

Town of Stow

Massachusetts



2022

Annual Report

Front cover photo of Stow Town Building courtesy of Kathy Sferra.



Town of Stow
Massachusetts
for the year ending
December 31, 2022

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IN MEMORIAM

Beverly Lewis Benoit

1932-2022

Stow Police Matron 1979-1984

Stow Police Woman 1974-1979

Council on Aging Van Driver

Robert J. Cutler

1937-2022

Historical Commission 2011-2013

Josephine A. Langley

1933-2022

Council on Aging Associate Member 2009-2010

Alice L. Mortenson

1934-2022

Election Worker

Allen W. Ramsland

1937-2022

Police Officer 1975-1988

Donald B. Rising

1936-2022

Assabet River Rail Trail Committee Representative 2002-2018

Historic District Study Committee 1990-1993

Land Bank Committee 1986

Lawrence Land Development Committee 1971

Planning Board 1966-1986

Smethurst Site Development Committee 1965-1971

Stephen A. Rubinstein

1945-2022

Nashoba Regional School District Committee 2017-2022

John P. Shebell

1947-2022

Finance Committee Associate 1981-1983

Elizabeth W. Tolbert

1933-2022

Election Worker

FEDERAL & STATE OFFICIALS

United States Senators

Elizabeth Warren
2400 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203

309 Hart Senate Office Building
Washington, D.C. 20510

Edward Markey
975 JFK FEDERAL Building
15 New Sudbury Street
Boston, MA 02222

255 Dirksen Senate Office Building
Washington, D.C. 20510

United States Representative, Fifth District

Lori Trahan
126 John Street, Suite 12
Lowell, MA 01852

Governor of the Commonwealth

Charles D. Baker, Jr.
Massachusetts State House
24 Beacon Street
Office of the Governor Room 280
Boston, MA 02133

Senator – Middlesex & Worcester

James Eldridge
Massachusetts State House
24 Beacon Street Room 511-C
Boston, MA 02133

Representative -- Third Middlesex District

Kate Hogan
Massachusetts State House
24 Beacon Street Room 370
Boston, MA 02133

ELECTED TOWN OFFICERS

Listed alphabetically

Board of Assessors

Leonard Golder (2023)
Saji J. Lukose (2024)
Thomas E. Ryan III (2025)

Field Drivers

Select Board

Board of Health

Merrily Evdokimoff (2023)
Mary McDowell (2025), Chair
Marcia B. Rising (2024)

Moderator

James H. Salvie (2025)

Nashoba Regional School District Committee

Karen Devine (2024)
Maureen Mazzone (2023)
Scott Powell (2023)
Leah Vivirito (2022)

Planning Board

Nancy Arsenault (2026)
John Colonna-Romano (2023)
Lori Clark (2024), Chair
Margaret Costello (2025)
Karen Kelleher (2027)

Randall Library Trustees

Maureen Busch (2024)
Marcy Eckel (2023)
Rachel Flaherty (2025)
Morgan Hillman (2025)
Maura Sieller (2024)
Barbara K. Wolfenden (2023)
Vacancy (2025)

Select Board

Megan Birch-McMichael (2023)
Hector Constantzos (2024)

Cortni Frecha (2025)
Ingeborg Hegemann Clark (2025)
Ellen Sturgis (2024)

Stow Housing Authority

Maureen Crawford (2026)
W. Robert Dilling, Chair
Michael Kopczynski (2025)
Abigail CB Morgan (2024)
Cynthia Perkins (2017)

APPOINTED TOWN OFFICERS**APPOINTMENTS BY SELECT BOARD**
Individual Positions, Listed Alphabetically**Assistant Town****Administrator/Human Resources****Director**

Dolores Hamilton

Constables

Robert A. Kirchman (2025)
Paul Tavalone (2023)

Emergency Management Officer

John P. Benoit

Forest Warden

John P. Benoit

Inspectors**Building Inspectors**

Frank Ramsbottom, Building
Commissioner
Douglas Hyde, Assistant Facilities
Manager

Gas Inspectors

Adam Sahlberg
Robert Smith, Deputy

Plumbing Inspectors

Adam Sahlberg
Robert Smith, Deputy

Wire Inspectors

Robert W. Norton
Michael A. Norton, Deputy
Dennis Monteiro, Deputy

**Metropolitan Area Planning Council
Representative (MAPC)**

Malcolm Ragan (2023)
Ellen Sturgis, Select Board alternate
(2023)

**Minuteman Advisory Group on
Interlocal Coordination (MAGIC)**

Malcolm Ragan (2023)
Ingeborg Hegemann Clark, Select Board
(2023)

Sealer of Weights & Measures

Commonwealth of Massachusetts

**Select Board's and Town
Administrator's Assistant**

Joyce Sampson

**Stow Advisory Member of the
Hudson Light and Power Board**
Arnold Epstein

Street Numbers
Town Clerk's office

Superintendent of Streets
Brian Hatch, Interim Superintendent

Surveyor of Wood & Lumber
Commonwealth of Massachusetts

Town Accountant
Julie Costello (2025)

Town Administrator
Denise M. Dembkoski

Town Clerk
Linda E. Hathaway (2025)

Town Counsel
KP Law PC

Treasurer-Collector
Brad Brightman (2024)

Tree Warden
Bruce E. Fletcher

Veterans' Services Officer
Joseph Jacobs

APPOINTMENTS BY SELECT BOARD
Committees and Departments, Listed Alphabetically

Agricultural Commission
Elena Colman (2024)
Elizabeth C. Painter (2023)
Vacancy (2023)
Vacancy (2024)
Vacancy (2025)

Cemetery Trustees
Glenn Hammill (2025)
Chet Jacobs (2023)
Vacancy (2024)
Robert Gledhill, Superintendent

Conservation Commission
Holly Clack (2024)
Serena Furman (2023)
Ingeborg Hegemann-Clark (2025)
Liza Mattison (2025)
Douglas Morse (2025)
Jeffrey Saunders (2024)
Matthew Styckiewicz (2023)

Council on Aging
Charles Aaronson
Bill Byron, Chair

Ruth Delmonico
Jeanne Genereux
Kathleen O'Brien
Vacancy
Vacancy

Cultural Council
Allison Alter (3/2024)
Rachel Gwaltney (9/2023)
Kelly Lawlor (10/2023)
Mary Louton (11/2022)
Rebecca Lynch (3/2024)
Debie Maher (6/2025)
Charles Streff (6/2025)
Meredith Wood (3/2024)

**Economic Development & Industrial
Committee**
Thomas Farnsworth (2024)
Jennifer Gero (2025)
Mary Bradt Mintz (2023)
Kevin Whalen (2026), Chair
Vacancy (2025)
Vacancy (2026)
Vacancy (2027)

Fence Viewers
Select Board

Fire / Rescue
Full-time

John P. Benoit, Chief
Barry Evers, Firefighter/EMT
Mark W. Guerin, Firefighter/EMT
Erick Benoit, Firefighter/EMT
Rachel Vroegindewey, Firefighter/EMT
Matthew McNulty, Firefighter/EMT

Call Officers

Lt. Erick Benoit
Lt. Ryan Boyd
Lt. Jon Gray
Lt. Mark Guerin
Lt. Steven Walsh

Per Diem/Call Firefighter/EMTs

Johnathan Beharrell
Sean Duddy
Kristina Ellis
Jonathon Foster
Camden Herlihy
Todd Jakubek
Bryan Kiley
Yuris Mangolds
Michael Murphy
Matthew Olson
Judson Swinimer

Call Firefighter/EMTs

Timothy Benoit
Frank Dzerkacz
Richard Falcioni
Sue Siewierski
Jack Stafford

Call Firefighters

Kevin Benoit
Alejandro Cabrera
Scott Dwinells
Benjamin Glover
Timothy Gray
Jeffrey Hill

Timothy Landry
Gregg Silverio

Apprentice Firefighters

Juan Duran
Darwin Fajardo
Thomas Fitzsimmons
David Frost
Evan Greer
Paul May
Johnathan McDowell

Emergency Medical Technicians

Matheus Alves
Olivia Liang
Burak Say

Honorary Firefighters

Ed Warren
Steve Landry

Gleasondale Local Historic District
Study Committee

Margaret Costello (2023)
Eve Fischer (2023)
Dorothy Spaulding (2023)
Vacancy (2023)
Vacancy (2023)

Green Advisory Committee

Carol Lynn, Select Board (2023)
Michael Naill, ZBA (2023)
Tom Porcher, Conservation (2023)
Vacancy, EDIC (2023)
Arnold Epstein, Energy Mgr. (2023)
Sharon Brownfield, Energy Mgr. (2023)
David Korn, At-Large (2023)
John Sangermano, At-Large (2023)

Historical Commission

Barbara Clancy (2023)
Andrew Crosby (2024)
Stacen Goldman (2025)
Robert Norton (2023)
Dorothy Spaulding (2025)

