagged were all in regards to required paperwork and timeline compliance. In response to DESE's finding, the special education department has developed a Corrective Action Plan addressing each of the areas of partial compliance. Increased oversight, staff trainings and the development of specific procedures have been identified as action steps the district will take to ensure full compliance moving forward.

The Special Education Department remains strongly committed to a high standard of education, social emotional development and behavioral support for the students of Stoughton with special needs. Each of the district's self-contained programs provided services to address the specific needs of students with significant disabilities. The continuum of programming begins at the Jones Early Childhood Center. The GROW Program is for students that have been diagnosed with ASD, intellectual and other low incidence disabilities. Based on an increase in students needing more

services and support due to their complex profiles, DESE determined that classrooms need to be added to provide the appropriate student to staff ratios. This year, we welcomed additional classrooms in our Alternative Learning Center (ALC) and Therapeutic Learning Center (TLC) programs.

With DESE's IEP Improvement Project entering its final year before every school district must adopt the new DESE-created IEP, a Triennial committee is working to assure that all special education staff are familiar with and prepared to implement the new IEP. The district's action plan will provide general education staff and families with commonality in language and the IEP process. This will better assist in writing effective goals that can be easily measured, implemented and to facilitate stronger communication among all Team members regarding the student disabilities.

The Stoughton Special Education Parent Advisory Council (SEPAC) continues to be an important advisory committee to the Special Education Department. As required, the SEPAC conducted an annual training on Parents' Rights and continues to host meeting and workshops that provide support and meaningful information to Stoughton families.

From the budget process to programmatic development, the special education department continues to have high expectations for the individualized success of all students in collaboration with families, staff and community resource agencies. Through the hiring of highly qualified staff and professional development opportunities, we are excited in the progress that we continue to make in providing services and new learning opportunities for special education students. We are committed to new opportunities to continue our growth and knowledge in our field to bring the best we can to our students to prepare them to reach their highest level of independence, continue to be life-long learners and contributing members of their community. As a reminder to families and the community, the special education website is an additional resource for everyone. Please visit: <https://www.stoughtonschools.org/page/special-education> for up-to-date information.

ELE: English Language Education Department
Amy Somers-Quealy, Ed.D, Director PreK-12
Dawn-Marie Fernandes, Assistant Director PreK-12

The mission of Stoughton Public Schools' English Language Education Department is to provide support and programs for Multilingual Learners (current and former English Learners) that will allow them to grow their English language proficiency so that they will be successful inside and outside of the classroom. Our ESL: English as a Second Language and SEI: Sheltered English Instructional approach focuses on developing students' abilities to access curriculum across all content areas, whereas English and content is learned simultaneously and an asset based approach is employed. In addition, SPS strives to implement culturally responsive teaching so that students' home languages and cultures are fostered and valued. SPS's goals align with the Massachusetts' BluePrint for EL Success in that: all SPS educators share responsibility for MLL success, all educators of English Learners are taught by effective, well-prepared, and culturally responsive educators who hold them to high standards. Multilingual Learners have equitable access to meaningful and rigorous learning opportunities, and finally, English Learners thrive in high school and graduate with the knowledge, skills and abilities necessary to be successful in college and/or a career.

Stoughton Public Schools is now a high incidence of English Learners public school district. At the end of 2023, SPS educated roughly 650 MLL students, 485 identified as ELs (English Learners) and 165 students reclassified as FELs (Former English Learners) who are monitored for four years post reclassification. The district currently employs fifteen highly qualified ESL teachers, nine at the elementary level, six at the secondary level, one ESL/SEI secondary instructional coach, five bilingual paraprofessionals and two ELE administrators. Of SPS's 650 Multilingual students, 289 speak Portuguese as their first language, 130 speak Haitian Creole, 82 speak Spanish, while the rest speak one or more of over thirty other languages.

The District ELE program design is one of SEI: Sheltered English Instruction and ELD: English Language Development. Since Massachusetts' RETELL initiative, teachers have continued to

receive the SEI Endorsement training and subsequent DESE SEI Endorsement. Teachers in all disciplines who are responsible for educating ELs have received the SEI Endorsement or are enrolled in the course. SEI training will continue and comply with state recommendations. Moreover, all EL students will be instructed by highly qualified ESL teachers.

An SEI instructional model aims to develop students' English proficiency and content area knowledge simultaneously in an asset based environment where home languages and cultures are maintained and valued. The ELE Department implements a rigorous ESL curriculum that is WIDA 2020 and Common Core aligned. ESL teachers write and deliver effective MCUs: Model Curriculum Units that take into consideration socio-cultural implications, key language uses and functions. In addition, general education teachers continue to include differentiation for ELs across all proficiency levels. Once ELs are identified, they are placed in an SEI instructional program. ESL instruction aligns with students' English Language Proficiency levels. ELs have access to resources available to all students, including: curricular and extracurricular activities, special education services and counseling services.

ELs' progress is monitored through annual ACCESS for ELs testing as well as interim and benchmark assessments. Every school year, English Learners' English language proficiency is assessed by the WIDA ACCESS for ELs Test during January through February. Federal and state laws require that EL students be assessed annually to measure their proficiency in reading, writing, listening, and speaking English, as well as the progress they are making in learning English. Stoughton Public Schools begins preparation for ACCESS in late November when all administrators of ACCESS must ensure that they are properly trained and certified to administer all relevant sections of the test. Educators retrain to administer ACCESS every two years.

An EL student can be considered to exit the ELE Program when he/she/they achieve a 4.2 overall composite score and a 3.9 in literacy on WIDA ACCESS. Other determining factors must also be considered for reclassification. Ultimately, the most important criteria for determining whether a student may be reclassified as FEL: Former English Learner is his/her/their readiness to do ordinary classroom work in English without reliance on a specifically designed program for learning English.

Ultimately, Stoughton Public Schools fosters an environment of Multilingualism. An important goal of the SPS World Language and English Language Education Departments is to promote proficiency in two or more languages. Every year during the Spring, the ELE and WL departments award the State Seal of Biliteracy that recognizes the value of language diversity.

Humanities and STEM Curriculum

**Susanne Dunn, Ed.D., Diane McDonough, Brian Scanlan, Ed.D. and Eileen Sprague,
STEM and Humanities Directors**

Vision of the Graduate

Stoughton High School; with input from the Stoughton community, parents, educators, staff and students; developed the following Vision of the Graduate during the 2023-2024 school year and presented it to staff during our November 7, 2023 professional development day:

Stoughton High School, in partnership with our community, is committed to supporting students on their journeys to live productive, healthy and meaningful lives. Through our curriculum and via their experiences, our students will become culturally responsive citizens, innovative thinkers and lifelong learners who exemplify excellence of character and live balanced lives.

During the development phase we identified the following Core Competencies that Stoughton graduates will aspire to:

- Become Critical Thinkers
- Emerge as Culturally Proficient
- Mature into Healthy Beings
- Develop Effective Communication
- Take Personal Responsibility
- Cultivate a Growth Mindset

Stoughton School District intends to use the Vision of the Graduate to backwards plan to Pre-K to ensure students are developing these skills from the beginning of their educational journeys. We will begin explicitly embedding these skills in our curriculum maps in the 2024-2025 school year.

Curriculum Development and Review

Adhering to the District's curriculum review cycle, the Curriculum Development and Review Teams convened four times this year. These teams evaluated the current practices to make sure that Stoughton offers all students high quality educational opportunities that align with the Massachusetts Frameworks and high academic standards.

STEM

At the conclusion of the academic year, the Science, Technology and Engineering Curriculum Development and Review Team finished their self-study, highlighting areas of concern and offering recommendations based on their findings. In addition to the self-study, the team produced an action plan that outlined the steps required to advance and enhance Science, Technology and Engineering curriculum. Creating professional development opportunities, developing rigorous and aligned common assessments, integrating literacy and math at the elementary level, adopting a new curriculum at elementary level and updating UBD curricular maps that align both vertically and horizontally were some of the primary action steps. In September 2023, Mystery Science was implemented at the elementary level to provide common hands-on inquiry-based experiences at each grade level.

Based on the findings of the Math Curriculum Development and Review Team, the secondary level adopted new curriculum programs. For grades 6-8, Desmos was adopted as the primary curriculum platform. The program is available online and through print. The goal of the program is to get students to conceptually understand mathematical concepts, discuss and explain reasoning and think critically through real-world problems and scenarios. Desmos is considered a High-Quality Instructional Material through the state CURATE process. Teachers in grades 6-8 were able to pilot the program in the spring of 2023 and fully implement the platform starting this fall.

Stoughton High School adopted Illustrative Mathematics through the Imagine Learning platform for Algebra 1 and Algebra 1 support courses. Illustrative Math is another High-Quality Instructional Material as per the state's CURATE process. Illustrative Math is grounded in best practice for math education as well meeting the continued need to develop students' abilities to reason through challenging problems, think critically and explain mathematical thinking. We continue to provide teacher training on this platform as we grow and learn how it works best for our students and teachers.

Humanities

Early Literacy

To enhance early literacy practices in our elementary schools, the Stoughton Public Schools has integrated explicit and systematic phonics instruction (Wilson Foundations) with a comprehensive phonemic awareness curriculum (Heggerty). These two components work together to fortify the foundational skills essential for proficient reading. Explicit phonics instruction provides students with a clear and structured approach to understanding the relationship between letters and sounds, which enhances their ability to decode words accurately. Simultaneously, a robust phonemic awareness curriculum like Heggerty cultivates students' sensitivity to the sounds of language, fostering their capacity to manipulate and recognize individual phonemes. The combination of these elements creates a powerful pedagogical framework that enables our educators to address the diverse needs of early learners effectively.

Through ongoing professional development, teachers have also been working to refine their expertise in implementing these evidence-based practices, ensuring that students not only acquire basic literacy skills but also develop a genuine enthusiasm for reading. The district has also invested in building a collection of decodable texts to bolster foundational literacy skills among its elementary students. This strategic purchase aims to provide educators with valuable resources that align with explicit phonics instruction, cultivating a learning environment where young readers can confidently apply decoding strategies and build a strong foundation for lifelong literacy.

The Stoughton Public Schools continues to assess each student's reading ability from grades kindergarten through three at least two times per year as part of the Early Literacy Screening Regulation 603 CMR 28.03. The district uses a valid, developmentally appropriate, DESE approved early literacy screening instrument to do this, called *Star Early Literacy* and *Star Reading*. Data teams meet to discuss students' results in order to identify areas of need and provide prompt intervention and reading support. This year, as part of the regulation, families were also informed of the screening results if a student's screening result was significantly below relevant benchmarks.

Secondary Literacy

During the 2023-2024 school year, English Language Arts teachers in Grades 6-12 began learning about how to effectively implement student-led book clubs so that students are building personal agency and engaging fully with books of their choice. By the end of the 2023-2024 school year, each ELA teacher in grades 6-12 will have piloted at least one book club unit. During the 2023-2024 and 2024-2025 school years, ELA teachers will begin revising the ELA curriculum maps in order to ensure vertical articulation aligned with the Vision of the Graduate.

Report of the School Health Department

Danielle Gallan, MSN-PH, FNP-C, Director of Health Services

School nurses are essential to the wellness and education of school aged children and the nurses in the Stoughton Public Schools are no exception, providing exceptional health services to students and staff during the school day. The ten school nurses provide culturally competent, evidence-based nursing care according to the regulations set forth by the Massachusetts Department of Public Health (MADPH) and within the Nursing Standards of Care. This school year was unique in the challenges that the nurses faced in providing support for our students in another year that was affected by the global pandemic. This nursing team has continued to meet each challenge with an open mind and determination to put the physical and emotional needs of our students first. The school nurses acknowledge that a child must be well to be ready to learn. They work with a collaborative approach with their colleagues to aid students to be safe, healthy and able to access the curriculum.

The fourth year of the MADPH Comprehensive School Health Services Grant was awarded for the 2022-23 school year with increased funding related to the pandemic and increased needs throughout the commonwealth related to school health. This grant provided multiple training opportunities for the nursing staff including; Children's Hospital Boston, Boston University and Northeastern University School Health Unit. Through these learning opportunities the nursing staff expanded their knowledge in meeting the diverse medical needs of our students. A full-time registered nurse is employed in every school building, allowing for care provided by an experienced medical professional whether it be routine or emergent in nature. With approximately one half of our student body having at least one documented special health care need, the 2022-23 school year was a busy one in our schools especially as the pandemic has evolved into an endemic. During this school year, the nurses managed 44,929 visits to their clinics for first aid, illnesses, medication administration, treatments, procedures, health assessments and mental/behavioral health concerns. Ninety-five percent of these visits resulted in the student being able to return to class, ready to learn. The statewide average for return to class rate is ninety-three percent, a measure that the Department of Education and Secondary Education (DESE) uses to measure the effectiveness of a district's health services program. The school nurses in Stoughton take pride in the quality of the health services program and surpassing this measure. The school nurses performed 6,881 mandated screenings, which resulted in 239 students being referred for medical evaluation such as glasses, hearing aids and scoliosis treatment. Our 700 plus staff members were also provided care by the school nursing staff.

A total of 6,378 doses of medication administration were provided in the health clinics this year. There are currently 11 students diagnosed with Type 1 Diabetes in Stoughton, representing approximately one and a half times the national average for our district census. The nurses work diligently each day aiding the students with diabetes in management of their chronic and potentially life-threatening disease through working with their endocrinology team, developing health care plans, checking blood sugars, counting carbohydrates, administering insulin and correcting high and low blood sugars; striving for optimal wellness so that they may be ready and able to learn.

Trained for emergency situations, school nurses are CPR certified and trained to use the automated external defibrillators (AEDs), which are located in every school building. The school nurse is involved in the development of the emergency plan for their school, works to maintain a sufficient number of staff are CPR trained, trains staff on choking emergencies, trains staff to recognize anaphylactic reactions in students with known allergies and how to administer epinephrine in an emergency, and are involved in a number of committees to review medical needs scenarios in their buildings.

The Health Services Department continues its collaboration with OASIS (Organizing Against Substances in Stoughton) to bring awareness surrounding substance use in the community and preventive education initiatives to students into our schools. The elementary nurses continue to present the Cardinal Health Care Medication Safety class, a nationally recognized program, to the second-grade students throughout the district. The secondary nurses continue to screen eighth and tenth grade students with SBIRT (Screening, Brief Intervention, and Referral to Treatment) according to the regulations set forth by the state. SBIRT is used to survey youth regarding substance use and utilizing the opportunity to provide guidance or refer to treatment if a problem exists.

The school nurses perform health evaluations as required by Chapter 766 of the Special Education Law to assist in the identification, evaluation, program planning and management of students with health problems that can impact classroom performance. Nurses ensure compliance with mandated immunization schedules and physical examinations, specifically those required in grade kindergarten, 4, 7, 11, and prior to participating in interscholastic sports. The school nurse serves as a vital community resource; linking students and their parents to health insurance, health care providers and a number of other resources within the community.

This school year, the SPS RN team continued to meet each obstacle related to communicable diseases and overcome them throughout the year. The SPS RN Team constantly adjusted to provide compassionate care to our staff and students while working through another year of new public health guidance. The nurses continued to work closely with the Stoughton Public Health Administrator and other town agencies in supporting the town, schools and community.

The nurses of the Stoughton School District are committed to the health and wellness of our students, families and school community. This was notably evident in the work performed by the nursing team during the 2022-23 school year. The health and wellness of our students has a direct impact on the wellness of our community. The school nurses positively impact the Stoughton community through our school health services delivery to students, families and staff each and every day. In the provision of health services and wellness initiatives, the school nurses integrate health services into the daily routines of our schools. A well child has the greatest potential for learning, our school nurses strive for this scenario for all of our students throughout the district. The SPS RN Team is committed to serving our school community and we are grateful for the opportunity to do so.

Information Technology Department

Anthony Phippen, Interim Educational Technology Supervisor

The Stoughton Public Schools received outstanding technology support in 2023 from the Technology Department. With numerous technological achievements that have benefited all of our children, instructors, and staff, this year has been really exciting.

Below is a summary of projects the Technology Department has completed:

Supporting Students, Teachers and Staff:

Distributed Chromebooks with content filtering to Grades 2, 6 and 9 students and new students as part of the Chromebook Rotational Plan. Deployment of new high school teacher laptops. Setup new TV studio iMacs and TriCaster for live recording. Setup eduClimber software, PowerSchool Perform and PowerSchool instruct. Setup new user accounts and devices for newly arrived. The IT Department responded to 3,531 support requests during 2023.

Infrastructure Upgrades:

- Ongoing System infrastructure continued to be repaired and upgraded at multiple schools.
- Updated security practices for Super Admins and district.
- Increased security server storage capacity.
- Wireless infrastructure and access point firmware updated.
- Added wireless to SHS Press Box and installation of Hudl camera for sporting events.

-IT Team deployed a large-scale update to Go2Blu for SHS.

-IT Team setup alternate Town meeting location at OMS.

The hard work and dedication of the members of the Stoughton Public Schools Technology Department make these innovations possible:

Anthony Phippen, Interim Educational Technology Supervisor; Robert Dexter, Technology Coordinator; Dianne Dolan, Data Management; and Information Technology Technicians Brett McAndrews and Andrew Kingsland.

REPORT OF STOUGHTON HIGH SCHOOL

Juliette Miller, C.A.G.S, M.Ed., Administrative Principal

Stoughton High School continues to see improvement, high achievement in and out of the classroom and outstanding performance on the field and stage. 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.

In 2022, Stoughton High School began the two-year reaccreditation process through the New England Association of Schools and Colleges (NEASC) by completing a self-evaluation according to the five NEASC standards and hosting the collaborative conference in May of 2022. This two-year process will culminate in April of 2024 when a seven person visiting team will conduct their Decennial visit. The high school received a report based on the self-evaluation and the collaborative conference and has been working in 2023 to address the areas identified as areas of growth. One such area was establishing a Vision of the Graduate. The Vision of the Graduate provides strategic direction for the redesign of the overall educational experience for students. This collective vision is intended to reinvigorate and re-engage students, teachers and community

stakeholders. The Vision of the Graduate replaces the old mission statement and learning expectations. The Vision is a comprehensive statement containing a vision statement and the core competencies or core values, which are the foundational commitments a school makes in order to support students' unique values of the school community. Stoughton High School underwent an extensive process for creating its new Vision of the Graduate. Parents, guardians, community members, teachers, administrators and students completed surveys and participated in focus groups to generate the core values and beliefs held by the greater Stoughton community. This data was then synthesized and reviewed by the faculty and a draft vision and core competencies were created. The draft then went through several revisions as district administration, school councils, faculty, students and parents reviewed the Vision of the Graduate and provided feedback. Stoughton High School has since adopted the Vision of the Graduate and is now working to incorporate it in all that we do, including in our curriculum, budget and staffing requests, program of studies and overall school decision making. An opportunity was offered to all students to create their own unique graphic to accompany this Vision of the Graduate; illustrating it in a visual form. Students may still submit designs to be considered.

High School departments, under the leadership and guidance of the district curriculum coordinators, Susanne Dunn, Ed.D. and Brian Scanlan, Ed.D., have been writing and revising curriculum for all courses in the identified district common format. This critical work is to ensure all courses are aligned to state frameworks/standards and to ensure consistency across classrooms. Additionally, it was another area of improvement identified in the NEASC report. Curriculum work includes embedding common assessments into the curriculum documents. Students enrolled in common courses, such as Algebra I, English 10, World History and Spanish II, all take common assessments at a minimum, at mid-year and final exam times. Several departments have created other common formative assessments, taken periodically throughout the year. Each standards' aligned assessment created requires students to access higher order thinking skills and can be administered either online or as a paper-pencil test. Several departments have also begun to use Edulastic. This allows the teacher to create assessments which can then be assigned to students, individually or collectively, and customized to the student's individual needs. This may include a language other than English or incorporating special education accommodations, such as word banks, graphic organizers, etc. Combined with previous professional development offered to all

teachers in the area of Differentiated Instruction, teachers are armed with the necessary information and tools to be able to design lessons to address the needs of all students and ultimately making the curriculum accessible to all students.

An analysis of our Program of Studies, student needs and extra-curricular offerings outside of the classroom, was completed in the winter/spring of 2023. This analysis led to the development of some new courses, changes to some of the level of course offerings and additional learning opportunities outside of the classroom. Music Theory, Studio Art and Advanced Acting Studio will now be offered at the Honors level. These courses act as capstone classes for students who intend to study Music, Art or Drama beyond high school. Improvisation and Sketch Comedy along with Algebra 1 Support classes were added to the already robust program of studies. Outside of the classroom we are working to add a National Honor Society in English to accompany the three other National Honor Societies already a part of our program (National Honors Society, National Honor Society in Business and National Honor Society in Art). A Robotics Club has also been added to our list of extracurricular offerings. The addition of these offerings will provide the opportunity to recognize the individuality of each of our students who have a strong interest in and talents in any or all of these content areas. Stoughton High School is proud of the ample and various opportunities students have for learning, discovering their talents and passions and receiving an overall well-rounded education.

Since our full return after COVID, Stoughton High School, along with most schools across the Commonwealth, has seen an increase in chronic absenteeism from school, and an increase in the dropout rate. Prior to COVID, the high school had successfully steadily reduced our dropout rate to its lowest rate in more than a decade to 0.6%. Since COVID this number has increased to 2.1%. Increases in mental health challenges, anxiety, depression, home and food insecurity, poor attendance, and a lack of engagement are some possible contributing factors. The high school recognizes this is a multifaceted problem, as such, the high school is taking a multi-pronged approach. The high school administration has identified attendance as a high priority area. Several administrators attended a Department of Education conference on school attendance in the fall of 2023 to learn best practices and strategies for combating poor attendance. A Student Support Team, comprised of high school administration, school counselors and adjustment counselors, was formed to take a deep dive into individual student data and factors, work with the families of

students who do not hold regular attendance to school, identifying obstacles and offering supports, resources, and creative solutions for reengaging the students. Frequent communication is maintained between the school, the students, and their families, regarding the student's attendance. In addition, Stoughton High School planned and implemented several programs and resources in the summer of 2023 to address the social emotional and academic needs of students. During the summer months, Stoughton High School offered extensive summer programming to all students in grades 9-12, all at no cost to families. Stoughton High School offered courses for credit recovery through a full in-person summer school program, academic enrichment through the Acceleration Academy, social emotional programming with games, clubs and activities Monday through Thursday and a variety of Athletic, Music and Drama programs. We capped off the summer with two dramatic performances; one by our elementary students and one by secondary students. Stoughton High School continues to use and expand the Bridge for Resilient Youth in Transition (BRYT) program. This program provides an educational environment for students who are not attending school with regularity, due to any number of factors most commonly due to depression/anxiety, hospitalizations or concussions. The BRYT program provides an integrated academic, clinical, family and care coordinated support. Most students participate for six to twelve weeks, until they are fully re-integrated into their typical school schedule. In addition, Stoughton High School has expanded counseling support through the Italian Home and offers targeted academic support after school.

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 are using the information provided to drive professional discourse within the high school, target areas for improvement and ultimately increase student achievement. We have access and evaluate data which includes but is not limited to Advanced Placement (AP) scores, SAT scores, MCAS performance data, data specific to high school courses, discipline statistical reports, national data on risky student behavior, etc. The evaluation of this data assists in determining appropriate academic programming, courses, curriculum and instruction, and social emotional program needs.

The 2023-2024 school year is off to a strong start. However, we are dedicated to constantly improve what we do at Stoughton High School. Therefore, in 2024 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 a written curriculum for all courses offered at Stoughton High School in a common written format, accessible to all teachers, via the SPS Curriculum website.
- Implement a consistent, timely and meaningful way for students to receive corrective feedback. Teachers will use this feedback in meaningful ways to both revise and support student learning and well-being.
- Strengthen the lines of communication among all members of the school community for the development, creation and implementation of social-emotional and diversity, equity and inclusion practices in services and the classroom instruction.
- Incorporate the Vision of the Graduate, rubrics for assessing learning expectations, and a method for reporting student progress towards the learning expectations to parents/guardians.

English Department

Ms. Janean Ruschioni, Director

The English Department and our students have been busy and productive in 2023!

English MCAS scores are traditionally very high and something our department takes great pride in, and while these past couple of years of MCAS were a challenge – not only in our school, but across the state - we were proud of our students' efforts. In 2023, 53% of our students Exceed or Meet Expectations - a figure that is slightly below last year's student results and slightly below the state average (58%). 34% of our students scored Partially Met - and we are confident those students will move to Meeting next year. The percentage of students who did Not Meet (13%) was close to the state average (11%). We have already met numerous times during our department collaboration and as a leadership team on ways we can help move our students to the next level: offering after school skills sessions, continuing to look at our common assessments to help bolster our students' skills, and identifying alternative ways we can better support our students. We will continue to dig into our data and collaborate with our department, our Curriculum Director, and our Data Specialist to hone in on ways to continue to improve our already solid MCAS scores.

We had 12 seniors take the AP Literature and Composition exam and 25 juniors take the AP Language and Composition exam. Our students, once again, rose to the challenge. The average score for seniors was 3.5 out of 5 and almost 92% of them earned a qualifying score of 3 or higher; this is above the state average which was 83.4% in MA and 77% globally. The average score for juniors was 3.48 out of 5, and 76% of them earned a qualifying score of 3 or higher; this was also well above both the state (61%) and global average (56%). We are proud of the work Ms. Fidler and Ms. Ruschioni did to prepare these students, and especially proud of our hardworking students.

At Class Night, we awarded Elaine McCarty the English Achievement Award and Tagh Swierzewski the Journalism Achievement Award.

This year we continued our efforts to make our curriculum more a reflection of our students, their interests and their experiences. We continue to make strides in adding titles that better reflect our student population and interests; many of our teachers are using a Book Club format for units where teachers are guiding the students in learning the appropriate skills in an “anchor” (canonical) text, and then having the students work independently on those skills using high interest, but challenge level appropriate independent choices. We continue to make independent reading a goal, with many teachers using a Silent Sustained Reading model to foster the love of reading for pleasure. We also continue to adjust our common assessments, such as the midyears and finals, to better reflect our students’ growth and learning, and continue to work towards a more equitable approach in our assignments and assessments.

We continue to have high interest in our elective course offerings as well; our students are able to take courses such as Reading for Enjoyment, where they can participate in book clubs to help deepen their love of reading and hone their speaking and listening skills. Our Journalism program was able to offer a Journalism II this year to help focus and sharpen our students’ critical thinking, reading, and writing skills. Our Love and Altruism class offers students the opportunity to practice mindfulness through practicing meditation and maintaining gratitude journals. We are proud to offer our students opportunities to not only become better readers, writers, speakers and thinkers, but also people.

We take pride in our ability to expose our students to varied educational experiences including trips to museums, guest speakers, and presentations to audiences outside the classroom

community, and we were so pleased to bring some of those back this year. In March of 2023, we were able to bring back Shakespeare and Company to perform *Romeo and Juliet*. Fortunately, because this is a play that is taught in 9th grade, we were able to invite both 9th and 10th graders to enjoy this live theater opportunity. The performance was lively, engaging, and really helped bring Shakespeare to life for our students. We were also so happy to see our American Studies program was able to get back to their enriching field trips and events such as their visit to the Newport Mansions and the American Heritage Museum.

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 such as the Mentoring program, Class Advisors, Best Buddies, as well as sitting on committees within the district and building. Ms. Leah Kelly and Ms. Brown are both currently spearheading a new chapter of an English National Honor Society - an idea that was brought to us by one of our exceptional seniors, Olivia Smith.

This summer, Ms. Ruschioni, the Advanced Placement Language and Composition teacher, attended the College Board AP Reading in Tampa, FL where she read and scored over 1,000 essays, as a way to continue her professional development in that course and beyond. Our department members strive to positively impact our students in and out of the classroom. Many of our teachers participated in virtual and in person professional opportunity developments during the school year, actively engaging in ways to help support our students academically, as well as socially and emotionally, both in and out of the classrooms.

We are proud of the SHS English department's many strengths and the relationships we share with our department, our students, our faculty and our community. We pride ourselves on being a collaborative group of professionals who support each other with materials as well as ideas to better our craft and meet the varied needs of students. While the 2023 school year had its challenges, we are proud of our students, our teachers, and look forward to what 2024 will bring!

Business and Technology Department

Mr. Michael Armour, Director

The Business and Technology Department continues to explore and deploy creative ways to connect with and engage students to provide dynamic lessons that are multi-faceted to develop students both academically and socially. Department wide, teachers utilize tools such as Screencastify, FlipGrid, EdPuzzle, Nearpod, Adobe Creative Cloud Suite and the Google Education Suite in order to bring students a variety of learning experiences and opportunities in which to express their understanding of course content.

The Business and Technology Department offers a variety of courses across the business and technology disciplines. The teachers are constantly adapting courses to include the latest technology and the newest resources available. In addition to taking opportunities to grow and learn within the technology field, business teachers also look to learn more about how they can better understand adolescent development and evolve their understanding of Social-Emotional Learning and Mindfulness in their classrooms. Mr. Kevin Bechet and Mr. Robert DeRosa have worked on incorporating Social Emotional Learning into their classrooms, and have shared their findings with the department during collaboration. Mr. Bechet is also taking classes through Bridgewater State in an educational leadership program. He recently took a class on school law, and is currently enrolled in a class on evaluating professional development. Mr. Bechet and Mr. DeRosa are taking the lead on learning about the potential of AI in the classroom, with a focus on Magic School, a website that offers a variety of learning tools. Some examples of how AI may be used as a teaching tool are using it to instantly make a multiple-choice assessment based on a topic and aligning it to state standards, or creating a class newsletter with the aid of AI to help teachers communicate with families more effectively and efficiently.

The department welcomed two new teachers in September of 2023. Ms. Kim Jeffrey and Ms. Antonella Achille are both off to fantastic starts within the department! Ms. Jeffrey is teaching Sports and Entertainment Marketing, Marketing-School-Based Enterprise, Digital Tools for a Cyberworld, and Financial Literacy. Ms. Jeffrey has worked to develop and revise curriculums for all of these classes. Some highlights include creating a marketing research project in collaboration with other classes, where students created surveys and had students from other

classes blind test two products, a generic brand versus a well-known brand. Ms. Jeffrey has also taken the lead in incorporating Applied Digital Tools with her Digital Tools for a Cyberworld class by making Google simulations on Google Docs, Sheets, Drive and Slides. Ms. Antonella Achille is teaching Business Communication Tools, Principles of Business and Financial Literacy. Ms. Achille has had to develop curriculums for all of these classes. A creative and engaging activity Ms. Achille has incorporated in her Principles of Business classes is a Shark Tank activity. Her students present ideas to judges with an entrepreneurial spirit in mind. Stoughton teachers and administrators will be acting as judges, with Superintendent Dr. Joseph Baeta perhaps joining the panel! This activity will be based loosely on the television show. Ms. Jeffrey and Ms. Achille have welcomed the challenge of making these classes their own. We are fortunate to have them as members of the department.

After a brief hiatus due to staffing, the School Store has recently reopened. This would not have been possible without the efforts of Ms. Jeffrey and her Marketing School-Based Enterprise class. Ms. Jeffrey incorporated real world learning by having her class put together a presentation for the Department Chair and administrators regarding a 3D printer purchase to aid with the production of T-shirts for sale in the school store. The presentation was a huge success, and Dr. Brian Scanlan made the class request a reality by purchasing the item for use in the school store. Ms. Jeffrey and her students have opened the school store during lunches and after school. Students enjoy stopping by and being able to purchase a drink, snack, or school spirit items. The school store has been a wonderful real-world application opportunity for our students taking a variety of Business classes. The students working at the store are learning how to conduct all aspects of owning and managing a business, such as inventory management, basic accounting, customer service, staffing and purchasing.

We are grateful for the many and varied talents of our teachers. In addition to our two new teachers, we have three returning business teachers with experience. Ms. Laura Isaksen teaches A+ Certification Hardware, A+ Certification Software & Networking and Help Desk. Mr. Kevin Bechet teaches Video Production I, Video Production II and Video Production III, attended MASSCUE and brought back his findings to the department. One idea that Mr. Bechet brought back to SHS was some tools for computer use in the classroom, some involving helpful tools to translate documents for ELLs who may not be fluent in English. Mr. Robert DeRosa teaches

Digital Tools for a Cyberworld, Web Programming I and Introduction to Media. The entire business department regularly collaborates relative to new technology and opportunities in their fields through professional collaboration time built into the school day schedule.

The SHS chapter of DECA will continue this year as Mr. Michael Armour and Ms. Ashley Guba have stepped up to be co-advisors, after the departure of Ms. Amanda Lydon and Ms. Candice Comeaux in. DECA meets weekly, after school, to learn and continue its tradition of success and growth, adapting a return to in-person competition, fundraising, and travel while looking to engage members throughout the school year. Students have the opportunity to give back to their community through DECA as well as compete in business content and 21st-century skills at the district, state, and national levels.

DECA is off to a good start in the 2023-24 school year. We have 32 members preparing for competition. Districts start the first week of January and will be held in-person in Mansfield in the hopes of qualifying for State competition which will be held in Boston in March. The hope is that we have some members moving on to represent Stoughton DECA at Nationals!

Teachers within this department serve the community in other capacities. Mr. Kevin Bechet has been active in discussions relating to microaggressions in broadcasting. This enables him to work with our students to make broadcasting a safe and inclusive environment by educating himself and others on potentially racist and harmful stereotypes. Mr. Bechet also runs a Science Technology Engineering and Mathematics (STEM) video production program for middle school children over the summer. Mr. Robert DeRosa currently advises three after school clubs; Fruition (40 students), X-clusive Dance (20 students) and the Gaming Club (10 students). Mr. DeRosa is also the Director of Stoughton Academy/Evening School. Ms. Kim Jeffrey currently teaches a college course at Fisher College. The business department looks to continue to learn and grow and give our students the opportunity to learn and grow in a digital age. The future is bright with the staff and resources we currently have at Stoughton High School in the business department.

Mathematics Department

Mr. Michael Armour, Director

The Mathematics department utilized 2023 to improve our mathematics instruction and practices, by regularly collaborating with one another and incorporating a variety of instructional techniques and strategies to meet the needs of all students in the classroom. The department incorporated best practices into the curriculum, while integrating more traditional methods as well. Teachers meet the needs of all students with a variety of instructional strategies and methods, including focused intentional group work, technology, real world application and mini whiteboard activities to support and accompany direct instruction.

Teachers continue to use dynamic and interactive learning platforms in order to instruct in mathematics such as Flipgrid, DESMOS, Edulastic, Edpuzzle, AP classroom, DeltaMath and Desmos. Desmos and Edpuzzle are platforms the math department has used for some time. Teachers share resources with one another, such as videos they find and Desmos activities they create. The Desmos activities teachers create allow students to make generalizations and draw conclusions about different families of functions. Edulastic allows teachers to select different types of questions allowing students the opportunity to practice their skills with different types of questions. It also gives them instant feedback on their answer. Edulastic has many questions styled in a similar fashion to MCAS questions, which is especially helpful for our ninth and tenth grade students who take the MCAS exam as sophomores. Edulastic, as a result, is becoming more widely used across the department. AP Classroom has improved immensely over the past few years and is an instrumental tool to help students succeed on their AP exams. As a department, teachers are open to new online tools that lead to collaborating and sharing with one another to find what works best in their respective classrooms. The department has also been working hard to incorporate a new curriculum for our Algebra I students. The district is one of seventy Massachusetts districts to have purchased the program "Illustrative Mathematics". It has been a challenge to restructure the course but the Algebra I team, comprised of Mr. Joe Donovan, Ms. Meaghan Drew, Mrs. Patty Foley, Ms. Deirdre Johnson, Mr. Ryan Kilday, Ms. Kelsea Lawler & Mr. Brian Rebelo, has put in some serious work to implement the new curriculum, which will greatly benefit our students.

The department welcomed five new teachers in September. Ms. Meaghan Drew and Mr. Ryan Kilday are both working their first year as fulltime teachers in the math department. Ms. Drew is teaching Algebra I, Geometry and SAT Review. She plans to start courses within the next year to obtain her master's degree. Mr. Ryan Kilday is a Stoughton High graduate who returns to Stoughton High School as a teacher. He is teaching Algebra I, Exploring Computer Science and AP Computer Science. Mr. Kilday has obtained his PLTW AP Computer Science A certification, and also coaches Varsity golf and Junior Varsity baseball at the high school. Ms. Marjorie Partridge brings teaching experience with her from Brockton High School. She teaches Geometry and Discrete Math. Mr. Brian Rebelo also brings teaching experience with him from Bishop Connolly High School and Durfee High School. Mr. Rebelo teaches Algebra I, Newcomer Algebra I, Algebra I support, Sports in Math and Pre-Calculus with Trigonometry. Mr. Rebelo is a native Portuguese speaker, which has been a much needed support and resource for our teachers, students and families. Stoughton High School is very fortunate to have hired such high quality teachers when they are not easy to find, and we hope they call Stoughton home for years to come.

The Math Team continues to be run by Ms. Rachel Vieira. The math team has forty active members this year. Students compete in both the New England Math League (NEML) and the Southeastern Massachusetts Math League (SMML). In our first two SMML meets against other high schools in our area, Stoughton has ranked third out of six schools who competed. Twenty students also serve as leaders on the math team to plan fundraisers and events, like our annual Pi Day party. Math team students are enthusiastic and hard working. The classroom afterschool is usually filled on practice days, and there is sometimes even a waitlist to participate in the SMML meets.

In October, approximately 90 students participated in the Math Olympiad. The Math Olympiad is a statewide competition that allows students to use their higher order thinking skills to solve various math problems. Lillianna Branco was our school's top scoring senior in the 2023 competition, while Andrew Carlson was the top scorer for the junior class. Congratulations to Lillianna and Andrew.

Teachers are always looking to gain knowledge by attending professional development and adding to their repertoire of skills to offer our students the best education possible. Mr. Michael Armour is taking two graduate classes this semester and has attended some AP Statistics virtual conferences. Ms. Kelsea Lawler and Ms. Marjorie Partridge went to MASSCUE and learned about new and unique ways to integrate technology, especially AI, into the classroom and the district. Ms. Lawler is also in the EdS Principal/Assistant Principal program at Bridgewater State University. Ms. Kathy Fidler took a course on educator self care called "Building Resilience", which our own Ms. Meg Kennedy teaches, and Ms. Fidler reports the class is fantastic. Ms. Lilian Nguyen completed a Master's Program and earned a Master of Science degree in Curriculum and Instruction. Ms. Deirdre Johnson completed a Master's Program in Educational Leadership.

Many teachers within the department hold another role or position within the school. Ms. Lawler and Ms. Viera are the senior class advisors. They have been working hard to support the senior class, helping to plan Pep Rally, Senior Breakfast, Oscar Night, class T-shirts, and a chocolate bar fundraiser. Some upcoming events are the Mr. SHS pageant show, Senior Class Night, and Prom. Ms. Hannah Dickie is the student council advisor for the class of 2025. She is helping the juniors begin to plan prom and all of the other upcoming class events. The annual March Madness Basketball tournament is their biggest fundraiser of the year and is an exciting event to watch. Mr. Armour, along with Ms. Ashley Guba, have taken over the reins for the DECA program. Everybody is excited to get to districts which take place the first week of January. Mrs. Patty Foley continues to chair the Golden Knight Committee, a long honored tradition at Stoughton High School, which honors five deserving seniors who exemplify the mission, values, growth and character of a Stoughton High School graduate, with the Golden Knight Award during the Class Night Program in June.