Lake Boon Commission

Daniel Barstow (20225)
Dan Tereau (2023)
Conray Wharff, Hudson

Local Access Cable Advisory Committee

Cortni Frecha, Select Board (2024)
Meredith Bartlett (2024)
Robert M. Glorioso (2024)
Lisa R. Lavina (2024)
Lee Pappas (2024)
Jonathan Daisy, Coordinator

Municipal Affordable Housing Trust

Cortni Frecha, Select Board (2023)
Michael Kopczynski (2023) Chair
Cathy Leonard (2023)
Constantine Papanastassiou (2023)
Cynthia Perkins (2024)

Open Space Committee

Vincent J. Antil (2025)
Laurie Burnett (2023)
Margaret Costello (2023)
William H. Maxfield (2025)
Kathleen Sferra (2024)
Robert T. Wilber (2024)
Vacancy (2023)

Police Officers –Full-time

Michael J. Sallese, Chief
Darren J. Thraen, Lieutenant
David Goguen, Sergeant
Cassandra Scott, Sergeant
Christopher Kusz, Detective
Brendan Fitzpatrick, Detective
Luke Dezago, Prosecutor
Brandon Murphy, Patrol Officer
Jacob Champoux, Patrol Officer
Robert Nelson, Patrol Officer
Troy Paradise, Patrol Officer

Special Police

William Bosworth
Jon Butler

John Connors
John Fantasia
Gary Murphy
Jeff Beckwith

Public Safety Dispatchers

John Fantasia, Supervisor
Jon Butler
Gabriel Lopez
Shawn Marques
Laurel Brazao, part-time

Recreation Commission

Samantha Altieri
Michael Busch, Chair
Mark Dexter
Alison Lamkin
Dan Nicholson
Laura Greenough, Director

Registrars of Voters

Wes Fisher (2023)
Deborah Seith (2025)
Vacancy (2024)
Linda E. Hathaway, clerk ex-officio

SpringFest Organizing Committee

Carole-Ann Baer (2023)
Maura Hyland (2024)
Jackie Spataro (2023)
Vacancy (2024)
Vacancy (2024)

Trustees, Hale High School Fund

Linda E. Hathaway
Kathleen Pavelchek
Laura Reiner
Jeffrey D. Smith
Vacancy

Trustees, Randall Relief Fund

Louise E. Peacock, (2024)
Susan Rondeau (2025)
Jeffrey D. Smith (2023)

Trustees, Randall Town Fund

Louise E. Peacock, (2024)
Susan Rondeau (2025)
Jeffrey D. Smith (2023)

Trustees, Town Farm Fund

Louise E. Peacock (2024)
Susan Rondeau (2025)
Jeffrey D. Smith (2023)

Veterans' Graves Committee

Patricia Bolton
Martha Monroe, Chair
Tom Zavorski

Zoning Board of Appeals

Andrew Crosby (2025)
Andrew DeMore (2026)
Ernest Dodd (2027)
David Hartnagel (2024)
Mark Jones (2023), Chair
William F. Byron, Jr., Assoc. (2023)
Leonard Golder, Assoc. (2023)
Michael Naill (2024)
Ruth Kennedy Sudduth, Assoc. (2027)
Vacancy, Associate, (2025)
Vacancy, Associate, (2027)

APPOINTMENTS BY BOARD OF HEALTH

Listed alphabetically

Animal Control Officer

Phyllis Tower

Inspector of Animals

Phyllis Tower

Burial Agents

John Erb
Town Clerk

Public Health Nurse

Tamara Bedard
Nashoba Associated Boards of Health

Health Agent

Nashoba Associated Boards of Health

APPOINTMENTS BY MODERATOR

Listed alphabetically

Ancient Documents Committee

William F. Byron, Jr. (2026)
Elizabeth Moseley (2025)
Dorothy Spaulding (2027)
Marilyn Zavorski (2023)
Linda Hathaway, Town Clerk

Brian Patuto, (2023)
Kevin Gross (2025)
Evgenia Petrova (2024)

Minuteman School District Rep.

Alice B. Deluca (2023)

Finance Committee

Erica Benedick (2025), Chair
Christopher C. Buck (2024)

APPOINTMENT BY TOWN CLERK
Listed alphabetically

Assistant Town Clerk
Deborah Seith

APPOINTMENTS BY TREASURER COLLECTOR
Listed alphabetically

Assistant Treasurer-Collector
Lani Criasia

Payroll Coordinator
Jill Sullivan

Deputy Collector & Special Constable
Frederick J. Kelley, Jr

JOINT APPOINTMENTS
Listed alphabetically

Capital Planning Committee
Dave Arsenault (2024) - Moderator
Ed DeLuca (2025) - Moderator
Stephen F. Jelinek (2023) – Moderator
Ellen Sturgis (2023) – Select Board
Peter McManus (2022) – Finance

Community Preservation Committee
Michael Busch – Recreation
Charlie Aaronson – Council on Aging
Vacancy - Assessors
Ingeborg Hegemann – Conservation
Barbara Clancy – Historical

Mike Kopczynski – Housing Authority
Erica Benedick – Finance
Vin Antil - Open Space
John Colonna-Romano – Planning

**Nashoba Regional School District
Audit Committee, Stow
Representative**
(Joint appointment by Finance
Committee. and Select Board)
Vacancy

ADMINISTRATION

SELECT BOARD

The Stow Select Board is comprised of five volunteer members who have been elected by their fellow townspeople. In Stow, it serves as the chief executive officer of the town, and its chief policymaking agency, keeping the will of the voters and the overall good of the town first and foremost. The Board meets regularly on the second and fourth Tuesdays each month, and meetings are open to all interested citizens. Meetings are broadcast on the town's community cable channels and the Stow TV YouTube channel, and have been available via Zoom since the onset of the COVID 19 pandemic. Townspeople are encouraged to follow the Board's work on the town's behalf and stay informed about the many important issues affecting Stow and its many neighborhoods. The Select Board is committed to providing transparency, engagement and respectful debate in all its dealings for and with residents and individuals coming before the Board.

As the year began, with COVID-19 apparently on the wane, meetings and activities resumed with some semblance of normalcy. The mask requirement for the Town Building was lifted early in the year and committees increasingly began holding hybrid virtual/in person meetings. Events such as the annual Stow Clean-Up; charity bike rides and walks; and Stow SpringFest resumed full in-person participation and were met with enthusiasm.

Board meetings started again in January with members Zack Burns, Cortni Frecha, James Salvie, Clerk Megan Birch-McMichael, and Chair Ellen Sturgis. In April, Zack Burns resigned, leaving the Board with four members and the question of when to hold a Special Election, since it was too late to include this position in the Annual Town Election. Meanwhile, James Salvie completed 12 years on the Board and chose not to run for re-election. At his last meeting, he was praised for his dignity and leadership, including three years as Chair, and his mentorship and guidance. In May, Ingeborg Hegemann Clark was elected, returning to the Board after a hiatus of several years. She was welcomed back at the Select Board's May 24 reorganization meeting, along with re-elected member Cortni Frecha. Subsequently, Megan Birch-McMichael was voted as Chair, with Ellen Sturgis as Clerk. The fifth Select Board position remained vacant until September 6, when voting took place in conjunction with the State Primary. Hector Constantzos was elected, and took up duties with his colleagues at the September 13 meeting.

During the year, the Board worked to build on goals and priorities established the year before, with a focus on updating, coordinating and streamlining procedures, and establishing policies for a consistent approach to Town business matters.

The Board also continued its collaborative work with other boards and committees, to advance projects and programs beneficial to the town. Projects ranged from the Making Connections intermunicipal transportation agreement coordinated through the Planning Department, to contributing revision suggestions to the Charter Review Committee, to supporting the work of the Green Advisory Committee in its efforts to develop a Community Action Plan on climate and the environment.

Following votes of approval from 2021 Annual and Special Town Meetings, the Board advanced the Town's acquisition of Stow Acres Country Club North and South Courses, and implementation of a combined public-private venture involving Stow's Planning Department and Conservation Commission, Stow Conservation Trust, local development firm MCO & Associates, and the owner/seller of Stow Acres. To support this project, in April the Board endorsed the Conservation Commission's application for a Municipal Vulnerability Preparedness (MVP) grant through the state Executive Office of Environmental Affairs. This grant was approved later in the year in the amount of approximately \$1.1 million, one of the largest grants to a small town. In July, the purchase and sale agreement was signed for the North Course, and by year's end the purchase and sale agreement for the South Course was near to finalization, with signing anticipated in January 2023. This remarkable partnership will allow for conservation and ecological restoration, the maintenance and creation of recreational opportunities, and diversification of Stow's housing stock.

The Select Board also accepted the deed for three open space parcels totaling 28 acres near the Joanne Drive subdivision, abutting Town conservation land and including a trail to a bluff overlooking the Assabet River.