Natural & Applied Sciences Department

Ms. Amy Wiebe, Director

During 2023, the science department completed the transitioning of all curriculum to the district wide standard. All courses now have UbD unit plans and scope and sequence shared on the district website. The members of the science department spent many hours completing this curriculum

and designing assessments that measure the acquisition of knowledge and skills in the science classes.

The Science of Energy took on a new look introducing additional hands-on experimentation and focused writing assignments. Mr. Josh Pelland and Mr. Christopher Doldt completed updating The Science of Energy Curriculum. The curriculum focuses on building proficiency in the science practices. Each unit is built around students performing tasks and engineering products that test the theories presented in class. New projects added this past year include: rollercoaster engineering to investigate Newton's laws of motion, House design and insulation to investigate energy transfer and conservation, a circuit of energy stations to investigate energy transformation and observation of energy in its different forms.

Biology is very excited to begin a three year partnership with MassBioEd to incorporate biotechnology skills and labs to our general biology classes. Stoughton and MassBioEd were granted an ACCESS grant to fund this program bringing training and equipment to Stoughton biology labs. This is year one of the grant. During this first year, Ms. Wini Dillon, Dr. Paul Hays, Ms. Amy Wiebe, Ms. Jennifer Kelly and Mr. Shane Elliott chose the labs that will be added to the biology curriculum, have been trained on using micropipettes and electrophoresis and will host educators from MassBioEd to conduct 3 labs. In 2023, MassBioEd visited all general Biology classes once to conduct a simple electrophoresis lab: Molecular Rainbow. Over the next few months, they will return to train and lead additional lab activities. The biology teachers have additionally received professional development around implementing the MassBioEd activities. We look forward to building this aspect of our curriculum over the next two years.

The Chemistry curriculum was updated in 2023 by Ms. Courtney Sasin and Ms. Trisha Asselin to include more hands-on practice and a bit of fun. Some of the added activities include: Stoichiometry Snowman Relay, Empirical Formulas Mystery Gang and the Solution Mole Menu. All of these activities required students to apply their scientific and mathematical skills in a creative and informative way building on their collaboration and decision making skills. In addition, students perform labs, practice problem solving and have built their own periodic tables

that synthesize the information they learned about the periods, groups and families of the periodic table. These tables were displayed at the Knight of Excellence last March.

Mr. Clayton Handleman and Mr. Peter Law have updated the Physics curriculum. New labs and largescale physics demonstrations have been designed and implemented by Mr. Clayton Handleman over the past two years in the Honors classes. These 3 demonstrations; Pong ball cannon, Bed of Nails and Barrel implosion, are highly engaging and allow students to witness the dynamics of pressure. A ping pong ball cannon that uses atmospheric pressure to accelerate ping pong balls to near the speed of sound. The balls punch through two soft drink cans lined up. A barrel crush demonstrating the immense forces that the atmosphere exerts, a 55 gallon drum is evacuated by sealing it and condensing steam in it. It collapses spectacularly. New for 2023, a teacher demo of a bed of nails will be introduced. In addition, Mr. Handleman upped the ante for his demonstration of Newton's first law: Pulling a tablecloth under a set of real china and stemware. Students really enjoy seeing the spectacular aspects of physics. Mr. Law has adapted the AP physics curriculum to be more consistent with the Investigative Science Learning Environment (ISLE) approach to teaching physics. This approach is the one used in the new textbook that we received last year. This textbook is called "College Physics: Explore and Apply". In addition, physics has integrated PASCO Smart Carts into the curriculum allowing direct measurement of acceleration for activities such as Newton's second law labs.

In engineering classes, students have the opportunity to use tools and materials they might not experience outside the classroom. A new unit on microprocessor-based electronic communication using Arduino to control breadboarded circuitry has been added to the curriculum by Mr. Peter Law, Mr. Christopher Doldt, and Dr. Joel Rubin. The Laser cutter offers capacity for students to design and execute 3D light-up architectural (and other) models and other products. Examples of projects where students used the laser cutter include (a) making a gadget that includes LEDs, (b) building a device that uses pneumatics and/or hydraulics to accomplish a mechanical task (c) even building a working ukulele!

We continue to have a large selection of electives for students to choose from including: Forensics, Biotechnology, Oceanography, Astronomy, Anatomy, Physiology, Ethics in Technology and

Robotics. Both Forensics and Biotechnology utilize current biotech techniques used in biotech laboratories. Ms. Kerry Wilbur has updated the Forensics curriculum to include Comparison Microscopy and Vernier probeware. In Biotechnology, a unit in agricultural biotech and hydroponics was introduced. Both classes stress hands on lab activities and data analysis. Oceanography and Astronomy use computer based and classroom based models to explore new realms of science. Anatomy and Physiology both study the form and function of the human body. In Physiology, students use the microscopes to examine histology of human tissues. This year, students had the opportunity to prepare and stain their own tissue samples from a dissection specimen.

In Ethics in Technology, designed by Ms. Wini Dillon, students discuss science related topics in a seminar-like format. One student presented his final project on a modification to the gene pool that "could" be on the horizon. His project described how DNA scientists have developed two new working DNA nucleotides that could alter the number and types of proteins that could be coded for and produced by living organisms. This concept does not "alter" living organisms, it uses existing mechanisms, protein synthesis, to generate proteins that are not known to be produced by living organisms to date. In effect making living organisms, manufacturers of new substances. This and other issues making science headlines are discussed by students as they ask questions and evaluate evidence.

Robotics II was offered for the second time in 2023. This course was designed by Mr. Clayton Handleman to challenge students with robotics experience to independently construct and program robots to meet a specific challenge. In addition, a new elective, Food Science, is running for the second time. This course designed by Mr. Shane Elliott highlights the science behind food production, food safety, and every day food preparation. Students in this class were able to make their own ice cream and bread. The Science department has made great strides in creating interesting, accessible lessons that engage students in the practices and content of their courses.

In addition, the department offers 4 AP Science courses: AP Biology, AP Chemistry, AP Environmental Science, and AP Physics. A total of 59 students took these courses in 2022-2023. Our AP teachers continue to strive in preparing our students to reach mastery on the AP exam

offered in the Spring. Advanced Placement students all are required to prepare a presentation of a research project and scientific question. In March of 2023, AP physics students built and then analyzed a Rube Goldberg machine. A Rube Goldberg Machine is a device that accomplishes a simple task in a number of steps. After building the Rube Goldberg Machine, students analyzed its performance using various physics concepts, including kinematics equations, force diagrams, energy bar charts, and momentum bar charts. These projects were presented to the community as part of the Knight of Excellence. AP Chemistry students also presented to the community as part of the Knight of Excellence. class presented a lab poster at Knight of Excellence. Students prepared a poster presentation on a lab they had performed. Both groups' presentations were a great success. In addition, for the second year running the AP Environmental Science classes partnered with the Massachusetts Fish and Wildlife Service to raise trout in the classroom for stream release.

Students also benefit from the dedication of the science department after school and during the summer months. Ms. Jennifer Kelly serves as a Mentor to new teachers in the STEM disciplines and advises the Recycling club. Mr. Josh Pelland is advisor to the Dungeons and Dragons Club. Ms. Amy Wiebe and Ms. Trish Asselin co-advise the Stoughton chapter of HOSA, an organization for Future Health Professionals. Dr. Joel Rubin opens the Engineering lab to students to independently work on prototype design. Ms. Amy Wiebe and Dr. Paul Hays taught MCAS Acceleration Academy last Spring to prepare students after school for the June Biology MCAS and this fall Mr. Shane Elliott and Ms. Amy Wiebe are teaching an MCAS Acceleration Academy to prepare students for the Science MCAS in February. Mr. Clayton Handleman is advisor to the new Robotics club who just attended their first competition. We look forward to growing this program over the next few years. This past summer, for the third year running, Dr. Joel Rubin designed the curriculum for summer science enrichment at the high school level and taught science credit recovery as part of Stoughton Summer school.

This past year, Ms. Jennifer Kelly, Ms. Wini Dillon, Ms. Amy Wiebe, Ms. Courtney Sasin, Mr. Clayton Handleman, Dr. Joel Rubin, Mr. Christopher Doldt, Mr. Joshua Pelland, Mr. Peter Law and Mr. Craig Beaulieu were enrolled in graduate level courses and/or specialized training institutes involving such topics as Engaging Students with Research based Strategies, Virology and Epidemiology, Ecology, Engineering and Watershed Science, Addressing Student Anxiety,

Advanced Placement Physics C: Mechanics and Electricity and Magnetism, NEED Science of Energy, Application of the Investigative Science Learning Environment (ISLE) curriculum to teaching physics and Communication & Support for Families. The entire department took part in the Stoughton High School offered professional development: Creating Supportive and Inclusive Learning Environments by Integrating SEL Practices in Science Instruction with Inquiry Based Learning and Social Emotional Learning in Schools.

Ms. Kerry Wilbur, Dr. Joel Rubin, and Ms. Jennifer Kelly attended the Massachusetts Association of Science Teachers (MAST) annual conference on November 8th visiting workshops and networking with other science teachers from around the state. Dr. Joel Rubin also attended the New England CAD-CAE Teachers Summit on March 10th at Minuteman VocTech High School. Mr. Craig Beaulieu was an AP reader for Collegeboard on the AP Environmental Science 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, we look to build on these successes and increase the number of opportunities our students have to shine.

One student, Madeline Lyons, represented Stoughton High School at the Region V Science Fair at Bridgewater State on March 4, 2023. Her project "Solar Powered Bike" received an honorable mention. She went on to represent Stoughton High School at the Massachusetts State Science Fair held on May 5th at MIT in Cambridge, MA.

Students of the recycling club and Ms. Jennifer Kelly attended Stoughton Day where they worked with the Department of Environmental Protection to educate the community about the new recycling program in Stoughton and what is recyclable and what is not. Some members have also expressed interest in networking with the Stoughton Climate committee to help explore sustainable climate solutions in Stoughton.

HOSA--Future Health Professionals (Health Occupations Students of America), had a busy year. On February 28th, 2023, fifteen students participated in the 2023 MA state competitive event competitions including such topics as: Medical Math, Veterinary Science, Medical Terminology, Biotechnology, Physical Therapy, Community Health Research Poster and How to Talk to Friends and Family about Mental Health Public Service Announcement. Of those 15 students, 7 qualified for the national competition. Christ Pierre-received 1st place in Physical Therapy, Sophia Woodward received second place in Veterinary Science, Thu Pham received 2nd place in Medical Math, and the team of Lena Sonephanith, Kayla Sonephanith, John Ramos, Thu Pham and Makaila Graffeo placed third for their Mental Health PSA. The MA HOSA State conference was attended by 12 students and chaperoned by Ms. Asselin and Ms. Wiebe at Worcester State University where students were able to hear a panel of speakers on various health career related topics. In June, 6 students accompanied by Ms. Amy Wiebe traveled to Dallas, TX to compete in the International Leadership Conference. In addition to their qualified events, students took part in the National Geographic Learning Academic Tests in the subjects of Biology, Chemistry, Anatomy and Physiology, and Math for Health Professionals. Just this past month, 16 Students attended the Virtual Health and Wellness Conference presented by Bridgewater State on December 13th. Student members also participated in the Stoughton Wellness Fair and organized the spring Blood Drive with Peer Leadership.

The science department also offers recognition each year to one outstanding Stoughton High School senior and in collaboration with math recognized two outstanding juniors. The science student that was recognized with the Outstanding Achievement in Science for 2023 was Murtaza Khalil. He took a variety of science classes over his 4 year stay at SHS including: AP Physics, AP Biology, Honors Chemistry and Honors Biology. He participated in the regional and state science fair in his junior year and competed for each year in the HOSA competitions. The junior recognized with the prestigious Bausch and Lomb Science Award was presented to Elias Sarkis and The Rensselaer Award for superlative science and math achievement was presented to Madeline Lyons. We are proud of all of these achievements and will continue to strive for excellence in science and engineering.

History and Social Sciences Department

Ms. Jaime Regan, Director

The History and Social Sciences Department completed the revision of the grade 9-12 curriculum in response to the changes made to the Massachusetts State Frameworks for History and Social Studies. With the completion of all department curriculum and scope and sequence documents into the UBD format, we were able to fully realign our 10th, 11th and 12th grade required United States History courses. Additionally, we finished revising all common assessments and shifted them from Schoolnet to the Edulastic platform. With the new Massachusetts State Frameworks emphasizing civic responsibility with a culminating civics project, all 10th grade USI students completed thoughtful Civics Projects. This project will continue each year as a seminal part of our USI course. Portions of the Civics Project were showcased at the Knight of Excellence at Stoughton High. Despite the ever changing frameworks for History and Social Studies, there is a continued commitment to represent diverse peoples in all courses. The History and Social Sciences Department echoes this commitment to representing voices of the underrepresented. The department continues to examine our curriculum and make necessary changes in order to further support cultural diversity and inclusivity.

The 2023-2024 academic year began with promise as we continue to pull away from the pandemic years. Unfortunately, the impact of those years on learning still reverberates through the classroom and has been consistently addressed in the overall school improvement plan. Students struggle to meet appropriate grade level habits of learning. In response, teachers model appropriate habits of learning in their classrooms daily. The goal is that, once the skills and structure are solidified, teachers in the History and Social Sciences department will be able to gradually increase the rigor in the classroom. Additionally, teachers in the History and Social Sciences Department recognize the necessity of not only concentrating on reinforcing the skills necessary to succeed in the classroom, but also examining grade level student retention in order to implement changes that meet the needs of failing students. The History and Social Sciences Department is analyzing retention data and scrutinizing existing, individual teacher policies with the ultimate goal of creating grade and level specific, departmental policies for homework and essay revision. Moving forward, these new policies could help our students who are at risk for course retention. The department continues to meet regularly, collaborating both formally and informally, on ways to

further support our students as we plan and implement our curriculum as equitably as possible for our students.

The History and Social Sciences Department is spending a large amount of collaboration time this year working to create and finalize grade and level specific, departmental policies for homework and essay revision. We will continue to support the ongoing NEASC process by aiding in the creation of the Vision of the Graduate.

The History and Social Sciences Department voted Drew Cesario as the recipient of the 2023 History Achievement Award. Jayden Coleman was the recipient of the Southworth Scholarship. Tagh Swierzewski was awarded the Daniel F. Davis Scholarship Award. Additionally, the VFW Commander and the Commander of the American Legion selected the top three entrants of the *Voices of Democracy*, an audio-essay contest, to progress to the national competition. Andrew Causey, Noah Schwenzfeier and Adam Raja will represent Stoughton High in the annual, nationwide scholarship competition sponsored by the Veterans of Foreign Wars. Each of these honored students are exceptionally deserving of their awards.

Members of the Stoughton High School History and Social Sciences department continue to be lifelong learners, taking graduate level courses through a variety of colleges and universities. Department members enrolled in classes through The Starr King School, Fitchburg State University, Augustana University, Colorado State, and Worcester State University. Beth Manchester was awarded a Master of Divinity with a concentration in multi-religious studies. She plans to use this degree to continue building curriculum and lessons for her Religions of the World course and integrating her knowledge into the teaching of USI and the First Amendment. Dr. Amy Scullane was a Reader for the AP United States Government and Politics exam and participated in College Board training and grading processes.

World Language Department

James Babb, Director

The primary focus of the World Language Department at Stoughton High School during the Academic Year 2023-2024 has been aligning the curriculum of the six languages the school offers,

Spanish, French, Latin, Portuguese, Chinese, and American Sign Language, with the new Massachusetts Frameworks. These revised state standards emphasize colloquial proficiency, i.e. the ability to make oneself understood in the target language without having to speak the language fluently. Humanities Curriculum Director Dr. Susanne Dunn has been instrumental in this effort.

In 2023, the World Language Department boasted more than sixty students sitting for the Seal of Biliteracy state test. The Seal of Biliteracy is an award given by the state in recognition of high school graduates who attain high functional and academic levels of proficiency in English and a world language in recognition of those who have studied and attained proficiency in two or more languages by high school graduation. Stoughton High School had a pass rate of 50%, compared to the state at 25%. Students who have earned the Seal of Biliteracy receive a medallion and an actual seal on their diploma noting their accomplishment. Stoughton High School students proved proficient in English and one of the following languages; Spanish, Haitian Creole, Portuguese, American Sign Language, French, and Chinese.

James Babb began as Director of World Languages in the Fall of 2023. He has been teaching at SHS for 10 years, and for 20 years over all. In addition to his role as leader of the department, Mr. Babb teaches courses in Latin and French. Several of his students earned recognition for their excellent scores on the National Latin Exam in the Spring. This past Summer he traveled to Prague, Vienna and Budapest.

William Gorman led the administration of the National Latin Exam. Once again, Mr. Gorman had multiple students recognized by the American Classical League for their outstanding scores on the exam. Mr. Gorman and Mr. Babb will offer the exam again this academic year. In addition, Mr. Gorman will be leading a trip to Italy during February Vacation. Students will visit both Rome and Pompeii.

Spanish teacher Kristen Finnegan, a sixteen-year veteran of SHS, completed coursework in teaching English Language Learners this year. As the district is seeing a regular addition of non-native speakers, this expertise will be useful.

As she has done on previous occasions, Mandarin teacher Fuqin Sun led a cooking class this Fall. Students prepared two types of meat dumplings and Moon Pies from scratch. Mrs. Sun also plans to take her classes to the Peabody Essex museum in the Spring.

American Sign Language Teacher Julie Bellini reports that ASL 2 students have learned many new things this year already. All students can give a weather report and a Halloween story in ASL. Recently they have learned about famous Deaf entertainers. Ms. Bellini is also organizing a visit by the performing group DEF Familia in the Spring.

In her second year at SHS Spanish teacher Ladi Acevedo has assisted in aligning Spanish curriculum as well as making the three new Spanish teachers feel at home.

The SHS World Language Department welcomed five new members this Fall. Portuguese teacher Camila Deifenthaeler worked for the Framingham Public schools before coming to SHS. Camila also serves as a translator and tutor, and she hopes to organize a Portuguese Club. Roberto Rivas, a Spanish teacher and native of Venezuela, has been incorporating the newly aligned Spanish curriculum in Spanish II and Spanish IV. He holds a BA in Political Science and an MA in International Relations. Gabby Fiedor joined the World Language Department as a Spanish teacher. Gabby has traveled extensively in the Hispanic World. Aaron Smith joined the World Language Department as its lead French Teacher. Aaron taught middle school in Norton before coming to Stoughton High School. Alvance Cangas joins the World Language Department as a Portuguese teacher. Most recently Alvance has been involved in international, faith-based relief efforts for refugees, including work in Brazil, Italy and Luxembourg. In addition to speaking Portuguese and French, Alvance is fluent in Haitian Creole. Jessica Sager joins the World Language Department as a Spanish teacher. Jessica comes to SHS after a decade of working in the Boston Public Schools.

High School departments, under the leadership and guidance of the district curriculum coordinators, Susanne Dunn, Ed.D. and Brian Scanlan, Ed.D., have been writing and revising curriculum for all courses in the identified district common format. This critical work is to ensure all courses are aligned to state frameworks/standards and to ensure consistency across classrooms.

Additionally, it was another area of improvement identified in the NEASC report. Curriculum work includes embedding common assessments into the curriculum documents. Students enrolled in common courses, such as Algebra I, English 10, World History and Spanish II, all take common assessments at a minimum, at mid-year and final exam times. Several departments have created other common formative assessments, taken periodically throughout the year. Each standards' aligned assessment created requires students to access higher order thinking skills and can be administered either online or as a paper-pencil test. Several departments have also begun to use Edulastic. This allows the teacher to create assessments which can then be assigned to students, individually or collectively, and customized to the student's individual needs. This may include a language other than English or incorporating special education accommodations, such as word banks, graphic organizers, etc. Combined with previous professional development offered to all teachers in the area of Differentiated Instruction, teachers are armed with the necessary information and tools to be able to design lessons to address the needs of all students and ultimately making the curriculum accessible to all students.

An analysis of our Program of Studies, student needs and extra-curricular offerings outside of the classroom, was completed in the winter/spring of 2023. This analysis led to the development of some new courses, changes to some of the level of course offerings and additional learning opportunities outside of the classroom. Music Theory, Studio Art and Advanced Acting Studio will now be offered at the Honors level. These courses act as capstone classes for students who intend to study Music, Art or Drama beyond high school. Improvisation and Sketch Comedy along with Algebra 1 Support classes were added to the already robust program of studies. Outside of the classroom we are working to add a National Honor Society in English to accompany the three other National Honor Societies already a part of our program (National Honors Society, National Honor Society in Business and National Honor Society in Art). A Robotics Club has also been added to our list of extracurricular offerings. The addition of these offerings will provide the opportunity to recognize the individuality of each of our students who have a strong interest in and talents in any or all of these content areas. Stoughton High School is proud of the ample and various opportunities students have for learning, discovering their talents and passions and receiving an overall well-rounded education.

Since our full return after COVID, Stoughton High School, along with most schools across the Commonwealth, has seen an increase in chronic absenteeism from school, and an increase in the dropout rate. Prior to COVID, the high school had successfully steadily reduced our dropout rate to its lowest rate in more than a decade to 0.6%. Since COVID this number has increased to 2.1%. Increases in mental health challenges, anxiety, depression, home and food insecurity, poor attendance, and a lack of engagement are some possible contributing factors. The high school recognizes this is a multifaceted problem, as such, the high school is taking a multi-pronged approach. The high school administration has identified attendance as a high priority area. Several administrators attended a Department of Education conference on school attendance in the fall of 2023 to learn best practices and strategies for combating poor attendance. A Student Support Team, comprised of high school administration, school counselors and adjustment counselors, was formed to take a deep dive into individual student data and factors, work with the families of students who do not hold regular attendance to school, identifying obstacles and offering supports, resources, and creative solutions for reengaging the students. Frequent communication is maintained between the school, the students, and their families, regarding the student's attendance. In addition, Stoughton High School planned and implemented several programs and resources in the summer of 2023 to address the social emotional and academic needs of students. During the summer months, Stoughton High School offered extensive summer programming to all students in grades 9-12, all at no cost to families. Stoughton High School offered courses for credit recovery through a full in-person summer school program, academic enrichment through the Acceleration Academy, social emotional programming with games, clubs and activities Monday through Thursday and a variety of Athletic, Music and Drama programs. We capped off the summer with two dramatic performances; one by our elementary students and one by secondary students. Stoughton High School continues to use and expand the Bridge for Resilient Youth in Transition (BRYT) program. This program provides an educational environment for students who are not attending school with regularity, due to any number of factors most commonly due to depression/anxiety, hospitalizations or concussions. The BRYT program provides an integrated academic, clinical, family and care coordinated support. Most students participate for six to twelve weeks, until they are fully re-integrated into their typical school schedule. In addition, Stoughton High School has expanded counseling support through the Italian Home and offers targeted academic support after school.

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 are using the information provided to drive professional discourse within the high school, target areas for improvement and ultimately increase student achievement. We have access and evaluate data which includes but is not limited to Advanced Placement (AP) scores, SAT scores, MCAS performance data, data specific to high school courses, discipline statistical reports, national data on risky student behavior, etc. The evaluation of this data assists in determining appropriate academic programming, courses, curriculum and instruction, and social emotional program needs.

The 2023-2024 school year is off to a strong start. However, we are dedicated to constantly improve what we do at Stoughton High School. Therefore, in 2024 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 a written curriculum for all courses offered at Stoughton High School in a common written format, accessible to all teachers, via the SPS Curriculum website.
- Implement a consistent, timely and meaningful way for students to receive corrective feedback. Teachers will use this feedback in meaningful ways to both revise and support student learning and well-being.
- Strengthen the lines of communication among all members of the school community for the development, creation and implementation of social-emotional and diversity, equity and inclusion practices in services and the classroom instruction.
- Incorporate the Vision of the Graduate, rubrics for assessing learning expectations, and a method for reporting student progress towards the learning expectations to parents/guardians.

English Department

Ms. Janean Ruschioni, Director

The English Department and our students have been busy and productive in 2023!

English MCAS scores are traditionally very high and something our department takes great pride in, and while these past couple of years of MCAS were a challenge – not only in our school, but

across the state - we were proud of our students' efforts. In 2023, 53% of our students Exceed or Meet Expectations - a figure that is slightly below last year's student results and slightly below the state average (58%). 34% of our students scored Partially Met - and we are confident those students will move to Meeting next year. The percentage of students who did Not Meet (13%) was close to the state average (11%). We have already met numerous times during our department collaboration and as a leadership team on ways we can help move our students to the next level: offering after school skills sessions, continuing to look at our common assessments to help bolster our students' skills, and identifying alternative ways we can better support our students. We will continue to dig into our data and collaborate with our department, our Curriculum Director, and our Data Specialist to hone in on ways to continue to improve our already solid MCAS scores.

We had 12 seniors take the AP Literature and Composition exam and 25 juniors take the AP Language and Composition exam. Our students, once again, rose to the challenge. The average score for seniors was 3.5 out of 5 and almost 92% of them earned a qualifying score of 3 or higher; this is above the state average which was 83.4% in MA and 77% globally. The average score for juniors was 3.48 out of 5, and 76% of them earned a qualifying score of 3 or higher; this was also well above both the state (61%) and global average (56%). We are proud of the work Ms. Fidler and Ms. Ruschioni did to prepare these students, and especially proud of our hardworking students.

At Class Night, we awarded Elaine McCarty the English Achievement Award and Tagh Swierzewski the Journalism Achievement Award.

This year we continued our efforts to make our curriculum more a reflection of our students, their interests and their experiences. We continue to make strides in adding titles that better reflect our student population and interests; many of our teachers are using a Book Club format for units where teachers are guiding the students in learning the appropriate skills in an "anchor" (canonical) text, and then having the students work independently on those skills using high interest, but challenge level appropriate independent choices. We continue to make independent reading a goal, with many teachers using a Silent Sustained Reading model to foster the love of reading for pleasure. We also continue to adjust our common assessments, such as the midyears and finals, to better reflect our students' growth and learning, and continue to work towards a more equitable approach in our assignments and assessments.

We continue to have high interest in our elective course offerings as well; our students are able to take courses such as Reading for Enjoyment, where they can participate in book clubs to help deepen their love of reading and hone their speaking and listening skills. Our Journalism program was able to offer a Journalism II this year to help focus and sharpen our students' critical thinking, reading, and writing skills. Our Love and Altruism class offers students the opportunity to practice mindfulness through practicing meditation and maintaining gratitude journals. We are proud to offer our students opportunities to not only become better readers, writers, speakers and thinkers, but also people.

We take pride in our ability to expose our students to varied educational experiences including trips to museums, guest speakers, and presentations to audiences outside the classroom community, and we were so pleased to bring some of those back this year. In March of 2023, we were able to bring back Shakespeare and Company to perform *Romeo and Juliet*. Fortunately, because this is a play that is taught in 9th grade, we were able to invite both 9th and 10th graders to enjoy this live theater opportunity. The performance was lively, engaging, and really helped bring Shakespeare to life for our students. We were also so happy to see our American Studies program was able to get back to their enriching field trips and events such as their visit to the Newport Mansions and the American Heritage Museum.

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 such as the Mentoring program, Class Advisors, Best Buddies, as well as sitting on committees within the district and building. Ms. Leah Kelly and Ms. Brown are both currently spearheading a new chapter of an English National Honor Society - an idea that was brought to us by one of our exceptional seniors, Olivia Smith.

This summer, Ms. Ruschioni; the Advanced Placement Language and Composition teacher, attended the College Board AP Reading in Tampa, FL where she read and scored over 1,000 essays, as a way to continue her professional development in that course and beyond. Our department members strive to positively impact our students in and out of the classroom. Many of our teachers participated in virtual and in person professional opportunity developments during

the school year, actively engaging in ways to help support our students academically, as well as socially and emotionally, both in and out of the classrooms.

We are proud of the SHS English department's many strengths and the relationships we share with our department, our students, our faculty and our community. We pride ourselves on being a collaborative group of professionals who support each other with materials as well as ideas to better our craft and meet the varied needs of students. While the 2023 school year had its challenges, we are proud of our students, our teachers, and look forward to what 2024 will bring!

Business and Technology Department

Mr. Michael Armour, Director

The Business and Technology Department continues to explore and deploy creative ways to connect with and engage students to provide dynamic lessons that are multi-faceted to develop students both academically and socially. Department wide, teachers utilize tools such as Screencastify, FlipGrid, EdPuzzle, Nearpod, Adobe Creative Cloud Suite and the Google Education Suite in order to bring students a variety of learning experiences and opportunities in which to express their understanding of course content.

The Business and Technology Department offers a variety of courses across the business and technology disciplines. The teachers are constantly adapting courses to include the latest technology and the newest resources available. In addition to taking opportunities to grow and learn within the technology field, business teachers also look to learn more about how they can better understand adolescent development and evolve their understanding of Social-Emotional Learning and Mindfulness in their classrooms. Mr. Kevin Bechet and Mr. Robert DeRosa have worked on incorporating Social Emotional Learning into their classrooms, and have shared their findings with the department during collaboration. Mr. Bechet is also taking classes through Bridgewater State in an educational leadership program. He recently took a class on school law, and is currently enrolled in a class on evaluating professional development. Mr. Bechet and Mr. DeRosa are taking the lead on learning about the potential of AI in the classroom, with a focus on Magic School, a website that offers a variety of learning tools. Some examples of how AI may be used as a teaching tool are using it to instantly make a multiple-choice assessment based on a topic

and aligning it to state standards, or creating a class newsletter with the aid of AI to help teachers communicate with families more effectively and efficiently.

The department welcomed two new teachers in September of 2023. Ms. Kim Jeffrey and Ms. Antonella Achille are both off to fantastic starts within the department! Ms. Jeffrey is teaching Sports and Entertainment Marketing, Marketing-School-Based Enterprise, Digital Tools for a Cyberworld, and Financial Literacy. Ms. Jeffrey has worked to develop and revise curriculums for all of these classes. Some highlights include creating a marketing research project in collaboration with other classes, where students created surveys and had students from other classes blind test two products, a generic brand versus a well-known brand. Ms. Jeffrey has also taken the lead in incorporating Applied Digital Tools with her Digital Tools for a Cyberworld class by making Google simulations on Google Docs, Sheets, Drive and Slides. Ms. Antonella Achille is teaching Business Communication Tools, Principles of Business and Financial Literacy. Ms. Achille has had to develop curriculums for all of these classes. A creative and engaging activity Ms. Achille has incorporated in her Principles of Business classes is a Shark Tank activity. Her students present ideas to judges with an entrepreneurial spirit in mind. Stoughton teachers and administrators will be acting as judges, with Superintendent Dr. Joseph Baeta perhaps joining the panel! This activity will be based loosely on the television show. Ms. Jeffrey and Ms. Achille have welcomed the challenge of making these classes their own. We are fortunate to have them as members of the department.

After a brief hiatus due to staffing, the School Store has recently reopened. This would not have been possible without the efforts of Ms. Jeffrey and her Marketing School-Based Enterprise class. Ms. Jeffrey incorporated real world learning by having her class put together a presentation for the Department Chair and administrators regarding a 3D printer purchase to aid with the production of T-shirts for sale in the school store. The presentation was a huge success, and Dr. Brian Scanlan made the class request a reality by purchasing the item for use in the school store. Ms. Jeffrey and her students have opened the school store during lunches and after school. Students enjoy stopping by and being able to purchase a drink, snack, or school spirit items. The school store has been a wonderful real-world application opportunity for our students taking a variety of Business classes. The students working at the store are learning how to conduct

all aspects of owning and managing a business, such as inventory management, basic accounting, customer service, staffing and purchasing.

We are grateful for the many and varied talents of our teachers. In addition to our two new teachers, we have three returning business teachers with experience. Ms. Laura Isaksen teaches A+ Certification Hardware, A+ Certification Software & Networking and Help Desk. Mr. Kevin Bechet teaches Video Production I, Video Production II and Video Production III, attended MASSCUE and brought back his findings to the department. One idea that Mr. Bechet brought back to SHS was some tools for computer use in the classroom, some involving helpful tools to translate documents for ELLs who may not be fluent in English. Mr. Robert DeRosa teaches Digital Tools for a Cyberworld, Web Programming I and Introduction to Media. The entire business department regularly collaborates relative to new technology and opportunities in their fields through professional collaboration time built into the school day schedule.

The SHS chapter of DECA will continue this year as Mr. Michael Armour and Ms. Ashley Guba have stepped up to be co-advisors, after the departure of Ms. Amanda Lydon and Ms. Candice Comeaux in. DECA meets weekly, after school, to learn and continue its tradition of success and growth, adapting a return to in-person competition, fundraising, and travel while looking to engage members throughout the school year. Students have the opportunity to give back to their community through DECA as well as compete in business content and 21st-century skills at the district, state, and national levels.

DECA is off to a good start in the 2023-24 school year. We have 32 members preparing for competition. Districts start the first week of January and will be held in-person in Mansfield in the hopes of qualifying for State competition which will be held in Boston in March. The hope is that we have some members moving on to represent Stoughton DECA at Nationals!

Teachers within this department serve the community in other capacities. Mr. Kevin Bechet has been active in discussions relating to microaggressions in broadcasting. This enables him to work with our students to make broadcasting a safe and inclusive environment by educating himself and others on potentially racist and harmful stereotypes. Mr. Bechet also runs a Science Technology Engineering and Mathematics (STEM) video production program for middle school children over the summer. Mr. Robert DeRosa currently advises three after school clubs; Fruition (40 students),

X-clusive Dance (20 students) and the Gaming Club (10 students). Mr. DeRosa is also the Director of Stoughton Academy/Evening School. Ms. Kim Jeffrey currently teaches a college course at Fisher College. The business department looks to continue to learn and grow and give our students the opportunity to learn and grow in a digital age. The future is bright with the staff and resources we currently have at Stoughton High School in the business department.

Mathematics Department

Mr. Michael Armour, Director

The Mathematics department utilized 2023 to improve our mathematics instruction and practices, by regularly collaborating with one another and incorporating a variety of instructional techniques and strategies to meet the needs of all students in the classroom. The department incorporated best practices into the curriculum, while integrating more traditional methods as well. Teachers meet the needs of all students with a variety of instructional strategies and methods, including focused intentional group work, technology, real world application and mini whiteboard activities to support and accompany direct instruction.

Teachers continue to use dynamic and interactive learning platforms in order to instruct in mathematics such as Flipgrid, DESMOS, Edulastic, Edpuzzle, AP classroom, DeltaMath and Desmos. Desmos and Edpuzzle are platforms the math department has used for some time. Teachers share resources with one another, such as videos they find and Desmos activities they create. The Desmos activities teachers create allow students to make generalizations and draw conclusions about different families of functions. Edulastic allows teachers to select different types of questions allowing students the opportunity to practice their skills with different types of questions. It also gives them instant feedback on their answer. Edulastic has many questions styled in a similar fashion to MCAS questions, which is especially helpful for our ninth and tenth grade students who take the MCAS exam as sophomores. Edulastic, as a result, is becoming more widely used across the department. AP Classroom has improved immensely over the past few years and is an instrumental tool to help students succeed on their AP exams. As a department, teachers are open to new online tools that lead to collaborating and sharing with one another to find what works best in their respective classrooms. The department has also been

working hard to incorporate a new curriculum for our Algebra I students. The district is one of seventy Massachusetts districts to have purchased the program "Illustrative Mathematics". It has been a challenge to restructure the course but the Algebra I team, comprised of Mr. Joe Donovan, Ms. Meaghan Drew, Mrs. Patty Foley, Ms. Deirdre Johnson, Mr. Ryan Kilday, Ms. Kelsea Lawler & Mr. Brian Rebelo, has put in some serious work to implement the new curriculum, which will greatly benefit our students.

The department welcomed five new teachers in September. Ms. Meaghan Drew and Mr. Ryan Kilday are both working their first year as fulltime teachers in the math department. Ms. Drew is teaching Algebra I, Geometry and SAT Review. She plans to start courses within the next year to obtain her master's degree. Mr. Ryan Kilday is a Stoughton High graduate who returns to Stoughton High School as a teacher. He is teaching Algebra I, Exploring Computer Science and AP Computer Science. Mr. Kilday has obtained his PLTW AP Computer Science A certification, and also coaches Varsity golf and Junior Varsity baseball at the high school. Ms. Marjorie Partridge brings teaching experience with her from Brockton High School. She teaches Geometry and Discrete Math. Mr. Brian Rebelo also brings teaching experience with him from Bishop Connolly High School and Durfee High School. Mr. Rebelo teaches Algebra I, Newcomer Algebra I, Algebra I support, Sports in Math and Pre-Calculus with Trigonometry. Mr. Rebelo is a native Portuguese speaker, which has been a much needed support and resource for our teachers, students and families. Stoughton High School is very fortunate to have hired such high quality teachers when they are not easy to find, and we hope they call Stoughton home for years to come.

The Math Team continues to be run by Ms. Rachel Vieira. The math team has forty active members this year. Students compete in both the New England Math League (NEML) and the Southeastern Massachusetts Math League (SMML). In our first two SMML meets against other high schools in our area, Stoughton has ranked third out of six schools who competed. Twenty students also serve as leaders on the math team to plan fundraisers and events, like our annual Pi Day party. Math team students are enthusiastic and hard working. The classroom afterschool is usually filled on practice days, and there is sometimes even a waitlist to participate in the SMML meets.

In October, approximately 90 students participated in the Math Olympiad. The Math Olympiad is a statewide competition that allows students to use their higher order thinking skills to solve various math problems. Lillianna Branco was our school's top scoring senior in the 2023 competition, while Andrew Carlson was the top scorer for the junior class. Congratulations to Lillianna and Andrew.

Teachers are always looking to gain knowledge by attending professional development and adding to their repertoire of skills to offer our students the best education possible. Mr. Michael Armour is taking two graduate classes this semester and has attended some AP Statistics virtual conferences. Ms. Kelsea Lawler and Ms. Marjorie Partridge went to MASSCUE and learned about new and unique ways to integrate technology, especially AI, into the classroom and the district. Ms. Lawler is also in the EdS Principal/Assistant Principal program at Bridgewater State University. Ms. Kathy Fidler took a course on educator self care called "Building Resilience", which our own Ms. Meg Kennedy teaches, and Ms. Fidler reports the class is fantastic. Ms. Lilian Nguyen completed a Master's Program and earned a Master of Science degree in Curriculum and Instruction. Ms. Deirdre Johnson completed a Master's Program in Educational Leadership.