Another significant undertaking for the Town came with passage of Article 44 on the warrant at Annual Town Meeting, approving a major renovation for Randall Library. This \$8,850,000 project was endorsed by the Select Board, the Finance Committee, and the Capital Planning Committee, involving fundraising and borrowing plus funding from sources including the Community Preservation Fund, the Randall Library Trust, and the Hale High School Trust Fund. Following this, the Select Board established the Randall Library Building Committee 2.0 and the Randall Library Building Exterior Design Committee, appointing interested volunteer members to work with Town officials to guide the full design and construction of the renovation.

Other important business for the Board included the annual legislative and budget update from State Representative Kate Hogan and Senator Jamie Eldridge in March. The next month, they heard from the Planning Board on the probable impact on Stow of the state's new MBTA Communities requirements, and received an update when these requirements were subsequently modified in September. When the Stow area reached critical drought level in summer, water use and conservation came into focus with the Board of Health's mandatory ban on non-essential outdoor water use. Water quality was the issue when the Board hosted the Department of Environmental Protection's regional director, who outlined concerns regarding PFAS chemicals and illustrated Stow's particular situation in vivid color. The Board welcomed Nashoba Regional School District Superintendent Kirk Downing in October, when he and other school officials presented an update on the status of the high school building project. In addition, the Board approved a new 10-year licensing agreement with Comcast after holding a public hearing.

Some of the Board's regular duties include approval of Class II (used car), common victualer, and liquor licenses. One new common victualer license was granted this year, allowing the Mug & Muffin coffee shop to open at the site of a former Dunkin Donuts. The closure of both Dunkin Donuts establishments in Stow early in the year caused a brief flurry of media attention in the fall, when a local TV reporter dubbed Stow a "Dunkin Desert." The story went viral, bringing

national and even international fame for Stow on various social media platforms. Stow TV responded with a creative video featuring attractions in Stow and extolling other refreshment options. Town Administrator Denise Dembkoski even made an appearance, offering local cider and proclaiming, “I think we’re going to be OK.”

Recognitions feature prominently at meetings, and this year the Board commended no fewer than eight Eagle Scouts from Stow’s Troop 1, several of whom had delayed Courts of Honor due to the pandemic. In addition, the Board approved the Hometown Heroes banner project proposed by Cadette Girl Scouts as a way to honor local veterans with photo banners placed along route 117. It is an honor and a pleasure for the Board to publicly acknowledge these young residents for their contributions to the community. The Board also approved proclamations for Black History Month, Autism Awareness, Pride Month, and Childhood Cancer Awareness. Individually, the Board congratulated Skip Warren of Pilot Grove Farm on his 90th birthday, and thanked departing residents Chris and Laura Spear for their long involvement in Town government and a variety of other civic concerns. They also commended Assistant Town Administrator and Human Resources Director Dolores Hamilton for receiving the Emil S. Skop Award, given to a human resources professional by the Mass. Municipal Human Resources Association for outstanding contributions in the field. On a sadder note, the Board remarked on the passing of several longtime residents: Don Rising, Betty French, and Beverly Benoit, all of whom were known to many for their involvement in town affairs in multiple areas and produced a lasting impact. The Board also noted the passing of Katie Donovan, and of Claire “Peg” Kennedy, Stow’s oldest resident and the recipient of the Boston Post Cane.

Throughout the year the Board has appreciated the work of Town Administrator Denise Dembkoski, particularly her efforts to promote transparency in government and encourage innovative collaborations and creative approaches to allocating resources. Her strong leadership and dedication, combined with an emphasis on openness and communication, are assets in guiding the town in advancing toward the future. Her ability to set priorities and explain the reasoning behind decisions give the Board needed information to operate effectively, and aid them in planning for town development in a measured and thoughtful way.

In addition, the Board is appreciative of staff members in the Town Administrator and Select Board office. Executive Assistant Joyce Sampson produces flawless meeting minutes, and works with Assistant Phoebe Haberkorn behind the scenes to keep the office functioning smoothly and coordinate communications with other Town offices as well as residents. The Board would like to thank all the Town’s employees, and all the volunteer board and committee members for their willingness to give their time and efforts for the good of Stow and its residents. Without them the Town would not function. Stow is fortunate to have so many dedicated and community-minded individuals, and the Board encourages all those with an interest to explore the opportunities available through town government. Alongside these individuals, the Select Board will continue to work for the benefit of all residents and taxpayers of Stow.

Respectfully submitted,
Megan Birch-McMichael, Chair
Ellen Sturgis, Clerk

Hector Constantzos
Cortni Frecha
Ingeborg Hegemann Clark

Joyce Sampson, Executive Assistant
Phoebe Haberkorn, Department Assistant



Stow Town Officials receiving state ARPA funding in a ceremony with Rep. Kate Hogan, Sen. Jamie Eldridge, and State Fire Marshal Peter Ostroskey (photo courtesy of Denise Dembkoski)

TOWN ADMINISTRATOR

2022 was a busy year for the Town Administrator's Office, but as usual the staff handled all matters flawlessly. Joyce Sampson, Executive Assistant to the Town Administrator & Select Board, handled the Board's agendas and minutes, special projects for the Town Administrator, kept the website and Facebook updated, and handled other day-to-day business with ease and efficiency. Office Assistant Phoebe Haberkorn continues to be the backbone of the office handling appointments, the Board's motions, license renewals, and compiles the Annual Town Report. Plus, her record keeping, and knowledge of past practices is top notch. I am extremely lucky to have two such dedicated and hard-working employees working in my office.

Dolores Hamilton, Assistant Town Administrator/HR Director certainly stayed busy all year. Dolores was involved in all job postings and interviews, met with all new employees, worked closely with our retirees, drafted a number of policies, and participated in collective bargaining meetings. Additionally, she planned a health fair for employees of Stow and Bolton.

In August we saw the departure of our Town Planner Jesse Steadman to venture out on a new career path. Jesse contributed greatly to the overall planning and operations of the Town, and I thank him for his dedication and service to the Town. With his departure, Valerie Oorthuys came onboard as our new Planning Director. Valerie previously worked for Stow as the Assistant Planner, and we were delighted to have her return in this new role.

In October, we brought on Ashley Pinard as our Procurement/Grants Administrator. Funded through the American Rescue Plan Act funds, Ashley got to work right away on assisting departments with their purchasing needs. She has been vital to ensuring all departments are following the law and requirements when it comes to procurement and grants.

In September of 2022, Stow became famously called a "Dunkin Desert" after both local Dunkin franchises closed. WBZ reporter Matt Shearer coined the phrase during a TikTok story that shed a light-hearted look into one of Stow's small-town problems. The Town put forth a fun rebuttal video, produced by StowTV's Jonathan Daisy, which highlighted all Stow has to offer and I was fortunate enough to be able to reassure folks that Stow will be OK. Residents made t-shirts and became celebrities as the Dunkin Desert story went viral. The story was shared across the United States and stretched internationally to the UK, Dubai, and Nigeria. It was estimated to have an online and print audience of more than 90 million people.

2022 was an exciting year for projects in Stow. We worked all year on the purchase of the North Course of Stow Acres. Closing on the North Course is expected in early January 2023. In May 2022, we applied for a Municipal Vulnerability Preparedness Grant for funds to complete the purchase of the North Course and to develop a master plan for the project. In August 2022, we received word that we were awarded the grant and I, along with Conservation Director Kathy Sferra, had the pleasure of attending a ceremony with Governor Charlie Baker to recognize the Town of Stow as a grant recipient.

In March 2022, we received word that \$750,000 in funding for Track Road, that Representative Lori Trahan had submitted, was approved in a federal funding package and signed into law by

President Joe Biden. This funding will continue efforts to extend the Assabet River Trail from its current terminus in Maynard through portions of Stow. This funding will allow for the full design and engineering of a MassDOT approved trail. In December 2022, we received approval from MassDOT that they have tentatively added the Track Road project to the Mass Transportation Improvement Plan, which when finalized will fund the construction of the trail.

In May 2022, the Randall Library Renovation project passed both Town Meeting and the ballot overwhelmingly and during 2022, we secured our Owner's Project Manager (Colliers) and our design firm (designLAB). In response to public feedback surrounding the vote, I recommended two building committees be formed to oversee the renovation project. In addition to the formal Building Committee, an Exterior Design Committee would be formed to focus solely on what the building will look like on the outside. The Committees were formed at the end of 2022 with the kickoff meetings in early January 2023.

In September 2022, we received word that we received a One Million Dollar (\$1,000,000) grant for the Lake Boon Dam repairs. These much-needed funds will cover a portion of the work to support critically needed repairs to the dam. The project is expected to be phased in over a few years, starting in 2023.

The Town Administrator is also engaged in regularly attending to a wide range of matters critical to ensuring the efficient and effective day-to-day operations of the Town. In performing these duties, the Town Administrator works directly with departmental staff and many Town boards and committees on a frequent basis. Finally, in the normal course of performing the required due diligence affecting most aspects of Town business, the Town Administrator routinely works directly with state and federal agencies and officials, individual constituents, and various community groups.