Many teachers within the department hold another role or position within the school. Ms. Lawler and Ms. Viera are the senior class advisors. They have been working hard to support the senior class, helping to plan Pep Rally, Senior Breakfast, Oscar Night, class T-shirts, and a chocolate bar fundraiser. Some upcoming events are the Mr. SHS pageant show, Senior Class Night, and Prom. Ms. Hannah Dickie is the student council advisor for the class of 2025. She is helping the juniors begin to plan prom and all of the other upcoming class events. The annual March Madness Basketball tournament is their biggest fundraiser of the year and is an exciting event to watch. Mr. Armour, along with Ms. Ashley Guba, have taken over the reins for the DECA program. Everybody is excited to get to districts which take place the first week of January. Mrs. Patty Foley continues to chair the Golden Knight Committee, a long honored tradition at Stoughton High School, which honors five deserving seniors who exemplify the mission, values, growth and character of a Stoughton High School graduate, with the Golden Knight Award during the Class Night Program in June.

Natural & Applied Sciences Department

Ms. Amy Wiebe, Director

During 2023, the science department completed the transitioning of all curriculum to the district wide standard. All courses now have UbD unit plans and scope and sequence shared on the district website. The members of the science department spent many hours completing this curriculum and designing assessments that measure the acquisition of knowledge and skills in the science classes.

The Science of Energy took on a new look introducing additional hands-on experimentation and focused writing assignments. Mr. Josh Pelland and Mr. Christopher Doldt completed updating The Science of Energy Curriculum. The curriculum focuses on building proficiency in the science practices. Each unit is built around students performing tasks and engineering products that test the theories presented in class. New projects added this past year include: rollercoaster engineering to investigate Newton's laws of motion, House design and insulation to investigate energy transfer and conservation, a circuit of energy stations to investigate energy transformation and observation of energy in its different forms.

Biology is very excited to begin a three year partnership with MassBioEd to incorporate biotechnology skills and labs to our general biology classes. Stoughton and MassBioEd were granted an ACCESS grant to fund this program bringing training and equipment to Stoughton biology labs. This is year one of the grant. During this first year, Ms. Wini Dillon, Dr. Paul Hays, Ms. Amy Wiebe, Ms. Jennifer Kelly and Mr. Shane Elliott chose the labs that will be added to the biology curriculum, have been trained on using micropipettes and electrophoresis and will host educators from MassBioEd to conduct 3 labs. In 2023, MassBioEd visited all general Biology classes once to conduct a simple electrophoresis lab: Molecular Rainbow. Over the next few months, they will return to train and lead additional lab activities. The biology teachers have additionally received professional development around implementing the MassBioEd activities. We look forward to building this aspect of our curriculum over the next two years.

The Chemistry curriculum was updated in 2023 by Ms. Courtney Sasin and Ms. Trisha Asselin to include more hands-on practice and a bit of fun. Some of the added activities include: Stoichiometry Snowman Relay, Empirical Formulas Mystery Gang and the Solution Mole Menu. All of these activities required students to apply their scientific and mathematical skills in a creative and informative way building on their collaboration and decision making skills. In addition, students perform labs, practice problem solving and have built their own periodic tables that synthesize the information they learned about the periods, groups and families of the periodic table. These tables were displayed at the Knight of Excellence last March.

Mr. Clayton Handleman and Mr. Peter Law have updated the Physics curriculum. New labs and largescale physics demonstrations have been designed and implemented by Mr. Clayton Handleman over the past two years in the Honors classes. These 3 demonstrations; Pong ball cannon, Bed of Nails and Barrel implosion, are highly engaging and allow students to witness the dynamics of pressure. A ping pong ball cannon that uses atmospheric pressure to accelerate ping pong balls to near the speed of sound. The balls punch through two soft drink cans lined up. A barrel crush demonstrating the immense forces that the atmosphere exerts, a 55 gallon drum is evacuated by sealing it and condensing steam in it. It collapses spectacularly. New for 2023, a teacher demo of a bed of nails will be introduced. In addition, Mr. Handleman upped the ante for his demonstration of Newton's first law: Pulling a tablecloth under a set of real china and stemware. Students really enjoy seeing the spectacular aspects of physics. Mr. Law has adapted the AP physics curriculum to be more consistent with the Investigative Science Learning Environment (ISLE) approach to teaching physics. This approach is the one used in the new textbook that we received last year. This textbook is called "College Physics: Explore and Apply". In addition, physics has integrated PASCO Smart Carts into the curriculum allowing direct measurement of acceleration for activities such as Newton's second law labs.

In engineering classes, students have the opportunity to use tools and materials they might not experience outside the classroom. A new unit on microprocessor-based electronic communication using Arduino to control breadboarded circuitry has been added to the curriculum by Mr. Peter Law, Mr. Christopher Doldt, and Dr. Joel Rubin. The Laser cutter offers capacity for students to design and execute 3D light-up architectural (and other) models and other products. Examples of

projects where students used the laser cutter include (a) making a gadget that includes LEDs, (b) building a device that uses pneumatics and/or hydraulics to accomplish a mechanical task (c) even building a working ukulele!

We continue to have a large selection of electives for students to choose from including: Forensics, Biotechnology, Oceanography, Astronomy, Anatomy, Physiology, Ethics in Technology and Robotics. Both Forensics and Biotechnology utilize current biotech techniques used in biotech laboratories. Ms. Kerry Wilbur has updated the Forensics curriculum to include Comparison Microscopy and Vernier probeware. In Biotechnology, a unit in agricultural biotech and hydroponics was introduced. Both classes stress hands on lab activities and data analysis. Oceanography and Astronomy use computer based and classroom based models to explore new realms of science. Anatomy and Physiology both study the form and function of the human body. In Physiology, students use the microscopes to examine histology of human tissues. This year, students had the opportunity to prepare and stain their own tissue samples from a dissection specimen.

In Ethics in Technology, designed by Ms. Wini Dillon, students discuss science related topics in a seminar-like format. One student presented his final project on a modification to the gene pool that "could" be on the horizon. His project described how DNA scientists have developed two new working DNA nucleotides that could alter the number and types of proteins that could be coded for and produced by living organisms. This concept does not "alter" living organisms, it uses existing mechanisms, protein synthesis, to generate proteins that are not known to be produced by living organisms to date. In effect making living organisms, manufacturers of new substances. This and other issues making science headlines are discussed by students as they ask questions and evaluate evidence.

Robotics II was offered for the second time in 2023. This course was designed by Mr. Clayton Handleman to challenge students with robotics experience to independently construct and program robots to meet a specific challenge. In addition, a new elective, Food Science, is running for the second time. This course designed by Mr. Shane Elliott highlights the science behind food production, food safety, and every day food preparation. Students in this class were able to make

their own ice cream and bread. The Science department has made great strides in creating interesting, accessible lessons that engage students in the practices and content of their courses.

In addition, the department offers 4 AP Science courses: AP Biology, AP Chemistry, AP Environmental Science, and AP Physics. A total of 59 students took these courses in 2022-2023. Our AP teachers continue to strive in preparing our students to reach mastery on the AP exam offered in the Spring. Advanced Placement students all are required to prepare a presentation of a research project and scientific question. In March of 2023, AP physics students built and then analyzed a Rube Goldberg machine. A Rube Goldberg Machine is a device that accomplishes a simple task in a number of steps. After building the Rube Goldberg Machine, students analyzed its performance using various physics concepts, including kinematics equations, force diagrams, energy bar charts, and momentum bar charts. These projects were presented to the community as part of the Knight of Excellence. AP Chemistry students also presented to the community as part of the Knight of Excellence. class presented a lab poster at Knight of Excellence. Students prepared a poster presentation on a lab they had performed. Both groups' presentations were a great success. In addition, for the second year running the AP Environmental Science classes partnered with the Massachusetts Fish and Wildlife Service to raise trout in the classroom for stream release.

Students also benefit from the dedication of the science department after school and during the summer months. Ms. Jennifer Kelly serves as a Mentor to new teachers in the STEM disciplines and advises the Recycling club. Mr. Josh Pelland is advisor to the Dungeons and Dragons Club. Ms. Amy Wiebe and Ms. Trish Asselin co-advise the Stoughton chapter of HOSA, an organization for Future Health Professionals. Dr. Joel Rubin opens the Engineering lab to students to independently work on prototype design. Ms. Amy Wiebe and Dr. Paul Hays taught MCAS Acceleration Academy last Spring to prepare students after school for the June Biology MCAS and this fall Mr. Shane Elliott and Ms. Amy Wiebe are teaching an MCAS Acceleration Academy to prepare students for the Science MCAS in February. Mr. Clayton Handleman is advisor to the new Robotics club who just attended their first competition. We look forward to growing this program over the next few years. This past summer, for the third year running, Dr. Joel Rubin designed the curriculum for summer science enrichment at the high school level and taught science credit recovery as part of Stoughton Summer school.

This past year, Ms. Jennifer Kelly, Ms. Wini Dillon, Ms. Amy Wiebe, Ms. Courtney Sasin, Mr. Clayton Handleman, Dr. Joel Rubin, Mr. Christopher Doldt, Mr. Joshua Pelland, Mr. Peter Law and Mr. Craig Beaulieu were enrolled in graduate level courses and/or specialized training institutes involving such topics as Engaging Students with Research based Strategies, Virology and Epidemiology, Ecology, Engineering and Watershed Science, Addressing Student Anxiety, Advanced Placement Physics C: Mechanics and Electricity and Magnetism, NEED Science of Energy, Application of the Investigative Science Learning Environment (ISLE) curriculum to teaching physics and Communication & Support for Families. The entire department took part in the Stoughton High School offered professional development: Creating Supportive and Inclusive Learning Environments by Integrating SEL Practices in Science Instruction with Inquiry Based Learning and Social Emotional Learning in Schools.

Ms. Kerry Wilbur, Dr. Joel Rubin, and Ms. Jennifer Kelly attended the Massachusetts Association of Science Teachers (MAST) annual conference on November 8th visiting workshops and networking with other science teachers from around the state. Dr. Joel Rubin also attended the New England CAD-CAE Teachers Summit on March 10th at Minuteman VocTech High School. Mr. Craig Beaulieu was an AP reader for Collegeboard on the AP Environmental Science 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, we look to build on these successes and increase the number of opportunities our students have to shine.

One student, Madeline Lyons, represented Stoughton High School at the Region V Science Fair at Bridgewater State on March 4, 2023. Her project "Solar Powered Bike" received an honorable mention. She went on to represent Stoughton High School at the Massachusetts State Science Fair held on May 5th at MIT in Cambridge, MA.

Students of the recycling club and Ms. Jennifer Kelly attended Stoughton Day where they worked with the Department of Environmental Protection to educate the community about the new

recycling program in Stoughton and what is recyclable and what is not. Some members have also expressed interest in networking with the Stoughton Climate committee to help explore sustainable climate solutions in Stoughton.

HOSA--Future Health Professionals (Health Occupations Students of America), had a busy year. On February 28th, 2023, fifteen students participated in the 2023 MA state competitive event competitions including such topics as: Medical Math, Veterinary Science, Medical Terminology, Biotechnology, Physical Therapy, Community Health Research Poster and How to Talk to Friends and Family about Mental Health Public Service Announcement. Of those 15 students, 7 qualified for the national competition. Christ Pierre-received 1st place in Physical Therapy, Sophia Woodward received second place in Veterinary Science, Thu Pham received 2nd place in Medical Math, and the team of Lena Sonephanith, Kayla Sonephanith, John Ramos, Thu Pham and Makaila Graffeo placed third for their Mental Health PSA. The MA HOSA State conference was attended by 12 students and chaperoned by Ms. Asselin and Ms. Wiebe at Worcester State University where students were able to hear a panel of speakers on various health career related topics. In June, 6 students accompanied by Ms. Amy Wiebe traveled to Dallas, TX to compete in the International Leadership Conference. In addition to their qualified events, students took part in the National Geographic Learning Academic Tests in the subjects of Biology, Chemistry, Anatomy and Physiology, and Math for Health Professionals. Just this past month, 16 Students attended the Virtual Health and Wellness Conference presented by Bridgewater State on December 13th. Student members also participated in the Stoughton Wellness Fair and organized the spring Blood Drive with Peer Leadership.

The science department also offers recognition each year to one outstanding Stoughton High School senior and in collaboration with math recognized two outstanding juniors. The science student that was recognized with the Outstanding Achievement in Science for 2023 was Murtaza Khalil. He took a variety of science classes over his 4 year stay at SHS including: AP Physics, AP Biology, Honors Chemistry and Honors Biology. He participated in the regional and state science fair in his junior year and competed for each year in the HOSA competitions. The junior recognized with the prestigious Bausch and Lomb Science Award was presented to Elias Sarkis and The Rensselaer Award for superlative science and math achievement was presented to Madeline Lyons.

We are proud of all of these achievements and will continue to strive for excellence in science and engineering.

History and Social Sciences Department

Ms. Jaime Regan, Director

The History and Social Sciences Department completed the revision of the grade 9-12 curriculum in response to the changes made to the Massachusetts State Frameworks for History and Social Studies. With the completion of all department curriculum and scope and sequence documents into the UBD format, we were able to fully realign our 10th, 11th and 12th grade required United States History courses. Additionally, we finished revising all common assessments and shifted them from Schoolnet to the Edulastic platform. With the new Massachusetts State Frameworks emphasizing civic responsibility with a culminating civics project, all 10th grade USI students completed thoughtful Civics Projects. This project will continue each year as a seminal part of our USI course. Portions of the Civics Project were showcased at the Knight of Excellence at Stoughton High. Despite the everchanging frameworks for History and Social Studies, there is a continued commitment to represent diverse peoples in all courses. The History and Social Sciences Department echoes this commitment to representing voices of the underrepresented. The department continues to examine our curriculum and make necessary changes in order to further support cultural diversity and inclusivity.

The 2023-2024 academic year began with promise as we continue to pull away from the pandemic years. Unfortunately, the impact of those years on learning still reverberates through the classroom and has been consistently addressed in the overall school improvement plan. Students struggle to meet appropriate grade level habits of learning. In response, teachers model appropriate habits of learning in their classrooms daily. The goal is that, once the skills and structure are solidified, teachers in the History and Social Sciences department will be able to gradually increase the rigor in the classroom. Additionally, teachers in the History and Social Sciences Department recognize the necessity of not only concentrating on reinforcing the skills necessary to succeed in the classroom, but also examining grade level student retention in order to implement changes that meet the needs of failing students. The History and Social Sciences Department is analyzing retention data and scrutinizing existing, individual teacher policies with the ultimate goal of

creating grade and level specific, departmental policies for homework and essay revision. Moving forward, these new policies could help our students who are at risk for course retention. The department continues to meet regularly, collaborating both formally and informally, on ways to further support our students as we plan and implement our curriculum as equitably as possible for our students.

The History and Social Sciences Department is spending a large amount of collaboration time this year working to create and finalize grade and level specific, departmental policies for homework and essay revision. We will continue to support the ongoing NEASC process by aiding in the creation of the Vision of the Graduate.

The History and Social Sciences Department voted Drew Cesario as the recipient of the 2023 History Achievement Award. Jayden Coleman was the recipient of the Southworth Scholarship. Tagh Swierzewski was awarded the Daniel F. Davis Scholarship Award. Additionally, the VFW Commander and the Commander of the American Legion selected the top three entrants of the *Voices of Democracy*, an audio-essay contest, to progress to the national competition. Andrew Causey, Noah Schwenzfeier and Adam Raja will represent Stoughton High in the annual, nationwide scholarship competition sponsored by the Veterans of Foreign Wars. Each of these honored students are exceptionally deserving of their awards.

Members of the Stoughton High School History and Social Sciences department continue to be lifelong learners, taking graduate level courses through a variety of colleges and universities. Department members enrolled in classes through The Starr King School, Fitchburg State University, Augustana University, Colorado State, and Worcester State University. Beth Manchester was awarded a Master of Divinity with a concentration in multi-religious studies. She plans to use this degree to continue building curriculum and lessons for her Religions of the World course and integrating her knowledge into the teaching of USI and the First Amendment. Dr. Amy Scullane was a Reader for the AP United States Government and Politics exam and participated in College Board training and grading processes.

World Language Department

James Babb, Director

The primary focus of the World Language Department at Stoughton High School during the Academic Year 2023-2024 has been aligning the curriculum of the six languages the school offers, Spanish, French, Latin, Portuguese, Chinese, and American Sign Language, with the new Massachusetts Frameworks. These revised state standards emphasize colloquial proficiency, i.e. the ability to make oneself understood in the target language without having to speak the language fluently. Humanities Curriculum Director Dr. Susanne Dunn has been instrumental in this effort.

In 2023, the World Language Department boasted more than sixty students sitting for the Seal of Biliteracy state test. The Seal of Biliteracy is an award given by the state in recognition of high school graduates who attain high functional and academic levels of proficiency in English and a world language in recognition of those who have studied and attained proficiency in two or more languages by high school graduation. Stoughton High School had a pass rate of 50%, compared to the state at 25%. Students who have earned the Seal of Biliteracy receive a medallion and an actual seal on their diploma noting their accomplishment. Stoughton High School students proved proficient in English and one of the following languages; Spanish, Haitian Creole, Portuguese, American Sign Language, French, and Chinese.

James Babb began as Director of World Languages in the Fall of 2023. He has been teaching at SHS for 10 years, and for 20 years over all. In addition to his role as leader of the department, Mr. Babb teaches courses in Latin and French. Several of his students earned recognition for their excellent scores on the National Latin Exam in the Spring. This past Summer he traveled to Prague, Vienna and Budapest.

William Gorman led the administration of the National Latin Exam. Once again, Mr. Gorman had multiple students recognized by the American Classical League for their outstanding scores on the exam. Mr. Gorman and Mr. Babb will offer the exam again this academic year. In addition, Mr. Gorman will be leading a trip to Italy during February Vacation. Students will visit both Rome and Pompeii.

Spanish teacher Kristen Finnegan, a sixteen-year veteran of SHS, completed coursework in teaching English Language Learners this year. As the district is seeing a regular addition of non-native speakers, this expertise will be useful.

As she has done on previous occasions, Mandarin teacher Fuqin Sun led a cooking class this Fall. Students prepared two types of meat dumplings and Moon Pies from scratch. Mrs. Sun also plans to take her classes to the Peabody Essex museum in the Spring.

American Sign Language Teacher Julie Bellini reports that ASL 2 students have learned many new things this year already. All students can give a weather report and a Halloween story in ASL. Recently they have learned about famous Deaf entertainers. Ms. Bellini is also organizing a visit by the performing group DEF Familia in the Spring.

In her second year at SHS Spanish teacher Ladi Acevedo has assisted in aligning Spanish curriculum as well as making the three new Spanish teachers feel at home.

The SHS World Language Department welcomed five new members this Fall. Portuguese teacher Camila Deifenthaeler worked for the Framingham Public schools before coming to SHS. Camila also serves as a translator and tutor, and she hopes to organize a Portuguese Club. Roberto Rivas, a Spanish teacher and native of Venezuela, has been incorporating the newly aligned Spanish curriculum in Spanish II and Spanish IV. He holds a BA in Political Science and an MA in International Relations. Gabby Fiedor joined the World Language Department as a Spanish teacher. Gabby has traveled extensively in the Hispanic World. Aaron Smith joined the World Language Department as its lead French Teacher. Aaron taught middle school in Norton before coming to Stoughton High School. Alvance Cangas joins the World Language Department as a Portuguese teacher. Most recently Alvance has been involved in international, faith-based relief efforts for refugees, including work in Brazil, Italy and Luxembourg. In addition to speaking Portuguese and French, Alvance is fluent in Haitian Creole. Jessica Sager joins the World Language Department as a Spanish teacher. Jessica comes to SHS after a decade of working in the Boston Public Schools.

REPORT OF STOUGHTON HIGH SCHOOL

Juliette Miller, C.A.G.S., M.Ed., Administrative Principal

Stoughton High School continues to see improvement, high achievement in and out of the classroom and outstanding performance on the field and stage. 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.

In 2022, Stoughton High School began the two-year reaccreditation process through the New England Association of Schools and Colleges (NEASC) by completing a self-evaluation according to the five NEASC standards and hosting the collaborative conference in May of 2022. This two-year process will culminate in April of 2024 when a seven person visiting team will conduct their Decennial visit. The high school received a report based on the self-evaluation and the collaborative conference and has been working in 2023 to address the areas identified as areas of growth. One such area was establishing a Vision of the Graduate. The Vision of the Graduate provides strategic direction for the redesign of the overall educational experience for students. This collective vision is intended to reinvigorate and re-engage students, teachers and community stakeholders. The Vision of the Graduate replaces the old mission statement and learning expectations. The Vision is a comprehensive statement containing a vision statement and the core competencies or core values, which are the foundational commitments a school makes in order to support students' unique values of the school community. Stoughton High School underwent an extensive process for creating its new Vision of the Graduate. Parents, guardians, community members, teachers, administrators and students completed surveys and participated in focus groups to generate the core values and beliefs held by the greater Stoughton community. This data was then synthesized and reviewed by the faculty and a draft vision and core competencies were created. The draft then went through several revisions as district administration, school councils, faculty, students and parents reviewed the Vision of the Graduate and provided feedback.

Stoughton High School has since adopted the Vision of the Graduate and is now working to incorporate it in all that we do, including in our curriculum, budget and staffing requests, program of studies and overall school decision making. An opportunity was offered to all students to create their own unique graphic to accompany this Vision of the Graduate; illustrating it in a visual form. Students may still submit designs to be considered.

High School departments, under the leadership and guidance of the district curriculum coordinators, Susanne Dunn, Ed.D. and Brian Scanlan, Ed.D., have been writing and revising curriculum for all courses in the identified district common format. This critical work is to ensure all courses are aligned to state frameworks/standards and to ensure consistency across classrooms. Additionally, it was another area of improvement identified in the NEASC report. Curriculum work includes embedding common assessments into the curriculum documents. Students enrolled in common courses, such as Algebra I, English 10, World History and Spanish II, all take common assessments at a minimum, at mid-year and final exam times. Several departments have created other common formative assessments, taken periodically throughout the year. Each standards' aligned assessment created requires students to access higher order thinking skills and can be administered either online or as a paper-pencil test. Several departments have also begun to use Edulastic. This allows the teacher to create assessments which can then be assigned to students, individually or collectively, and customized to the student's individual needs. This may include a language other than English or incorporating special education accommodations, such as word banks, graphic organizers, etc. Combined with previous professional development offered to all teachers in the area of Differentiated Instruction, teachers are armed with the necessary information and tools to be able to design lessons to address the needs of all students and ultimately making the curriculum accessible to all students.

An analysis of our Program of Studies, student needs and extra-curricular offerings outside of the classroom, was completed in the winter/spring of 2023. This analysis led to the development of some new courses, changes to some of the level of course offerings and additional learning opportunities outside of the classroom. Music Theory, Studio Art and Advanced Acting Studio will now be offered at the Honors level. These courses act as capstone classes for students who intend to study Music, Art or Drama beyond high school. Improvisation and Sketch Comedy along

with Algebra 1 Support classes were added to the already robust program of studies. Outside of the classroom we are working to add a National Honor Society in English to accompany the three other National Honor Societies already a part of our program (National Honors Society, National Honor Society in Business and National Honor Society in Art). A Robotics Club has also been added to our list of extracurricular offerings. The addition of these offerings will provide the opportunity to recognize the individuality of each of our students who have a strong interest in and talents in any or all of these content areas. Stoughton High School is proud of the ample and various opportunities students have for learning, discovering their talents and passions and receiving an overall well-rounded education.

Since our full return after COVID, Stoughton High School, along with most schools across the Commonwealth, has seen an increase in chronic absenteeism from school, and an increase in the dropout rate. Prior to COVID, the high school had successfully steadily reduced our dropout rate to its lowest rate in more than a decade to 0.6%. Since COVID this number has increased to 2.1%. Increases in mental health challenges, anxiety, depression, home and food insecurity, poor attendance, and a lack of engagement are some possible contributing factors. The high school recognizes this is a multifaceted problem, as such, the high school is taking a multi-pronged approach. The high school administration has identified attendance as a high priority area. Several administrators attended a Department of Education conference on school attendance in the fall of 2023 to learn best practices and strategies for combating poor attendance. A Student Support Team, comprised of high school administration, school counselors and adjustment counselors, was formed to take a deep dive into individual student data and factors, work with the families of students who do not hold regular attendance to school, identifying obstacles and offering supports, resources, and creative solutions for reengaging the students. Frequent communication is maintained between the school, the students, and their families, regarding the student's attendance. In addition, Stoughton High School planned and implemented several programs and resources in the summer of 2023 to address the social emotional and academic needs of students. During the summer months, Stoughton High School offered extensive summer programming to all students in grades 9-12, all at no cost to families. Stoughton High School offered courses for credit recovery through a full in-person summer school program, academic enrichment through the Acceleration Academy, social emotional programming with games, clubs and activities Monday through Thursday and a variety of Athletic, Music and Drama programs. We capped off the

summer with two dramatic performances; one by our elementary students and one by secondary students. Stoughton High School continues to use and expand the Bridge for Resilient Youth in Transition (BRYT) program. This program provides an educational environment for students who are not attending school with regularity, due to any number of factors most commonly due to depression/anxiety, hospitalizations or concussions. The BRYT program provides an integrated academic, clinical, family and care coordinated support. Most students participate for six to twelve weeks, until they are fully re-integrated into their typical school schedule. In addition, Stoughton High School has expanded counseling support through the Italian Home and offers targeted academic support after school.

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 are using the information provided to drive professional discourse within the high school, target areas for improvement and ultimately increase student achievement. We have access and evaluate data which includes but is not limited to Advanced Placement (AP) scores, SAT scores, MCAS performance data, data specific to high school courses, discipline statistical reports, national data on risky student behavior, etc. The evaluation of this data assists in determining appropriate academic programming, courses, curriculum and instruction, and social emotional program needs.

The 2023-2024 school year is off to a strong start. However, we are dedicated to constantly improve what we do at Stoughton High School. Therefore, in 2024 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 a written curriculum for all courses offered at Stoughton High School in a common written format, accessible to all teachers, via the SPS Curriculum website.
- Implement a consistent, timely and meaningful way for students to receive corrective feedback. Teachers will use this feedback in meaningful ways to both revise and support student learning and well-being.
- Strengthen the lines of communication among all members of the school community for the development, creation and implementation of social-emotional and diversity, equity and inclusion practices in services and the classroom instruction.

- Incorporate the Vision of the Graduate, rubrics for assessing learning expectations, and a method for reporting student progress towards the learning expectations to parents/guardians.

English Department

Ms. Janean Ruschioni, Director

The English Department and our students have been busy and productive in 2023!

English MCAS scores are traditionally very high and something our department takes great pride in, and while these past couple of years of MCAS were a challenge – not only in our school, but across the state - we were proud of our students' efforts. In 2023, 53% of our students Exceed or Meet Expectations - a figure that is slightly below last year's student results and slightly below the state average (58%). 34% of our students scored Partially Met - and we are confident those students will move to Meeting next year. The percentage of students who did Not Meet (13%) was close to the state average (11%). We have already met numerous times during our department collaboration and as a leadership team on ways we can help move our students to the next level: offering after school skills sessions, continuing to look at our common assessments to help bolster our students' skills, and identifying alternative ways we can better support our students. We will continue to dig into our data and collaborate with our department, our Curriculum Director, and our Data Specialist to hone in on ways to continue to improve our already solid MCAS scores.

We had 12 seniors take the AP Literature and Composition exam and 25 juniors take the AP Language and Composition exam. Our students, once again, rose to the challenge. The average score for seniors was 3.5 out of 5 and almost 92% of them earned a qualifying score of 3 or higher; this is above the state average which was 83.4% in MA and 77% globally. The average score for juniors was 3.48 out of 5, and 76% of them earned a qualifying score of 3 or higher; this was also well above both the state (61%) and global average (56%). We are proud of the work Ms. Fidler and Ms. Ruschioni did to prepare these students, and especially proud of our hardworking students.

At Class Night, we awarded Elaine McCarty the English Achievement Award and Tagh Swierzewski the Journalism Achievement Award.

This year we continued our efforts to make our curriculum more a reflection of our students, their interests and their experiences. We continue to make strides in adding titles that better reflect our student population and interests; many of our teachers are using a Book Club format for units where teachers are guiding the students in learning the appropriate skills in an “anchor” (canonical) text, and then having the students work independently on those skills using high interest, but challenge level appropriate independent choices. We continue to make independent reading a goal, with many teachers using a Silent Sustained Reading model to foster the love of reading for pleasure. We also continue to adjust our common assessments, such as the midyears and finals, to better reflect our students’ growth and learning, and continue to work towards a more equitable approach in our assignments and assessments.

We continue to have high interest in our elective course offerings as well; our students are able to take courses such as Reading for Enjoyment, where they can participate in book clubs to help deepen their love of reading and hone their speaking and listening skills. Our Journalism program was able to offer a Journalism II this year to help focus and sharpen our students’ critical thinking, reading, and writing skills. Our Love and Altruism class offers students the opportunity to practice mindfulness through practicing meditation and maintaining gratitude journals. We are proud to offer our students opportunities to not only become better readers, writers, speakers and thinkers, but also people.

We take pride in our ability to expose our students to varied educational experiences including trips to museums, guest speakers, and presentations to audiences outside the classroom community, and we were so pleased to bring some of those back this year. In March of 2023, we were able to bring back Shakespeare and Company to perform *Romeo and Juliet*. Fortunately, because this is a play that is taught in 9th grade, we were able to invite both 9th and 10th graders to enjoy this live theater opportunity. The performance was lively, engaging, and really helped bring Shakespeare to life for our students. We were also so happy to see our American Studies program was able to get back to their enriching field trips and events such as their visit to the Newport Mansions and the American Heritage Museum.

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 such as the Mentoring program, Class Advisors, Best Buddies, as well as sitting on committees within the district and building. Ms. Leah Kelly and Ms. Brown are both currently spearheading a new chapter of an English National Honor Society - an idea that was brought to us by one of our exceptional seniors, Olivia Smith.

This summer, Ms. Ruschioni; the Advanced Placement Language and Composition teacher, attended the College Board AP Reading in Tampa, FL where she read and scored over 1,000 essays, as a way to continue her professional development in that course and beyond. Our department members strive to positively impact our students in and out of the classroom. Many of our teachers participated in virtual and in person professional opportunity developments during the school year, actively engaging in ways to help support our students academically, as well as socially and emotionally, both in and out of the classrooms.

We are proud of the SHS English department's many strengths and the relationships we share with our department, our students, our faculty and our community. We pride ourselves on being a collaborative group of professionals who support each other with materials as well as ideas to better our craft and meet the varied needs of students. While the 2023 school year had its challenges, we are proud of our students, our teachers, and look forward to what 2024 will bring!

Business and Technology Department

Mr. Michael Armour, Director

The Business and Technology Department continues to explore and deploy creative ways to connect with and engage students to provide dynamic lessons that are multi-faceted to develop students both academically and socially. Department wide, teachers utilize tools such as Screencastify, FlipGrid, EdPuzzle, Nearpod, Adobe Creative Cloud Suite and the Google Education Suite in order to bring students a variety of learning experiences and opportunities in which to express their understanding of course content.

The Business and Technology Department offers a variety of courses across the business and technology disciplines. The teachers are constantly adapting courses to include the latest technology and the newest resources available. In addition to taking opportunities to grow and learn within the technology field, business teachers also look to learn more about how they can

better understand adolescent development and evolve their understanding of Social-Emotional Learning and Mindfulness in their classrooms. Mr. Kevin Bechet and Mr. Robert DeRosa have worked on incorporating Social Emotional Learning into their classrooms, and have shared their findings with the department during collaboration. Mr. Bechet is also taking classes through Bridgewater State in an educational leadership program. He recently took a class on school law, and is currently enrolled in a class on evaluating professional development. Mr. Bechet and Mr. DeRosa are taking the lead on learning about the potential of AI in the classroom, with a focus on Magic School, a website that offers a variety of learning tools. Some examples of how AI may be used as a teaching tool are using it to instantly make a multiple-choice assessment based on a topic and aligning it to state standards, or creating a class newsletter with the aid of AI to help teachers communicate with families more effectively and efficiently.

The department welcomed two new teachers in September of 2023. Ms. Kim Jeffrey and Ms. Antonella Achille are both off to fantastic starts within the department! Ms. Jeffrey is teaching Sports and Entertainment Marketing, Marketing-School-Based Enterprise, Digital Tools for a Cyberworld, and Financial Literacy. Ms. Jeffrey has worked to develop and revise curriculums for all of these classes. Some highlights include creating a marketing research project in collaboration with other classes, where students created surveys and had students from other classes blind test two products, a generic brand versus a well-known brand. Ms. Jeffrey has also taken the lead in incorporating Applied Digital Tools with her Digital Tools for a Cyberworld class by making Google simulations on Google Docs, Sheets, Drive and Slides. Ms. Antonella Achille is teaching Business Communication Tools, Principles of Business and Financial Literacy. Ms. Achille has had to develop curriculums for all of these classes. A creative and engaging activity Ms. Achille has incorporated in her Principles of Business classes is a Shark Tank activity. Her students present ideas to judges with an entrepreneurial spirit in mind. Stoughton teachers and administrators will be acting as judges, with Superintendent Dr. Joseph Baeta perhaps joining the panel! This activity will be based loosely on the television show. Ms. Jeffrey and Ms. Achille have welcomed the challenge of making these classes their own. We are fortunate to have them as members of the department.

After a brief hiatus due to staffing, the School Store has recently reopened. This would not have been possible without the efforts of Ms. Jeffrey and her Marketing School-Based Enterprise

class. Ms. Jeffrey incorporated real world learning by having her class put together a presentation for the Department Chair and administrators regarding a 3D printer purchase to aid with the production of T-shirts for sale in the school store. The presentation was a huge success, and Dr. Brian Scanlan made the class request a reality by purchasing the item for use in the school store. Ms. Jeffrey and her students have opened the school store during lunches and after school. Students enjoy stopping by and being able to purchase a drink, snack, or school spirit items. The school store has been a wonderful real-world application opportunity for our students taking a variety of Business classes. The students working at the store are learning how to conduct all aspects of owning and managing a business, such as inventory management, basic accounting, customer service, staffing and purchasing.

We are grateful for the many and varied talents of our teachers. In addition to our two new teachers, we have three returning business teachers with experience. Ms. Laura Isaksen teaches A+ Certification Hardware, A+ Certification Software & Networking and Help Desk. Mr. Kevin Bechet teaches Video Production I, Video Production II and Video Production III, attended MASSCUE and brought back his findings to the department. One idea that Mr. Bechet brought back to SHS was some tools for computer use in the classroom, some involving helpful tools to translate documents for ELLs who may not be fluent in English. Mr. Robert DeRosa teaches Digital Tools for a Cyberworld, Web Programming I and Introduction to Media. The entire business department regularly collaborates relative to new technology and opportunities in their fields through professional collaboration time built into the school day schedule.

The SHS chapter of DECA will continue this year as Mr. Michael Armour and Ms. Ashley Guba have stepped up to be co-advisors, after the departure of Ms. Amanda Lydon and Ms. Candice Comeaux in. DECA meets weekly, after school, to learn and continue its tradition of success and growth, adapting a return to in-person competition, fundraising, and travel while looking to engage members throughout the school year. Students have the opportunity to give back to their community through DECA as well as compete in business content and 21st-century skills at the district, state, and national levels.

DECA is off to a good start in the 2023-24 school year. We have 32 members preparing for competition. Districts start the first week of January and will be held in-person in Mansfield in

the hopes of qualifying for State competition which will be held in Boston in March. The hope is that we have some members moving on to represent Stoughton DECA at Nationals!

Teachers within this department serve the community in other capacities. Mr. Kevin Bechet has been active in discussions relating to microaggressions in broadcasting. This enables him to work with our students to make broadcasting a safe and inclusive environment by educating himself and others on potentially racist and harmful stereotypes. Mr. Bechet also runs a Science Technology Engineering and Mathematics (STEM) video production program for middle school children over the summer. Mr. Robert DeRosa currently advises three after school clubs; Fruition (40 students), X-clusive Dance (20 students) and the Gaming Club (10 students). Mr. DeRosa is also the Director of Stoughton Academy/Evening School. Ms. Kim Jeffrey currently teaches a college course at Fisher College. The business department looks to continue to learn and grow and give our students the opportunity to learn and grow in a digital age. The future is bright with the staff and resources we currently have at Stoughton High School in the business department.

Mathematics Department

Mr. Michael Armour, Director

The Mathematics department utilized 2023 to improve our mathematics instruction and practices, by regularly collaborating with one another and incorporating a variety of instructional techniques and strategies to meet the needs of all students in the classroom. The department incorporated best practices into the curriculum, while integrating more traditional methods as well. Teachers meet the needs of all students with a variety of instructional strategies and methods, including focused intentional group work, technology, real world application and mini whiteboard activities to support and accompany direct instruction.

Teachers continue to use dynamic and interactive learning platforms in order to instruct in mathematics such as Flipgrid, DESMOS, Edulastic, Edpuzzle, AP classroom, DeltaMath and Desmos. Desmos and Edpuzzle are platforms the math department has used for some time. Teachers share resources with one another, such as videos they find and Desmos activities they create. The Desmos activities teachers create allow students to make generalizations and

draw conclusions about different families of functions. Edulastic allows teachers to select different types of questions allowing students the opportunity to practice their skills with different types of questions. It also gives them instant feedback on their answer. Edulastic has many questions styled in a similar fashion to MCAS questions, which is especially helpful for our ninth and tenth grade students who take the MCAS exam as sophomores. Edulastic, as a result, is becoming more widely used across the department. AP Classroom has improved immensely over the past few years and is an instrumental tool to help students succeed on their AP exams. As a department, teachers are open to new online tools that lead to collaborating and sharing with one another to find what works best in their respective classrooms. The department has also been working hard to incorporate a new curriculum for our Algebra I students. The district is one of seventy Massachusetts districts to have purchased the program "Illustrative Mathematics". It has been a challenge to restructure the course but the Algebra I team, comprised of Mr. Joe Donovan, Ms. Meaghan Drew, Mrs. Patty Foley, Ms. Deirdre Johnson, Mr. Ryan Kilday, Ms. Kelsea Lawler & Mr. Brian Rebelo, has put in some serious work to implement the new curriculum, which will greatly benefit our students.

The department welcomed five new teachers in September. Ms. Meaghan Drew and Mr. Ryan Kilday are both working their first year as fulltime teachers in the math department. Ms. Drew is teaching Algebra I, Geometry and SAT Review. She plans to start courses within the next year to obtain her master's degree. Mr. Ryan Kilday is a Stoughton High graduate who returns to Stoughton High School as a teacher. He is teaching Algebra I, Exploring Computer Science and AP Computer Science. Mr. Kilday has obtained his PLTW AP Computer Science A certification, and also coaches Varsity golf and Junior Varsity baseball at the high school. Ms. Marjorie Partridge brings teaching experience with her from Brockton High School. She teaches Geometry and Discrete Math. Mr. Brian Rebelo also brings teaching experience with him from Bishop Connolly High School and Durfee High School. Mr. Rebelo teaches Algebra I, Newcomer Algebra I, Algebra I support, Sports in Math and Pre-Calculus with Trigonometry. Mr. Rebelo is a native Portuguese speaker, which has been a much needed support and resource for our teachers, students and families. Stoughton High School is very fortunate to have hired such high quality teachers when they are not easy to find, and we hope they call Stoughton home for years to come.