By charter, the Town Administrator serves as Stow's chief administrative officer. In this capacity, the Town Administrator manages the day-to-day operations of the Town, functioning as its chief budget officer, chief procurement officer, chief personnel officer and its employee union contract negotiator, compliance officer and grievance hearing officer. In addition, the Town Administrator serves as sexual harassment officer. Throughout the year 2022, the Town Administrator was actively engaged in managing significant matters in all these administrative areas.

As chief budget officer, the Town Administrator offered a balanced budget for FY23 to the voters. The voted FY23 budget, articles, and capital requests of \$33,421,439 fell within the statutory tax levy limits of proposition two and one-half.

The voted FY23 budget has left the Town with a significant amount of unused levy capacity in the sum of approximately \$2,353,880. Unused levy capacity represents the amount of additional taxes that could be voted or appropriated to fund the annual Town budget, if necessary, while remaining within the statutory limits of proposition two and one-half. In other words, this is the amount of additional tax appropriation that could be raised without triggering the need for a proposition two and one-half general override.

Contained in the total voted for FY23 of \$33,421,439 were several significant numbers. The general municipal budget which contains all departmental wages and operational expenses, together with town-wide expenses (property and casualty insurance and employee healthcare insurance) totaled \$8,563,539. This represents a 10% increase above the FY22 municipal budget.

The FY23 Nashoba Regional School District assessment of \$18,535,962 represented an increase of 2.64% compared to their FY22 assessment. And the FY23 Minuteman Regional School District assessment of \$2,145,103 represented a 35.70% increase above FY22.

The annual debt payment contained in the FY23 budget is \$2,164,020 representing a 3.54% increase above the FY22 budget amount. I don't expect much to decrease with regards to debt over the next several years. We will continue making payments on the Snow Property Land Purchase until FY28. The debt excluded piece of the Lower Village Traffic Project will roll off the books in FY27. Additionally, the majority of the Center School debt will be on our books until FY31 & FY34.

The FY23 capital budget of \$823,500 represents a 2.71% decrease compared to the FY22 capital budget. The two largest capital project expenditures contained in the FY23 capital budget were for \$300,000 each. One was for the repairs to Lake Boon Dam and the other was for a new 6-wheel dump truck.

We were able to cover much of the Capital during 2022 with funds from the American Rescue Plan Act (ARPA). The Town of Stow received \$2,162,292 in funding, which the Select Board allocated to a number of projects. These projects covered a wide range of interests covering engineering work, studies, equipment purchases, PFAS, and more. During 2022, \$1.76M had been allocated leaving just under \$400k to be allocated. In accordance with federal guidelines, these funds must be allocated by the end of 2024 and spent by the end of 2026.

As it relates to revenues, in the fall of 2022, as occurs each year, the Town's free cash account was certified by DOR. The amount certified is in the amount of \$1,876,404 which represents a 9% decrease compared to the previous year's certified free cash amount. Free cash is certified on an annual basis by DOR and serves as an unreserved revenue source that is available on an as needed basis, through Town Meeting appropriation, to fund any needed expense during the fiscal year in which it has been certified. Typically, free cash is utilized to fund most of the Town's annual non-debt capital appropriations, including heavy equipment and other rolling stock purchases; facilities and infrastructure improvements; and to fund the Town's OPEB Trust account.

Combining the current amount of certified free cash of \$1,876,404 with an estimated balance of \$975,339 in the two stabilization accounts (regular and capital) the Town's stored assets currently total \$2,901,743. Essentially, these two unreserved fund accounts serve as the Town's savings and investment accounts. For the last several years, on an annual basis, we have been fortunate to be able to maintain a reasonably sufficient stored asset balance representing between 5% and 10% of total annual expenditures. However, the target range for municipalities with a strong bond rating is between 10% and 15%. (We are currently at a 9.24%) As a result, I will continue to recommend we add funds into the stabilization account on an annual basis.

I will also recommend, on an annual basis, that we continue to fund our Other Post Employment Benefits (OPEB) Liability. The term OPEB refers to all benefits, other than pensions, that retirees receive. For public employees in Massachusetts, OPEB largely consists of retiree health insurance but also includes life insurance. As with pension benefits, employees are entitled to these benefits after meeting certain eligibility requirements, such as a vesting period and minimum retirement age. Our current liability is \$7,409,078. The liability defines how much the governments need to set aside today in order to continue to provide these benefits over time, based on a variety of assumptions. Such reporting also helps to gauge the true cost of employee compensation by forcing governments to quantify the present value of a future retirement benefit, even though an employee may not receive that benefit for many years. The federal mandates require municipalities to be fully funded with their OPEB liability by 2034. Stow is currently at \$1,081,675 or 14.59% funded and has made tremendous strides contributing \$235,000/year since starting the fund just five years ago.

Looking ahead to FY24, I hope to recommend a budget with a minimal increase, while continuing to find ways to increase services as compared to the current FY23 budget. In large part, success in achieving a level funded budget will be dependent upon the amounts of the two school department budgets, as well as the annual debt payment and capital projects budgets all of which are not under the control of the Town Administrator.

In general, Stow's annual operating budget is constrained by structural impediments on the revenue side. Most burdensome of these revenue source impediments is the Town's increasing dependence over the last two decades on property taxes as its only significant source of annual recurring budget revenues. Taxes, as a revenue source, currently provide approximately 92% of the Town's total annual recurring revenues. Our annual municipal state aid revenues, on average, provide only approximately 2 or 3% of our total annual recurring revenues, and our local receipt revenues are averaging just 5% of our total annual recurring revenues. Further, our annual state aid and local receipts revenue percentage contributions to the budget have remained essentially flat for the last decade. Finally, there have been no new impactful annually recurring local revenue sources added to the budget equation in at least 25 years.

This undiversified, and to some degree un-expanding, revenue problem is compounded by the fact that our current tax base is almost completely residential. Currently, approximately 91% of the Town's total tax base is residential. And this percentage has increased incrementally since the 1990s, when residential taxes represented 88% of the total tax base. Hence, only approximately 6.5% of Stow's current total tax base is classified as commercial or industrial. The remaining 2.5% of the total tax base is classified as personal taxes.

I would like to thank my Board for all the support over the last year. To all the employees working for the Town, thank you for your hard work and dedication, I truly appreciate each and every one of you. And finally, to the residents of Stow, thank you for your support at the Annual Meeting, and supporting new positions, equipment, and initiatives. We have so many dedicated residents that participate in meetings, show up for elections, and provide feedback, both good and bad, on Town matters. It is a joy to work in such an engaging community and I look forward to continuing to work for and in the best interest of, the residents of Stow.

Respectfully,

Denise M. Dembkoski
Town Administrator

Joyce Sampson, Executive Assistant
Phoebe Haberkorn, Department Assistant



The Dunkin Donuts mobile unit came to town to provide a coffee oasis in “Dunkin Desert” Stow (photo courtesy of Denise Dembkoski)

ASSISTANT TOWN ADMINISTRATOR/HUMAN RESOURCES DIRECTOR

The mission of the new Human Resources Department is to be a strategic partner with our departments to provide leadership and guidance, inspiring excellence in all we do. We strive to attract and retain a highly qualified workforce providing the highest quality service to our residents and businesses, while promoting a safe work environment that allows for development, encourages excellence, values, and respects diversity, strives for community engagement and transparency through communication, fair and consistent policies in a caring, respectful environment.

Labor and employee relations is also a key area, that includes finding solutions for employees, addressing grievances, and working together to create a welcoming and inclusive environment. We were able to agree to a three-year collective bargaining agreement with our newest union, Teamsters, Local 24.

Fallon Health plan left the commercial market as of July 1st, and we switched dental plans saving employees, retirees, and the Town more than 17% in premiums. We were able to add vision insurance and optional life/disability insurance for employees. With these changes we held a health fair that allowed employees to meet with all the carriers, and get information on all of the available insurance plans.

Recruitment continues to be a challenge since many prospective employees are requesting a hybrid work schedule including working at least two days per week from home. We were fortunate to be able to fill many positions this year.

Recruitment and Hiring:

Received and reviewed 104 resumes/applications

Processed new hires:

38 seasonal employees for Recreation

23 Election workers

33 permanent full-time, part-time and call positions

96 CORI/SORI background checks for prospective employees

Absence and Injuries:

Employee Injury/Injured on Duty: processed 9 claims

Lost time average: 11 days

Family Medical Leave Act: 7

Average length of Leave: 7.5 days

Respectfully submitted,

Dolores Hamilton

Assistant Town Administrator/Human Resources Director

PLANNING BOARD

The Planning Board, a five-member elected board with one appointed associate voting member, has specific statutory requirements. The Board reviews and approves the division of land under the State Subdivision Control Law (MGL c. 41) and the Stow Subdivision Rules and Regulations; serves as a Special Permit granting authority under the State Zoning Act and the Stow Zoning Bylaw; guides the process of Zoning Bylaw amendments under the State Zoning Act (MGL c. 40A); and adopts a Comprehensive Plan that is designed to provide a basis for decision making regarding the long-term physical development of the town (MGL c.41).