The Math Team continues to be run by Ms. Rachel Vieira. The math team has forty active members this year. Students compete in both the New England Math League (NEML) and the Southeastern Massachusetts Math League (SMML). In our first two SMML meets against other high schools in our area, Stoughton has ranked third out of six schools who competed. Twenty students also serve as leaders on the math team to plan fundraisers and events, like our annual Pi Day party. Math team students are enthusiastic and hard working. The classroom afterschool is usually filled on practice days, and there is sometimes even a waitlist to participate in the SMML meets.

In October, approximately 90 students participated in the Math Olympiad. The Math Olympiad is a statewide competition that allows students to use their higher order thinking skills to solve various math problems. Lillianna Branco was our school's top scoring senior in the 2023 competition, while Andrew Carlson was the top scorer for the junior class. Congratulations to Lillianna and Andrew.

Teachers are always looking to gain knowledge by attending professional development and adding to their repertoire of skills to offer our students the best education possible. Mr. Michael Armour is taking two graduate classes this semester and has attended some AP Statistics virtual conferences. Ms. Kelsea Lawler and Ms. Marjorie Partridge went to MASSCUE and learned about new and unique ways to integrate technology, especially AI, into the classroom and the district. Ms. Lawler is also in the EdS Principal/Assistant Principal program at Bridgewater State University. Ms. Kathy Fidler took a course on educator self care called "Building Resilience", which our own Ms. Meg Kennedy teaches, and Ms. Fidler reports the class is fantastic. Ms. Lilian Nguyen completed a Master's Program and earned a Master of Science degree in Curriculum and Instruction. Ms. Deirdre Johnson completed a Master's Program in Educational Leadership.

Many teachers within the department hold another role or position within the school. Ms. Lawler and Ms. Viera are the senior class advisors. They have been working hard to support the senior class, helping to plan Pep Rally, Senior Breakfast, Oscar Night, class T-shirts, and a chocolate bar fundraiser. Some upcoming events are the Mr. SHS pageant show, Senior Class Night, and Prom. Ms. Hannah Dickie is the student council advisor for the class of 2025. She is helping the

juniors begin to plan prom and all of the other upcoming class events. The annual March Madness Basketball tournament is their biggest fundraiser of the year and is an exciting event to watch. Mr. Armour, along with Ms. Ashley Guba, have taken over the reins for the DECA program. Everybody is excited to get to districts which take place the first week of January. Mrs. Patty Foley continues to chair the Golden Knight Committee, a long honored tradition at Stoughton High School, which honors five deserving seniors who exemplify the mission, values, growth and character of a Stoughton High School graduate, with the Golden Knight Award during the Class Night Program in June.

Natural & Applied Sciences Department

Ms. Amy Wiebe, Director

During 2023, the science department completed the transitioning of all curriculum to the district wide standard. All courses now have UbD unit plans and scope and sequence shared on the district website. The members of the science department spent many hours completing this curriculum and designing assessments that measure the acquisition of knowledge and skills in the science classes.

The Science of Energy took on a new look introducing additional hands-on experimentation and focused writing assignments. Mr. Josh Pelland and Mr. Christopher Doldt completed updating The Science of Energy Curriculum. The curriculum focuses on building proficiency in the science practices. Each unit is built around students performing tasks and engineering products that test the theories presented in class. New projects added this past year include: rollercoaster engineering to investigate Newton's laws of motion, House design and insulation to investigate energy transfer and conservation, a circuit of energy stations to investigate energy transformation and observation of energy in its different forms.

Biology is very excited to begin a three year partnership with MassBioEd to incorporate biotechnology skills and labs to our general biology classes. Stoughton and MassBioEd were granted an ACCESS grant to fund this program bringing training and equipment to Stoughton biology labs. This is year one of the grant. During this first year, Ms. Wini Dillon, Dr. Paul Hays,

Ms. Amy Wiebe, Ms. Jennifer Kelly and Mr. Shane Elliott chose the labs that will be added to the biology curriculum, have been trained on using micropipettes and electrophoresis and will host educators from MassBioEd to conduct 3 labs. In 2023, MassBioEd visited all general Biology classes once to conduct a simple electrophoresis lab: Molecular Rainbow. Over the next few months, they will return to train and lead additional lab activities. The biology teachers have additionally received professional development around implementing the MassBioEd activities. We look forward to building this aspect of our curriculum over the next two years.

The Chemistry curriculum was updated in 2023 by Ms. Courtney Sasin and Ms. Trisha Asselin to include more hands-on practice and a bit of fun. Some of the added activities include: Stoichiometry Snowman Relay, Empirical Formulas Mystery Gang and the Solution Mole Menu. All of these activities required students to apply their scientific and mathematical skills in a creative and informative way building on their collaboration and decision making skills. In addition, students perform labs, practice problem solving and have built their own periodic tables that synthesize the information they learned about the periods, groups and families of the periodic table. These tables were displayed at the Knight of Excellence last March.

Mr. Clayton Handleman and Mr. Peter Law have updated the Physics curriculum. New labs and large scale physics demonstrations have been designed and implemented by Mr. Clayton Handleman over the past two years in the Honors classes. These 3 demonstrations; Pong ball cannon, Bed of Nails and Barrel implosion, are highly engaging and allow students to witness the dynamics of pressure. A ping pong ball cannon that uses atmospheric pressure to accelerate ping pong balls to near the speed of sound. The balls punch through two soft drink cans lined up. A barrel crush demonstrating the immense forces that the atmosphere exerts, a 55 gallon drum is evacuated by sealing it and condensing steam in it. It collapses spectacularly. New for 2023, a teacher demo of a bed of nails will be introduced. In addition, Mr. Handleman upped the ante for his demonstration of Newton's first law: Pulling a tablecloth under a set of real china and stemware. Students really enjoy seeing the spectacular aspects of physics. Mr. Law has adapted the AP physics curriculum to be more consistent with the Investigative Science Learning Environment (ISLE) approach to teaching physics. This approach is the one used in the new textbook that we received last year. This textbook is called "College Physics: Explore and Apply". In

addition, physics has integrated PASCO Smart Carts into the curriculum allowing direct measurement of acceleration for activities such as Newton's second law labs.

In engineering classes, students have the opportunity to use tools and materials they might not experience outside the classroom. A new unit on microprocessor-based electronic communication using Arduino to control breadboarded circuitry has been added to the curriculum by Mr. Peter Law, Mr. Christopher Doldt, and Dr. Joel Rubin. The Laser cutter offers capacity for students to design and execute 3D light-up architectural (and other) models and other products. Examples of projects where students used the laser cutter include (a) making a gadget that includes LEDs, (b) building a device that uses pneumatics and/or hydraulics to accomplish a mechanical task (c) even building a working ukulele!

We continue to have a large selection of electives for students to choose from including: Forensics, Biotechnology, Oceanography, Astronomy, Anatomy, Physiology, Ethics in Technology and Robotics. Both Forensics and Biotechnology utilize current biotech techniques used in biotech laboratories. Ms. Kerry Wilbur has updated the Forensics curriculum to include Comparison Microscopy and Vernier probeware. In Biotechnology, a unit in agricultural biotech and hydroponics was introduced. Both classes stress hands on lab activities and data analysis. Oceanography and Astronomy use computer based and classroom based models to explore new realms of science. Anatomy and Physiology both study the form and function of the human body. In Physiology, students use the microscopes to examine histology of human tissues. This year, students had the opportunity to prepare and stain their own tissue samples from a dissection specimen.

In Ethics in Technology, designed by Ms. Wini Dillon, students discuss science related topics in a seminar-like format. One student presented his final project on a modification to the gene pool that "could" be on the horizon. His project described how DNA scientists have developed two new working DNA nucleotides that could alter the number and types of proteins that could be coded for and produced by living organisms. This concept does not "alter" living organisms, it uses existing mechanisms, protein synthesis, to generate proteins that are not known to be produced by living organisms to date. In effect making living organisms, manufacturers of new substances.

This and other issues making science headlines are discussed by students as they ask questions and evaluate evidence.

Robotics II was offered for the second time in 2023. This course was designed by Mr. Clayton Handleman to challenge students with robotics experience to independently construct and program robots to meet a specific challenge. In addition, a new elective, Food Science, is running for the second time. This course designed by Mr. Shane Elliott highlights the science behind food production, food safety, and every day food preparation. Students in this class were able to make their own ice cream and bread. The Science department has made great strides in creating interesting, accessible lessons that engage students in the practices and content of their courses.

In addition, the department offers 4 AP Science courses: AP Biology, AP Chemistry, AP Environmental Science, and AP Physics. A total of 59 students took these courses in 2022-2023. Our AP teachers continue to strive in preparing our students to reach mastery on the AP exam offered in the Spring. Advanced Placement students all are required to prepare a presentation of a research project and scientific question. In March of 2023, AP physics students built and then analyzed a Rube Goldberg machine. A Rube Goldberg Machine is a device that accomplishes a simple task in a number of steps. After building the Rube Goldberg Machine, students analyzed its performance using various physics concepts, including kinematics equations, force diagrams, energy bar charts, and momentum bar charts. These projects were presented to the community as part of the Knight of Excellence. AP Chemistry students also presented to the community as part of the Knight of Excellence. class presented a lab poster at Knight of Excellence. Students prepared a poster presentation on a lab they had performed. Both groups' presentations were a great success. In addition, for the second year running the AP Environmental Science classes partnered with the Massachusetts Fish and Wildlife Service to raise trout in the classroom for stream release.

Students also benefit from the dedication of the science department after school and during the summer months. Ms. Jennifer Kelly serves as a Mentor to new teachers in the STEM disciplines and advises the Recycling club. Mr. Josh Pelland is advisor to the Dungeons and Dragons Club. Ms. Amy Wiebe and Ms. Trish Asselin co-advise the Stoughton chapter of HOSA, an organization for Future Health Professionals. Dr. Joel Rubin opens the Engineering lab to students to

independently work on prototype design. Ms. Amy Wiebe and Dr. Paul Hays taught MCAS Acceleration Academy last Spring to prepare students after school for the June Biology MCAS and this fall Mr. Shane Elliott and Ms. Amy Wiebe are teaching an MCAS Acceleration Academy to prepare students for the Science MCAS in February. Mr. Clayton Handleman is advisor to the new Robotics club who just attended their first competition. We look forward to growing this program over the next few years. This past summer, for the third year running, Dr. Joel Rubin designed the curriculum for summer science enrichment at the high school level and taught science credit recovery as part of Stoughton Summer school.

This past year, Ms. Jennifer Kelly, Ms. Wini Dillon, Ms. Amy Wiebe, Ms. Courtney Sasin, Mr. Clayton Handleman, Dr. Joel Rubin, Mr. Christopher Doldt, Mr. Joshua Pelland, Mr. Peter Law and Mr. Craig Beaulieu were enrolled in graduate level courses and/or specialized training institutes involving such topics as Engaging Students with Research based Strategies, Virology and Epidemiology, Ecology, Engineering and Watershed Science, Addressing Student Anxiety, Advanced Placement Physics C: Mechanics and Electricity and Magnetism, NEED Science of Energy, Application of the Investigative Science Learning Environment (ISLE) curriculum to teaching physics and Communication & Support for Families. The entire department took part in the Stoughton High School offered professional development: Creating Supportive and Inclusive Learning Environments by Integrating SEL Practices in Science Instruction with Inquiry Based Learning and Social Emotional Learning in Schools.

Ms. Kerry Wilbur, Dr. Joel Rubin, and Ms. Jennifer Kelly attended the Massachusetts Association of Science Teachers (MAST) annual conference on November 8th visiting workshops and networking with other science teachers from around the state. Dr. Joel Rubin also attended the New England CAD-CAE Teachers Summit on March 10th at Minuteman VocTech High School. Mr. Craig Beaulieu was an AP reader for Collegeboard on the AP Environmental Science 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, we look to build on these successes and increase the number of opportunities our students have to shine.

One student, Madeline Lyons, represented Stoughton High School at the Region V Science Fair at Bridgewater State on March 4, 2023. Her project "Solar Powered Bike" received an honorable mention. She went on to represent Stoughton High School at the Massachusetts State Science Fair held on May 5th at MIT in Cambridge, MA.

Students of the recycling club and Ms. Jennifer Kelly attended Stoughton Day where they worked with the Department of Environmental Protection to educate the community about the new recycling program in Stoughton and what is recyclable and what is not. Some members have also expressed interest in networking with the Stoughton Climate committee to help explore sustainable climate solutions in Stoughton.

HOSA--Future Health Professionals (Health Occupations Students of America), had a busy year. On February 28th, 2023, fifteen students participated in the 2023 MA state competitive event competitions including such topics as: Medical Math, Veterinary Science, Medical Terminology, Biotechnology, Physical Therapy, Community Health Research Poster and How to Talk to Friends and Family about Mental Health Public Service Announcement. Of those 15 students, 7 qualified for the national competition. Christ Pierre-received 1st place in Physical Therapy, Sophia Woodward received second place in Veterinary Science, Thu Pham received 2nd place in Medical Math, and the team of Lena Sonephanith, Kayla Sonephanith, John Ramos, Thu Pham and Makaila Graffeo placed third for their Mental Health PSA. The MA HOSA State conference was attended by 12 students and chaperoned by Ms. Asselin and Ms. Wiebe at Worcester State University where students were able to hear a panel of speakers on various health career related topics. In June, 6 students accompanied by Ms. Amy Wiebe traveled to Dallas, TX to compete in the International Leadership Conference. In addition to their qualified events, students took part in the National Geographic Learning Academic Tests in the subjects of Biology, Chemistry, Anatomy and Physiology, and Math for Health Professionals. Just this past month, 16 Students attended the Virtual Health and Wellness Conference presented by Bridgewater State on December 13th.

Student members also participated in the Stoughton Wellness Fair and organized the spring Blood Drive with Peer Leadership.

The science department also offers recognition each year to one outstanding Stoughton High School senior and in collaboration with math recognized two outstanding juniors. The science student that was recognized with the Outstanding Achievement in Science for 2023 was Murtaza Khalil. He took a variety of science classes over his 4 year stay at SHS including: AP Physics, AP Biology, Honors Chemistry and Honors Biology. He participated in the regional and state science fair in his junior year and competed for each year in the HOSA competitions. The junior recognized with the prestigious Bausch and Lomb Science Award was presented to Elias Sarkis and The Rensselaer Award for superlative science and math achievement was presented to Madeline Lyons. We are proud of all of these achievements and will continue to strive for excellence in science and engineering.

History and Social Sciences Department

Ms. Jaime Regan, Director

The History and Social Sciences Department completed the revision of the grade 9-12 curriculum in response to the changes made to the Massachusetts State Frameworks for History and Social Studies. With the completion of all department curriculum and scope and sequence documents into the UBD format, we were able to fully realign our 10th, 11th and 12th grade required United States History courses. Additionally, we finished revising all common assessments and shifted them from Schoolnet to the Edulastic platform. With the new Massachusetts State Frameworks emphasizing civic responsibility with a culminating civics project, all 10th grade USI students completed thoughtful Civics Projects. This project will continue each year as a seminal part of our USI course. Portions of the Civics Project were showcased at the Knight of Excellence at Stoughton High. Despite the ever changing frameworks for History and Social Studies, there is a continued commitment to represent diverse peoples in all courses. The History and Social Sciences Department echoes this commitment to representing voices of the underrepresented. The department continues to examine our curriculum and make necessary changes in order to further support cultural diversity and inclusivity.

The 2023-2024 academic year began with promise as we continue to pull away from the pandemic years. Unfortunately, the impact of those years on learning still reverberates through the classroom and has been consistently addressed in the overall school improvement plan. Students struggle to meet appropriate grade level habits of learning. In response, teachers model appropriate habits of learning in their classrooms daily. The goal is that, once the skills and structure are solidified, teachers in the History and Social Sciences department will be able to gradually increase the rigor in the classroom. Additionally, teachers in the History and Social Sciences Department recognize the necessity of not only concentrating on reinforcing the skills necessary to succeed in the classroom, but also examining grade level student retention in order to implement changes that meet the needs of failing students. The History and Social Sciences Department is analyzing retention data and scrutinizing existing, individual teacher policies with the ultimate goal of creating grade and level specific, departmental policies for homework and essay revision. Moving forward, these new policies could help our students who are at risk for course retention. The department continues to meet regularly, collaborating both formally and informally, on ways to further support our students as we plan and implement our curriculum as equitably as possible for our students.

The History and Social Sciences Department is spending a large amount of collaboration time this year working to create and finalize grade and level specific, departmental policies for homework and essay revision. We will continue to support the ongoing NEASC process by aiding in the creation of the Vision of the Graduate.

The History and Social Sciences Department voted Drew Cesario as the recipient of the 2023 History Achievement Award. Jayden Coleman was the recipient of the Southworth Scholarship. Tagh Swierzewski was awarded the Daniel F. Davis Scholarship Award. Additionally, the VFW Commander and the Commander of the American Legion selected the top three entrants of the *Voices of Democracy*, an audio-essay contest, to progress to the national competition. Andrew Causey, Noah Schwenzfeier and Adam Raja will represent Stoughton High in the annual, nationwide scholarship competition sponsored by the Veterans of Foreign Wars. Each of these honored students are exceptionally deserving of their awards.

Members of the Stoughton High School History and Social Sciences department continue to be lifelong learners, taking graduate level courses through a variety of colleges and universities. Department members enrolled in classes through The Starr King School, Fitchburg State University, Augustana University, Colorado State, and Worcester State University. Beth Manchester was awarded a Master of Divinity with a concentration in multi-religious studies. She plans to use this degree to continue building curriculum and lessons for her Religions of the World course and integrating her knowledge into the teaching of USI and the First Amendment. Dr. Amy Scullane was a Reader for the AP United States Government and Politics exam and participated in College Board training and grading processes.

World Language Department

James Babb, Director

The primary focus of the World Language Department at Stoughton High School during the Academic Year 2023-2024 has been aligning the curriculum of the six languages the school offers, Spanish, French, Latin, Portuguese, Chinese, and American Sign Language, with the new Massachusetts Frameworks. These revised state standards emphasize colloquial proficiency, i.e. the ability to make oneself understood in the target language without having to speak the language fluently. Humanities Curriculum Director Dr. Susanne Dunn has been instrumental in this effort.

In 2023, the World Language Department boasted more than sixty students sitting for the Seal of Biliteracy state test. The Seal of Biliteracy is an award given by the state in recognition of high school graduates who attain high functional and academic levels of proficiency in English and a world language in recognition of those who have studied and attained proficiency in two or more languages by high school graduation. Stoughton High School had a pass rate of 50%, compared to the state at 25%. Students who have earned the Seal of Biliteracy receive a medallion and an actual seal on their diploma noting their accomplishment. Stoughton High School students proved proficient in English and one of the following languages; Spanish, Haitian Creole, Portuguese, American Sign Language, French, and Chinese.

James Babb began as Director of World Languages in the Fall of 2023. He has been teaching at SHS for 10 years, and for 20 years over all. In addition to his role as leader of the department, Mr. Babb teaches courses in Latin and French. Several of his students earned recognition for their excellent scores on the National Latin Exam in the Spring. This past Summer he traveled to Prague, Vienna and Budapest.

William Gorman led the administration of the National Latin Exam. Once again, Mr. Gorman had multiple students recognized by the American Classical League for their outstanding scores on the exam. Mr. Gorman and Mr. Babb will offer the exam again this academic year. In addition, Mr. Gorman will be leading a trip to Italy during February Vacation. Students will visit both Rome and Pompeii.

Spanish teacher Kristen Finnegan, a sixteen-year veteran of SHS, completed coursework in teaching English Language Learners this year. As the district is seeing a regular addition of non-native speakers, this expertise will be useful.

As she has done on previous occasions, Mandarin teacher Fuqin Sun led a cooking class this Fall. Students prepared two types of meat dumplings and Moon Pies from scratch. Mrs. Sun also plans to take her classes to the Peabody Essex museum in the Spring.

American Sign Language Teacher Julie Bellini reports that ASL 2 students have learned many new things this year already. All students can give a weather report and a Halloween story in ASL. Recently they have learned about famous Deaf entertainers. Ms. Bellini is also organizing a visit by the performing group DEF Familia in the Spring.

In her second year at SHS Spanish teacher Ladi Acevedo has assisted in aligning Spanish curriculum as well as making the three new Spanish teachers feel at home.

The SHS World Language Department welcomed five new members this Fall. Portuguese teacher Camila Deifenthaeler worked for the Framingham Public schools before coming to SHS. Camila also serves as a translator and tutor, and she hopes to organize a Portugues Club. Roberto Rivas, a

Spanish teacher and native of Venezuela, has been incorporating the newly aligned Spanish curriculum in Spanish II and Spanish IV. He holds a BA in Political Science and an MA in International Relations, Gabby Fiedor joined the World Language Department as a Spanish teacher. Gabby has traveled extensively in the Hispanic World. Aaron Smith joined the World Language Department as its lead French Teacher. Aaron taught middle school in Norton before coming to Stoughton High School. Alvance Cangas joins the World Language Department as a Portuguese teacher. Most recently Alvance has been involved in international, faith-based relief efforts for refugees, including work in Brazil, Italy and Luxembourg. In addition to speaking Portuguese and French, Alvance is fluent in Haitian Creole. Jessica Sager joins the World Language Department as a Spanish teacher. Jessica comes to SHS after a decade of working in the Boston Public Schools.

REPORT OF THE DR. ROBERT G. O'DONNELL MIDDLE SCHOOL

Katrina Crowley, M. Ed., C.A.G.S., Administrative Principal

2023 was a year of transitions and new beginnings at OMS. Mr. Matthew Colantonio, longtime Administrative Principal of OMS, was appointed to the position of Assistant Superintendent of Human Resources and Wellness which led to a principal search and the appointment of a new administrative team at OMS. The administrative transition took place in July 2023. This year was a great year to continue long standing OMS traditions while also embracing new endeavors to meet the needs of our current students.

In January, Project 351 Ambassador Nya'Lia Lindsey represented OMS and the Town of Stoughton at the official launch day for the project which took place over the Martin Luther King Jr. holiday at the statehouse. Project 351 recognizes one eighth grade Ambassador to represent each of the 351 cities and towns in the Commonwealth. Nya'Lia was silently nominated by OMS faculty for an exemplary ethic of service and the values of kindness, compassion, humility, and gratitude.

In March, the OMS Drama Club performed their annual musical production. This year, the OMS Drama Club presented *The Wizard of Oz, Jr.* with all three shows held in the Stoughton High

School Auditorium. Faculty advisors Ms. Betty Bauman, Mr. Isaac Boll and Ms. Julianne Crowley worked diligently with over forty-five students to put on an amazing show. OMS students made up the forty-three member cast and seven-person crew making this our largest cast and crew since returning from the pandemic. In April and May, students participated in MCAS testing. Students and teachers worked very hard to prepare for this.

The OMS School Council worked hard throughout the Spring to create a comprehensive School Improvement Plan for the 2023-2024 school year with a focus on the areas of Social Emotional Learning (SEL), career and academic planning and English Language Learners. There has been a significant increase of social emotional needs of students since returning to school post-pandemic. OMS faculty received targeted professional development in the area of social emotional learning as part of the School Improvement Plan. Middle school students all continue to participate in an advisory period called Knight Time once a month. The Knight Time advisory lessons this year focused on MyCAP (My Career and Academic Plan) standards which allow students to engage in career and academic planning activities. Finally, Massachusetts requires that 50% of English Language Learners meet the benchmark for making progress toward attaining English language proficiency. Due to a significant increase in our English Language Learner population, this has also become an area of focus for the School Improvement Plan. We have made schedule adjustments by creating newcomer specific teams for students who have recently arrived in the country. These teams include an English Language Arts class which is co-taught by an English Language Arts teacher and an English Language Education teacher. Teachers on these newcomer teams also receive support from an English Language Education coach who provides instructional strategies for teachers to best support English Language Learners.

On June 13, 2023, we held our annual Class Day Ceremony where we celebrated eighth graders' full completion of the middle school academic program. The ceremony was held in the Stoughton High School auditorium and was also available to view through a live broadcast via Stoughton Media Access Cable. Students were recognized for academic achievement and extracurricular participation. The Emile Farrington Award for "best all around" students went to Arializ Michel-Gaines and Emmanuel Saint-Hilaire. The Marisa Ramos School Spirit Award went to Julia Henein and Matthew Pritchard. The Principal's Award was given to Jayden Nicolas. The Madalena R.

Fernandes Award for Excellence in Spanish and French went to Jaileen Guerrero and Sylvia Mikhael, respectively. The Artist of the Year was awarded to Myla Campo. In addition to student awards, Mr. Colantonio was also recognized during the Class Day Ceremony for his many years as Administrative Principal of OMS.

The OMS faculty and staff have been participating in a three-year PBIS (Positive Behavior Systems and Supports) Academy through the Massachusetts Department of Elementary and Secondary Education, starting the groundwork in 2021 and launching the initiative in 2022. 2023 saw the continuation of the initiative with the OMS PBIS team meeting monthly to assess, adjust and enact new strategies. We set clear and universal expectations for student behavior with assemblies for students in September. These expectations focused on three traits for all students: Readiness, Responsibility and Respect. These school-wide expectations are posted throughout the schools for all to see and teachers have begun adopting classroom expectations that utilize this framework. Students are recognized for positive behavior in classrooms and throughout the school day with Positive Recognition Cards which students can trade in for a prize every Tuesday during lunch. Additionally, five students are chosen monthly as Students of the Month and receive a certificate and Daddy's Dairy gift card. Students of the Month consistently demonstrate the traits of Readiness, Responsibility and Respect. This year, the PBIS team launched an incentive to target student attendance in September with students earning a raffle ticket and chance to earn a prize for attending a percentage of days during the month. Additionally, the PBIS team coordinated a special recognition event for students who earned Academic Honor Roll and High Honor Roll in Fall 2023. Sixth graders had a snack and earned time to play outside. Seventh and eighth graders had a snack and were treated to a special performance by the SHS Chorus.

On October 30, 2023, the National Junior Honor Society Induction Ceremony was held in the cafetorium. Advisors Ms. Laura Whittaker and Mrs. Allison Walsh presided over a ceremony that inducted 32 seventh and eighth graders into the OMS Chapter of the National Junior Honor Society.

In November, school spirit and pride were on full display. Leading up to the Thanksgiving break, all students and staff were treated to a performance of the SHS Marching Black Knights on

Memorial Field. The eighth graders won our coveted Spirit Day trophy by showing their pride in wearing black and orange and competing in the Spirit Day games we had the Wednesday before the Thanksgiving break. The OMS Student Council organized a food drive and OMS donated 729 items to the local food pantry. In December, The OMS Student Council held a holiday raffle and raised \$1,700 to support families over the holidays.

Finally, 2023 saw the addition of more extra-curricular options for middle school students. We launched our middle school athletics program which allowed more students to feel connected to our school community by becoming involved as student-athletes. In the fall, we offered Boys Soccer, Girls Soccer and Cross Country. In the winter, we offered Boys Basketball, Girls Basketball and Coed Wrestling. In addition to middle school athletics, we offered twenty-five clubs and activities for students to participate in.

These include: Anime Club, Art Club (Grades 6, 7, 8), Constructive Argument Writing & Mathematical Debate, Dance Team, Drama Club (musical), Drum Club, Intramural Sports, Honors Chorus, Honors Wind Band, Jazz Ensemble, Jazz Band, Movie Club, National Junior Honors Society, OMS Technical Theater, Peer Leadership, Photography Club, Science Club, Science of Hair, Spectrum, Student Council, Student Reporters, Woodwind Ensemble and Yearbook. Additionally, we offered after school academic interventions for students in need of more support.

MATHEMATICS

In 2023, The Math Department at the O'Donnell Middle School has worked hard at developing an engaging and equitable curriculum for the times, post pandemic teaching. The Math team has attended several professional developments to prepare for this school year. The professional developments focus has been on vertical alignment, Desmos and STAR Benchmark and Progress Monitoring

One of the main focuses in 2023 continues to be the vertical alignment. Middle school math teachers have collaborated across grades to highlight strengths and gaps in student learning. MCAS and STAR data, along with common assessments are used during these

discussions and planning. The department is also working on vertical alignment from fifth to sixth grade, as well as eighth to ninth grade.

The Math Department continues to improve their content and curriculum using Pearson's enVisionmath 2.0 in grades six, seven and eight and Common Core Algebra in grade 8 Challenge classes. Teachers are also piloting the Desmos Middle School curriculum for the second year. The program offers the flexibility of print, digital or blended instruction at all levels and the rigor is based on programs from Illustrative Mathematics. Desmos is student-centered lessons that empower students to explore new ideas, and the teacher dashboard helps teachers bridge those ideas together. Desmos Curriculum is aligned to the Common Core State Standards of Mathematics.

The Math department continues to use STAR Benchmark Testing to assess student growth with grade level math skills. The benchmark test is given three times throughout the year. This data helps teachers plan for students' diverse needs as well as for placements.

In addition to math class, all of the sixth grade students have a trimester of Math Lab. A main focus of the lab is to understand and to maintain a positive growth mindset in order for each student to reach their fullest math potential. In class, students review, reinforce and extend grade level curriculum standards and mathematical practices. Interactive technology is incorporated through the use of Google Chrome extensions such as PearDeck, JamBoard and EquatIO. Responsive Classroom strategies have also been adapted during Math Lab.

The Math team continues to challenge themselves and add to their own professional development. Several team members have attended professional development workshops and continue to learn and grow professionally. One team member completed their Masters' in May of 2022 with a focus in Special Education. Another team member is in a Master's program through WGU for a degree in Mathematics at the Middle School Level. One team member is a part of the PBIS Academy at the O'Donnell Middle School. She is one of the coaches that will help OMS adopt PBIS through phases. Lastly, one of our math teachers is the Past-President of ATMIM (Association of Teachers of Mathematics in Massachusetts). Their role is to connect teachers of

mathematics across the state of Massachusetts. This has been done through virtual Educator Meet Up and webinars where mathematics teachers across the state can share ideas and resources throughout the school year.

SCIENCE

The Science Technology/Engineering (STE) department continues to adapt and revise the current spiraled curriculum. The Massachusetts Science and Technology/Engineering standards are an adaptation of the Next Generation Science Standards (NGSS). In 2023 OMS Science teachers focused on bringing more lab-based activities, with real world connections to the students at OMS. In the Spring of 2023 a grant was written to partner with The MassBioEd Foundation to provide teachers with the equipment, training and resources needed to increase student access to lab-based activities in life sciences and biotechnology and inspire students to consider the possibility of a career in the life sciences. This grant was awarded in early September of 2023 and teachers attended the onboarding professional development training before welcoming MassBioEd personnel into their classrooms.

In sixth grade, science students gain the foundation of natural phenomena through the theme of structure and function. Sixth graders ended the 2022-2023 school year with a special visit from SEED inc. SEED is a program run by two PhD scientists that strive to support and enhance middle school science programs. During this time each 6th grade class took part in three days of hands-on, student-driven activities while learning about body systems through the dissecting of a sheep's brain, a cow's eye and a frog. The OMS 6th grade teachers were able to have the opportunity to observe current science pedagogy brought to their classrooms from the SEED program and then discuss the activity with the SEED educators immediately after each lesson. Grade 6 finished their body systems unit by having students work in groups to create a life-size body with various organs, including descriptions/information about each organ and drawings. Students also built models of lungs, cells and hands during this unit.

In the fall of 2023 students practiced measuring matter using the metric system. During this unit MASSBio Ed was welcomed into the grade 6 science classrooms to engage students in one "Nature

of Science” lesson that challenged students to think about the measurement of volume in a more application way. MassBio will be returning to these classrooms in the Spring of 2024 to conduct two lab activities with a focus on cell structure.

Once the measuring matter basics were mastered sixth grade teachers guided students to discover density during a fun lab called the “flinking lab.” During this lab students try to have their object; a film canister, “flink” (neither sink nor float) in water. Students are able to add different objects to their canister and then test them in an aquarium of water. Students continued this process until they were successful. Students then worked in teams to develop an explanation of how to get their object to “flink” while applying knowledge of density.

Sixth grade students took their science learning outside the classroom at the end of 2023 traveling to Gillette Stadium for a STEM focused field trip. All 6th grade students actively worked through the Helmet Design Challenge module. During this engineering design challenge, students explore, select and arrange materials they feel provide the necessary shell or cushioning for a model helmet. They test their solutions and report on their results using the engineering design process.

Seventh grade students use the understanding built in sixth grade to make connections and relationships through the theme of systems and cycles. In the spring of 2023 the seventh grade students had the opportunity to watch first hand the hatching of Dominique and Rhode Island Red chickens. The hatching of the chickens allowed students to see growth and development of organisms as the seventh grade explored a large unit on organisms, ecosystems and genetics. Observing this first hand is a major memory for most seventh graders.

As part of the environmental science unit, students made their own movies about environmental issues, created camouflaged butterflies to learn about adaptations and created energy pyramid models to learn how energy flows through ecosystems. In June of 2023 seventh grade students ended the year growing pea plants, as Gregor Mendel did, and then experimented with the influence of genes and the environment.

In the fall of 2023 seventh grade classrooms welcomed MassBioED to engage students in a “Nature of Science” lesson focusing on asking questions. MassBio will return to these classrooms in the Spring of 2024 to engage students in lab based lessons. One investigation is focused on how plants use energy for photosynthesis. The lesson starts with a solar powered flower to engage students in thinking about light energy and how photosynthetic organisms use light energy. Students will then use spinach leaf disks to determine the effect of light on photosynthesis.

Seventh grade ended 2023 by investigating the engineering techniques for preventing damage in areas of the world that are prone to natural disasters. Students researched, built tiny model houses out of recyclable materials, and created presentations for their peers on impactful natural disasters from the past.

Eighth grade students are challenged to use abstract thinking skills to explain the cause and the effect of these natural observable events. These thinking skills are used to explore science domains stretching from causes of seasons and tides to how atoms and molecules interact to make the matter around us. Throughout each unit there is a strong emphasis on the skills of modeling, data examination and interpretation. As the content changes with each unit these important skills are revisited and practiced. Eighth graders were presented with a “news report” claiming numerous clear liquids went missing and it was their job to identify each liquid as evidence to help catch the thief. Students took on the role of forensics lab technicians, using their knowledge of physical and chemical properties of matter to run each sample through numerous tests. Students worked in teams to collect data and then use their scientific reasoning skills to make a claim about the identity of each liquid. This information was then used as evidence to “catch” the thieves.

Grade 8 science students finished their chemistry unit by taking the lab skills learned and using them in biotech industry introductory lab activities. MassBioEd engaged students in a hands-on two day lab; students first learned how to use micropipettes and then conducted an introductory electrophoresis experiment. Five standard dye samples were used to identify the dyes found in three unknown dye mixtures. Students also took part in the “Macromolecules-Testing for proteins” Lab. Students then broke off into groups and tested sample foods for protein. After testing, groups

shared their results and conclusions. The lesson is extended by modeling the breakdown of corn protein(zein) to build hair protein (keratin).

In the Spring of 2023 each 8th grade team took a field trip to Patriots Hall of Fame at Gillette Stadium. All students were able to tour through the Hall of Fame museum and take part in a STEM learning module that guides them as they explore the science, technology, engineering and/or math in the world of football. Students took part in the “Helmet Design” learning module. During this engineering design challenge, students explore, select and arrange materials they feel provide the necessary shell or cushioning for a model helmet. Next they tested their solutions and reported on their results using the engineering design process. Come 2024 this field trip will continue at OMS, but will be attended by 6th graders as the 8th grade explores field trips to wind power facilities.

Grade eight students ended the 2023 year by examining and interpreting data to describe the role human activities have played in the rise of global temperatures over time. Students then were presented with a real world problem that was created due to increased global temperatures over time. Exposure to this real phenomena hooked students to be engaged in their “Save the Penguins” classroom project. Students learned about heat transfer while trying to design, build and test their penguin shelters. During this project based learning unit students conducted independent research, collected and tested different materials and structures, took part in mini labs to gain more knowledge and then applied all of their learned knowledge to build the best heat reducing shelter for their penguin. Students used knowledge gained from their research, tests and mini labs to rationalize their shelter material choices.

The Massachusetts STE standards include technology/engineering as a discipline equivalent to traditional science. OMS students take a STEM class each year in addition to their traditional core science class. STEM stands for science, technology, engineering and mathematics. This course focuses on the application of science in engineering contexts. All three grade level STEM classes also take time to focus on helping to develop OMS students into responsible digital citizens. STEM courses incorporate lessons covering the digital literacy standards, digital citizenship, and Common Sense Media. The past three years, 2021, 2022, 2023, the Grade 6 STEM course’s curriculum was fueled by a grant; Project Lead the Way (PLTW). PLTW is an inquiry-based

program that increases student's technological literacy and helps prepare them for life in the 21st century. Students in grade 6 STEM class explore Introduction to Design, Solid Modeling and Design Challenges. During these explorations students create an Ankle Foot Orthosis for a hypothetical student with Cerebral Palsy, by completing technical drawings of isometric and multiview sketches, built skimmers, and have learned how to use 3D printing software to create a virtual image of their designs as well as printed their own design using the 3D printers.

Alicia Tilley, grade 6 STEM teacher and Meg Oliveria, grade 7 STEM teacher, attended a PLTW Conference on Monday, October 23, 2023 at Worcester Polytechnic Institute in Worcester, MA. They gained new ideas, met some old and new colleagues and their table (Table 59) won the MA PLTW Mascot Design. The executive director from Mass Learning Project recently reached out to these OMS teachers to let them know that their mascot prototype W375 was the winner of the design contest! After the New Year the teachers will be working with the designer to bring their prototype to life.

Near the end of trimester one, 7th and 8th grade STEM students at OMS middle school welcomed BioMed into their classrooms for pilot lessons on the importance of gathering and sharing data as well as making informed decisions. Seventh graders were tasked with finding an alternative to single use plastics while 8th graders found alternatives to costly or dangerous medications. In each grade level, students were assigned a variety of different roles, each with a specific set of data. After conducting independent research they were reassigned to subgroups in order to share out their own data as well as gather the insight of the other "specialists." Doing so helped students gain a better understanding of the bigger picture as well as the importance of gathering information from a variety of sources. With the complete set of data, students were then able to make informed decisions and provide reasoning behind their final selections. This three day "specialists" role play allowed students to connect with worldly issues that may affect their own lives and communities.

Both grade 7 and 8 STEM classes also explored Project Lead the Way lessons to expose OMS students to the world of coding. Seventh graders used block coding in order to program a small pocket sized computer known as a Micro:bit. With the proper code, their devices were able to power small lights, create musical tones and even allowed an important message to spin around.

In eighth grade, students combine the power of problem solving with code in order to develop and create apps they felt their community needed. Each grade level's lesson offers a variety of different coding experiences over several weeks that helped students complete final coding projects. These lessons were able to further develop computer science learning with students, comfortable at any level of coding comprehension. For example, students with no prior knowledge or interest were able to further explore and become more fluent in code. Those more familiar with coding were able to build upon prior knowledge and some were even given leadership roles within their class as "expert coders" and an added support for their peers.

OMS also offers an after school science club for any interested student. San Lee, a dedicated seventh grade science teacher, runs this after school program which currently has 15-20 active students. During 2023, the club has been experimenting and completed the Secret Agent's Invisible Messages Analysis and the with the Fabric Evidences Identification. The OMS Science Club ended the 2023 year taking on the role of detectives carrying out a series of lab experiments, based on a fictional crime scene investigation (CSI) story titled "Goldilocks and the Three Bears." The science club will continue taking on the role of detectives as we start 2024 continuing our CSI experiments to analyze our suspects' fingerprints, lipsticks tests and DNA analysis as well.

WORLD LANGUAGES

The World Language Department at O'Donnell Middle School offers three languages: Spanish, French and Portuguese. Successful completion of the two year Middle School language program provides high school credit for a Level I language course. Following completion of Level I, students are able to advance to Level II in the 9th Grade. Our language classes are offered to 7th and 8th grade students. Our grade 6 students are introduced to multiple languages and cultures through our Exploring World Language course.

The World Language Department consists of six hardworking, innovative, dedicated and collaborative teachers. We have Mrs. Rigas who teaches 4 French classes and 1 Spanish class, Mrs. Diabate who teaches French full time, Ms. Santiago and Ms. Williams who both teach

Spanish full time, Ms. Depoutot who teaches grade 6 Exploring World Language and Mrs. Boyrazian who teaches 4 Spanish classes and 1 Portuguese class.

At the 2023 8th Grade Graduation Ceremony, the World Language Department proudly awarded the Madalena Fernandes Award for Excellence to two students. The two award recipients were Sylvia Mikhael (French) and Jaileen Guerrero (Spanish). In addition to the Madalena Fernandes Excellence Awards, many additional students were recognized and honored by name for their high achievement, growth and effort in learning Spanish and French throughout the school year.

The 2022-2023 school year welcomed one new teacher to the OMS World Language Department. Grace Williams joined us bringing a fresh, authentic perspective to our Spanish 1A classes. We are very fortunate to welcome her to our department.

The department has continued to persevere and adapt to the unprecedented challenges levied by the recent pandemic. We have continued to maintain a high level of department collaboration and continued to self-train in areas of technology. Teachers tirelessly assisted students and each other in utilizing technologies to support and enhance language learning. Some of these technology tools include Edpuzzle, Flip Grid, Pear Deck, Padlet, Gimkit, Blooket, Conjuguemos, Quizizz, Quizlet, Kahoot, Quia, Voces and more.

The Spanish teachers celebrated Hispanic Heritage Month (September 15-October 15). Teachers highlighted the many contributions of Hispanic artists, musicians, scientists, politicians and athletes during this month. The French teachers celebrated National French week in November. It is an annual celebration of French language and francophone cultures. French departments across the country joined in promoting French and increasing the community's understanding and appreciation of the francophone world by finding interesting and entertaining ways of looking at how French touches our lives. The Portuguese program was launched during the 2022-2023 school year. The program will continue the second half of the level 1 program next year at the middle school level. The Portuguese teacher introduced students to the Portuguese language and Lusophone cultures through a variety of methods.

The department will continue to adapt to the challenges brought on by the pandemic and are appreciative of the support of the community.

ENGLISH LANGUAGE ARTS

The English Language Arts department at the middle school continues to provide students and teachers with opportunities to excel. 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 year, the ELA Department continued to provide a broad and balanced curriculum to foster students' academic advancement. After careful consideration of DESE MCAS results, the department has spent professional development and common planning time aligning our units and lessons to the Career and College Readiness documents in order to improve student learning. Our school schedule has been revised to include opportunities for students to engage in recreational and strategic reading classes. As part of the system-wide professional development initiative promoting Social Emotional Learning, we have incorporated a variety of strategies and activities as part of our curriculum. We continued to incorporate technology practices to better prepare our students for readiness in 21st century colleges and careers.

Many activities and events occur in each classroom. These are highlighted at our annual Knight of Excellence, which was an overwhelming success. Our students displayed a variety of examples of their work that showcased their diversity and learning styles. With the suspension of the required summer reading program, the department researched and created an updated version of the Suggested Summer Reading Lists.

At all English Language Arts levels students have been investigating a variety of news articles, historical documents and biographies/autobiographies, etc. to reinforce critical thinking skills. Along with informational texts, students have been exploring a variety of literature selections (poetry, drama, short stories, novels, etc.) 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 and narrative. This broad and balanced curriculum encourages 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, diverse, and rigorous programs and experiences that enable our students to succeed and be a source of community pride.

SOCIAL STUDIES

The O'Donnell Middle School Social Studies Department provides students with a wide range of knowledge and experiences to make them more responsible, informed and active citizens in their local, national and global community. Teachers have participated in a variety of workshops, seminars, and courses to guide students in the understanding and analysis of significant political, geographic and social issues of our modern and historical world.

David O'Neil, Sharon Dailey and Jennifer Ellis are the World History teachers in grade 6. Sixth grade students complete multiple hands-on projects, including the Sumerian writing and cuneiform, to show mastery of different concepts. In the Spring of 2023, the sixth graders at OMS experienced *Historia Antiqua*. Offering a "Museum in the Classroom" approach to learning, students were able to get up close and personal with museum quality replicas from England, Italy, Greece, Egypt and Israel. *Historia Antiqua's* collection includes pottery, statuary, papyrus, illustrations of wall paintings and mosaics, coins, glassware, scale models of siege machines, full size armor and weapons, funerary items, theater masks and oil lamps. Students had a wonderful time studying and engaging with the exhibit! Grade 6 students also went on a field trip to Gillette Stadium in October of 2023.

Grade 7 teachers Chrissy Spears, John Gunning, and Rachel Killion continue to broaden their Geography curriculums and develop as professionals. Mrs. Spears completed a 30 PDP class in History and Culture from Five College Center for East Asian Studies National Consortium for Teaching about Asia entitled, *Walking the Tōkaidō-A Virtual Multidisciplinary Experience*. In addition to reading, researching, writing and attending lectures, she also walked over 318 miles to appreciate the distance travelers walked from Tokyo to Kyoto during the Edo Period. The seventh grade teachers helped OMS celebrate National Geography Awareness Week in November of 2023, creating informational geography slides for the morning announcements and organizing “Geo Fashion Day” at OMS. Geo Fashion Day encouraged OMS students and staff to wear clothing supporting different geographical locations. Seventh grade students then researched that location and shared it with their classmates.

Caitlin Valair, Richard Grasso and Anne Frasca work to keep American history, civics and government relevant and applicable to their eighth-grade students. In January of 2023, Mrs. Valair completed a form on the Mass.gov website to request a judicial speaker to present to students on the make-up, functions and impact of the Massachusetts Court System. She was able to organize an assembly for all eighth graders to hear a presentation from Justice Thomas S. Kaplans; Associate Justice of Boston Municipal Court, in March 2023. It was a wonderful presentation and OMS looks forward to making Judge Kaplane’s visit an annual event for the eighth graders!

Demonstrating what it means to be aware, active, involved and responsible citizens, all OMS eighth graders completed the spring civics project in May of 2023, which requires them to identify and research a local issue before creating and presenting an action plan in the community. Team 8B students were able to arrange meetings to discuss their projects with a variety of community members including Stoughton Police Chief Donna McNamara, School Resource Officer Lindsay Bonda, Superintendent Dr. Thomas Raab, Principal Matthew Colantonio, Stoughton Prevention Coordinator Stephanie Patton, Food Service Director Guy Koppe, members of the Stoughton Select Board and Stoughton Town Representatives. All eighth grade students also went on a field trip to Boston’s Freedom Trail in the fall of 2023, visiting several of America’s most historic sights in and around downtown Boston.

Mrs. Valair's Team 8B students all participated in the annual Veterans of Foreign Wars Patriot's Pen Essay Contest in October of 2023. After discussing the importance of living in America and the sacrifices our Armed Forces make, the students wrote their essays on the theme; "*How are you inspired by America?*". The three contest winners, Jhayla Sealy, Colin Thornton and Jason Ikonitsky were presented with certificates and prizes by Stoughton American Legion Commander Michael Pazyra. Mrs. Valair also collaborated with the Stoughton VFW agent to incorporate the Patriot's Pen essays into Stoughton's annual Veterans Day celebrations on November 11, 2023. Jhayla closed the ceremonies at Stoughton Town Hall by reading her first place essay to the crowd, and Jason read his third place essay at Faxon Memorial Park.

Organized by Mrs. Valair, OMS had its annual Veterans Day Assembly for grade 8 students on November 9, 2023. A wonderful brunch was provided to local veterans, by the O'Donnell Middle School, before the assembly. To honor and celebrate the veterans, selected eighth graders interviewed, then presented, each veteran's story and experiences to the entire eighth grade at the assembly. The OMS band played as the veterans entered the assembly and the chorus sang our National Anthem and later performed a medley of patriotic songs. 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 presented the 2023 O'Donnell Middle School Veteran of the Year award to Mr. Mark Hausammann, a Stoughton native and highly decorated Vietnam War veteran. NBC10 Boston was present at the assembly and did a wonderful news brief that aired on Veterans Day.

Joseph R. Dawe, Jr. Elementary School
Robert C. Cancellieri, Administrative Principal

At the Joseph R. Dawe, Jr. Elementary School, we commit to excellence in intellectual, physical, social, and emotional development. We respect individual differences and strive to reach our full potential. We have a schoolwide focus on teaching the "whole child" and using our creativity to meet every student's needs. Now in the middle of my 7th year as the Joseph R. Dawe, Jr. Elementary School Principal, I can positively say that I could not be more amazed by such an extraordinary body of teachers, population of students and school community! As we have kicked off the school year, I have thoroughly enjoyed our very well-attended Back to School Night, our

first round of Parent/Guardian-Teacher Conferences, our amazing Fun Run Fundraiser and an incredibly fun Halloween Parade. As we progress through the remainder of the 2023/2024 school year, I am confident that the Dawe will continue to offer our Dragons both academic rigor and unforgettable experiences that they will remember forever.

The Joseph R. Dawe, Jr. Elementary School has a diverse kindergarten through fifth grade student population of approximately 397 students. Our student population has increased since last year. This increase has resulted in an additional grade-level section being added to our school (2nd Grade) and the maintenance of our additional Therapeutic Learning Center fourth cohort. Our student population is made up of children who speak a variety of languages and represent a wide array of ethnicities and cultures. The diversity that is present in our school is what makes being a Dawe Dragon so unique and special. Our Volunteer Teacher Leadership Diversity, Equity and Inclusion Team has continued their focused work on developing another successful Diversity at the Dawe Night. During this event on Wednesday, January 24th, Dawe Dragon Families will have the opportunity to both offer and experience workshops and cuisine that is representative of the variety of cultures within our student and family body. 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 for both our academics and character.

This year, we have continued and strengthened our schoolwide initiative that focuses on building character within the Dawe students as part of our “whole student” educational philosophy. Our students and staff are expected to conduct themselves with character each day. The character traits that we focus on are: *responsibility, respect, citizenship, self-control, integrity/honesty, compassion, acceptance/patience, confidence, perseverance, cooperation*. Each month a new trait is introduced and reinforced in the classrooms through morning meeting, classroom procedures, class expectations and during any other appropriate time in the classroom. Outside the classroom, everyone is encouraged to use the character trait language and to recognize students who are conducting themselves with character. “Be sure to conduct yourself with character.”, “Did you demonstrate compassion?” and “I saw that you were being responsible” are samples of comments being used. We continue to have a great time celebrating our commitment to citizenship via our ‘Conducting Ourselves with Character’ assemblies! These schoolwide assemblies are when

we have a guest reader “read-aloud” from a book related to the monthly focus character trait. We show a video to reinforce the concept of strong character development and preview with a video/read aloud of the following month’s character trait of focus. Additionally, this year we have continued the excitement of certificate earners receiving pencils and Dragon bracelets. Each month, our Dawe Dragons enjoy their opportunity to “spin the wheel” on the random name generator to select students who win a Golden Coin to use in our Book Vending Machine! ‘Conducting Ourselves with Character’ helps to create a positive learning environment for our school community.

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. Three years ago, the Dawe School students had the chance to utilize a brand-new Kindergarten Playground that was installed during the summer of 2020 and funded by our PTO. Through parental donations, our 1st Grade and Kindergarten Dawe Dragons continue to enjoy this amazing equipment. Our Dawe Dragons love using our new play structure and outdoor musical instruments! Additionally, this year we were able to once again hold our Outdoor Fun Run fundraising program. This event led to very generous donations from our community members that will be used for field trips and PTO sponsored activities. After achieving our fundraising goal, the Dawe Dragon Community was able to attend a whole-school assembly where they got to see their Principal kiss “Prosciutto the Pig”. It was an amazing scene that will be remembered forever! Between the exciting culminating event aforementioned and the field trips that grade-level teams have already scheduled, the fundraising done by our Fun Run is definitely helping to make our Dragons’ educational experience memorable!

The Dawe School staff believes in the importance of frequent communication with the parents and guardians of our students. We encourage parents/guardians to play an active role in their children's education by staying informed. Letters to parents/guardians, notices or reminders of upcoming events, calendars, phone calls and weekly newsletters/updates from the principal are utilized to make parents/guardians aware of special activities or events and to promote regular communication throughout the school year. Parents/Guardians are encouraged to communicate with their children’s teachers and to meet with them, as needed, during the school year. Our Back

to School Night at the Dawe Elementary School offered families the opportunity to experience what a day of school is like for their child(ren) and they were able to participate in a “getting to know me” presentation by their child(ren)’s classroom teacher. Additionally, our community members were extremely excited to check out the new vestibule that has been built into our main lobby for security purposes and the progress made towards our universal air-conditioning/heating system.

Once again, the Dawe has welcomed several Stonehill College “student observers” who come to our school to begin/complete their practicum. They have all been a great asset to our school community and we continue this practice this year as well! Additionally, our Dawe Dragon Students have the opportunity to participate in a wide variety of after-school programs that benefit them both academically and socially/emotionally – *we offer programs in the areas of social-emotional learning, bilingualism, STEM, math/reading intervention and much more!*

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. We have been lucky enough this year to develop a full instructional leadership team at the Dawe, as we now have Literacy and Math Coaches working with every grade-level teacher for intervention, co-teaching and instructional support purposes. Additionally, this year we were able to add a full-time Building Substitute Teacher to our staff and this role has been critical in supporting students when their classroom teacher is absent for the day. This strong professional collaboration has become even more critical as we have continued to roll out our new Readers’ and Writers’ Workshop and Mystery Science curricula. Teachers participate in data meetings throughout the year (every six to eight weeks) to focus on student learning and working collaboratively. The focus of this year’s meetings is for staff to complete a more in-depth analysis of student data (*computer-based assessments via STAR 360*) so that intervention groups can be adjusted in a data-driven manner. These data meetings have also evolved to include, but were not limited to, reflection, analysis, planning of curriculum, student growth and development and the school’s commitment to high standards on a personal and academic basis. The data meetings are facilitated by the Math/Literacy Coaches, the building

principal and other administrators in the district. The Dawe School teachers share their expertise and talents to support each other to meet the needs of and provide rigorous learning experiences for all students.

Since beginning this new school year, staff and students have once again risen to the challenge with our current practice. New technologies and ways to communicate with students and families have emerged. Each morning at the Dawe, we start our day as a school community with virtual morning announcements via Google Meet. During these morning announcements, two student co-hosts join the building principal to tell jokes, share fun facts, celebrate birthdays, review upcoming events and then travel to a random classroom for a surprise dance party – *this year, we have even utilized a donated keyboard for students to play songs live to the entire school!* As a school community and district, we have quickly come to realize that the social-emotional support of our students is of equal importance as their academic instruction. In order to support this realization, I have continued my membership on the Dawe DESE Social-Emotional Support Academy (*with four other Dawe Staff Members*) and I am participating in the Triennial Plan Working Group where SEL is the focus as well. Additionally, I have become a part of the district's Wellness Committee and Homework Policy Working Group – *both efforts directly relate to the social-emotional well-being of our SPS student population.*

The Dawe School's commitment to academic excellence and student progress remains consistent. After an analysis of our 2023 MCAS Scores, it quickly became apparent that our students outperformed SPS & Massachusetts Scaled Scored Averages across all subject areas, and our 57% *Substantial Progress Towards Targets* and 54% *Accountability Percentile* were impressive to say the least!

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. Working together, teachers, parents, students, family members and community members dedicate themselves to our students every day.

J.H. Gibbons School Annual Town Report

David M. Guglia, Administrative Principal

The Joseph H. Gibbons Elementary School opened in 1971 and has always been a place of active and engaged learning. Our classrooms (K-5) provide students with an atmosphere that promotes learning through academic risk-taking, hard work and effort. The Reading and Writing Workshop model adopted by the school system has been embraced at the Gibbons Elementary School by our wonderful, dedicated teachers. This research-based program encourages students to become better readers and writers by immersing them in literature designed to capture their imagination and unlock their potential. The "STEMSCOPES" and "Mystery Science" curriculum provides students with hands-on science, technology, engineering and mathematics activities within the classroom and in our updated science lab.

Once again the "Character Counts" initiative has been utilized to help meet the social-emotional needs of our student body. The concepts of *responsibility, respect, citizenship, self-control, integrity/honesty, compassion, tolerance/patience, confidence, perseverance, cooperation* are celebrated and recognized throughout the year. Each month a specific character trait becomes the focus of the entire school and students that are able to demonstrate the character trait "in action" are honored. The students and staff, alike, take great pride in this program.

Our vibrant J.H. Gibbons School Parent-Teacher Association (PTA) supports the school in many different ways and has a very active membership. The PTA has provided funding for safety equipment, teacher supplies, our new "Guest Reader" program and many other initiatives we have at the school. This past Fall, the J.H. Gibbons PTA organized our annual "Fun Run" and raised \$21,000.00 for the school. The PTA also remains an integral part of our holiday assistance program and helped to provide thirty families with some much needed resources during the holiday season. The Gibbons PTA has also made a concerted effort to reach our students from Brazil and Haiti by appointing liaisons fluent in these languages.

The English Learners (E.L.E) program at the J.H. Gibbons School is thriving. Our E.L.E. Department, along with classroom teachers and support staff, implement strategies within the classroom to unlock the potential of each child. Support is provided for our E.L.E. students within

the classroom, in small groups outside of the classroom and virtually-when needed. Strategies employed by teachers during the course of the school day, along with the high expectations we have for all of our students, help create the conditions necessary for all of our students to succeed. Aside from English, Portuguese and Haitian-Creole are the two languages most often heard in the hallways at the J.H. Gibbons School.

New technologies and ways to communicate with students and families have emerged over the past three years, especially after dealing with COVID-19. Students have shown an impressive ability to work with these new technologies and teachers have done an outstanding job incorporating these innovative tools into the curriculum. During the month of December, Gibbons K-5 students participated in various “Hour of Code” activities to expand their knowledge of computer programming and other tools used in the world of technology.

In February, Gibbons students completed the “Black History Month Challenge.” The objective was for Gibbons students to expand their knowledge of Black History Month by learning more about individuals that have helped pave the way for equality and diversity in America. Parents/guardians were encouraged to assist students in grades K-2. Students in grades 3-5 were encouraged to complete this project independently. These impressive projects were displayed in the main lobby during the months of February and March.

A wide range of academic and social-emotional supports were put into place to respond to the impact of COVID-19 and have remained in place this school year. At the Gibbons School we are fortunate to have three retired educators working to support students in our classrooms. These former teachers utilize their vast skill sets to work with small groups of students that need extra support in the areas of reading, writing and mathematics. They look at assessment data and gather teacher feedback to identify the learning needs of the students. From there they plan lessons to target those needs. Progress is frequently monitored to ensure students are making effective progress.

After School and vacation programs are in place to provide remediation and academic enrichment for our students. Hundreds of Gibbons students have participated in these programs that are supported by the school budget and federal and state grants. Some programs offered this spring include a running club, community service opportunities and homework help. The students and

families in Stoughton are fortunate to have such rich offerings in addition to the typical school day.

The Joseph H. Gibbons School has a long tradition of academic excellence. It is with great pride that I submit this annual report to the Town of Stoughton. On behalf of the entire staff at the J.H. Gibbons Elementary School, we are deeply appreciative of the support we receive from our community now more than ever. We are all in this together.

The Helen H. Hansen School: A Community Built on Values

Christine D. Feeney, Administrative Principal

The Helen H. Hansen School is a K-5 learning community in Stoughton, Massachusetts. Originally named the *Chemung Hill School* when it first opened in 1962, the school was renamed in 1989 in honor of its beloved principal, Helen H. Hansen. Today, we are proudly the *Hansen Hawks*, and our community is strong and growing! We strive to ensure that the *Helen H. Hansen (HHH)* is a safe and magical place for our students and staff.

Our diverse learning community of 258 students and 45 (full and part-time) staff members is built on a clear set of shared values. We are also extremely lucky to have additional help from part-time math and literacy interventionists. As we like to say, "Once a Hawk, Always a Hawk!" ***Hansen Hawks* are safe, kind, joyful, accepting, responsible, honest, and respectful. We strive for excellence and we NEVER GIVE UP!** These values have been part of the *HHH* fabric for many years and truly reflect the characteristics of our namesake, Mrs. Hansen.

The beginning of 2023, started off with a life size whale in our gym! The HHH PTO sponsored the Whalemobile educational program to let our Hawks learn about marine life and the ocean. This was followed by our first school-wide math competition: a voluntary event facilitated by our math interventionist that our Hawks could not wait to join. This was a great way to jumpstart our new year.

We are very lucky that the HHH has strong family support in our *Parent Teacher Organization* (PTO) who hold monthly meetings and events to support our school. Our PTO has provided many

resources to support instruction, our classroom environments, our school store, as well as providing all funds for field trips and transportation for all students. They sponsored our 2nd annual Glow Dance which was again very highly attended by our Hawks and their families. Our fantastic PTO continued supporting our community with our Spring Carnival, our second annual Trunk or Treat, and our first ever Winter Wonderland event. Our fall fundraising event was another success thanks to the generosity of our community that led to the HHH *Day of Awesomeness*. We are grateful for the continued support for our Hawks.

These events have been important stepping stones for our community. The HHH staff feels very strongly about supporting the social-emotional needs of all of our learners. This year we continued implementing the *Zones of Regulation*. This work was led by our guidance and adjustment counselors, as well as our SEL/WELL team that consists of teachers, administrators and counselors. Healthy Hawks inside and out is our priority and this work, in collaboration with our school-wide values, are the foundation of our community.

This school year also brought a renewed instructional focus on supporting our Hawks in the spring state-wide assessments. Since 2021, we had noticed a dip in our data, which made sense due to the state of the world at that time, but we knew this could be improved. Our instructional coaches worked closely with our teachers to dig deep into our data and our curriculum. The big question surrounding our work was how do we support all of our learners? This also required our students to reflect on their strengths, as well as areas in need of support. Student reflections were a powerful tool in planning and helped us move the majority of students in the right direction. In the fall of 2023, the *Massachusetts Department of Elementary and Secondary Education* named the *Helen H. Hansen* a *School of Recognition* for demonstrating high growth and meeting or exceeding targets. We celebrated this success, knowing that our focused work has paid off, but that we still have more to do!

We continued our practice of starting each day with our virtual morning announcement. The HHH Student Council leads the school community in the *Pledge of Allegiance*, shares a challenge or story that reflects our monthly focus, as well as recognize staff and student birthdays. All birthdays are celebrated with a birthday book and sticker located at the main office. Our *HHH Student Council* is led by a teacher and our adjustment counselor. Our council consists of 12 elected representatives; one student from each homeroom in grades 3-5. To elect our student council

representatives, we went through a very formal process which began with classroom elections. We then held a school-wide election that mirrored the official process to elect the positions of president, vice-president, treasurer and secretary. As always, the excitement around the elections was palpable! Our candidates created posters that hung throughout the halls, shared platform videos, and visited classrooms to introduce themselves. True models of our Hawk values and the perfect leaders to launch our mornings in a safe and positive way.

All students participate in physical education, art, technology, library and music on a weekly basis. Our grades 4 and 5 students also have the opportunity to participate in instrumental and chorus. The work these students do with our music teachers culminates in concerts for our whole community to enjoy. Our winter concert was inspiring for all in attendance and it was clear that hard work and practice paid off. Our springtime HHH Fine Arts Festival showcased the talents of our students, as well as the strengths of our teachers and was highly attended by students and families.

Teaching and learning are always at the forefront at the HHH. Time is so scarce in this work, but we prioritize meeting regularly to dive deep into our data to support next instructional steps- whole class, small group, and individual interventions. Our team consists of administrators, district-level curriculum supervisors, math and literacy coaches, classroom teachers, special education teachers, EL teachers and interventionists. Having this regularly scheduled time with so much expertise allows us to strengthen and grow our practice.

We had a lot to celebrate during 2023, but there were two additional things that stood out as extra special; the 60th birthday of the Helen H. Hansen School and the support from so many townspeople for construction of a new playground at the HHH! We celebrated our birthday with a formal Gala that was highly attended by HHH dignitaries: current and former administrators, staff, parents, former students, community members, and Helen Hansen's son. The quest for a new playground started with the *Stoughton High School Student Advisory to the School Committee*. They were asked by the *Stoughton Community Preservation Committee* to think about how our town could be improved and they felt strongly that our playground was the place to start. Our students and families immediately started writing letters in support and our playground was approved during the May Town Meeting. We very much appreciated the support throughout this

process and our new and improved accessible playground is slated to begin construction during the spring/summer of 2024,

We are very lucky to be part of such a supportive town. The HHH staff are truly dedicated to our community, students, families, this work and each other. It is a very special place. We strive for our Hawks to feel safe, included, and joyful each day. Only when these conditions are met will learning be at its peak.

South Elementary School
Jake Dore, Administrative Principal

At the South Elementary School, we strive every day to uphold our mission that the South Elementary School is a place where students become *lifelong learners who possess a strong sense of moral responsibility grounded in respect for self and others, effective communication skills, and problem-solving abilities that demonstrate both academic competencies and higher-order thinking skills*. South Elementary School is a place where students and staff are respectful and kind, and actively engaged in learning. The South School Sharks have core values to be Safe, Hard-Working, Accountable, Respectful and Kind (S.H.A.R.K.). The South Elementary School has a diverse kindergarten through fifth grade student population of approximately 300 students. We are proud of the diversity represented in our student body.

South Elementary School houses the district's Language-Based Special Education program and provides special education (inclusion) and English Language Learner (ELL) services. South Elementary School's ELE: English Language Education program provides ESL services to more than 40 multilingual learners and is growing. Districtwide, Stoughton provides ESL instruction to nearly 650 students, the majority of whom are native Brazilian Portuguese speakers, followed by Haitian Creole, then Spanish, and over 30 additional languages. South's classroom teachers are trained in sheltered English immersion. They use many strategies and approaches to ensure that English learners simultaneously acquire English and subject matter knowledge. The South School staff and families work collaboratively and are committed to maintaining, valuing and respecting the home cultures and languages represented among the school community.

This year, the South School has continued our Social Emotional Learning work with a small team of teachers, educational specialists and administration. We work in conjunction with the Social, Emotional and Behavior Academy representation to implement and enhance elements of the triennial plan. This year has included the roll-out of our advisory program for all students called Sharks and Minnows. This is a revamped, reimagined version of a prior program that existed at the South for many years. The goal of this program is relationship building amongst students across all six grade levels and staff throughout the building. Students participate in monthly advisory sessions where they have the opportunity to reflect, share and problem solve in small groups. The South has also added in SEL spots throughout the building, created a zen space for students and ensured calm corners in all classrooms, Zones of Regulation training and a commitment to continuing to support staff to provide an additional layer of support for all students around the regulation of emotions.

The school counseling department at the South Elementary School provides the Second Step Curriculum to all students, kindergarten through fifth grade. This research based program teaches students empathy, emotion regulation and problem solving skills that can be used in their daily lives. In addition to this program, students are able to access counseling in individual or small group settings to focus on specific areas of need. We also have an emphasis on social emotional learning at the South. A small committee of staff are attending a Social Emotional Learning & Mental Health Academy alongside other elementary schools in the Stoughton community to evaluate, investigate and implement structures and supports to improve student social emotional well-being.

The current 5th Graders and their teachers are involved in several committees including assisting specialists with younger grade levels, visiting former teachers and helping in their classrooms, principal's committee and many more! Students get to join multiple committees throughout the year while learning how to be cooperative and helpful members of their community. This committee is organized and operated by the fifth grade teachers: Mrs. Laquidara and Ms. Savoie.

South Elementary School believes in the importance of communication with the parents/guardians/caregivers of our students. We encourage parents/guardians/caregivers to play an active role in their children's education. Communication to students' homes includes: letters to parents, notices or reminders of upcoming events, monthly calendar, school twitter, school website, SwiftK-12 texts and emails, the Principal's Friday Updates and message, and class newsletters/communication. Parents/Guardians/Caregivers are encouraged to communicate regularly with their children's teachers and to meet with them, as needed, during the school year. South Elementary School also encourages parents to serve in a number of volunteer roles within our classrooms and the school. We are fortunate to have a Parent Teacher Organization that supports our students, staff and school. The P.T.O. has enriched our school environment in many ways by providing additional resources for teachers and enrichment programs throughout the school year. This year we hosted the South School Pumpkin Patch and partnered with the Dawe Elementary School for the third annual: South & Dawe School Trunk or Treat, which was very well attended and reviewed. Additionally, South Students participated in the Fun Run and raised over \$50,000 for the school this past spring. Finally, South Elementary School has an active School Council, where parent, community, and staff representatives discuss issues and concerns regarding current school decisions. This has resulted in a signage project at the South for enhanced visitor information, tweaking drop off/arrival to support increased student population and changing dismissal routines.

The South School hosted the Discovery Museum during STEM week this year and was able to offer hands-on laboratory experiences for all grade levels during the month of October. This experience was sponsored by the PTO and was an incredible opportunity to work with scientists on grade level concepts/standards. The South has continued to partner with the SAFE routes to school and have at least two walk to school events annually. The South also celebrated their newest tradition, Puzzle Day, where students are offered the opportunity to creatively play with a variety of puzzles and games. This opportunity aligns with International Puzzle Day and caters to continued opportunities for problem solving and creative thinking. With tremendous support from our PTO, we were able to have the entire school experience a camp day at Camp Maplewood in Easton. This may not otherwise be an opportunity that all students have, outside of school hours.

It was an incredible day for everyone, that we hope to continue in the future. The South is looking at several other educational opportunities via speakers and field trips during the 2024 school year.

As we look ahead, the South School has plans to continue building our community to reflect the needs of all of our students, staff and families. The South School community is one where all children achieve excellence and grow academically, socially and emotionally. South Elementary continues to be a school where all staff feel encouraged and motivated to lead by example, challenged to take risks and empowered to be change-makers. It is a school in which all stakeholders are proud to be involved with! We are excited about what lies ahead and sincerely appreciate all of the resources afforded to our school community through support from the town.

Richard L. Wilkins Elementary School
Kathleen Monahan, Administrative Principal

At Richard L. Wilkins Elementary School, we strive every day to uphold our mission. Wilkins Elementary School is a place where every student is achieving at his or her maximum potential in an engaging, inspiring and inclusive learning environment; where parents, teachers and community members are partners in the learning process in order to foster the best in the whole child. Wilkins Elementary School is a place where students and staff are respectful and kind and actively engaged in learning. Wilkins Elementary School has a diverse kindergarten through fifth grade student population of approximately 330 students. We continue to be proud of the diversity represented in our student body.

Wilkins Elementary School continues to have the largest elementary English as a Second Language program of all of the elementary schools in the district with almost 100 multilingual learners and growing. The majority of our multilingual learners are native Brazilian Portuguese speakers, followed by Haitian Creole. Together, over 30 additional languages are represented at Wilkins. Wilkins' classroom teachers are trained in Sheltered English Immersion. They use many strategies and approaches to ensure that English learners simultaneously acquire English and subject matter knowledge. Wilkins school, staff and families work collaboratively and are

committed to maintaining, valuing and respecting the home cultures and languages represented among the school community.

We continue to focus on literacy here at Wilkins Elementary School. Author, Amanda Foody visited our school in February 2023. During her visit, Ms. Foody met with students in grade 3, grade 4 and grade 5. Ms. Foody is the author of the fantasy young adult series, *Wilderlore*. During the assembly, Ms. Foody talked about her experiences as a writer, and appealed to the students in an age-appropriate way. She encouraged the students to be creative thinkers who are not afraid to take risks in their writing. During the assembly, students were encouraged to take their ideas and turn them into their own stories. Students then sent their completed stories to Ms. Foody.

On March 23, 2023, Wilkins hosted its annual Title I literacy event in the evening. Books Before Bed was a huge success! Over 150 students and their families participated. Everyone wore their pajamas and learned how to engage students in an interactive reading experience as part of their bedtime routine. Each student left with a new book!

For five weeks during the summer, Wilkins staff conducted two Acceleration Learning Academies, both with a focus on reading development. To help prepare students for second grade, a five-week summer reading program was proposed. Students received explicit, direct instruction in phonological skill remediation, reading fluency and reading comprehension. The other program focused on students entering grade 3 and was designed to help improve the reading comprehension for these students. Like the other program, this too was a five-week summer reading program. Students in this program received explicit, direct instruction in comprehension and discussion strategies. For both programs, pre and post assessments were administered to accurately assess individual needs as well as growth, and students had access to texts appropriately leveled with increasing complexity. All students were able to take books home for additional practice for the duration of the summer.

In the spring, Wilkins was lucky enough to hire an additional Math Specialist. Our two Math Specialists at Wilkins Elementary School have many roles. Using their knowledge of Curriculum Frameworks and the enVision program, they assist classroom teachers with planning

and organizing math topics, help to design both formative and summative assessments and model lessons and best practices. They stay up to date on current research on mathematics in elementary education and share information with colleagues on topics such as number sense routines, approaches to fact fluency and Math Workshop/Guided Math. In addition to this, they have been involved in district initiatives such as Math by the Book, Bridges Intervention, Freckle Math and the SPS K-8 Problem Solving Toolkit. The Math Specialists also play an active role when it comes to obtaining, organizing and interpreting school-wide data to provide learning opportunities to grow our students as mathematicians. Along with their work in the classrooms, they also provide purposeful intervention lessons to our identified students and communicate regularly with colleagues about student progress. In an effort to support and promote our math and science curriculums, our Math Specialists help to plan our Community Math day in the spring of 2023. Community members were invited to read a math-themed picture book to each class and participate in an accompanying math activity.

In the spring, the Math and Reading Specialists planned and provided meaningful professional development for staff in the form of monthly Luncheon Chats. These Specialists are also involved in the STEM and Humanities Committee and together with a team of teachers, organized and implemented school-wide initiatives and community engagement activities. This fall, this team of Specialists attended a conference on the Coaching Model of instruction. Together with other district administrators, they have started the work of implementing the Coaching Model of Instruction at the Wilkins. The Specialists work with staff in a collaborative partnership, working on strategies to raise the level of instruction and therefore student learning in the school. This exciting work will be documented and shared with other Specialists in the District next year.

We have a special committee devoted to our work with Social Emotional Learning. Currently, we are in the third of a three-year academy hosted by the Department of Education. In collaboration with them, we have streamlined the different school-based and district-level initiatives that focus on social emotional learning and mental health of our students. As part of this work, each morning students complete a morning check-in expressing how they feel at the start of each day. Staff is able to use this information as a way to best support the students throughout the school day. Last year, we piloted a mentorship program between older and younger students. Students were

partnered with a student in another grade in an effort to foster a mentee/mentor relationship between the two. These partnerships have continued, and students continue to work together as reading and math buddies and share one recess a month together as another way to encourage the relationship. In addition to this, each classroom teacher does at least two Social Emotional Learning activities with their class a month. These lessons serve as springboards for valuable conversations and opportunities to reinforce effective strategies. We also continue to focus on teaching five specific positive character traits: Community, Acceptance, Responsibility, Empathy and Self Control. Together these make up our C.A.R.E.S. initiative. We focus on one trait for approximately six weeks and then students who exemplify each trait are recognized.

As a way to support families, and encourage limited use of technology at home, the Wilkins hosted a Title I Family Engagement night. The Title I Fall Family Engagement Event on Wednesday, December 6 focused on helping guardians develop strategies that they can use at home to build our students' capacity to learn in school. The guardians participated in a thirty-minute discussion hosted by Michelle Gaudet from Purposeful Connections. Michelle offers services for all ages in executive functioning, social skills, social behavior coaching and parent training/support. All guardians left with the book, 150+ Screen-Free Activities for Kids. While the guardians are working with Michelle, students created screen-free activity bags that they were able to take home. Each bag contained at least three screen-free activities that students could use at home!

The school counseling department at the Wilkins Elementary School provides the Second Step Curriculum to all students, kindergarten through grade 5. This research-based program teaches students empathy, anger management and problem-solving skills that can be used in their daily lives. In addition to this program, students are able to access counseling in individual or small group settings to focus on specific areas of need. In addition to the above, our Guidance Counselor also facilitates and manages our Student Council. The Wilkins Elementary Student Council consists of twelve 4th and 5th graders who organize many initiatives for their school community. This fall, they collected and donated coats for the "Coats for Kids" drive sponsored by Anton's Cleaners. They also run food drives throughout the school year as well as sponsor fun activities for the staff such as our annual Reindeer Hunt.

At Wilkins Elementary, it is important that we establish ongoing relationships with community organizations, community members and businesses. Again, this year we were fortunate to have several senior volunteers from Norfolk County RSVP School Volunteer Program. These men and women volunteered time each week and worked with students one on one, or in small groups, to help support them in both literacy and mathematics. We welcomed them into our building where they worked with students on reading or math. Wilkins also partnered with both OASIS and the Stoughton Youth Commission on our Title I Fall Family Engagement Event. OASIS provided Table Talk kits for each family. These kits offered several fun conversation starters for families to use in lieu of technology. In December, Wilkins partnered with the Stoughton Police Department, St. James Catholic Church and the Ahavath Torah Congregation to provide holiday gifts to several of our neediest students.

Wilkins Elementary School believes in the importance of communication with the parents/guardians of our students. We also encourage parents to play an active role in their children's education. Letters to parents, notices or reminders of upcoming events, monthly calendar, school website, SwiftK-12 calls and emails, the Principal's Friday Updates and message and class newsletters are utilized to promote regular communication with parents throughout the school year. Parents are encouraged to communicate regularly with their children's teachers and to meet with them, as needed, during the school year.

Wilkins Elementary School encourages parents to serve in a number of volunteer roles within our classrooms and the school. Wilkins Elementary School is fortunate to have a Parent Teacher Organization (PTO) that supports our students, staff and school. The PTO has enriched our school environment in many ways by providing additional resources for teachers and enrichment programs throughout the school year. Through their fundraising, this past year students in all grades were able to participate in enrichment programs or field trips. In May, the PTO hosted the annual Fun Run. Students ran laps around the gym due to poor weather. Everyone had a fantastic time! The PTO also hosted the well-attended and highly anticipated Trunk or Treat and the Scholastic Book Fair in October, the first annual Sneaker Ball in November and the Holiday fair in December. Additionally, Wilkins Elementary School has an active School Council, where

parent, community and staff representatives discuss issues and concerns regarding current school decisions.