By statute, the Board is charged with the responsibility of protecting the health, safety and welfare of Stow's residents. Guided by the Massachusetts General Laws, the Stow Zoning Bylaw, the 2010 Stow Master Plan, and citizens' comments and concerns, the Board strives to preserve and enhance the integrity of Stow's character through the use of these regulatory tools, while safeguarding property owners' rights. We recommend and specify changes to zoning bylaws, rules and regulations and development proposals to achieve these goals. Board members and staff strive to work with both applicants and residents to help shape projects to positively affect the impact to the community.

Organization

At the annual election, Karen Kelleher was re-elected to another five-year term. We are pleased that Karen Kelleher has chosen to continue serving the Town as a Planning Board member. Her years of experience in the Planning Department and previous terms as a Board member make her an invaluable asset.

Following the election, the Board appointed Lori Clark to serve as Chair, and Karen Kelleher as Vice Chair. John Colonna-Romano and Malcolm Ragan were designated to endorse ANR Plans on behalf of the Board (Subdivision Approval Not Required).

Mark Jones was re-appointed as the Voting Associate Member. Although we encourage Voting Associate members to partake in discussions regarding all matters before the Board, the Associate Member's voting power is limited to Special Permit applications in the case of absence, inability to act, or conflict of interest on the part of any member of the Planning Board, or in the event of a vacancy on the Board during the Special Permit process. The Board also appointed Debbie Woods as a Non-Voting Associate Member.

The Board appointed representatives to various Committees:

- Community Preservation Committee: John Colonna-Romano
- Green Advisory Committee: John Colonna-Romano
- Liaison to Metropolitan Area Planning Council (MAPC): Malcolm Ragan
- Representative to Minuteman Advisory Group on Interlocal Coordination (MAGIC): Malcolm Ragan
- Liaison to Gleasondale Neighborhood Area Sub-Committee: Margaret Costello

The Planning Department bid farewell to Town Planner Jesse Steadman in August after ten years. The Planning Board and Department thank Jesse for his hard work and leadership over his decade of service and look forward to seeing his farming business in Stow thrive. The Town of Stow will continue to benefit from Jesse's contributions to Planning in the years to come. The Planning Department is also pleased to welcome back former Assistant Planner Valerie Oorthuys as the new Planning Director.

In addition to providing administrative and planning support to the Board, the Planning Department also fills a variety of community development roles. The Planning Department provides staff support to the Gleasondale Local Historic District Study Committee, Economic Development and Industrial Commission, Complete Streets Committee and Traffic Safety Advisory Committee, as well as working closely with the Town's Regional Housing Services consultants to maintain the Town's supply of affordable housing units through the Department of Housing and Community Development's Subsidized Housing Inventory. Planning Department staff assist various Departments, Boards and Committees on issues of transportation and land use policy; and participate in land use staff meetings which continue to be valuable in coordinating and streamlining the permitting process for larger development proposals, planning efforts and bylaw updates.

Development Activity:

The Board considered six (6) Special Permit/Site Plan Approval Applications:

- 501 Gleasondale Road, Gleasondale Mill – Site Plan Approval in response to an Eligible Facilities Request made by AT&T to install a backup generator - **Approved**
- 501 Gleasondale Road, Gleasondale Mill – Site Plan Approval in response to an Eligible Facilities Request made by Verizon Wireless to replace transmission equipment - **Approved**
- 57 Barton Road – Hammerhead Lot Special Permit - **Approved**
- 271 Great Road, Nan's Market – Special Permit modification to seating plan – **Approved**
- 108-118 Great Road – Special Permit to allow razing of an existing structure and construction of a two-unit commercial building - **Approved**
- Cottages at Wandering Pond Active Adult Neighborhood Special Permit, land off Hudson Road – Proposal for 140 units of age-targeted housing – **Under Review**

The Board endorsed four (4) Subdivision Approval Not Required (ANR) Plans:

- 57 Barton Road – Creation of one Hammerhead Lot and one additional buildable lot
- 17 Boxboro Road – Split an existing parcel into one building lot and one non-buildable lot
- 0 Maple St – Split a 3 acre parcel into two 1.5 acre lots
- Stow Acres North Course – Split the parcel into a portion for continued golf use and a portion for housing development

With the assistance of the Board's Consulting Engineer, Susan Carter, P. E., of Places Associates, Inc., the Board reviewed plans, considered amendments and monitored ongoing construction of subdivisions and Special Permits:

- 79 Edgehill Road – Site Inspections and Peer Review
- Collings Foundation Erosion Control Special Permit – Site Inspections and Peer Review
- Joanne Drive Definitive Subdivision Plan – Site Inspections and Peer Review

Town Meeting Action - Zoning and General Bylaws

The Planning Board successfully brought several Zoning Amendments to the Annual Town Meeting in May.

Annual Town Meeting - May

- Amended Zoning Bylaw Section 6.1 – Hammerhead Lots, to clarify requirements that all land be entirely within the Residential Zoning District;
- Amended Zoning Bylaw Section 5.3 – Wireless Service Facility Overlay District, to allow so-called “Eligible Facilities Requests”, as defined by the Federal Telecommunications Act of 1996 and further defined in FCC rules, by Site Plan Approval from the Planning Board.

Planning Efforts

Lower Village Business District Planning

The Planning Board continued its commitment to improving Lower Village in 2022. The Board continued to revise a comprehensive amendment to the zoning district, which has been drafted with input from consulting firm Dodson & Flinker, Inc. The Board has been carefully crafting a bylaw that will incentivize the vision for Lower Village established in the *Lower Village Revitalization Subcommittee’s* final report from 2019.

Complete Streets Planning & Engineering

The Complete Streets Committee utilized an existing design funds balance to advance engineering of a new section of sidewalk along the northern side of Crescent Street in Town Center. Construction funds are anticipated to be requested by grant application as a Tier 3 member of MassDOT’s Complete Streets Program. Tier 3 communities are those that have passed a Complete Streets Policy to guide implementation of pedestrian, bike and traffic safety measures, as well as have completed an approved project Prioritization Plan. In addition, the Complete Streets Committee purchased and installed speed feedback signs along Route 62 in Gleasondale Village.

Shared Streets & Spaces Grant

Planning Department and Highway staff worked together to administer a grant to install rapid flashing pedestrian beacons at two locations in Lower Village, as well as in Town Center between Town Building and Town Hall. Additional engineering was secured to relocate the crosswalk between Town Building and Town Hall to a location with better sight lines for pedestrians and motorists. Leftover funds were used to restripe roads around Center School and replace aging school zone signage.

Affordable Housing

The 2010 Master Plan and 2016 Housing Production Plan recommend an increased diversity in housing units to ensure that people of all abilities, income levels, and ages have appropriate housing options. To advance this effort Planning Staff has been working with Metrowest Collaborative Development (MWCD), a Regional Housing Services Consultant serving Stow and six other neighboring communities. Planning Staff and the Stow Municipal Affordable Housing Trust coordinate with MWCD to ensure that Stow’s Affordable Housing Inventory remains intact. MWCD, in turn, helps Stow to keep track of affordable unit compliance through annual mailings to residents to ensure income compatibility and documentation of any concerns.

Planning staff, in cooperation with the Stow Municipal Affordable Housing Trust, anticipate working with the Metropolitan Area Planning Council to initiate an update to the Housing Production Plan.

GO Stow Taxi Program

In an effort to advance Stow's *Age Friendly Community* Goals of improving transportation options for older adults, the Town of Stow, in cooperation with several other area towns, administered a Community Compact Best Practices grant to fund the *GO Stow* no-cost taxi rides program for another year. In 2022, the program provided 118 rides at no cost to Stow residents, primarily providing transportation to medical appointments. The Planning Department and Council on Aging will continue to work with neighboring communities to develop and improve upon the program.

Stow Acres Planning Initiative

Led by the landscape architecture firm Dodson and Flinker, Inc., a five member Planning Team, including representatives of Stow Conservation Trust (SCT), Stow Conservation and Planning Departments, local development firm MCO Housing, and Peter Brown, representing the owners of Stow Acres Country Club, continued a multi-disciplinary Master Planning effort aimed at creating a shared vision for the future of Stow Acres Country Club. The core goal of the planning effort is to leverage shared visioning to reach mutual goals that would otherwise likely be out of reach if pursued independently.

In 2022, the Town completed the purchase of a 115-acre portion of the North Course, with an anticipated phase out of golf operations over the next ten years. The remaining 65 acres of the North Course will be sold by Stow Acres to MCO Housing & Associates, Inc. to develop 189 units of housing in a traditional neighborhood design. The Comprehensive Permit for the housing development is expected to be filed sometime in 2023.

Bridge Reconstruction

In collaboration with other Departments and Boards, the Planning Board continued to provide feedback and guidance to MassDOT regarding the Gleasondale Bridge Replacement, which is expected to be completed in the summer of 2023. The Boxmill Bridge Replacement project advanced to the 100% design phase.