This year, we continue to be especially proud of the academic progress made by our third, fourth and fifth grade students as evidenced by MCAS scores from the spring of 2023. Our students outperformed not only the district, but also the state, in all assessment areas. Our teachers' and students' hard work and dedication was validated through this outstanding achievement and accomplishment.

I continue to have a keen vision for our community as I make decisions on a daily basis; one where all children achieve excellence and grow academically, socially and emotionally. Wilkins Elementary continues to be a school where all staff feel encouraged to lead by example, are challenged to take risks and empowered to be change-makers. It is a school in which all stakeholders are proud to be a part! I am excited about what lies ahead and sincerely appreciate all of the resources afforded to our school community through support from the town.

Edwin A. Jones Early Childhood Center
Lynda J. Feeney, Director of Jones Preschool

Mission:

The Jones School is a student's first step to discovery. The school community, families and staff are dedicated to our students' continued academic, physical and social-emotional development as they grow into independent, life-long learners.

Vision:

The vision of the Jones School is to provide a warm, welcoming and safe environment for all students that nurtures and inspires them to persevere and develop to their fullest potential.

The Stoughton Preschool Program:

The Jones Early Childhood Center (The Jones ECC) preschool program focuses on the overall development of children ages three through five. The Jones ECC is a legally mandated program to educate students who are determined eligible for special education services starting at age three. The district meets the classroom ratios with a balance of peer partners and students with special

needs. All students access the district curriculum at all developmental levels by actively participating socially, academically and physically in purposefully designed activities. Students benefit by developing their social skills through play, art projects, stories, songs, games and outside space. Students can build their academic skills by integrating Math, English Language Arts, Science/Technology and Social Studies curriculums.

Our Approach:

The preschool program uses a thematic-based approach to teaching and learning. Every few weeks, a new topic or theme is introduced. Children learn and explore these topics through art projects, stories, songs, group games, and circle time activities. Classroom staff encourages all students to try new activities, solve problems, participate in group activities and express themselves creatively. Children are constantly provided opportunities to develop independent, cognitive and social skills.

For 2023 - 2024, the Jones Community continues to focus on expanding the implementation of PBIS models. The staff continues to expose the students to the Zones of Regulation curriculum. This approach teaches staff and students ways to develop skills to begin building a stronger awareness of their feelings and utilize various tools and strategies for regulation, self-care and overall wellness. Each classroom has created a designated "calm corner" for students to utilize. With the Calm Corner, students can access various seating options or a calm tool from their Calm Corner tool kit (fidget spinner, squeeze balls, noise-reducing headset, pop-it, etc.). These Calm Corner tool kits are always available and utilized by students during the waiting time for drop off and pick up and when students are at the nurse's office. At this point in the school year, the PBIS team has presented updated class expectations and visuals for the teaching/implementation of the new expectations to staff.

In addition to the calm corner, during daily classroom meetings, staff members utilize the visuals from the curriculum to "check in" with students about how they are feeling. Using visuals and common language allows staff and students to tell their classroom community about each child specifically and how they feel. Classroom meeting time is also an opportunity for classmates to check in and greet each other to get to know their peers better and build relationships.

The Jones enrollment increased from the previous year regarding students eligible for special education services. The Jones Evaluation team continues to assess students every Friday based on requests from parents and outside agencies. This process continues to allow staff to explore options to provide various classroom options for students to meet their individual needs best. For 2023 -2024, the classrooms consist of two community classrooms, three full-day integrated classrooms, two half-day integrated classrooms and two substantially separate classrooms. Classrooms are staffed with a collaboration of teachers, paraprofessionals, Speech/Language Therapists, Occupational Therapists, Physical Therapists, BCBA and other specialized service providers.

The Jones staff is looking forward to constantly expanding the opportunities we provide for our students and families these upcoming months.

Athletics Department Town Report
Robin Ireland Director of Athletics 6-12

The past year has been one of many successes for the athletic department. We saw a large change in not only the leadership of the department but also in the number of new head coaches across programs. Change is good, and these new faces have brought a new energy and determination into programs and a desire to build these programs into ones that can compete in the toughest conference in Massachusetts.

Over the year we have had 7 new head coaches and all should be commended on the exceptional work they have done taking over these programs.

Winter of 2023 saw our hockey teams play against some tough competition and held their own with several wins in the Hock which is no easy feat. Coach Mark and Coach Kelley continue to be stellar role models and get the most out of our players.

Boys basketball continues to build under Coach Evan Taylor, compiling a six win season with a solid underclassman group. The process of building a contending team continues. Under first year coach Eric Adams, the girls basketball program saw a similar rebuilding year with a 3 win season. For both programs the underclassman group shows great promise and bodes well for future years.

The Indoor Track programs continued a tradition of excellence in all disciplines. The boys team went undefeated in conference meets and the girls only had one loss. Both programs have a depth of talent with several athletes progressing to compete at the state championships. Wrestling, although low in numbers, competed hard in all meets and managed many individual wins in the meets. Stand out female wrestler Angie Berry advanced to the state championship placing 4th for girls in her division. Swim had another good season with close meets narrowly missing out on wins against Foxborough and Oliver Ames.

Spring 2023 saw Boys and Girls lacrosse compete with sub-varsity schedules in the spring. These new programs are building for the future with an influx of energy and resources, and will play a full varsity schedule in the 2024 season. The hope is for a continued increase in participation and continued community building efforts, which will bring more underclassmen involvement.

Softball had a great season, with a ten win regular season and qualifying for the state tournament, where they soundly defeated Marlborough and had a tough loss to Tewksbury in the second round. Coach Whittaker is leading the team in a positive direction in arguably the toughest softball conference in the state.

Baseball finds itself also in a highly competitive conference with state championship teams. Coach Carty is continually looking to improve and build up his roster with community driven efforts. The 2024 season will hopefully allow for another step in the correct direction with a promising non-league schedule to provide some success.

Outdoor track was coming off a conference winning season and continued with great success, especially in its jumpers. Several athletes went on to compete at the Division One level in college. This is a huge accomplishment for our coaches, Michael Baugh and David Barbato. They manage

to produce exceptional track athletes each year and prepare them to continue their success into the college ranks.

Tennis is on the rise at Stoughton. The beautiful courts continue to bring in new players and matches are getting closer each year. The hope is that as popularity continues, we will see the talent increase and hopefully translate close margins into wins for the tennis program.

The fall sports season started off with registration in August and with the aid of no registration fees we were able to register 389 students. This was an increase of 107 students from the previous fall. This, in turn, allowed for a deeper athletic pool of talent and created success for many of our fall sports. For example, we were able to have a freshman boys soccer team for the first time in many years, as well as a strong freshman turnout for football and volleyball.

Golf doubled its registration and won their first match in 4 years under new head coach Ryan Kilday. Field Hockey was ranked in the 30's narrowly missing a tournament spot under new coach, Caitlin Jamiel.

Football also had a new head coach, Chris Evans which breathed new life into the program. They had a very successful season and qualified for the playoffs for the first time in a number of years. Our girls soccer team had a new head coach in Jeff O'Sullivan. They had a solid season and narrowly missed out on the tournament.

The new Unified basketball team was a great addition to the school community and had overwhelming support from both the staff and student body. They played an eight game schedule and we will hope to add more next year, as well as Unified Track in the Spring.

We added a vibrant middle school sports program with boys and girls soccer, as well as cross country with participation of over 100 students. Soccer competed against several local middle schools including Braintree, Taunton, Milford and Randolph. The cross country team competed in the South Shore Middle School Cross Country League.

In addition to our Black Knight teams, we were able to host a number of community teams and events. The Easton pop-warner football team, that had a co-op with several of our Stoughton students, had their playoff football games at our Memorial Stadium. We also hosted a very busy series of Futsal events in our gymnasium.

Winter sports registration was also greatly increased over last year, with 321 students; an increase of 100 registrations. The winter season is off to a great start with wrestling winning its first dual meet since 2000. Boys basketball is undefeated so far as well as girls track.

Some of the investments that we made this year have helped tremendously, including expanding our HUDL camera capabilities to memorial stadium. This has allowed us to film all sports on the turf field using the HUDL technology.

Understandably, no user fees is a greater financial burden on the budget. However, it has allowed for over 200 students to participate so far this year that may not otherwise have been able to. This accessibility has been a great benefit to the Athletics department and the school community as a whole.

K-12 Physical Education and Health Department

Chad Kelley, M.Ed. - Director

The Physical Education and Health Department of the Stoughton Public Schools is committed to promoting the physical, mental and emotional well-being of our students. Through a comprehensive curriculum and diverse programs, we aim to instill healthy habits, encourage physical fitness and educate students about various aspects of health and wellness.

The Stoughton Public Schools Physical Education and Health Department is dedicated to developing the whole child. Our well-rounded physical education curriculum emphasizes the development of motor skills, fitness, teamwork and sportsmanship. Our staff strives to educate students about the importance of leading a healthy lifestyle, including nutrition, mental health and

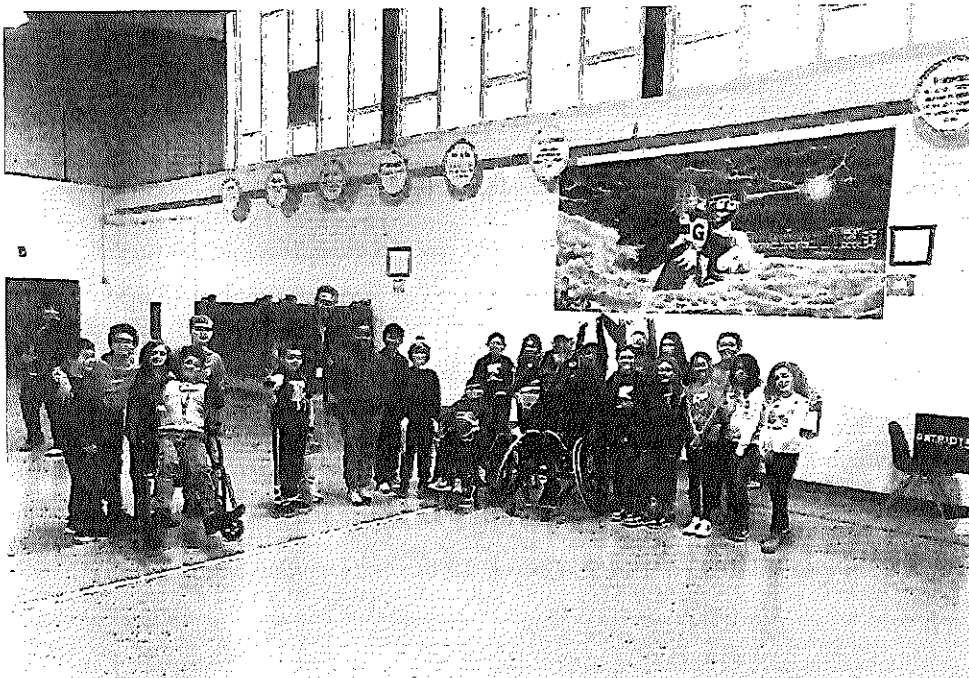
making informed choices while fostering an inclusive environment that accommodates diverse student needs and abilities.

The Physical Education curriculum focuses on motor skills development, fitness activities, sports and games, tailored to each grade level. The adaptive physical education program promotes inclusion using peer models. The Health Education curriculum at the secondary level includes nutrition, personal hygiene, mental health, substance abuse prevention, healthy decision-making and personal/community safety.

Continuous assessment and evaluation of student progress are integral parts of our department's approach. We employ various assessment methods, including skill-based assessments, written tests and student participation, to monitor student growth and inform instructional strategies. In addition, we leverage technology to promote greater understanding and mastery.

Some highlights from 2023 includes, but is not limited to the following:

- District wide fifth grade field day
- Gibbons hosting Coach Lamar (see below)
- SHS electives for grades 11 & 12
- OMS eighth grade head stone projects (substance abuse)
- OMS project adventure course (see below)



Fine Arts Department - Stoughton Public Schools

John Mange, K-12 Director of Fine Arts

2023 has been another great year for the Arts in Stoughton. Over the course of this year many of our programs have continued to develop, mature and expand in ways we could only have imagined in the previous decade. The rigor of work and effort put in by Stoughton visual and performing artist teachers and students is conspicuous in their many achievements as detailed in these pages. Our schools can proudly point to both a breadth *and* a depth of artistic experiences on offer for Stoughton students (a combination not many districts can claim), who continue to excel in an unusually wide variety of ways.

The arts are an essential aspect of the human experience. When children study an art form, they are learning a means of expression that demands great intellectual discipline while transcending the written word entirely. Students in the arts develop important cognitive and emotional skills that expand the limitations of their thinking and sensitize them to the nuances of the human experience. These “soft skills” have become an increasingly crucial part of our schools’ mission, to support the growth of Stoughton students even in these challenging and uncertain times. Our fine arts teachers are serious about their educative mission to guide and support the development of artistic skills and understandings in every student in Stoughton.

In September, we welcomed three new staff members to our department. Meghan Birkmeyer joins us as the Hansen Elementary School Music Specialist. She is replacing Wendy Anello, who has moved to Stoughton High School to teach studio arts. Bethany Sulecki is the newest addition to our choral music team at O'Donnell Middle School. At Stoughton High School, Sarah Mawn comes to our choral music team teaching vocal ensembles as well as class piano and music theory electives. Additionally, Amy Heil joins our 4-12 instrumental music team as a long-term substitute for the 2023-2024 school year.

The Fine Arts Department aims to ensure that every student in Stoughton has the opportunity to experience and participate in the arts. All elementary students in Stoughton participate in both visual art and music. At O'Donnell Middle School, all students study visual art. Drama enrichment

courses may also be elected. In addition, all sixth grade students study world percussion, guitar and music technology, and many seventh and eighth grade students may elect band or choir. At the high school, we have continued to hone our visual arts curriculum into a strong sequence of classes that build skills and techniques progressively from year to year. The SHS music programs continue to move forward with new and innovative approaches to music education, and our fast-growing drama program supports student knowledge and understanding of the enormous variety of skills and roles that go into dramatic productions.

In the summer of 2023 we continued offering free performing arts programming in conjunction with other district programs, including a free vocal and instrumental music lesson program for students entering grades 7-12, as well as two staged musical productions: one for elementary students (*Aladdin Kids*) and one for middle and high school students (*Legally Blonde*).

Our performing arts programs are most fortunate to have Parents of Performing Students (POPS) as a resource of both funding and volunteers. These parents make commitments of time and money – at whatever level is right for their families – to ensure that all of our performing students have the best opportunities for learning and growth. This year POPS, in close cooperation with the Fine Arts Department, achieved a major milestone in our history. On October 21st POPS organized a fantastic fall marching band show as part of the USBands national competitive circuit. Marching band festivals are significant logistical challenges involving careful coordination of circuit officials/adjudicators, facilities personnel, police (including the Norfolk County Sheriff), nursing, administration, teachers, parents and students. It is only at this point, with our exceptional new Stoughton High School facility and on the other side of the pandemic, that it has become possible to make this event a reality. We are so grateful to the many people who contributed their time and expertise to make it happen, and we look forward to hosting future festivals in the coming years.

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 support students at one of our events in 2024, as our programs continue to return and grow. It is our hope that during your visit to an exhibition or performance, you will see the pride that our students take

in their work. That pride is a reflection of Stoughton: a community that deeply cares for and supports its public school arts programs.

Elementary Visual Art

Students in Kindergarten through Grade Five attend art once a week for 42 minutes. Students in these art classes experience a wide variety of art media and activities including drawing, painting, sculpture, printmaking, collage and fiber arts. Teachers have worked tirelessly to preserve as many of these activities as possible in their remote lessons. 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 Festivals held at each elementary school throughout the spring. Students participate in the selection and preparation of their artwork. The Fine Arts Festivals are all wonderful events displaying student artwork to family and friends.

Fine Arts staff members Carolyn Corrente, Gibbons School; Meridith Perry, Dawe School; Alyssa Murphy, Wilkins School; and Meghan Birkmeyer, South and Hansen Schools; are the elementary visual art teachers for the school district.

Elementary Classroom 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 learning about musical instruments, students learn a variety of critical musical concepts, train basic musical literacy skills and begin to understand how to express themselves. Every third grade student receives a free baroque soprano recorder in the fall and learns how to play it music class. 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; Jo Manning-Souza, Dawe School; Stephen Curley, Hansen and South Schools; and Christopher Sweeney, Wilkins School; are the elementary vocal/classroom music teachers for the district.

Elementary Instrumental Music

The instrumental music program in the Stoughton Public Schools begins in fourth grade. Beginning band students have the opportunity to choose one of six band instruments; flute, clarinet, alto saxophone, trumpet, trombone and bells. Students may purchase an instrument on their own, or finance an instrument with no interest through a local rent-to-own program. 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 Fiske, Amy Heil, Nicholas DeFrias, and Danielle Horan teach group instrument lessons across all elementary schools.

Middle School Visual Arts

The visual art program at the O'Donnell Middle School guides students to grow as artists by developing specific artistic skills, which are centered by the elements and principles of art. Teachers challenge students' imagination and teach visual thinking skills for problem solving during the artistic process. Students are shown the impact visual art has in all facets of society and the history of our global world and visual culture. The department exposes students to the possibilities of various careers in the arts world and how the arts can enhance careers in other

fields. Karen O'Connell, Mallory Bailey and Hannah Gluchacki teach all middle school students in grades six, seven and eight. Students learn to use art as a tool of self-expression while learning skills and techniques through projects that include digital art, portraiture, cartooning, linear perspective, symbolism, life drawing, and fantasy. Skills are developed through learning techniques and applications of color, value, proportion, depth and scale by way of fun and imaginative projects.

The art department also offers several after-school clubs for students looking to expand their skills and creativity. Students can explore digital art through various applications to produce interesting and imaginative pieces using traditional and non-traditional processes. They can explore stop-motion animation and other kinds of simple movie-making techniques. Students can choose to work independently through choice-based learning by exploring traditional materials and topics of interest. Fine crafts, weaving, sculpture, painting and cultural art techniques are explored in combination with Cultural Exploration Club as well.

Middle School Music

Our Exploring Music sixth grade curriculum is a well-established fixture of O'Donnell Middle School Fine Arts offerings. Exploring Music students receive a hands-on experience creating and sharing music. Students learn about musical concepts and styles while creating original music utilizing the latest music technology tools and apps. Projects such as composing ringtones or creating a product and an original jingle foster creativity, communication and collaboration. Fine Arts staff members Betty Bauman and Bethany Sulecki are the classroom music teachers at the O'Donnell Middle School.

The OMS Choir program currently comprises 6 in-school choirs as well as an after-school Honor Chorus. The choirs perform in the OMS winter concert series and the spring concert series each school year. All of our choirs work regularly with a professional piano accompanist in several rehearsals leading up to each of their major performances.

OMS chorus member Kuba Banburski performed in the 2023 MMEA Southeast Jr. District Festival Choir following a rigorous audition process. Kerrin Bennett, Kuba Bankburski, Sydney

Heller, Zyairah Turner, Ivy Dunn, Zena Uwaifo and Logan Fitzgerald were accepted into the SEMSBA Jr. Festival choir in the spring.

The OMS Band program enjoys a high participation rate with over 200 band members in grades six through eight. The band program has 4 concert band ensembles that meet during the school day. After-school offerings include 2 jazz ensembles, a percussion ensemble, and Honor Wind Band. The OMS Jazz Ensemble participates in the MAJE Jr. Festival each year.

OMS Band members Jakob Tran, Jackson Gosule, Jayda Medeiros, Terrence Tran, Arializ Michel-Gaines, Nicholas Uchani, Xaven Studer and Travis Remy were accepted into the SEMSBA Jr. Festival ensembles in the spring.

Fine Arts staff members Betty Bauman, Bethany Sulecki, Alexander Wang, Nicholas DeFrias, Ann Fiske, Amy Heil and Danielle Horan direct the choirs and bands at O'Donnell Middle School.

Middle School Drama

Drama Enrichment classes at OMS give students the opportunity to study acting, improvisation, characterization, stagecraft and ensemble building. Students in drama classes work to develop a sophisticated intra- and interpersonal skillset that will have a meaningful impact on their self-awareness and the way they move the world and interact with others. As this program continues to develop, we expect it to become the foundation for exceptional student achievement and excellence in our after-school theatrical productions, both at the middle school and the high school.

This past spring our annual middle school musical received a major upgrade by changing venues from the OMS cafeteria to the SHS auditorium, putting on a well-received production of *The Wizard of Oz: Youth Edition* featuring professional theatrical lighting and sound and sets created by teachers and students. The show was a great success and was enjoyed by community members across Stoughton.

Fine Arts staff member Kevin Hallock is the drama teacher at O'Donnell Middle School. The musical is directed by Betty Bauman.

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 and ceramics, a range of 3D media, photography (both film and digital) and computer applications extending art-making to graphic design and modeling with software. Students have some fantastic opportunities to use our specialized, professional equipment and facilities, including our dark room and kiln. Additional opportunities for enrichment include the service organization National Art Honor Society, Art Club (where activities are more student-driven), field trips to art museums and universities, regular art school admissions presentations during our Portfolio class as well as after school, and chances to obtain recognition at the regional, state, and national level in a variety of visual arts competitions.

Tenth to twelfth grade artists who have met eligibility requirements based on art scholarship, service and character are encouraged to apply for induction into the National Art Honor Society. NAHS strives to aid students in working toward the attainment of the highest standards in visual arts disciplines and to bring art education to the attention of the school and community. Members must volunteer in art-related activities to support their community 10 hours per year, attend monthly meetings and participate in at least one NAHS art activity per term. This year we inducted 36 students to NAHS and 15 seniors graduated with Honors.

SHS graduates frequently continue their artistic studies at college. This past fall, three of our students began attending MassArt in Boston and one student entered the Parsons School of Design in New York City. Several other students enrolled in BFA programs, Art Education programs, and Architectural programs in a variety of other universities and colleges.

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. This year, the Scholastic Art and Writing Awards Alliance recognized Perry Chan and Isabella

Iacobucci for their artistic talents, awarding each a Silver Key Award for their entries. Honorable Mentions were also awarded for entries Perry Chan and Philischa Louis Jean.

Fine Arts staff members Wendy Anello, Alyssa Dancey, Kelliann Jarasitis, and Jesse Stansfield are the visual art teachers at Stoughton High School.

High School Choral Music

The SHS Choral program offers students a wide range of opportunities for singing at any skill level and genre. There are many different choral ensembles at SHS: Concert Chorus, Treble Chorale, Symphonic Choir, Jazz Voices and our a cappella group; the Stoughcatos. The Combined Choirs now feature over 80 members and performed as the concert finale at the Spring Choral Concert. The choirs work regularly with a professional piano accompanist in several rehearsals leading up to each of their major performances.

At the MICCA Choir Festival in spring, the Treble Choir received a silver medal and Symphonic Choir received a gold medal for the first time in the program's history. They celebrated that distinction a few weeks later with a performance at the MICCA Gold Medal Showcase at Mechanics Hall in Worcester.

SHS chorus members Brianna Conway, Lila Silver, Phoenix Hannaford, Aiden Dion, and Eli Hochberg performed in the 2023 MMEA Southeast District Festival Choir following a rigorous audition process. Eli Hochberg advanced to participate in the All-State Choir at the MMEA Festival in March. Brianna Conway and Phoenix Hanford were accepted into the SEMSBA Sr. Festival choir in the spring.

Fine Arts staff members Sarah Mawn and Christopher Weigel direct 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, Winter Percussion Ensemble and the Stoughton High School Marching Black Knights. Taken together, these ensembles encompass an enormous range of musical styles and make instrumental music available to students at all technical levels. Over 120 students perform in these groups each year.

The Symphonic Band performed at the MICCA Concert Festival in April, receiving a silver medal. The SHS Jazz Ensembles continue to demonstrate excellence in performance. The Tuesday Jazz Band had a fine performance at the 2023 MAJE District Jazz Festival, receiving a silver medal. The Tuesday Jazz Band also participated again in the UNH Clark Terry Jazz Festival. In the spring the Winter Percussion Ensemble also made its debut performance at a NESBA show.

The SHS Marching Black Knights continued to distinguish themselves in the fall. The Marching Black Knights traveled to New Britain, CT for the USBands New England Championship in Division IVA, receiving the top Massachusetts state score across all of A Class and coming in second place across New England with their highest-ever US Bands score, 92.1. The band also participated in several regional shows, receiving a gold medal at MICCA State Finals. They were a consistent crowd favorite with their show "Dawn to Dusk," featuring the music of The Beatles, Max Richter, Van Morrison and Henry Mancini. On October 21st, the band enjoyed performing at its first-ever "home show" (described in more detail on the second page of this report), welcoming five other bands to Stoughton for an evening of pageantry and performance excellence.

The Stoughton High School Winter Guards (Onyx and Amber) have continued to excel, bringing together fully-choreographed interpretive dance performances complete with guard flag work and other visual elements designed by the Winter Guard students and parents. In April the Amber Guard came in first place in Division LSRAA at the New England Championship, and Onyx Guard came in second place in Division SRA.

SHS band members Zachary Mandosa, Emily Riker and Lin Tran performed in the 2023 SEMMEA Sr. District Festival in January following a rigorous audition process. Emily Riker advanced to participate in the Massachusetts All-State Concert Band at the MMEA Festival in March. SHS band members Emily Riker, Mario Romano, Zachary Mandosa, Brayden MacDonald

and Laila Bernard were accepted into the SEMSBA Sr./Jr. Festival ensembles in the spring.

SHS horn player Emily Riker also distinguished herself in her senior year by winning the Southeast MMEA Composition Competition and receiving a gold medal at the MICCA Solo & Ensemble Competition. She also received numerous distinguished state and regional music scholarships, including the Paul Alberta MICCA Scholarship, the Richard Shattuck SEMMEA Scholarship and the SEMSBA Scholarship, making her among the most distinguished and recognized instrumentalists in our program's long history.

Fine Arts staff members John Mange and Alex Wang direct the bands at Stoughton High School.

High School Drama

The SHS Drama program creates opportunities for students to study important dramatic works and train essential acting and stage production skills. Stoughton High School students may elect to take a wide variety of performance-based and technical theatre courses ranging from introductory to advanced. Many students also audition for the after-school SHS fall play and spring musical productions. These shows take place in our state-of-the-art high school auditorium, which features a modern all-LED theatrical lighting compliment, multiple bands of wireless A/V technology and a full-sized fly space for sets above the stage. Smaller productions and drama classes occur in our Black Box Theater, which facilitates theater-in-the-round and a wide variety of other modular performance uses.

February saw our first dramatic performance of 2023, *The 25th Annual Putnam County Spelling Bee*. In March we were treated to ancient Greek theatre with Sophocles' *Antigone*, which the cast eventually took on the road to perform at the METG Festival in the spring, advancing for the first time to the semifinal round. Spring of 2023 saw our students put on an audience-acclaimed performance of *The Addams Family: A New Musical Comedy*. And in the Fall of 2023 the drama department continued to excel, presenting the exceptionally difficult Stephen Sondheim production *Into the Woods*. Fine Arts staff member Kevin Hallock teaches drama and directs the after-school productions at Stoughton High School.

School Counseling Department

Meg Kennedy, LMHC, LADC I, Director of School Counseling 6-12

The O'Donnell Middle School (OMS) and Stoughton High School (SHS) School Counseling Department's mission is to deliver a comprehensive school counseling program addressing the academic, career and social-emotional development of all students. The school counseling department is committed to partnering with stakeholders and using evidence-based practices to empower student growth and build skills for lifelong learning. All students receive counseling services to meet their personal, social, emotional, academic, career and post-secondary needs from highly qualified, certified/licensed personnel. Following the COVID-19 pandemic, the OMS and SHS School Counseling Departments have adjusted the student support service model to reflect the increased social and emotional needs of students.

O'Donnell Middle School Counseling Department

The O'Donnell Middle School counseling suite hosts three school counselors who use a tiered system to support students' academic, social, and emotional needs in grades 6-8. Each school counselor is assigned a specific grade level. Mr Cronin works with grade 6 students, Ms. Brookshire with grade 7 and Ms. Mendes with grade 8. The OMS school counselors work collaboratively with the administration to organize school-wide assemblies throughout the year to reinforce academic strategies, behavioral expectations and developmentally appropriate social skills.

Academic & Career Planning

In the fall of 2023, the 8th-grade school counselor guides students and families through the application processes for private and vocational schools assisting with application completion, interview preparation and providing personalized letters of recommendation. Additionally, the school counseling department invited a representative from Southeastern Regional Vocational Technical High School to provide informational assemblies to interested students in grades 7 and 8. Throughout the year, school counselors monitor student progress and provide interventions to support academic success. Transitioning between grade levels and schools can mark a time of stress for students and families. Through extensive planning and collaboration, the OMS school

counseling department aims to ease the transition between elementary and middle school and middle to high school. The school counselors have adopted a proactive approach and as students prepare to transition between schools, the school counselors hold individual meetings with parents/guardians and students and facilitate classroom discussions educating students on required and elective course options. Each spring, the counselors assist with the 5th to 6th-grade transition, hosting each elementary school for a visit, meeting with elementary teams and parents/guardians and attending parent/guardian orientation night. In June, the school counselor assigned to grade 8 participates in transition planning for high school through the course selection process in February and collaborates with high school counselors for the 8th-grade transition day in June. In August, the OMS school counselors and administration welcomed incoming Grade 6 students for a middle school orientation before the start of the school year.

At the OMS, school counselors recognize the importance of beginning academic and career planning. Through Naviance Achieveworks, OMS school counselors support students as they develop personal awareness and insight to uncover potential, improve study habits, discover career goals and establish an academic plan for the future. Aligning with the Massachusetts Model for Comprehensive School Counseling and the Massachusetts Definition of College and Career Readiness and Civic Preparation, OMS school counselors employ the MyCAP (My Career and Academic Plan) tool. MyCAP is accessible through an electronic platform that empowers students to seek learning opportunities that align with career interests and self-defined goals. MyCAP helps improve student engagement as the student comes to own their choices for the future. Ms. Brookshire is a Department of Elementary and Secondary Education MyCAP team member dedicated to providing a comprehensive scope and sequence for pre-career and college readiness planning at the middle school level.

Social & Emotional Learning

Social-emotional development is paramount during the middle school years. In addition to academic and career support, OMS school counselors provide ongoing social-emotional support to all students in need. The school counselors collaborate with teachers and administration to support students' social-emotional functioning and maximize learning. School counselors assist

students in moving towards emotional independence by teaching self-regulation and emotional management skills.

The school counselors at the OMS continue to deliver the Second Step curriculum to grades 6-8, developing students' social-emotional skills that carry over from the classroom to daily living. The Second Step curriculum provides students with strategies to increase confidence, create goals, make healthy choices, collaborate efficiently and navigate life more effectively. The school counselors expand on these skills by meeting with students in smaller groups throughout the year to improve academic, social, and emotional practice.

Community Engagement

OMS school counselors demonstrate their commitment to the Stoughton community by engaging in activities extending beyond the typical school day to facilitate community engagement and outreach. Mr. Cronin serves as the Peer Leadership Advisor and assistant baseball and football coach. Ms. Brookshire has shifted from the District Wide Social Emotional Learning Academy to the Triennial Team and is a member of OASIS, serving on the OASIS Steering Committee. Mrs. Mendes, bilingual in English and Portuguese, provides native Portuguese-speaking students and families with support in their native language. Both Ms. Brookshire and Mrs. Mendes completed CPR training and are CPR-certified. Mr. Cronin, Ms. Brookshire and Mrs. Mendes are all members of the OMS crisis team, building-based support team and student support team.

Stoughton High School Counseling Department

Throughout 2023, the Stoughton High School Counseling Department continues to evolve and meet the academic, social and emotional needs of a diverse student population. The SHS school counseling suite hosts an Administrative Assistant, one School Psychologist, four School Counselors, a College and Career Counselor, three School Adjustment Counselors and the Director of School Counseling. In 2023, following various employee departures, the school counseling department committed to innovation and expanded its vision of student support. In August of 2023, the school counseling department welcomed school counselor, Erica Bean, who joined us from Malden High School, and adjustment counselor, Bianna Columbus, who joined us from Brockton Public Schools. Ms. Bean received her undergraduate degree from Westfield State

University and her Master's of Education from Umass Boston. Ms. Columbus received her undergraduate degree from Merrimack College, a Master's of Education from Bridgewater State University and is a Licensed Mental Health Counselor (LMHC). In January 2023, school counselor Alcindes "Al" Pina joined the school counseling team from West Bridgewater as the multilingual learner counselor. Mr. Pina is fluent in Portuguese, Spanish and Cape Verdean Creole and is committed to servicing multilingual learners two days a week. The school counseling department continues to be devoted to interdepartmental collaboration, cultivating an integrative approach and bridging academic, post-secondary and social-emotional support services.

Academic Planning

All SHS students are encouraged to take a rigorous program of study to prepare for a successful post-secondary experience. All students are given the opportunities necessary for growth and realizing their potential. The school counselors ensure that all students have a postgraduate plan, whether entering college, technical school, the military or the workforce. The OMS and SHS school counseling departments are grateful for the appreciation and resources received from local leaders and residents of Stoughton recognizing the importance of school counseling services.

SHS school counselors and OMS school counselors work closely to consider individual student needs while guiding incoming 9th graders through the course selection process to create an academic schedule that fulfills requirements and meets the needs of each student. Each Spring, incoming 9th graders visit SHS to tour the building and attend school counselor presentations explaining course credit, graduation requirements, grade point averages and high school support services. SHS school counselors monitor students' academic progress, social functioning and attendance to ensure that all students have the opportunity for success. Each term, school counselors review and identify students in need, encourage family engagement and outline appropriate tiered supports to facilitate success. To expand academic opportunities for SHS students, the school counseling department partners with Bridgewater State University to offer dual enrollment; an advanced academic program for seniors. Eligible SHS seniors may enroll in college courses and receive college and high school credits. Ms. Guba, the SHS college and career counselor, oversees our dual enrollment program.

On October 16th and 17th, the SHS school counseling department coordinated and administered the PSAT for grades 10 and 11 students. The College Board discontinued paper-based assessments beginning in the fall of 2023 and moved to a digital format. The digital PSAT/NMSQT was administered to 90 students in grade 10 and 224 students in grade 11. The school counseling department is proud to cover the cost of PSAT exams for all students to ensure accessibility and equity for all students. SHS school counselors review students' PSAT scores, assist students and families in understanding the scores and work with students to develop strategies to increase future performance. During the 2022-2023 school year, Stoughton High School offered thirteen Advanced Placement (AP) courses. In May 2023, the school counseling department successfully administered 322 AP Exams with fourteen students designated as AP Scholars, two students qualifying for the AP Scholar with Honor Award, and twelve students earning the AP Scholar with Distinction Award.

Each year, the SHS school counseling department organizes, distributes and awards scholarships to graduating seniors. The scholarship opportunities presented to SHS graduating seniors demonstrate the shared vision toward civic responsibility and higher education. In 2023, through the generosity of donors, Stoughton High School offered graduating seniors 89 scholarship opportunities totaling over \$150,000 in local scholarships. Last year, the school counseling department piloted a cloud-based scholarship management program that allows students to view and apply for available scholarships in a centralized location. The program enables scholarship applications to be customized and students can upload documents directly into the program. The transition to digital scholarship applications was successful and will continue to streamline the scholarship application and evaluation process for students, school counselors and donors. The school counseling department looks forward to expanding the online scholarship application program in upcoming years to include a single sign-on option, scholarship matching and award tracking to increase accessibility to available opportunities.

Along with implementing a scholarship management program, the school counseling department continues to increase efficiency and accessibility to information by expanding digitalization. In the fall, senior transcripts were electronically delivered using the PowerSchool parent/guardian/student portal. Grade-specific Google Classrooms have been created to share

important information and resources and assign counseling-related tasks for post-secondary planning. The district's secure messaging system is used by school counselors to communicate information regarding Educational Proficiency Plans, scholarships, PSAT testing, evening events and Advanced Placement Exams with an option for online payments made available. Sharing information with students and families using this system allows for information to be transmitted in 17 different languages and increases the accessibility to information.

College & Career Center

The College and Career Center expanded its Work-Based Learning Program in its third year with new on-site internships at Elite Fitness, Stoughton Media Access Center and The Stoughton Public Schools Health Services Department. The DESE High School Internship Education Program (HSSIEP) completed its third year running at the elementary and middle school level while expanding internships to The Jones School. Three students interned at our continued partnership with The Stoughton Fire Department. Twenty-two seniors completed forty or more internship hours, their general OSHA-10 credentials and earned CareerSafe employability skills certifications in Workplace Ethics, Communication in the Workplace, Time Management and Interviewing Skills. The College and Career Center hosted its first Capstone Project Showcase in which interns presented their website portfolios that detail their experiences and include slides linking their resumes and LinkedIn accounts for prospective employers.

In May 2023, the College and Career Center hosted the 2nd annual Career Fair expanding over three days with over twenty businesses in attendance. That same month, students in Grades 10-12 opted to sit for the ASVAB Test which is a standardized multi-aptitude test that reveals areas of strength and ability in science, math, language, assembling objects, mechanical comprehension and electronics information. In collaboration with the school counselors, The College and Career Center hosted the annual Post-Secondary Planning Night with presentations from a private college, public college, technical school, trade representative, community college and military recruiters to inform students and their parents on all their options after high school. Through partnerships with MassHire Greater Brockton Workforce Board, over 50 students were able to attend a career field trip to STEM Career Day at Bridgewater State University, Construction Career Day at Massasoit Community College or the Career Day Conference at Brockton Teen Center.

Beginning in the Fall of 2023, the College and Career Counselor is running a Career Speaker Series during the SHS Advisory (Knightblock) Program where students can learn, listen and network with industry professionals to gain insight, industry knowledge and tips to finding a successful career. In September, over 100 students met with business, finance, accounting, real estate, trade and law professionals from the Connect 24 Alliance. In November, 160 students attended Military Day in which all 6 branches spoke about the many STEM careers available in the military and presented fun, interactive equipment.

During Semester 1 of 2023, Ms. Guba; The College and Career Counselor, visited senior English classes to share information on resume writing, and networking and held several workshops to prepare seniors for post-secondary pursuits. Ms. Guba also partnered with Ms. Wasik's Senior Writing Seminar courses to pilot Capstone Projects that require research on a career topic and logged hours either speaking or working with industry professionals. Ms. Guba delivers the Career Unit to all 10 classes of the Sophomore Seminar. The Career Unit consists of career assessments, current labor market information, post-secondary options, and planning as well as working on student MMyCAP(My Career and Academic Plan). Throughout the school year, Ms. Guba partners with various classes to deliver presentations and information on careers utilizing programs such as Pathful Connect, O'Net, MassCis, BLS.gov and Naviance.

In October 2023, the College and Career Center hosted the first evening Higher Education Fair for all SHS students and their families, with over 500 attendees accommodating thirty-seven institutions of higher learning from the northeast. Institutions in attendance included Boston University, Syracuse University, New England Institute of Technology, University of Long Island, Bentley University, Wentworth Institute of Technology, UMass Boston and Amherst, to name a few.

Student Services

The expansion of student wellness services continues and conveys the SHS School Counseling Department's dedication to students' social-emotional well-being through an integrative approach.

School counselors and adjustment counselors are readily available to provide social-emotional support to students and collaborate with administration and classroom teachers to ensure student safety and accessibility to the curriculum. SHS is fortunate to have four school adjustment counselors within the department. Mrs. Lewis, Ms. Columbus and Ms. Lesenechal provide services to their designated caseloads and deliver therapeutic support to assigned sub-separate special education programs. Mrs. Kennedy, the Director of School Counseling and a licensed school adjustment counselor, is available to support students and consult with school counselors, adjustment counselors, educators and families. The clinical expertise of school adjustment counselors is fundamental to school safety, student well-being and crisis management.

During 2023, the school adjustment counselors continued to deliver the Signs of Suicide (SOS) curriculum to 10th-grade students. The SOS program is a suicide prevention program that educates students on the relationship between suicide and depression. The SOS program is an evidence-based youth prevention program proven to increase students' awareness of suicide risk factors and reduce the number of suicide attempts. In conjunction with school counselors, adjustment counselors educate students on recognizing the signs of depression in themselves and others. SHS adjustment counselors provide students with the tools needed to appropriately respond to peers and seek the assistance of a trusted adult. Following the program, students complete a survey indicating if they or someone they know would benefit from speaking with a counselor. School adjustment counselors review the survey results and meet with any student indicating a need for support.

In its second year, the SHS Bridge for Resilient Youth in Transition (BRYT), a short-term transitional program (8-12 weeks) that provides integrated academic, clinical, family and care-coordinated support to facilitate a successful re-entry to the classroom for students having extended mental health and medical absences. A school adjustment counselor within the BRYT program; Ms. Lemieux, provides clinical services while a special educator; Ms. DeSanctis, delivers instructional support. Between September 2021 and June 2023, the BRYT program has assisted forty-seven students in successfully reentering the classroom following extended absences. From September 2023 through December 2023, the BRYT program continues to support ten students in transitioning back into the classroom setting. Additionally, the SHS school counseling department

has partnered with the Italian Home for Children expanding student access to care by increasing mental health school-based support three days a week. Since October 2023, twenty-four students have been referred for school-based counseling services.

In September 2023, the SHS Building Based Support Team (BBST) reorganized to align with the Massachusetts Tiered System of Supports (MTSS). The purpose of MTSS is to establish a single system of support responding to the needs of all students. The BBST team at SHS consists of educators, administrators, and other staff who meet regularly to address concerns about individual students or groups of students to support students' academic and social-emotional competencies. Invested in the success of all students, members of the school counseling department, Mrs. Kimball and Ms. Lemieux serve as core members of the BBST team advancing the mission toward an integrative student services approach.

Community Engagement

The SHS School Counseling Department values community involvement and establishing and maintaining positive partnerships within the community. In addition to his role as a school counselor, Mr. Evans is the Head Varsity Football Coach and co-chair of the NEASC Steering Committee. Mr. Evans and Ms. Leahy (another school counselor) serve as co-advisors for the National Honors Society.

Ms. Lewis, an adjustment counselor and a staunch proponent of equity, is a member and coach of the high school Social Emotional Behavior Academy (formerly PBIS). In 2023, the SEB team developed a behavior matrix after analyzing data from student and faculty surveys to provide a behavior framework for students. The SEB team has partnered with Stephanie Patton, from OASIS (Organizing to Address Substances in Stoughton) Coalition, to modify the Stoughton Youth Survey and incorporate student voices in targeted Social and Emotional (SEL) domains. The collaboration between OASIS and the school counseling department will afford endless opportunities to support students and families in school and the community. Ms. Lewis is also a member of the SHS school council.

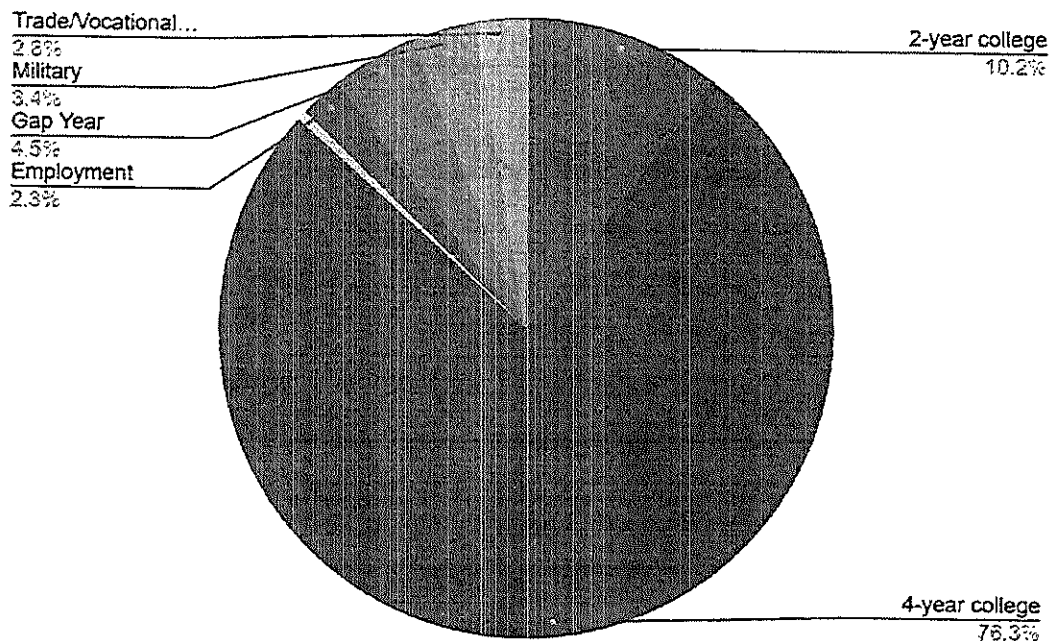
Committed to the well-being of students and faculty, Ms. Kennedy, Director of School Counseling for grades 6-12, is a member of the district-wide Staff Wellness Committee and Wellness Committee. The Staff Wellness Committee intends to work towards generating an overarching sense of belonging and investment among district faculty members. Recently, the Staff Wellness Committee has organized team-building events at each school in place of monthly faculty meetings. The Wellness Committee, including district leaders, school committee members, parents and community partners, are collectively reviewing and revising the district wellness policy to align with state guidelines.

Ms. Guba, the college and career counselor, is the co-coordinator of the Advisory Program and the Distributive Education Clubs of America (DECA). All members of the SHS school counseling department are members of the SHS crisis team, building-based support team and student support team.

Class of 2023

The Class of 2023 consisted of 220 graduates. Statistics from the 2023 graduating class indicate that 76.3% of SHS graduates plan to continue their education at a 4-year college or university, 10.2% will be furthering their education at a 2-year college, 2.8% will be enrolling in a post-secondary trade or technical school, 3.4% have enlisted in the military, 2.3% are seeking full-time employment, and 4.5% have chosen to take time and explore post-secondary options.

FUTURE PLANS FOR CLASS OF 2023



The SHS School Counseling Department is dedicated to continued growth and innovation during the 2023-2024 school year.

**REPORT OF STOUGHTON ACADEMY
AND
STOUGHTON EVENING SCHOOL
Robert L. DeRosa, 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 over 862 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.

In the fall of 2023, we offered our classes in a new accelerated format. This allows students to finish the program in half of the time that was needed in previous years. Students now take four

classes each semester. To date we have 71 students enrolled in the program and 4 students enrolled in the online learning program; Plato.

Our twenty-eighth commencement ceremony was held, in person, at Stoughton High School on June 7, 2023 with twenty-six graduates. Our adult diploma program allows 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 and experienced 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.

We continue to offer in person learning. The Academy students work much better with the traditional in person learning experience. It has been fulfilling to witness the students' enthusiasm and engagement to be back in a classroom.

Starting in January 2024 we will be expanding the program by offering three ELL-1 classes for our English Language Learners community. In the fall of 2024, we hope to offer two more ELL-1 classes and one ELL-2 class, with progression to ELL-3 in the coming semesters.

In conclusion, I am honored to have the opportunity to serve as Director of Alternative Programs. The staff and 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 would like to continue to expand our Evening School programs (financial literacy, digital photography, A+ hardware software and computer tools, as well as the return of volleyball) and would welcome any suggestions for class offerings from our residents. If you feel you have something to offer to enhance our program, please call or email our secretary Dianne Dolan at

d_dolan@stoughtonschools.org. We welcome new ideas and suggestions. We can be reached at 781-341-8701.

Our course offerings are advertised on our Stoughton Public Schools web page.

ANNUAL REPORT
of the
SOUTHEASTERN REGIONAL
SCHOOL

For the Year Ending 2023

Report of the

Southeastern Regional Vocational Technical School District

Robin Gamzon Zoll, Stoughton Representative on the School Committee, rzoll@sersd.org

The Southeastern Regional Vocational Technical School District consists of a four-year public high school and a post-secondary technical institute. During 2022—2023, the high school offered twenty career majors to students from Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater. The Southeastern Technical Institute offered the following programs: Practical Nurse, Medical Assisting, Dental Assisting, Machine Tool Technologies (Advanced Manufacturing), Cosmetology, Culinary Arts, Electrical, HVAC and Plumbing.

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.

The 2023—2024 District operating budget for Southeastern was \$36,966,601. The Southeastern Regional District's enrollment was 1,637 students of which Stoughton had 124 students or approximately 11.8% of the total enrollment. Stoughton's assessment for 2024 was \$1,525,023.

Southeastern Regional Vocational Technical High School

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.

Southeastern Technical Institute

The Mission of the Southeastern Technical Institute is to transform students into lifelong learners, and transition graduates into entry-level positions within their career field. 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.

The Southeastern Technical Institute offers Dual Enrollment which is a partnership with in-district high schools that enables high school seniors to attend STI during the last semester of their senior year. After graduating high school, students continue in their selected program and graduate from STI within six months to one year with industry certification.

Stoughton's Class of 2023 Graduates

Bryan Alvarenga, Dillon Beninati, Charles Beyer, Jabari Brito, Katia Britwood, Jaden Curtis, Ana Gabriela Da Silva, Matthew Davis, Ryan Desmond, Hailey Earle, Gianna Glowka, Riana Gomes, Catherine Jackson, John Kneeland, Joseph Massarelli, Christopher Matthews, John Mcginley, Claire Morgan, Kristina Nardi, Patrick Nicholson, Noelia Pierre-Louis, Octavia Ricardo, Thomas Rojas, Tristian Saintus, Steven Santos, Sophia Theodorides, Grace Tiso, and Braeden Totman

FOR MORE INFORMATION

Additional documents and information may be accessed at our website at <http://www.sersd.org> or www.stitech.edu.

TOWN OF STOUGHTON

EMPLOYEE SALARIES

2023

EMPLOYEE	EMPLOYEE GROSS
FORD, JONATHAN D	216,623.47
MCNAMARA, DONNA	213,252.50
CALTER, THOMAS J	195,832.95
BONNEY, JOHN	193,585.77
OWENS, JOHN	185,426.18
TISDELLE, MARC	185,371.97
BARKER, EDWARD	183,304.19
MCGOWAN, DANIEL J	182,534.89
HOLMES, BRIAN	181,044.83
CARROLL, MICHAEL	180,476.80
LYDSTONE, JOHN	177,992.15
WILLIAMS, CAMERON	165,731.04
CONFORTI, DAVID	165,692.05
DESOUSA, JOSEPH	163,863.00
MEDINA, MICHAEL	157,191.77
O'CONNOR, JAMES	154,882.48
MILLER, JULIETTE A	151,892.48
BARKOWSKY II, WILLIAM	151,463.77
BARBER, DANIEL	151,050.88
MACOMBER, JACKSON	150,384.66
COLANTONIO, MATTHEW	149,659.27
MCNULTY, PHILIP A	147,317.55
DERBY, NATHAN A	147,086.93
HARDY JR., ROGER	146,325.35
BRACKETT, JAMES	146,247.94
HANSLER, TIMOTHY	143,470.03
GIFFUNE, PAUL	142,297.50
COVINO, THOMAS	141,766.48
LIMA, KEVIN	141,144.36
GROVER, CHRISTOPHER.	140,884.63
SCANLAN, JACOB	139,327.83
GUGLIA, DAVID M	139,263.97
SAMPSON, CAROLAN	139,176.42
GOLDBERG, JUSTIN	138,650.89
RUSH, JAMES	136,512.97
CAMPBELL, DOUGLAS	136,495.30
CARMICHAEL, DANIEL	135,990.96
O'NEIL, GEORGE	135,943.66
SHROPSHIRE, PATRICIA J	135,543.31
PECK, MICHAEL	135,436.17
CARREIRO, WILLIAM	133,875.16
CURTIN, JAMES	130,681.00
KELLOGG, KIMBERLEY A	130,284.74
FEENEY, CHRISTINE	130,243.54
MCNAMARA, STEPHEN	127,973.20
FEENEY, LYNDIA J	127,635.04

O NEIL, MICHAEL	126,946.51
MONBOUQUETTE, JEREMIAH	125,031.58
COWGILL, MICHAEL	124,180.66
JASMIN JR, RICHARD	123,581.10
SARAIVA, AMY J	123,495.38
KENNEDY, MEG D	122,782.28
JARDIN, DAVID	122,107.95
MCNAMARA, JAY	121,892.09
LONDERGAN, ELIZABETH A	121,718.63
CARROLL, TIMOTHY	121,659.33
HUSSEINI, JOYCE	121,185.52
MONAHAN, KATHLEEN A	120,492.50
KENNEALLY, ROBIN A	120,253.45
SPRAGUE, EILEEN M	119,799.51
CANCELLIERI, ROBERT C	119,737.98
ANTONINO, TYSON	119,590.57
KELLEY, CHAD R	118,909.11
PARKER, DEBRA M	118,586.71
CONNELLY, MICHAEL	118,524.12
FLANAGAN, RYAN	118,420.98
CAMPBELL, JAMES	117,869.32
BAETA, JOSEPH F	117,557.53
NEWBURY, BRADFORD	117,260.76
HORSFALL, CRAIG	116,711.80
GRASSO, KAREN M	116,644.10
DORE, JAKE A	116,259.44
DUNN, SUSANNE R	116,119.02
SOMERS-QUEALY, AMY K	116,037.47
MCDONOUGH, DIANE M	115,799.51
FLEMING, DENISE M	115,720.81
MCGIBBON, TYLER	114,920.06
BARRETT, SANDRA	114,463.21
JAMIEL, CAITLIN A	114,351.76
HARRISON, JACQUELINE R	113,934.10
NICHOLS, JANET L	113,444.10
CROWLEY, KATRINA G	113,265.50
SCANLAN, BRIAN	113,209.36
GALLAGHER, COLBY J	113,189.41
ATWOOD, MELANIE A	112,402.59
TEDESCO, THOMAS M	112,065.49
RUSCHIONI, JANEAN M	111,883.82
COLUMBUS, LAURIE A	111,660.10
BRUCE, JANIECE	111,574.01
ERICKSON, JOHN	111,331.91
MONTEBAULT, TARA K	110,879.01
REGAN, JAIME M	110,789.32
WHITTAKER, LAURA J	110,724.18

MORRISON, CARRIE L	109,960.10
HORNE, JENNIFER M	109,848.10
MCCAFFERTY, PAUL	109,409.79
FUREY, BETHANY	109,377.56
CONLON, JAMES	109,258.38
HAYES, MEGHAN F	109,197.10
MARDEN, STEVEN	109,178.55
LEBLANC, PAMELA J	108,815.02
HIGGINS, LAURIE J	108,563.67
WILLIAMS JR, PAUL	108,528.40
DONOVAN, WILLIAM J	108,425.20
FRATTASIO, CHRISTINA L	108,073.10
MANGE, JOHN I	108,052.94
MACKAY, JILL K	108,041.79
ANGELOS, JENNIFER T	107,928.10
FARIA, SHAWN	107,766.69
TRACEY, WILLIAM	107,643.15
BROWN, RENDI	107,519.80
PEARL, KATHARINE H	107,398.03
DEMAYO, KRISTEN R	107,127.10
STRACHAN, ALLYSON M	107,100.10
BABB, JAMES	107,058.09
WIEBE, AMY P	106,886.88
RONDEAU, LINDA S	106,804.92
KALEN, KENNETH J	106,615.32
BAUMAN, BETTY R	106,415.74
COLLAMORE, ELLEN M	106,388.10
SWEENEY, PATRICIA M	106,132.27
COSTELLO, AILEEN B	105,978.49
DONAGHY, ERIN K	105,887.10
CATRAMBONE, ELIZABETH	105,884.02
RUBIN, JOEL S	105,804.13
DESTINE, RASHAWN	105,705.91
TILLEY, ALICIA L	105,647.45
LEWIS, KATHERINE B	105,628.98
GABRIELS, JESSICA K	105,577.10
KAPLAN, DONNA L	105,575.98
SHUEL, ERIC	105,457.11
INGRAO, MELANIE A	105,413.52
DEROSA, ROBERT L	105,407.50
JACKSON, ELIZABETH D	105,326.90
LEE, SAN S	105,173.51
CORRENTE, CAROLYN K	105,061.10
CRIMMINS, JANET	105,018.96
BECHET, KEVIN M	104,838.06
CAREW, BRYAN F	104,793.85
BROOKSHIRE, CORINNE L	104,738.28

COOPER, SADIE	104,471.45
MARTIN, MARY JANE	104,467.19
DESANCTIS, MELINDA D	104,310.10
KUHN, ROBERT	104,255.16
GOLDBERG, JILLIAN S	104,054.71
DANCEY- BEAULIEU, ALYSSA	103,997.72
GADA, MATTHEW	103,995.30
EVANGELISTA, DOMINIC	103,913.51
FIDLER, LAUREN E	103,867.96
LINEHAN, JULIE L	103,852.10
DUCHARME, LAUREEN A	103,700.10
LOCKHART, MICHELLE	103,700.10
RUSSELL, SHERIDAN L	103,700.10
LIMA, BRANDON	103,525.92
DONOVAN, DIANA L	103,520.10
GETCHELL, ERIN E	103,470.94
WAGNER, COURTNEY	103,395.69
DONOVAN, MELISSA A	103,391.98
CRISCUOLO, GENEVIEVE L	103,369.98
CARTY, KEVIN M	103,204.61
DUNKLEE, REBEKAH M	103,180.10
SHUTE, ANNE M	103,180.10
BERNSTEIN, LAUREN R	103,149.52
WASHBURN, KIRA J	102,935.90
DENNENO, VICTORIA M	102,807.13
SCAFIDI, SHAWNA D	102,798.02
GRASSO, RICHARD	102,795.08
MCRAE REID, HEATHER A	102,721.72
ZBINSKI, SHEANNA	102,676.85
VALAIR, CAITLIN G	102,595.90
KUMAR, JESSICA M	102,589.27
SOLOMON, ROSS M	102,560.88
SOMMERS, CARY A	102,536.88
NUTE, PAULA	102,532.76
NEWCOMB, LORI A	102,526.02
BRYANT, JANICE L	102,475.08
JOHNSON, MELISSA M	102,388.98
PAULA, TIANI F	102,341.60
FLEISCHMAN, KELLY A	102,275.10
SCULLANE, AMY W	102,227.27
CAMARA, STEVEN	102,090.60
BENENATO, STEPHANIE A	101,988.10
BOURGET, GREGORY	101,836.12
KIMBALL, MARIANNE	101,836.02
INGRAO, MICHAEL W	101,736.60
O CONNELL, MOLLIE R	101,736.60
MANCHESTER, BETH A	101,687.60

LEWIS, NICOLE	101,588.75
SPINTIG JR., FREDERICK	101,585.61
GORMAN, WILLIAM B	101,580.85
CARTER, CHRISTINE A	101,569.13
BEAULIEU, CRAIG A	101,537.60
ISAKSEN, LAURA	101,537.60
SMEDILE, JANINE R	101,500.10
DELONG, ELIZABETH L	101,500.10
KAFKA, JENNIFER K	101,500.10
MACDONALD, JILLIAN A	101,500.10
MALTBY, MELISSA A	101,500.10
MCCABE, SUSAN L	101,500.10
MONTY, JOSEPH D	101,500.10
NICHOLAS, THOMAS A	101,488.43
ANDERSON, MAUREEN M	101,374.04
FANNING, DAVID	101,343.52
HEALEY, WILLIAM	101,258.90
WELCH, KRISTEN	101,248.52
FINNEGAN, KRISTEN A	101,095.36
DYER, CHRISTOPHER	100,826.11
WALLACE, CATHERINE E	100,791.86
FISHER, SANDRA G	100,771.96
VELOZO, NICOLE E	100,699.71
MCCARTHY, PAMELA	100,612.50
GARRANT, TRACY L	100,584.74
CARDOSO, NICOLE C	100,312.24
GREABLE, SARAH E	100,274.74
JOY, DAYNA M	100,188.98
KELLY, JENNIFER A	100,172.98
BIRSTILL, KEVIN	100,087.87
BARR, JENNIFER M	99,936.02
MONAHAN, JUSTINE A	99,933.98
LAQUIDARA, JULIE	99,815.28
RELIHAN, SARAH A	99,791.98
BARRETT, SUZANNE	99,783.23
MCGHEE, CHRISTOPHER B	99,779.75
BERTELETTI, KRISTIN M	99,690.52
DOHERTY, REBECCA L	99,626.10
GUSTAITIS, KATHLEEN A	99,626.02
KALIANIOTIS, NICOLE J	99,626.02
WASOKA, ANDREA J	99,626.02
CARROLL, MOLLY J	99,495.69
CABRAL, RYAN	99,460.02
HARVEY, PAUL	99,433.86
HAYS, PAUL S	99,222.38
DOWD, LEAH M	99,221.92
MAHON, CHRISTINA	99,135.98

THIBEAULT, CASSANDRA	99,111.24
O'SULLIVAN, JENNIFER	99,074.88
O CONNELL, KAREN E	99,055.88
BLANCHARD, LYNN A	98,906.57
MCDONNELL, SUSAN A	98,781.84
MORRISSEY, JOHN	98,759.76
GILLIS, CHARLES	98,655.45
ARMOUR, MICHAEL J	98,642.52
GALLAN, DANIELLE M	98,627.92
KING, MERRILL S	98,573.94
LEVESQUE, KELLY L	98,573.94
SPEARS, CHRISTINE M	98,557.94
HILTZ JR, DAVID M	98,507.55
GENATOSSIO, MORGAN	98,448.84
GALLAN, KRISTIN M	98,421.98
MEDEIROS, ALBERT	98,410.26
GIATRAKOS, JANINE	98,354.94
HATCH, COREY	98,261.95
FIDLER, KATHLEEN A	98,257.73
ROWE, WILLIAM	98,161.60
DONAHUE, RYAN M	98,145.08
KELLOGG, WILLIAM J	98,056.06
RADEFF, SAMANTHA R	98,053.94
STUKEY, DEREK	98,007.17
CRONIN, KEVIN P	97,990.87
ERNST, BRIAN	97,972.83
CHATSKO, DEANNA	97,959.80
HOFFMAN, ERIC	97,941.56
DONOVAN, JOSEPH D	97,859.73
MOLL, HILARY	97,850.25
KURTINITIS, IAN	97,849.03
PERRY, MERIDITH T	97,791.98
MCCORMICK, ANDREA J	97,791.98
PAINTEN, DAVID L	97,679.02
LAW, PETER B	97,592.02
SASIN, COURTNEY	97,563.71
BROOKS, LINDA	97,191.09
PUERNELL, DIANE	97,048.07
MEDEIROS, TIMOTHY	97,012.68
BRUTTANITI, FRANCES	96,856.79
SPIROPULU RIGAS, EKATERIN	96,838.94
HARKINS, BRIAN	96,837.05
BONDA, LINDSAY	96,804.66
JOHNSON-BARRAULT, CATHERI	96,792.08
CARRARA, STEPHANIE	96,739.32
KOWALCZYKOWSKI, ROGERIA	96,716.76
BIRKEMOSE, ELIZABETH R	96,683.94

THOMPSON, SHANE	96,658.98
CALLAHAN, TIMOTHY	96,594.48
DILLON, WINI T	96,430.29
TOMECEK, KERRY A	96,373.94
WASIK, BRITTANY L	96,346.03
ESTY, JANICE	96,298.07
NNOLI, NDUABUGBO	96,228.00
KELLY, JENNA A	96,068.82
SBARDELLA, JOSEPH	96,068.12
SOMERS, DEREK	96,036.79
HUSSEY, JOHN	95,721.43
STANSFIELD, JESSE	95,675.83
PUSTIZZI, MEAGHAN L	95,663.75
WATERMAN, LINDSEY M	95,632.39
GAGNE, JONATHAN	95,598.07
JACKSON, KAREN M	95,593.58
GOLDBERG, JOHN	95,469.81
MYERS, LAURA J	95,235.08
LARACY, TYLER	94,989.03
HARROP, BRIAN	94,948.52
CHEEVER, HEATHER	94,946.44
CUSACK, KERRI M	94,740.48
WILBUR, KERRY L	94,719.58
KOPPE, GUY S	94,705.00
MONTGOMERY, YVONNE E	94,675.08
NORMAN, BRYAN P	94,522.12
EVANS, CHRISTOPHER	94,478.73
O HARA, MARGUERITE	94,459.58
CEDERQUIST, LORI	94,432.58
BENITEZ, JILL J	94,395.08
CRAVEN, KARINE	94,395.08
DAILEY, SHARON L	94,395.08
EGAN, DANIEL A	94,395.08
IPPOLITO, LAURA A	94,395.08
KILLION, RACHEL L	94,395.08
NUTTING, ELIZA A	94,395.08
PIRRI, ANTHONY T	94,395.08
SIMPSON, JENNIFER A	94,395.08
WALSH, STEPHANIE J	94,395.08
LIAKOS, VASILIKI	94,395.08
RODRIGUEZ, GIOVANNI	94,330.60
RAEKE, ELINOR E	94,262.10
ROSE, JOSEPH	94,203.52
DOWNER, ALLISON T	93,995.68
FOLEY, PATRICIA A	93,960.87
DEANDRADE, JOHN	93,560.42
WALL, DOUGLAS R	93,400.71

DEVANEY, JAMIE	93,289.32
MCLUCAS, CORBETT	93,196.54
HORAN, DANIELLE	93,174.39
FOWLER, JEREMIAH	93,123.51
CARREIRO, WILLIAM	93,093.35
MURPHY, KENDRA A	93,011.12
KANE, ANGELA M	92,738.39
OLIEN, MATTHEW	92,663.88
RAAB, THOMAS R	92,625.02
PERRY, LAWRENCE	92,624.80
GRIFFITH, LINDA L	92,620.54
GUNNING, JOHN	92,523.12
SWIMM, HEATHER M	92,443.93
DANIELS, TARA N	92,281.44
GALLAGHER, KERRY E	92,276.54
M McNULTY, THOMAS	92,263.73
BOUGHTON, ERIN	92,161.84
MCELLIGOTT, LORRAINE	91,654.52
GRECO, ROBERT	91,593.35
REARDON, JOHN	91,507.98
PHIPPEN, ANTHONY J	91,436.15
LANGLOIS, LAURENCE W	91,273.43
FISHER, NANCY	91,211.53
BOURGET, RYAN	91,160.35
PARKER, MARTIN	91,015.51
GUILLOTTE, TIMOTHY	90,831.50
HORAN, WILLIAM	90,690.18
HALLOCK, KEVIN J	90,523.48
MCCAULEY, ANTHONY	90,386.52
CROWLEY, JULIANNE	90,322.95
WOOD, CHELSEA	90,318.37
GALANIS, AMANDA S	90,111.12
BENOIT, STEPHEN	89,961.71
DECELLE, KEVIN	89,866.10
KELLY, ANDREW	89,730.17
ARAUJO, TYLA J	89,699.02
SILVA, GEORGE	89,679.59
DIABATE, ASSATA	89,651.87
HILL, MEAGHAN	89,572.03
ARGUIMBAU, JAMES	89,469.95
SLOWINSKI, JUSTIN	89,420.09
SULLIVAN, JENNIFER	89,341.91
BONNEY, MICHELLE M	89,313.12
VELAZQUEZ, JAIME	89,250.00
LEE, KIMBERLY S	89,025.08
VISSER, JOSEPH	88,868.98
MOKRISKY, BRYAN	88,858.50

POMFRED, RHONDA	88,765.31
MAKSY, AMANDA J	88,500.86
HUNT, JOHNATHAN	88,412.94
PURNELL, STEPHEN	88,321.57
HOWARD JR, ROBERT	88,182.23
KAVANAGH, BRIAN	88,099.92
RUSSELL, JILL	88,075.70
RASHID OLESLAMI, FAEZEH	87,984.68
FARIA, JACQUELINE E	87,690.18
MASCIARELLI, RHONDA	87,315.68
MCLEAN, CLIFFORD	87,121.97
PICKETTE, JEFFREY M	87,077.50
TAPPER, TERESA	87,071.35
MELLYN, SCOTT	86,898.71
RODENBUSH, MATTHEW	86,696.71
O NEIL, DAVID W	86,597.94
RELIHAN, SHANE	86,597.94
IFILL, KULNATHEE G	86,504.80
BONTYA, JACLYN	86,243.96
WELCH, MEGHAN M	85,885.50
FRANCISCO, JOSE C	85,638.53
DOLAN, DIANNE	85,619.52
EARLE, JENNIFER N	85,608.91
ROTH, WILLIAM D	85,342.95
BARRUZZA, VICTOR	85,327.60
CARDOSO, THERESA	85,133.11
PEIXINHO, RITA B	85,040.47
BOYRAZIAN, DIANE	84,657.99
DELELLO, AMY E	84,476.93
PATTON, STEPHANIE	84,262.39
WOOD, CAITLIN	84,258.00
CURLEY, STEPHEN	84,053.63
LEWIS, GEORGEANN	84,006.91
DUPONT, KANDE	83,916.88
CROCKETT, AMANDA L	83,841.03
O'BRIEN, KRISTEN A	83,838.45
VIEIRA, RACHEL C	83,817.62
PERKINS, HEIDI J	83,750.03
SERA, MATTHEW	83,447.99
PEZZA, CHRISTOPHER G	83,421.05
BUCCIERI, ANTHONY J	83,419.08
JARASITIS, KELLIANN P	83,396.98
WEIGEL, CHRISTOPHER	83,374.16
DENNENO, PETER	83,294.39
COOK, JONATHAN	83,282.06
PORDER, BROOKE S	82,871.31
HOGAN, JEANETTE	82,708.52

CLANTON, KELLY	82,662.08
FRASCA, ANNE M	82,647.13
MALOOF, LYNNE F	82,117.60
HAMMER, MICHELLE	82,093.31
KENNEY, TYLER	82,007.45
FRAZER, PATRICK N	81,965.94
CRIMMINS, MEGAN	81,925.51
HORNBROOK, LEIGH	81,907.13
COREY, KAREN	81,842.63
ARAUJO, ROY F	81,649.51
MCCANN, JEANNE-MARIE	81,586.65
GIROLAMO, JOSEPH	81,552.06
BELLINI, JULIE R	81,376.50
REDMAN, MELINDA M	81,339.00
MEDEIROS, DENNIS	81,307.37
FERREIRA, MICHAEL	81,287.88
COLLINS, STEPHEN	80,890.57
SINGLETON, ANA	80,730.50
DEVORE, DEIDRE	80,618.39
MCGRATH, PAUL D	80,577.44
MAKAROFF, JENNIFER	80,496.21
CAUCHON, MATTHEW	79,848.69
GUBA, ASHLEY	79,787.35
BAILEY, MALLORY E	79,661.49
FALCIONE, JENNIFER L	79,552.00
MCGEE, RYAN	79,514.03
ANGELOS, JORDAN	79,309.00
HANDLEMAN, CLAYTON	79,239.64
DRISCOLL, EMILIE	79,057.60
BROWN, KAREN	79,003.68
MANSFIELD, ROBERT K	78,965.02
OLSHIN, JOSHUA	78,946.02
DACEY, ROBERT	78,851.16
DESCHENES, JESSICA A	78,794.99
CANCELLIERI, VANESSA M	78,522.63
JACOBS, JENNIFER	77,995.32
BOYD, BRETT	77,331.01
ABOURJAILY, RITA E	77,053.50
ASSELIN, TRISHA A	77,004.63
DUPONT, ROBERT	76,937.75
CARMICHAEL, KELLIE A	76,924.68
MURPHY, MEGHAN M	76,842.63
SPINTIG II, FREDERICK	76,814.09
DEFRIAS, NICHOLAS	76,582.10
ALEXANDRINO, SANDRA C	76,556.81
BUSCHENFELDT, KATHLEEN A	76,372.86
GORDON, MELANIE H	76,335.07

CABRAL, JESSICA	76,272.99
STARRING, ALLISON	75,840.32
GRASSO, ALEXANDRIA L	75,558.66
BOHN, CHRISTINE	75,531.49
SLADE, JENNIFER M	75,432.42
MORIARTY, ELSA	75,164.37
SUN, FUQIN	75,138.74
GOREA, CONSTANTIN	75,045.60
CANCELLIERI, MARY E	75,024.49
GORMAN, PATRICIA A	75,024.49
JOHNSON, MELISSA L	74,976.17
SPENCE, JILLIAN R	74,723.06
MONTELLO, AMY M	74,722.84
SULLIVAN, MARY LEIGH	74,565.30
STAULO, THERESA E	74,518.71
PATTERSON, ANDREW	74,514.90
LECLAIR, ROGER	74,081.97
DIFANTE, LOUIS A	74,071.16
HARBACK, KURT	73,934.90
LAWLER, KELSEA	73,900.91
MULVEY, MAUREEN A	73,669.86
TRAVERSE, JENNIFER L	73,597.66
TOBON, CHRISTINA	73,595.55
SERA, STEPHEN	73,514.99
BOURJI, NADA	73,222.22
BLANEY, KIRSTEN L	73,092.47
LEAHY, SEAN	72,998.44
MALTBY, GINA	72,990.32
BURBANK, PATRICIA J	72,846.76
BLACKADER, SARA	72,657.35
FEENEY, KRISTEN L	72,561.28
BLANEY, ELLEN	72,538.14
MURPHY, NICOLE A	72,448.77
GREENE, JENNIFER A	72,098.85
MASON, SEAN F	72,056.57
PALMA, ANGELA R	71,973.15
PEREIRA, TRACY	71,879.44
SIMMS, DEREK	71,601.64
MATHIEU, ROSE A	71,213.89
NICKERSON, MARK	71,207.79
GAUL, TRACY L	71,117.31
LANZAROTTO, KATHY-ANN	70,892.82
NAPOLI, ELIZABETH F	70,811.80
NEARY, THERESA	70,811.33
HURLEY, SHANE	70,760.90
JAMES, EBONIE J	70,724.42
COELHO, ARTHUR	70,678.00

SWEENEY, CHRISTOPHER	70,571.15
BULLOCK SR, ROBERT	70,408.95
MILLER-ANELLO, WENDY E	70,346.66
BROWN, KAYLA	70,201.45
SIMPSON, JAMES	70,197.25
DICKIE, HANNAH R	70,188.08
MURPHY, ALYSSA M	70,071.15
SBORDON, JESSICA	69,976.13
HURLEY, KIMBERLIE	69,916.66
CORRIGAN, PATRICK	69,607.16
WARFIELD, BRITTANY K	69,542.06
BOBBITT, MATTHEW S	69,316.86
FITZGERALD, CATHLEEN M	69,259.28
HANSON, GERALYN E	69,040.22
CLARKE, EDWARD N	68,999.97
ROWE, MEGHAN E	68,937.88
CARDOZA, ROBIN	68,803.89
MELO, JOE M	68,683.16
JACKSON, ANTHONY	68,486.89
BOLIO, JOHN	68,295.88
JOHNSON, SHARON L	68,220.54
HATCH, KAYLA L	68,018.52
GENEREUX, ROBERT	67,872.76
ENDRIUNAS, KATHLEEN A	67,823.82
SCOTT, JESSICA C	67,742.57
MUSTO, KEITH	67,739.26
SEEMUNGAL, FERISHA F	67,738.25
BLUSHI, SARAH	67,704.38
MORAIS, JOSE M	67,680.61
GARCIA, BEATRIZ S	67,354.44
CARMICHAEL, MICHELLE A	66,978.82
CAULFIELD, AMANDA	66,800.29
FISKE, ANN E	66,789.21
COFSKY, MICHAEL	66,554.07
FALLON JR., CHARLES	66,534.80
SILVA, ALICIA	66,509.67
ANDERSON, SCOTT W	66,442.57
NELSON, PHILIP F	66,442.57
FONTINHA, JOSEPH	66,420.20
SILVA, THOMAS F	66,389.95
MACEDO, JOAO J	66,327.97
DEPOUTOT, HANNAH C	66,153.16
GUAY, JESSICA	66,131.31
STANKIEWICZ, CURT J	66,107.18
RENEY, LAUREN A	65,943.67
CHAPMAN, DEIRDRA S	65,896.32
CARR, CHRISTINE K	65,840.70

DEXTER, ROBERT P	65,254.07
ROSEN, FELICIA R	65,079.20
REGO, DENNIS M	65,028.46
FAHEY, KELLY M	64,831.18
TAYLOR, RIKKE	64,797.16
ANTONELLI, ROSEMARIE L	64,746.37
DUFRESNE, NICHOLAS	64,636.25
KIERSTEAD, JACQUELYN M	64,228.76
WANG, ALEXANDER P	64,168.26
HARBACK, BRUCE	63,957.08
PEREIRA, GILDA	63,827.02
BAETA, LYNNE M	63,790.75
AZEVEDO, RALPH	63,615.80
WHITING, ANDREW E	63,517.14
BOUDREAU, MATTHEW	63,458.31
LEMIEUX, JANIS M	63,333.92
CAPELESS APPLEBY, BRITTAN	63,329.31
JOHNSON, KELLIE	63,188.85
MELO, VICTOR C	63,155.99
DEAN, AMY	63,133.73
MOGAN, FRANCIS	63,058.63
RILEY, NANCY J	63,056.98
VIERA, MAGGIE L	62,991.59
DECOFFE, HAILEY J	62,802.06
FABRIZIO, BRIGITTE	62,609.38
BREWER, MATTHEW	62,435.18
FREITAS, PAULA C	62,387.36
WOODWARD, NOELIA	62,204.39
ELLIOTT, SHANE	62,042.38
MONTEIRO, ERNESTO C	61,976.08
SWEENEY, WILLIAM	61,820.41
FURIOSO, ANGELA M	61,781.86
BRAUNEIS, LOUISE A	61,527.50
PALO, CAITLYN	61,352.27
CAMPBELL, DANIEL R	61,008.40
PAYNE, THAIS F	61,003.68
KERMAN, LEANNE W	60,968.47
KIMMELL, EMMA R	60,652.13
FARIA, PEARL	60,592.63
AMARAL, ANTONIO S	60,541.97
ALTWEIN, KAREN	60,533.30
MORGAN, WESLEY	60,345.86
DIGLORIA, STEPHEN	60,296.97
BERGHMAN, LAUREN	60,197.80
PEDRO, DANIEL J	60,146.12
BUCK, AMBER E	59,802.01
LYDON, AMANDA M	59,762.27