Geographic Information Systems (GIS)

Planning Staff were pleased to roll out a new publicly accessible WebGIS system for the Town of Stow. This web-based system allows staff and residents to easily query property records and locations of zoning districts, and will continue to be updated with new data as it becomes available. Planning Staff continued to assist with GIS mapping and database upgrades, including mapping support for the other departments and visualizations for various planning efforts.

Communications

We encourage residents to keep updated on the latest information on current developments and projects by visiting the Planning Board Web Page at <https://www.stow-ma.gov/planning-board>, or stopping by the office on the third floor of the Town Building when in the Town Building.

Thanks

None of the planning efforts would be possible without the enormous contributions of time and attention by Stow residents serving as volunteers on the boards and committees of Stow.

Planning Board members and staff bid farewell to Assistant Planner/GIS Administrator Malcolm Ragan, who has moved on to an Environmental Planner position with the Massachusetts Water Resources Authority.

The Planning Board also extends a special thanks to our very capable and always reliable professional consultants - Susan Carter of Places Associates, Inc. and Town Counsel services from Koppelman and Paige Law firm.

The amount of work the Planning Department undertakes would never have been possible without the tireless and outstanding efforts of Planning Director Valerie Oorthuys, Assistant Planner/GIS Administrator Malcolm Ragan, and Administrative Assistant Julie Windzio, who not only work diligently for the Board, but also for other Town Boards and Committees and the general public with whom they interact on a daily basis.

Respectfully submitted,

The Planning Board:

Lori Clark, Chair

Karen Kelleher, Vice Chairman

Nancy Arsenault

Margaret Costello

John Colonna-Romano

Mark Jones, Voting Associate Member

Deb Woods, Non-voting Associate Member

Valerie Oorthuys, Planning Director

Malcolm Ragan, Assistant Planner/GIS Administrator

Julie Windzio, Administrative Assistant

CONSERVATION COMMISSION

The Conservation Commission consists of seven members appointed by the Select Board to administer and enforce the Massachusetts Wetlands Protection Act and the Town of Stow Wetlands Protection Bylaw and associated regulations. The Commission reviews and issues permits for all proposed activities within 100 feet of wetlands and 200 feet of most ponds and streams. As the Town's largest landowner, the Commission is also responsible for management of approximately 1,650 acres of Town Conservation Land and stewards an additional 1,000 acres of Conservation Restrictions on private land in Stow. The Commission works closely with the Stow Open Space Committee and the nonprofit Stow Conservation Trust to protect high priority lands identified in the Town's Open Space and Recreation Plan. It also oversees the Stow Conservation Fund, which helps fund land acquisition and land stewardship. Conservation Department staff support and help carry out the work of the Commission.

Land Protection and Trail Development

A primary focus of the Conservation Commission's work continued to be consummation of the conservation and development vision for Stow Acres. Following a successful town visioning process, the Conservation Commission, in partnership with Stow Conservation Trust, completed the first phase of a two-phase project to protect Stow Acres Country Club on Randall Road, recording a permanent Conservation Restriction on the South Course in the final days of 2021. In 2022, we focused our efforts on the Stow Acres North Course, securing a \$1.1 million grant from the Commonwealth's Municipal Vulnerability Preparedness Program toward the purchase of the property and future master planning for its use. The Town will close on 109 acres of the North Course in early 2023. This land will be divided between the Conservation Commission and the Recreation Commission for future active and passive recreational use and open space, including habitat restoration. During the summer of 2022, the Conservation Commission also worked to create a public access trail around the perimeter of the South Course of Stow Acres which is incorporated into the Conservation Restriction.

In 2022, we also acquired a parcel of open space along the Assabet River from Kendall Homes, the developer of the Joanne Drive subdivision off Sudbury Road. This parcel, now known as Assabet Overlook Conservation Area, offers scenic vistas along and over the Assabet River and was opened in the fall of 2022.

We also spent a significant amount of time developing trails at the new Hallock Point Conservation Area on Lake Boon, and opened the property in the fall of 2022. Thanks to Eagle Scout candidate Robert Emken for his work on the



Hallock Point Trail Opening

kiosks on the property and to all of the volunteers who helped Conservation Department staff construct the trails.

Conservation Land Management

A significant responsibility for the Commission and its staff is the management and oversight of conservation land and restrictions held by the Town. These lands help protect our air and water quality, provide important wildlife habitat, maintain the rural character and aesthetic of Stow, and offer year-round outdoor recreation and environmental education opportunities. The Conservation Department staff monitors these properties and prioritizes management and maintenance needs including boundary posting, working with neighbors to resolve encroachment issues, removing hazardous or downed trees, reblazing trails, updating conservation land maps, and mowing of trail entrances and open fields. All tree clearing is done by Department staff. Trail users and neighbors can help us manage Town conservation land by contacting our office regarding any maintenance needs, downed or hazardous trees, or other conservation land issues.

In 2022, we hired two Seasonal Trail Stewards who completed a tremendous amount of work including creating new trails at Stow Acres, Hallock Point and Assabet Overlook as noted above, as well as refurbishment of a number of our kiosks and signs that orient visitors to our properties.

We also continued ongoing efforts to manage invasive species on our properties, focusing on invasive Japanese knotweed at Heath Hen Meadow Brook and Captain Sargent Conservation Areas, and Japanese stilt grass patches at Flagg Hill and Marble Hill Conservation Areas.

Community Gardens and Agriculture

The Conservation Commission manages the Stow Community Gardens at Captain Sargent Conservation Area on Tuttle Lane, and licenses fields at Captain Sargent and Noonan Field behind the Arbor Glen development to area farmers. These farmers do a great job helping to maintain the property and keep fields in active production while saving the Town money that would otherwise need to be spent on mowing the fields. For the second year, the managers of Taproot Farm on Tuttle Lane sold Christmas trees, which proved to be a popular and well-managed community undertaking.

Stow residents Myong Hunt, Mary Coombs and Laura Reiner continued volunteering in 2022 as Garden Stewards and on-the-ground managers of our Community Gardens. As a team, they did a wonderful job coordinating participants, laying out plots, educating on organic gardening, and creating a sense of community among both annual and perennial gardeners. Plots are assigned to returning gardeners and then to new gardeners on a first come, first served basis. Garden plots are available to both residents and non-residents. Applications for Community Garden plots are available on our website or may be picked up at Town Building upon request.

In 2022 we began an initiative at the Community Gardens, using American Rescue Plan Act (ARPA) funds, to increase public access to and accessibility at the Community Gardens. Nine raised bed garden plots have been installed which will be prepared for use in the 2023 season and we are working to construct a small visitor parking lot and boardwalk trail behind the gardens that will connect to Stow Conservation Trust's Red Acre Woodlands in the coming year.

Wetlands Permitting

The Commission reviewed a total of 22 permit applications and issued one Emergency Permit, with all meetings continuing to be held via Zoom. Approximately half of all permit applications were associated with projects around Lake Boon. The Commission also began the review of the two large development projects in southwestern Stow, approving the wetland delineation for the development on the Stow Acres North Course and proposed water supply wells for a large development off Athens Lane. The Commission worked cooperatively with residents, businesses, and contractors to resolve a number of violations of the Wetlands Protection Act, four of which involved formal Enforcement Orders.

As a reminder, all work within 100' of wetlands and 200' of streams requires approval from the Conservation Commission. This includes tree and understory clearing, septic systems, pools, and other structures. Please contact the Commission to discuss your project in advance.

Collaborative Efforts, Outreach, and Long-Range Planning

The Commission worked with the Lake Boon Commission, the Lake Boon Association, and the Town of Hudson's Conservation Commission to carry out the second year of a study of Lake Boon water quality and the impacts of climate change on Lake Boon funded by the state's Municipal Vulnerability Preparedness Program. This effort involves considerable citizen science involvement in collecting water samples and culminated in the development of recommendations and an action plan in 2022. Rebecca Longvall has worked part-time to coordinate the citizen science effort and support the overall project and we are appreciative of her efforts.

The Commission has also been involved in several other cooperative and long-range planning efforts in conjunction with other Town boards and departments. A representative of the Commission sits on the Complete Streets Committee. Conservation Department staff serve on the advisory board of the Metrowest Conservation Alliance, and the Board of Directors of the statewide Massachusetts Society of Municipal Conservation Professionals and regularly serve as workshop speakers on a wide range of topics.

We have worked closely with the Planning Department on several issues including the Stow Acres project, design of a replacement bridge on Box Mill Road near Carver Hill, and advancing pedestrian and bicycle improvements to Track Road. We are also working with the Planning Department and others to install test wells on two parcels of conservation land which were approved for that purpose so as to explore the feasibility of providing water to Lower Village. We also work with OARS, the nonprofit focused on water quality and recreation in the Assabet River, to help fund water chestnut management along the river.

Administration

The Commission's work is supported by full-time Conservation Director Kathy Sferra, part-time Conservation Assistant Jacquie Goring, and part-time Conservation Land Steward Bruce Trefry. Two seasonal trail stewards, Dave Schroeder and Jim Wheeler, assisted us during the summer of 2022.