ACEVEDO, LADI A	59,616.01
CAMARA, NESTOR P	59,545.19
LEAHY, KATHERINE A	59,329.40
MILLS, JOHN G	58,993.08
SOUSA, NICOLE	58,872.99
GIDLEY, ROBERT	58,729.57
MCGREEVY, RICHARD	58,728.81
BESHERS, STACEY	58,680.54
MCCABE, REBECCA J	58,315.30
LESENECHAL, NICOLE	58,172.47
GILMAN, AARON J	58,135.49
SUCKOW, CHRISTINE D	57,899.12
HELLE, DANIELLE E	57,716.31
HOJLO, LEONA M	57,696.04
WILLIAMS, GRACE A	57,591.36
IRELAND, ROBIN A	57,500.04
RICHARDI-BUCIO, RACHAEL L	57,429.59
RUSSO, RACHELLE M	57,411.48
FILKINS, HILARY M	57,249.97
REGO, SAMANTHA	57,111.56
MANNING-SOUZA, JO F	57,097.01
CUMBERLAND, GORDON	56,968.65
O REILLY, RACHEL E	56,934.95
FITTON, JAMES	56,883.50
MARQUES DOLLOFF, TERESA A	56,722.46
SANDSTRUM, BRIDGID	56,607.67
DOHERTY, JULIA	56,544.54
RODRIGUES, DANIEL	56,104.65
OKEEFE, EDWARD J	56,097.97
MEROLA, ASHLEY N	55,962.83
ROMEIRO, TERESA	55,878.03
DUBOVY, TREVOR R	55,798.85
TRACEY, THOMAS R	55,592.81
WOODS, STEPHANIE E	55,588.15
JOHNSON, DEIRDRE M	55,496.56
DONOVAN, KATIE	55,371.67
MENDES, SAMEIRA	55,351.03
KELLEY, JENNIFER	54,971.98
GLUCHACKI, HANNAH	54,867.87
REID, MOLLY J	54,572.25
KING, TANAESHA	54,402.01
CARDOSO, MEAGAN E	54,321.63
PALMER, PATRICIA	54,283.04
JOHNSON, MEGHAN L	54,055.33
MASON, BRIAN	53,786.73
MILLIEN, ROLAND	53,606.40
FLEWELLING, ALICEN R	53,567.74

BERMUDEZ HAMILTON, CHRIST	53,312.33
WHITE, STEPHANIE G	53,256.58
JOLLY, THONY	53,216.64
JOYCE, FIONNA	53,177.74
LABRIE, SARAH	53,138.77
STONE, HALEY E	53,093.74
PEREZ, SOPHIA G	52,874.76
WILSON, LENA	52,818.91
NGUYEN, LILIAN S	52,368.40
AMBROSIO, LUIS A	52,352.26
MCDONALD, KELSEY M	52,320.74
HOULE, SHERAY	52,315.22
FERNANDES, DAWN-MARIE C	52,120.00
POLILLIO, KATHLEEN D	52,113.98
BUCHANAN, REBECCA	51,954.00
GEKOW, SMADAR	51,918.68
COMEAX, CANDICE L	51,664.02
GIROUX, JULIE A	51,630.02
COTTER, WILLIAM	51,568.09
LEBLANC, DEBRA	51,369.50
CARBONE, CHRISTOPHER M	51,308.53
SANTIAGO, ANNETTE L	51,056.16
GENEREUX, HEATHER	51,003.00
SONG, COURTNEY K	50,900.00
CARDINAL, DENISE	50,817.14
BUSHLOW, LAURA M	50,790.68
MANGANARO, JOSEPH	50,786.77
ANDRADE, DANIEL	50,700.40
RUSH, RICHARD W	50,658.52
DESOUSA, ROBERT	50,565.38
DOLDT, CHRISTOPHER	50,373.53
MENDONCA, JOSE A	50,363.20
TURNER, CAROLYN	50,181.88
RODRIGUES, JOAO	49,902.46
MAHONEY, MEGHAN F	49,854.03
KELLY, LEAH R	49,691.50
SIDEBOTTOM, MAURITHA L	49,246.91
BARROS, ANTHONY J	48,599.20
HURLOCK, CORINNE	48,510.78
MENESES, MELISSA	48,280.90
GARERI, DANIEL	48,180.04
PELLAND, JOSHUA L	48,143.74
GALLELO, DEVIN	47,695.67
PETERSON, CAROLYN A	46,842.14
MERZI, ANNA R	46,810.31
CRATTY, GABRIELLA	46,785.00
SOUZA, HEATHER S	46,424.50

REID, DEBRA A	46,249.22
HARDY, TYLER	45,966.66
MORSE, SARAH E	45,923.95
BEDER, TAMARA	45,877.81
KRIM, CAITLIN	45,127.81
LANDESMAN, DANIEL M	44,869.04
MCANDREWS, BRETT M	44,799.23
BINDER, KAREN L	44,720.00
KINGSLAND, ANDREW R	44,691.39
IKONITSKIY, MARIA	44,634.00
SOARES, DANIEL M	44,204.09
RUTOWICZ, EMILY M	44,195.70
MARTIN, MARY	44,113.53
O'NEIL, DONALD R	43,601.25
BOURKICHE, AMY	43,432.63
FERREIRA, PETRA S	43,397.32
NELSON, JACOB	42,921.77
CACHOPA, NICHOLAS	42,537.47
HOUSE, BARBARA	42,500.00
BRADLEY, JUDITH A	42,315.00
BUKHENIK, SHELBY M	42,289.67
GIBB, CAROL F	42,133.39
REIS, MAGGIE	41,996.11
FURTADO, JOANNA M	41,974.99
GRAJEDA, ANDREA	41,947.50
KORFF, NOAH S	41,943.34
GOULSTON, PATRICIA A	41,831.12
BERRY, KEITH P	41,713.89
PASCARELLI, ANTHONY	41,238.24
FREITAS, MELISSA	40,545.94
DOLCINE, TRAVIS	40,449.55
BURTON, ELIZABETH N	40,310.05
GIDLEY, KELCIE M	39,779.77
PIMENTEL, ANTONIO	39,271.84
FREITAS, FRANCISCO	39,101.57
CORSINO DA SILVA, ANNE C	38,999.79
PAINTEN, THOMAS	38,871.94
PIEPER, JENNA M	38,663.95
MAEL, JONATHAN	38,047.04
IACOBUCCI, CHRISTINE	37,970.61
DRUMM, MEGAN M	37,629.89
SOLAR, LAURA E	37,551.09
HAMBLIN, CHRISTOPHER M	36,654.31
COMER, THOMAS P	36,606.35
ANGELOS, SCOTT	35,804.32
OATES, CHARNELLE B	35,800.00
MCKENNA, MARK	35,460.89

MONGO, DANIEL M	35,437.18
KENDALL, KATHLEEN B	35,274.16
SAMPSON, MARTHA M	34,263.50
D'ALESSANDRO, PHILIP A	34,228.28
DE OLIVEIRA, CHERYL A	34,001.28
COSTANTINI, ANDREW M	33,621.41
PINNETTI, MARK	33,611.53
JOHNSON, PETER	33,557.50
COLLINS, KIMBERLY A	33,356.43
RODRIGUEZ, EVELYN	32,998.62
MAWN, SARAH	32,970.50
SANTOSPAGO, ASHLEY	32,951.80
BOLL, ISAAC D	32,945.44
MACDONALD, LISA	32,938.37
CHAFKIN, SARAH E	32,877.00
ILACQUA, GARY	32,815.65
O'NEIL, MEGHAN E	32,777.72
THOMSON - LENTINE, PATRIC	32,017.31
TRIEBER, KAREN E	31,800.60
NANDAKUMAR, NIDHI	31,520.68
RICCI, BRITNEY M	31,488.00
LUCAS, ALEXANDRA	31,281.51
MCDONOUGH, JONATHAN J	30,916.08
MCCARTY, MARY-EDNA	30,391.83
MARTINS, ESTHER C	30,358.48
KNIGHTS, LEAH M	30,196.60
MUSTO, ANTONINA	30,188.84
ESTIME, MICHELLE D	30,173.22
ROSSI, ROSEANNE	30,167.65
RAPOZA, MATTHEW	30,002.00
CONFORTI, TRACY I	29,747.48
DESTINE, SPENCER	29,656.50
BLOCK, LORI G	29,277.47
KILDAY, RYAN F	29,232.18
WILLIAMS, MICHELLE M	28,921.64
CROGHAN, TERESE	28,690.20
SOLIMINE, JAMIE L	28,560.21
TUCKER, JEANNETTE M	28,523.21
COCCHI, KATHLEEN A	28,495.09
POLILLIO, PHYLLIS A	28,408.39
MASTRORILLI, GAIL A	28,334.07
VITO, LORI A	28,183.74
HINCHEY, MARY C	28,100.00
HYNES, JULIA C	28,084.78
BUCCIERI, LISA	28,084.47
SMITH, ELIZABETH	28,063.38
AMARI, SILVA	28,057.07

SHAUGHNESSY, ERIN C	28,018.35
COLUMBUS, BRIANNA D	28,018.35
BAUGH, MALACHI A	27,923.20
BECHET, JULIE	27,772.73
BLOUNT, MICHAEL	27,754.12
ARRONDO, DAMIAN A	27,660.97
BELCHER, MICHELLE M	27,570.33
WADE, RITA C	27,567.00
NELSON, TIMOTHY	27,550.25
MCPHERSON, SIMONE	27,543.02
PINA, ALCIDES F	27,320.19
ECKHART, CYNTHIA B	27,192.24
WILSON, MELISSA M	27,175.80
BETTLE, PAMELA	26,756.08
MORRIS, ELINORE	26,605.74
GAMBER, BRITTANY L	26,537.22
MAILLET, PAYTON J	26,252.00
GOBBI, MICHELLE M	26,249.95
REBELO, BRIAN	26,114.07
BROWN, BRENDAN	26,072.91
BUTRICA, SEAN	26,008.63
MCKEE, SAMANTHA R	25,678.32
DIEFENTHAELER, CAMILA	25,648.17
FOLEY, CYNTHIA R	25,633.74
GARDNER, STEPHANIE L	25,327.68
FARIA, DEREK	25,209.72
MCGARRY, DIANE M	25,134.37
PLASKO, LAUREN E	25,119.90
LAWLER, RENEE C	24,840.49
PAIVA, ISABELLA	24,608.61
CAYTON, KATHRYN	24,557.75
BEAN, ERICA N	24,229.95
CARDELLA, GRACE M	24,148.62
GRANT, AMANDA J	24,146.98
BARRETT, COURTNEY A	24,100.71
WETHEY, ELAINE M	24,060.00
MCELLIGOTT, KATHLEEN A	24,048.70
HOWARD, ALLISON N	23,881.43
PACCIORETTI, GERALD J	23,801.36
RICKER, LUCINDA	23,703.68
CANNIZZARO, CAMILLE E	23,675.00
MCLAUGHLIN, MICHELLE	23,668.68
TEIXEIRA, DELISA R	23,592.50
BOUTROS, SARA M	23,419.44
PIERS, CRYSTAL	23,402.46
CHIPMAN, DONALD	23,358.82
PETERS, ANNMARIE	23,310.21

KWAKUYI, MERCY A	23,249.00
HOPKINS-MCDONALD, ANN	23,238.69
LANDON, BARBARA L	23,220.00
MCEACHERN, STEPHANIE M	23,200.03
TERRELL, CRYSTAL	23,149.56
FIGUEROA, MELISSA T	23,137.81
MESTRE, VICTORIA	22,671.91
REDMOND, BRENDA M	22,625.26
VALLEY, PAUL S	22,602.02
LEHANE, APRIL	22,338.75
GRILLO, ANGELINA H	22,295.60
CONROD, DONNA M	22,203.95
FIEDOR, GABRIELLE	22,102.13
HEIL, AMY V	22,091.26
WAWERU, KAREN N	22,047.00
BIRKMEYER, MEGHAN T	22,037.58
CLOUGHER, PHILLIP J	21,947.13
PARTRIDGE, MARJORIE	21,927.16
NARDELLI, AVA N	21,827.19
JEFFERY, KIMBERLY A	21,698.43
ALKOUSSA, JEANETTE	21,659.18
EKPUNOBI, ROBIN	21,548.43
REARDON, SUSAN D	21,546.09
ALLEN, ALYSSA R	21,504.83
LEVESQUE, WILLIAM T	21,350.00
POLILLIO, MICHELLE M	21,326.90
BULLOCK, KAREN M	21,291.00
SIRK NGUYEN, AMANDA	21,189.98
NILSEN, COLBY M	21,058.29
SCHUMACHER, ARGHAVAN	21,008.54
CALL, AMY E	20,947.90
BLACK, MARY	20,928.50
KASSLER, BARRY I	20,800.59
DALEY-DICASTRO, MARY	20,798.40
BAUGH, MICHAEL	20,634.00
KOZOL TATTLEBAUM, BEVERLY	20,624.37
LAUN, BRITTNEY E	20,615.58
DAVIS, GREGORY E	20,596.54
MATTHIES, ERIN J	20,469.15
SAUNDERS, MARLENE M	20,100.00
HUSSEY, VIOLETTE	20,099.27
FALLON, JENNIFER A	20,091.58
LEWIS, SHANNON M	19,948.15
SANTOSPAGO, COURTNEY B	19,896.00
COOMBES, BRENNAN	19,895.89
DELOSH, SAMANTHA L	19,778.22
HARRIGAN, CARA M	19,758.79

MENDEZ, ANA D	19,746.49
LACIVITA, DAVID J	19,740.00
SMITH, ALEXANDER S	19,520.43
SAVOIE, JILLIAN M	19,391.22
WYMAN, JULIE L	19,391.22
CURTIS MAHONEY, CAROLYN	19,342.30
BONARRIGO, MARIANN	19,327.50
SMITH, AARON E	19,319.61
FRAGA-MULLEN, SUSAN S	19,277.38
BARDASZ, SUSANNE	19,258.09
FRENCH, STACIE E	19,228.69
LOWE, KAITLYN	19,213.18
GOVERNMAN, SANDRA	19,102.13
CARVALHO, CARLA C	18,991.47
MELIK, MANAL S	18,921.93
HAUSMAN, JACQUELINE M	18,915.12
DREW, MEAGHAN K	18,760.86
TAVARES DE BARROS, ANGELI	18,742.48
OPPENHEIM, ALAN	18,700.00
GILBERT, ANNEMARIE J	18,492.57
SMITH, SAMANTHA	18,312.21
CADIGAN, SUSAN M	18,300.00
BARBATO, DAVID A	18,234.00
SULECKI, BETHANY A	18,175.95
CONROY, BERNADETTE M	17,999.94
ROTELLA, PAULA J	17,991.63
ACHILLE, ANTONELLA	17,820.33
MCELENEY, LAURA	17,805.06
JASMIN, RICHARD W	17,518.43
TWERAGO, KATHLEEN M	17,508.72
SOARES, ISABELLE V	17,497.52
FORD, CATHERINE A	17,438.94
CRUGNALE, KRISTEN M	17,316.15
OWENS, KELLI A	17,289.46
JAHEID, DUNIA	17,285.85
VIOLA, JUNE E	17,265.44
MAMEDOVA, YELENA	17,265.00
NAGY, ETELKA	17,255.72
BREEN, NICOLE L	17,008.65
BLYE, BRIANA L	17,008.65
OLIVEIRA, MEGAN M	17,008.65
TAYLOR, PAULA	16,905.00
MILLS, CHERYL	16,843.80
LERETTE, JOANNE R	16,789.67
DEANDRADE, PATRICIA A	16,726.92
AVELAR, JENNIFER T	16,722.39
HOUGH, SHARON E	16,655.00

RIZZO, SAMANTHA	16,600.00
RONDEAU, MARK J	16,554.10
CASEY, THERESA	16,457.08
ANDERSON, PATRICIA M	16,210.00
MORIARTY, PATRICK M	15,960.96
REICHE, MARGARET L	15,800.00
COAN, SANDRA	15,792.34
VELOZO, EMMA E	15,722.16
NAGIME, GILMARA N	15,717.00
ABREU, JOAO	15,693.16
HAYNER, DARLENE L	15,630.92
WALSH, BRENDAN	15,406.69
PEELE, MARISSA A	15,375.00
SULLIVAN, BAILEY J	15,356.80
MCLAUGHLIN, JOSEPH	15,356.80
WILLIAMS, VANNA R	15,339.77
FREITAS, DYLAN	15,306.91
PRISCO, STEPHEN	15,272.81
CRAIG, NANCY	15,261.46
LEVANGIE, JULIE A	15,027.50
MOSES, MOLLY J	14,842.50
SAID, CLAUDINE	14,792.93
MANCHESTER, DARLENE S	14,780.00
BATES, DENNIS	14,718.76
JARVIS, JOANNE	14,718.73
LOWNEY, TARA G	14,691.73
WHITE, MARYELLEN	14,560.00
WILLIAMS, SUSAN T	14,499.04
TAYLOR, EVAN	14,436.20
CRUZ VENDRELL, JEANNETTE	14,368.94
CANDELORA, NICOLE	14,283.73
MURPHY, NANCY	14,256.70
JOHNSON, SHEREE	14,187.76
SREBRO, SARAH	14,175.00
GIROLAMO, JEANNA M	14,175.00
EL SAIEH, KRISTY S	14,149.32
LORIOUS, ALEXANDER	14,142.00
LEWIS, JEAN K	14,126.77
SHEA, DYLAN	14,089.36
SONCRANT, LAURIE	14,019.74
DILLION, JOSEPH W	14,013.01
MCNAMARA, JUDITH A	13,952.82
MORALES, KRISTINE M	13,883.22
WRIGHT, MARY A	13,820.00
MCGREGOR, MARTHA S	13,800.00
AKIKIE, STEPHEN M	13,758.06
DERBY, JENNIFER L	13,623.95

LANE, SUSAN	13,542.56
FORMAN, RACHEL M	13,540.47
MCNAMARA, STEPHEN J	13,457.50
ANDREWS, MARGARET A	13,425.00
ADELMANN, MYRA H	13,290.51
ROAN, JOAN	13,265.44
MULLALEY, RUTH	13,258.05
AMICO, WILLIAM G	13,165.82
MCNALLY-COHEN, LINDA J	13,158.50
STRIGLIO, KIMBERLY R	13,066.34
FLYNN, ANN L	13,029.68
SIMILIEN, ANDY	12,986.26
DOOLIN, KYLE	12,877.55
GIUNTA, JUDITH R	12,793.67
IVERSON, ANDREW J	12,769.60
DIGREGORIO, MINDY	12,758.32
FIGUEIREDO, ALICIA R	12,600.00
LUCENA VAZQUEZ, SARA R	12,585.00
BRAGANCA, AMABILIA	12,582.00
RIVAS, ROBERTO J	12,515.37
O CONNOR, EILEEN	12,417.45
MENDES, DAVINA	12,296.55
GODES, PHYLLIS	12,229.25
SHANNON, JAMES	12,083.78
COULTER-BENNETT, MARY	12,070.25
CURTIS, SCOTT	12,037.50
STORM, MARY	12,025.50
PUPKO, ANN MARIE	12,000.00
DOWNEY, JEFFREY S	12,000.00
PARRIN, JANIS	11,983.30
ORTIZ, ANA M	11,975.45
CAMARA, CHRISTINA M	11,925.00
DELORENZO, NICCOLE	11,901.34
BILLO, KATHRYN	11,750.00
PINA, MELINDA C	11,638.20
NICHOLSON, ROBERT	11,560.00
MOORE, LAURIE A	11,466.00
CANNELLA, NICOLE D	11,400.00
KUSCHEL, RAYMOND	11,352.00
ODONNELL, DOROTHEA J	11,320.00
KELLEHER, JOHN T	11,311.22
KUCZYNSKI, JUSTINE M	11,301.32
SMALL, JEAN	11,289.53
SCHULTZ, RHONDA	11,215.86
FLAHERTY, IDA T	11,175.54
GILDEN, DEBORAH L	11,173.00
PEZZA, JAMIE	11,103.16

BRENNAN, JULIE M	11,040.66
CARROLL, KATHLEEN	11,017.72
LUTZ, MELISSA	10,955.43
HOLMES, MICHAEL	10,912.50
GOLDEN, DAVID T	10,766.01
ADAMS, ERIC	10,683.90
ECKHART, TIM M	10,680.00
PERDOMO ECEGET, MILTA E	10,655.68
RODRIGUES, LINDA	10,647.54
SMITH, BRIAN	10,617.04
APROMOLLO, PAMELA J	10,579.57
SOARES, JOSEPH	10,465.00
POMBO, ROMEO	10,400.00
DEVOE, DAVID	10,395.00
MALLOCK, TINA	10,276.80
GALLAGHER, VIRGINIA M	10,192.82
WEST, TYESHA	10,186.50
PORFERT, PAULA M	10,176.25
HERRERA, VICTOR M	10,130.00
NUNZIATO, VALERIE E	10,100.97
MARDY, MARIO	10,050.00
AGUASVIVA, EVELYN	10,045.30
TRAN, KIM B	10,044.99
SMITH, PATRICK	10,010.00
MCGREEVY JR, RICHARD P	9,975.00
FIGUEIREDO, VICTORIA D	9,974.96
ROBERGE, JANE	9,966.75
WAGNER, WENDY J	9,957.29
WILLIAMS, CARLOS	9,950.00
CORREIA, JENNIFER E	9,923.51
MONDESIR, MOISE	9,915.00
HOYLE, EDWARD F	9,840.00
JOSEPH-DEANA, AARON	9,838.40
PULLI, CHRISTINE	9,832.14
MARK, DANIEL W	9,771.80
DUPRE, NINA	9,761.00
WARREN, JAMES	9,620.28
SMITH, KAMRYN	9,579.50
WINSKOWICZ, MICHAEL D	9,415.70
TUCKER, CHEYENNE J	9,367.50
HEANEY, KAITLIN	9,238.31
JENKINS, DENISE	9,203.00
LEARY, ELIZABETH S	9,126.24
DIAS, MARGARET	9,098.33
PEREIRA DA SILVA SANTOS,	9,081.60
ZBINSKI, SUSAN M	9,080.00
MONAGHAN, ANN-MARIE	9,075.00

VALLEAU, JESSICA	9,017.14
CARON, JESSICA	8,943.30
MORRISON, KELLIE E	8,900.00
THOMAS, FLOYD	8,737.40
BILODEAU, JOSEE	8,736.58
SHEA, MARY P	8,729.77
PURNELL, LAWRENCE	8,705.61
EVERY, KATHERINE M	8,650.00
EISENSTEIN, MERYL	8,625.00
ORTIZ, AUDRA	8,624.00
LEWIS, TRICIA E	8,623.00
WIGGIN, ERIN	8,520.00
VASCONCELOS, KRISTEN L	8,400.00
KELLY, ANDREA L	8,362.69
SEWCYK, MARGARET	8,277.25
BEAUCHESNE, RACHELLE	8,240.00
BUCKLEY, MICHELLE	8,202.03
REESE, MARY C	8,190.00
FRAGA, ISABELLA	8,158.50
CHEN, HEIDI H	8,158.50
HARGROVE, CHELSEA	8,137.65
FREITAS, ROSEANN R	8,020.62
SAARI, SUSAN	7,973.39
HARBACK, ROBERTA	7,878.00
SELLON, SUSAN	7,730.64
JEANTY, SASKIA	7,729.96
FEENEY, JOHN J	7,700.00
SCADUTO, SHEILA	7,662.84
POWERS, NANCY L	7,650.00
DUBOIS, MICHELLE L	7,628.31
THORNTON, PAMELA	7,555.64
MORIARTY, PATRICK	7,521.00
KLEIN, MICHAEL D	7,499.94
ROGERS, JULIE A	7,492.50
LAWLOR, KAREN	7,464.34
AUSTIN, KATHLEEN M	7,410.47
TURNER, BRIAN C	7,315.00
HUQ, DILSHAD	7,216.00
MCCARTHY, JAMES	7,200.00
CHEEK, LYNNE A	7,075.28
CALLANDER, WYATT	7,053.60
BAPTISTA, FELICIA	7,050.00
SPIEGEL, LAUREN M	7,040.53
SNYDER, RICHARD	6,944.56
STATON, DELORES L	6,832.60
SAGER, JESSICA C	6,824.40
CLARKE, TROY S	6,800.00

YANOFF, ASHLEY R	6,744.78
GRAFFEO, BARBARA J	6,600.00
SWIERZEWSKI, DAVIN	6,580.00
DOUCETTE, SHANNON E	6,579.42
CANGAS, ALVANCE	6,558.33
PAGE, SARAH	6,552.00
NIOSI, MARC	6,548.00
SAMIA, DIANE	6,525.00
BOSHRA, ROMANY M	6,458.83
MCCORMICK, KAREN L	6,440.00
BARLOW, RICHARD T	6,440.00
BONARRIGO, LYNNE M	6,393.04
SHAUGHNESSY, KELLY	6,352.50
BREEN, NICOLE	6,315.00
MYERS, KIMBERLY M	6,300.00
WILLIAMSON, TIMOTHY J	6,171.00
EDWARDS, ELAINE	6,150.00
BIELSKI, MAEGHAN I	6,125.00
MCCARTHY, CATHERINE A	6,120.00
LOPES, POLIANA D	6,084.00
MELLO, HAILEY	6,081.60
FRITZ, JENNIFER A	6,075.00
SPINTIG, GRACE M	6,040.00
DURNO, COLLEEN M	6,030.00
DEWEY, CHERYL	6,000.00
LIPMAN, LOIS T	5,967.56
RENDINI, STEVEN	5,953.62
JONES, LAURA	5,906.73
TEIXEIRA, RUBEN C	5,878.00
WILLIAMS, JAYNE L	5,873.34
BECERRA MOORE, MARIANA	5,873.24
SHEMNITZ, JUDITH	5,850.00
LETENDRE, ROBERT	5,847.24
DEXTER, PATRICIA G	5,804.00
LAQUIDARA, CLAUDIA R	5,780.00
LOCHIATTO, PETER	5,625.00
NUTTER, WILLIAM	5,602.45
SPOONER, SANDRA	5,592.00
KAPLAN, JILL C	5,516.09
JARDIM, MICHAEL	5,440.00
HATHAWAY, BARBARA	5,430.00
HAYWOOD, TERESA M	5,400.00
MCCARTHY, MICHAEL T	5,375.00
SPRAGUE, KAYLA M	5,298.16
BILLINGTON, KATHERINE	5,292.00
WEXLER, PAUL J	5,273.90
ALLISON, MELISSA A	5,250.00

MURRAY, NATHANIEL	5,220.00
CONARD, MICHAEL L	5,218.65
BOBBITT, ANNE M	5,203.50
LAQUIDARA, JOHN C	5,180.72
CALIXTE, AARON J	5,067.00
LEONARD, OLIVIA	5,000.00
SOLOMON, ABBI J	5,000.00
MCGRATH, AMBER M	5,000.00
TONDRE, VICTORIA L	5,000.00
ENCARNACAO, KATHERINE A	5,000.00
MENZ, DEBRA M	4,985.23
DOCANTO, LAUREN	4,980.00
DAVIS, EVELYN B	4,976.25
ANTONELLI, FRANK J	4,968.00
MARROW, STEPHANIE J	4,960.61
MURPHY HARRISON, SYRANDA	4,895.10
DESMOND, MARISSA	4,807.50
VILELA, ARLENE	4,800.00
DUFRESNE, JAKE J	4,794.00
DAVIS, CHRISTOPHER	4,729.04
SWIERZEWSKI, DAVIN J	4,725.00
MANNING, MICHAEL	4,701.00
PRICE, JAMES	4,680.00
SAINTUS, RUDE MARC	4,660.00
MULLEN, EMILY M	4,650.00
COLAMARIA, THOMAS	4,540.00
BANGS, PATRICIA M	4,509.00
MCNAMARA, MEGAN	4,480.00
MCDONALD, PATRICK	4,428.28
TURNER, ELIZABETH	4,425.04
WHITE, ABIGAIL R	4,425.00
COHEN, JOEL E	4,329.97
LAFARGE, SAMANTHA	4,274.00
PRICE, LAUREN	4,269.75
KELLY, LOU-ANNE	4,200.00
GROSS, SUZANNE J	4,162.80
CURRIVAN, CHERYL A	4,153.88
TURNER, MOLLY C	4,125.00
GORMAN, LORI A	4,094.10
DESMOND, RYAN	4,080.00
BURNS, SUSAN M	4,050.00
THORNTON, AVA E	3,953.00
HEFFERNAN, LINDSEY S	3,949.00
BERTRAM, PAULA J	3,825.00
MELO, CASSANDRA	3,825.00
GROVER, KIMBERLY	3,791.25
FREEL, MELISSA L	3,780.00

GARCIA, MICHELLE A	3,750.00
IACOBUCCI, ISABELLA A	3,749.00
FARLEY, BRIDGET	3,735.25
PEARL, BRIGID	3,675.00
MARTINS, POLLYANA V	3,675.00
SHOCKLEY, DOREEN	3,645.39
JACKMAN, BRUCE W	3,635.00
COLAFRANCESCO, MICHELINA	3,628.50
LOESER, ELLEN	3,611.69
CLOUTIER, ALISA	3,545.00
PHELIMOND, VANESSA	3,542.62
O'SULLIVAN, DANIEL J	3,526.00
DRISCOLL, KERRY	3,520.12
SOARES, DOUGLAS V	3,484.03
AGUIAR, CIDALIA M	3,480.00
WHITMAN, LINDA M	3,423.75
BONNEY, CAELYN	3,420.00
LIVERSAGE, ERIC	3,338.33
CANALE, DOROTHY	3,330.00
LAUN, ELODIA	3,307.50
PHIPPEN, ANTHONY J	3,280.08
JOUMAA, PATRICIA	3,240.00
RICHMOND, CATHERINE A	3,225.00
COSTEIRA, STEPHANIE	3,181.50
DEIORIO, MATTHEW P	3,176.97
JARDIM, JAKE	3,150.00
WINSKOWICZ, THOMAS	3,134.25
DOUGLAS, NICOLE	3,090.00
COYNE, RILEY	3,090.00
FRANEY, BRAD	3,087.00
RAYMOND, REBECCA E	3,045.00
PRADO, ISABELLA	3,030.00
SULLIVAN, ANDREW	3,008.40
HALL, HENRY G	3,000.00
LASSA, JONATHON L	3,000.00
SCARDINA, ANDREW R	3,000.00
GUTIERREZ, GEORGETTE M	2,996.25
SANDA, CARLY	2,970.00
COSTELLO, ERIN	2,968.00
ALLIE, MIA A	2,929.50
ANDERSON, SHARON M	2,929.29
GUGLIA, RUBY	2,913.75
RUSH, JOSEPH	2,882.25
BREEN, MORGAN	2,835.00
CARROLL, SKYLAR	2,740.50
LANGILLE, JOHN	2,710.80
FENCER, MARY K	2,700.00

REID, PAUL C	2,629.82
CSAKAN, PATRICIA	2,629.08
CURTIS, JAKE M	2,625.00
LINCOLN-GAUTHIER, JEAN	2,610.00
CORMIER, LINDA M	2,576.28
MCNULTY, JOSEPH	2,567.25
MUSCATO, ROSS A	2,558.64
LASSITER, JACQUELINE H	2,550.00
PEARL, EMMETT A	2,550.00
SILVA, NUNO M	2,522.00
FRANCOIS, EMMANUELLA P	2,522.00
MANCOVSKY, CHANDLER R	2,522.00
WHITTINGHAM, KANDYCE K	2,500.00
MONKIEWICZ, AMANDA H	2,475.00
THOMPSON, SIENNA	2,475.00
TEIXEIRA LISBOA, GUILHERM	2,450.00
JARDIN, LYNNE M	2,420.00
PIZZANO, ANTHONY S	2,400.00
LYONS, JORDAN E	2,400.00
BEAUDETTE, MICHAEL	2,329.00
GUZMAN, DAISY	2,292.00
WESTOVER, ASHLEY	2,292.00
DOS SANTOS, DEION	2,292.00
BURRIS, CURTIS	2,292.00
LAM, KHANG	2,292.00
HERNAN, JAMES	2,252.74
HUEZO, NANCY E	2,249.10
SEIBERT, BRIAN S	2,226.00
CANINO, DONNA	2,197.89
PHILOGENE, KLOD A	2,180.00
TEIXEIRA, MADDISON H	2,175.00
SALVADOR, JOSE A	2,140.78
JASMIN, RICHARD J	2,074.00
FERNANDES MONTEIRO, ALBER	2,074.00
TAYLOR, MATHIAS S	2,025.00
MONAGHAN, MICHAEL D	2,020.00
ALTWEIN, KACIE D	2,000.00
WELSCH, JOSHUA	1,991.00
BREEN, MALLORY J	1,987.50
LINEHAN III, JOHN J	1,960.00
EVANGELISTA, JACLYN M	1,950.00
AHERN, MADELINE A	1,950.00
ASHMEADE, TASHAUNA S	1,948.20
SOTO, KARA R	1,900.00
LEMA, KAREN A	1,875.00
RUBEL, LAURICE	1,854.00
GREEN, MALCOLM E	1,850.00

CONONICO, ALEX A	1,840.00
GUSTAVE, STEVE	1,766.03
QUINTERO, ANTONIO	1,750.12
CREMINS, CATHY	1,731.51
HANSON, ELIZABETH L	1,725.00
POLLARD, HARRIET E	1,725.00
BULGER, KATE O	1,650.00
SPEARS, LAUREN F	1,650.00
CERIANI, ISABELLA R	1,575.00
THONG, ELAINE	1,575.00
CONRAD, BRIAN P	1,513.20
CARDOSO, NEYTHAN A	1,513.20
NATHAN, MARY ALICE	1,500.00
GYFTOPOULOS, RENA E	1,500.00
SBARDELLA, TYLER J	1,500.00
SEMPER, JASMINE A	1,444.00
ARIAS, NATALIE A	1,425.00
NACIONALES, DANIELLE	1,423.80
CROSBY, CLYDE J	1,412.40
SOUSA, SUZANNE A	1,400.00
SABANTY, GEORGE	1,398.65
GALLAN JR, JOHN R	1,379.40
MCDUGAL, JAMES D	1,350.00
HENRIQUES, OLIVIA L	1,350.00
IASIMONE, MADELAINE	1,350.00
BERMAN, MARILYN S	1,320.00
ASHLEY-FEW, JAYDEN A	1,280.00
ASNES, LAUREN P	1,275.00
DONAHUE, RYAN M	1,170.00
CRAWLEY, MELISSA J	1,125.00
YOUNG, BARBARA A	1,120.00
FABIKUN, OLUWOLE A	1,050.00
CHIZMADIA, COURTNEY A	1,050.00
WILLIAM, DICICCO J	1,014.71
WINSKOWICZ, MICHAEL D	975.00
ULYSSE, MALIK V	975.00
DAWES, STEPHANIE	975.00
GIROUX, MICHAEL R	945.00
BILLO, KATRINA G	900.00
KAVANAGH, CORINA N	900.00
MCLAUGHLIN, MICHAEL	900.00
FADLALLAH, JESTI	855.00
SIMON, DJENANE E	831.47
KINDELAN, CHRISTINE	780.00
SELLITTO, RALPH M	772.50
MOLINEAUX, PAUL T	761.04
TOLAND, EILEEN M	761.04

STARR, EDWARD	761.04
LEVIN, ROBERTA	761.04
BERRY, VIRGINIA R	761.04
GALLAGHER, CHRISTINE	761.04
GARERI, EMILY E	750.00
BREWSTER, NIA S	750.00
NWAZOJIE, ONYEKACHI	705.00
GORDON, SARA J	700.00
ALLIE, MIA S	675.00
MARROCCO, NICOLE A	675.00
TEAL, JANET	666.60
ZOLL, STANLEY	666.60
FOLEY, REGINA	657.39
FISHER, MARK	651.60
PARKER, OWEN	615.00
GREENE, ALAN H	600.00
MARROCCO, KERRY L	600.00
HOFFMAN, OLIVIA R	600.00
GAGNON, KYLE	600.00
JACKSON, ISAIAH	585.00
GONSALVES, CLARA R	557.18
NEMR, MERAY	540.00
EVETT, BENJAMIN	506.65
HOURAIBI, ALI A	450.00
LINTON, ROBYN	450.00
HAUSAMMANN, MARK	444.40
VICKEY, DAVID	437.53
LYONS, ELEANOR	412.50
TOLUB, TOVAH	390.00
NOLAN, DONNA	356.25
PALERMO, ANNMARIE	331.00
THOMAS, ROBIN	326.25
SWIERZEWSKI, TAGH	320.00
CARON, JESSICA L	300.00
KILDAY, DONNA M	300.00
HAGERTY, PATRICK M	300.00
ROZENBERG, HENRI	275.50
KLIPP, CARIN	266.00
MARTINI, G PATRICIA	256.50
MCAULEY, JOHN	256.50
JOLIBOIS, DESTINY	255.00
MARINELLI, KATHLEEN M	250.44
BARRETT, JANESSA	250.00
JARDIN, LYNNE	247.00
LANDA, MARLENE F	237.50
SMITH, DONNA S	229.50
INMAN, JEAN	221.00

WOLK, JOEL N	221.00
DEROMA, ELIZABETH	221.00
MARTIN, PATRICIA	204.00
BOWN, ARLENE F	202.50
RACE, KAREN G	202.50
MCLAUGHLIN, KATHY	200.00
SCHNEIDER, JANICE	195.00
GORANSON, KAREN	195.00
LADA, ALEKSANDRA	195.00
POILLUCCI, PAMELA	195.00
POILLUCCI, LOUIS	195.00
PETERSEN, BARBARA	195.00
MANN, TERESA	195.00
MARCHIONE, JAMES G	195.00
FITZGERALD, RICHARD W	195.00
WOODWARD, RICHMOND W	195.00
DEXTER, ROBERT P	192.30
LEMIEUX, PATRICIA	191.25
HENKIN, ELLEN	191.25
GILMORE-ULRICH, CYNTHIA	187.50
BELIVEAU, PAUL A	187.50
RAPOZA, EVELYN	187.50
KNIGHT, MEGAN	180.00
WILLARD, COURTNEY	180.00
DE LAROSA, BRUNA	150.00
MCMAHON, HAILEY N	150.00
KHOUZAMI, CINTIA R	150.00
MASCIARELLI, MIA A	150.00
TAYLOR, LAUREN N	150.00
BOOTH, ALICIA	150.00
BOLAND-WELLS, MARCIA	127.50
GAREY, HANNAH	105.00
MCGILLICUDDY, AMANDA H	82.50
TEIXEIRA, BRANDON M	75.00
GREENE, PATRICIA M	75.00
HAHN, ELLEN M	75.00
GAREY, ASHLEY	65.00
STRUCK, MARK	65.00
TUCKER, JEANNETTE	65.00
ZEOLLA, TINA	60.00
TAYLOR, KATHERINE	60.00
THERIAUIT, KERI	56.00
RYAN, JOHN A	36.20
GILDAY, CHRISTOPHER	30.00