Ingeborg Hegemann Clark continued to serve as the Commission's representative to the Community Preservation Committee and Associate Member Tom Porcher continued to serve as the Commission's representative to the Green Advisory Committee. Kathy Sferra serves as the representative to the Complete Streets Committee. Nicky McGachey and Dan James resigned from their positions as Associate Members during 2022.

The Conservation Commission is seeking associate members who are interested in learning more about our work and contributing to the Commission's efforts. If you have an interest in conservation and would like to join the Conservation Commission, please contact the office at 978-897-8615, conservation@stow-ma.gov, or attend one of our meetings. You can also learn about events and activities via the Conservation Department's Facebook page at www.facebook.com/stowconservation.

Respectfully submitted,

Commission Members:

Serena Furman, Chair
Matthew Styckiewicz, Vice-Chair
Ingeborg Hegemann Clark
Doug Morse
Jeffrey Saunders
Liza Mattison
Holly Clack

Associate Members:

Bruce Trefry, Land Steward
Cortni Frecha
Sandra Grund
Tom Porcher
Myong Hunt, Garden Steward
Mary Coombs, Assistant Garden Steward
Laura Reiner, Assistant Garden Steward

Staff:

Kathy Sferra, Conservation Director
Jacquelyn Goring, Conservation Assistant
Bruce Trefry, Conservation Land Steward
Dave Schroeder, Summer 2022 Seasonal Trail Steward
Jim Wheeler, Summer 2022 Seasonal Trail Steward
Rebecca Longvall, Lake Boon Citizen Science Coordinator (through June 2022)

BOARD OF HEALTH

The Board of Health is the local permitting authority for the town of Stow. It is responsible for the health and safety of Stow residents, which includes our water wells, sanitation, habitation and the environment.

Stow is a member of the Nashoba Associated Boards of Health, which is a regional health district. Established in 1931, it provides robust public health services to small communities and Stow has been a member since 2015. There are now 16 member towns (including Stow) from North Middlesex and Worcester counties. All the services the Stow Board of Health provides are bolstered by the excellent knowledgeable agents and nurses who work at Nashoba.

The SARS COVID-19 pandemic which impacted millions of people worldwide in 2020 and 2021, is still with us in 2022, but it is now being considered as endemic. We will not be seeing a total disappearance of this illness. We will still see COVID-19 illnesses but at a much lower rate. Vaccines that were introduced under the EUA (Emergency Use Authorization) banner are now readily available along with booster doses for all ages. Through a major public health effort, vaccinations and appropriate booster doses have been offered to the public from established clinics, mobile clinics, pharmacies or doctors' offices and boards of health. Stow's residents were kept updated on the opportunities available locally to receive the vaccine. Our town-wide Stow information bulletin board continued to post weekly numbers for positivity, and vaccination and booster percentages which helped to keep our residents up to date on information from the Massachusetts Department of Public Health and the CDC. The mask mandate was rescinded in the spring of 2022, so it is now a personal choice to wear, or not wear, a mask.

Along with all the pandemic work, we conducted a Flu Clinic in Stow with the Nashoba nurses in October. We served 133 residents and their families. The Department of Public Health supported this work, recognizing that the Flu virus was becoming more prevalent and that the need was greater than ever to make sure that we had a robust defense against this virus also.

Hazardous Waste

Stow continues as a member of the Devens Regional Household Hazardous Products Collection Center located at 9 Cook Street, Devens, MA. In 2022, 107 Stow residents and small businesses properly disposed of approximately 4,304 pounds of toxic waste safely and easily at the Devens Regional Household Hazardous Products Collection Center also known as Devens HHW. There were 20 collection days that appropriately and securely collected household waste such as unused cleaners, leftover paints, pool chemicals and fluorescent bulbs. This service also resulted in additional protection to our drinking water supplies.

This regional service is an efficient way for residents of Ashby, Ayer, Bolton, Clinton, Devens, Groton, Harvard, Lancaster, Littleton, Lunenburg, Pepperell, Shirley, Stow, and Townsend to properly manage household toxic waste. In addition, the Collection Center is also available to businesses that do not exceed DEP's threshold for Very Small Quantity Generators (VSQGs) and

generate less than 220 pounds (approximately 27 gallons) of ignitable, corrosive, reactive, toxic, or hazardous waste or waste oil per month and no acutely hazardous waste.

The center is open for residents on the First Wednesday and the following Saturday from 9:00 AM to 1:00 PM from March to December, weather permitting. More information is available at www.DevensHHW.com or by calling 978-501-3943.

Sharps and Medical Disposal

The Health Department continues to offer the proper disposal of sharps. There is a statewide ban on the disposal of sharps, including unopened packages of hypodermic needles and lancets in the trash. Sharps containers can be purchased at the Board of Health office for a small fee that covers the cost of the container and disposal.

Unused leftover prescription drugs may be disposed of safely at the Stow Police station. Information on proper disposal and what can be brought can be found at www.stow-ma.gov/stow-police-department.

The Board of Health no longer accepts mercury thermometers and fluorescent bulbs as these can be safely disposed of at the Devens Regional Household Hazardous Products Collection Center.

PFAS Update

The State has now set the drinking water standard (MCL) at 20ng/L.

For up-to-date information about private well sampling, see the private well story map at: <https://www.mass.gov/info-details/per-and-polyfluoroalkyl-substances-pfas-in-private-well-drinking-water-supplies-faq#pfas-testing-in-private-wells>

Nashoba Associated Boards of Health

Nashoba Associated Boards of Health continues to serve the Stow Board of Health in meeting the challenges of environmental and public health needs in your community. As the pandemic specific requirements and guidance were eased, and the State of Emergency was ended in June, NABH has provided assistance to pre-pandemic public health activities.

- The agency staff informed, educated and stayed current with the COVID-19 information from the Department of Public Health to help Stow residents navigate the changes.
- The public health nursing staff continue to provide contact tracing and outreach (including regional COVID-19 vaccination clinics), while reaching out to Councils on Aging to establish well- adult clinics and conduct regular Fall Flu Clinics.
- The Visiting Nursing Association continued their home health activities.
- As a recipient of a Public Health Excellence Grant, NABH brought on staff to increase their presence in food service establishments and provide improved communication, and public health education to the Nashoba District.

Environmental Health Department

The NABH Sanitarians are available at the Ayer office, and they have regular hours in the Town Hall to serve Stow residents and work with your Town Hall staff.

Food Service Licensing and Inspections

28

NABH licenses, inspects, responds to complaints and conducts follow up on concerns in licensed operations.

Recreational Permitting and Inspections

20

NABH licenses, inspects and responds to complaints regarding recreational camps for children, bathing beaches and public and semipublic pools. They sample bathing beaches weekly, providing the results to community partners, to ensure swimming only occurs at the public and semi-public beaches which meet State regulations.

Housing & Nuisance Investigation

15

NABH inspects dwelling units for compliance with the State Sanitary Code upon compliance and prior to occupancy. They issue orders to affect corrective actions, reinspect and initiate legal action if necessary. Similarly, complaints from residents concerning unsanitary conditions or pollution are investigated.

Title 5 Related work and On-site Sewage Disposal

NABH received 21 applications for soil testing (testing necessary for the design of a sewage disposal systems) and witnessed 68 tests performed (perc tests and soil evaluation holes).

NABH received 14 applications for sewage disposal systems and reviewed 17 plans for new and replacement systems.

NABH prepared 13 sewage disposal system permits for the Board's review and approval: 6 for new construction and 7 for the replacement of failed systems.

NABH conducted 32 inspections during the construction of sewage disposal systems.

NABH reviewed 57 Title 5 inspection reports and were available to provide consultation to Stow residents on matters relating to sewage disposal systems.

Private Well related services

Private wells are regulated by local regulation and NABH issued 14 well permits for new and replacement private water supply wells.

NABH reviewed water quality and quantity reports and interpreted the results for Stow residents.

Nashoba Nursing Service & Hospice

Nashoba's Certified Home Health Registered Nurses visit and provide skilled services to patients in their home under physician's orders. These services include assessment of physical, psychological, and nutritional needs. Skills include teaching/supervision of medications, wound care, ostomy care, IV therapy on a 24-hour basis, catheter care, case management and referral to other services as needed.

Nashoba's Certified Home Care Aides provide assistance with activities of daily living including bathing, dressing, exercises and meal preparation.

Nashoba Therapists provide skilled physical, occupational, speech, and dietary therapeutic interventions through assessment, treatment and education. Their integration of client, caregiver, and medical outcomes aims at attaining maximum functional dependence.

| | |
|--------------------------------------|-----|
| <u>Nursing Visits</u> | 212 |
| <u>Home Health Aide Visits</u> | 48 |
| <u>Rehabilitative Therapy Visits</u> | 116 |
| <u>Medical Social Work Visits</u> | 3 |

Community Health Nursing

Nashoba’s Community Health Nursing program provides an essential public health service to its member communities guided by the American Nurses Association (ANA) 16 Standards of Public Nursing Practice.

The Nashoba nursing team reviewed, investigated and reported on all mandated communicable and infectious diseases (including COVID-19) while working closely with the Massachusetts Department of Public Health’s (MDPH) epidemiology team. Though this daily reporting and investigation work is not always visible, it is vital to protect the public from the spread of disease and includes:

- Working with MDPH and other local boards of health to identify and manage clusters of disease/exposures in the District.
- Contact tracing for our member communities and teaching about the processes of Isolation and Quarantine. Teaching risk reduction, infection control measures and disease management.
- Serving as a resource for individuals and businesses interpreting the everchanging information on the disease and the State’s response to the pandemic.
- Working with school nurses and childcare providers in the District to provide information, offer advice and support and assist with contact tracing in the schools and daycare centers as needed.
- Collaboration with all municipal staff, including Councils on Aging, to address questions about COVID-19 (and other diseases), exposures and actions which may be necessary to address these exposures.

Communicable Disease Number of Cases:

| | |
|---------------------------------------|-----|
| Babesiosis..... | 2 |
| Human Granulocytic Anaplasmosis | 6 |
| Influenza..... | 47 |
| SARS-CoV-2 (COVID-19) | 683 |

The Nashoba nursing staff provided monitoring and guidance to travelers and residents testing positive for TB infection (not contagious) 119 cases throughout the district this calendar year and have also been managing **2** active TB cases in the District since Spring/Summer 2022 and continue to date. The towns in the Nashoba District fall into a low-risk TB category (as defined by MDPH).

In addition to the mandated disease surveillance and reporting, our staff serves as a resource to the community, addressing questions and concerns from the public on a variety of health and safety issues (immunizations, head lice, chronic disease management, safe drug/sharps disposal etc.) in a variety of ways including:

- Monthly well adult clinics have been and continue to be offered throughout the district. Nashoba nursing staff conducted 159 total clinics this year, including 11 clinics in Stow. Clinics provide the opportunity for residents to meet with the nurse for blood pressure checks, blood sugar screening, general health counselling, resource information and referrals as needed.
- Nashoba conducted seasonal flu clinics in each community to make vaccinations available to everyone, including homebound residents. They administered 2,130 flu shots to community members, including 133 Stow residents.
- NABH conducted regionalized COVID-19 vaccine clinics the first quarter of the year until the public demand/interest in the vaccine waned. In an effort to increase vaccine accessibility, clinics were also held at local food pantries, shelters, churches, schools, businesses, etc. A total of 509 district community members were vaccinated for COVID-19 in the 2022 calendar year.
- The nurses are available for and have made home visits to make general assessments, assist with coordinating care and services, provide support/teaching and make referrals to other local community resources.
- NABH has offered community outreach and educational programs covering topics such as disease prevention, chronic disease management, emergency preparedness, mental health awareness, and overall wellness.
- NABH staff attend and regularly participate in collaborative meetings, trainings and conferences to keep current with the latest developments in local public health.
- NABH staff facilitated several meetings with key stakeholder groups to promote partnership, encourage strong regional communication, and foster working relationships. This has helped to identify common goals and guide future public health initiatives and outreach.

Community Health- Communications and Public Health Education Summary

The NABH Public Health Educator/Communications Specialist (PHE/CS) role has evolved since its inception in September 2021 to best support the needs of the District. In the past year, the PHE/CS has been communicating timely and relevant public health information to towns and stakeholders, and providing educational opportunities across the District with a social determinants of health (SDOH) lens. This work has included:

- Developing educational programs and presentations both independently and collaboratively with the PH nursing team- Harm reduction, emergency preparedness, etc.
- Providing education and advocacy related to treatment and de-stigmatization of substance use disorder
- Maintaining up-to-date distribution lists, communicating within the district via channels such as quarterly newsletters, regular email updates, etc. pertaining to public health news,

information and events such as flu and rabies clinics. Exploring ways to diversify communication methods to reach as many community members as possible.

- Building and maintaining relationships with stakeholders through meetings and attending community events to represent NABH
- Serving as a resource for community members with public health related questions across a broad range of topics; developing a robust, in-depth Resources page for the website (which is currently being finalized)
- Attending trainings with an emphasis on health equity and public health service regionalization. MDPH has prioritized these areas because research has shown they have the biggest impact on health outcomes for the broadest range of people.
- PHE/CS has utilized an SDOH lens to identify health inequities that most impact the NABH region to focus efforts and collaborate with community partners to lessen these gaps.
- Developing educational and communications materials for district and individual towns by request including print, electronic, presentation, and TV/news media materials
- Maintaining and improving upon NABH website to keep info relevant and accessible. Maintaining agency social media to reach more people in district with current, relevant and seasonal public health information.
- Organizing events to facilitate the exchange of information such as a Spring Wellness Festival and first regional informal local board of health gathering.

NABH and Stow Board of Health Rabies Clinic was held in April at the Stow Highway Garage. Partnered with Apple Country Animal Hospital Veterinarians, 15 dogs and cats were vaccinated.

Animal Control Officer Report

Call log

| | |
|-----------|----|
| Dog | 91 |
| Cat | 17 |
| Wildlife | 66 |
| Livestock | 2 |

Animal Inspector Report

| | |
|----------------------------|----|
| Quarantines | |
| Dog/Person | 4 |
| Dog/Dog | 5 |
| Dog wound unknown origin | 3 |
| Cat wound unknown origin | 1 |
| Barn/Livestock Inspections | 75 |

Permitting and Licenses

The Board of Health issued the following permits and licenses, in addition to the permits and inspections conducted by the NABH.

- Rubbish Hauler Permits..... 8

- Stable Licenses.....18
- Dumpster Permits.....11
- Retail Tobacco Permits.....5
- Title 5 Inspection Report reviews.....69

The Board of Health office is located on the second floor of the Town Building. Please call if you would like more information on any of the services we provide. As always, we encourage you to call if you have any questions, problems, or concerns. We can be reached by phone at 978-897-4592, email at health@stow-ma.gov or the Town website at www.stow-ma.gov.

Respectfully submitted,

Stow Board of Health
 Mary McDowell, Chair
 Marcia B. Rising
 Merrily Evdokimoff
 Nancy Porter, Associate Member
 Phyllis Tower, ACO/AI

Cynthia Colosi, Executive Assistant
 Julie Windzio, Department Assistant

ZONING BOARD OF APPEALS

The Zoning Board of Appeals, consisting of up to five (5) full members and six (6) associate members, is appointed by the Select Board for five-year terms. As authorized by MGL c.40A, the Board is responsible to hear and decide applications for special permits, variances, and appeals from decisions of the Zoning Enforcement Officer. Consistent with MGL c.40B (affordable housing), the Board is responsible to hear and decide applications for Comprehensive Permits. The Board typically meets on the first Monday of each month and is supported by a part-time Administrative Assistant.

The Board saw changes in membership in 2022 with appointments by the Select Board.

- Long time member William Byron stepped down as a full member and was appointed as an associate member to complete the remainder of an unexpired five-year term, expiring June 30, 2023. The Board is thankful for his 18 years of service (9 years as an associate and 9 years as a full member) and is grateful that he is willing to continue as an associate member.
- Associate member Andrew DeMore was appointed as a full member for the remainder of a five-year term, expiring on June 30, 2026.
- Associate member Andrew Crosby was appointed as a full member for the remainder of a five-year term expiring June 30, 2025.
- Ruth Kennedy Sudduth was re-appointed as an associate member for a five-year term expiring June 30, 2027.
- Ernest Dodd was reappointed as a full member for a five-year term expiring on June 30, 2027.

Two associate member vacancies exist to complete unexpired terms ending on June 30, 2025.

Andrew DeMore was appointed to the Green Advisory Committee as the Zoning Board of Appeals Representative.

The Board met fifteen (15) times with hearings held on eleven (11) applications for Special Permits; three (3) for Variances; one (1) application on Appeal of the Building Commissioner/Zoning Board of Appeals Decision; and two (2) requests to modify Comprehensive Permit Decisions and working meetings to discuss policy and regulations. In addition, there were ongoing appeals of the Board's decisions.

Special Permit Applications on Pre-Existing Non-Conforming Lots

- 122 South Acton Road - Granted
- 92/102 Great Road – Granted
- 16 Pine Point Road – Granted
- 29 White Pond Road - Granted
- 206 Harvard Road – Withdrawn
- 12 Davis Road – Granted
- 20 Railroad Ave. – Granted
- 6 Davis Road – Withdrawn
- Lot 2 Harvard Road - Ongoing

- Stow Acres Country Club, Randall Road - Ongoing
- Lot 3 Packard Road - Ongoing

Property Line Setback Variance Applications:

- 206 Harvard Road - Withdrawn
- 20 Railroad Ave. – Withdrawn
- 252 Great Road – Ongoing

Comprehensive Permits –

Plantation Apartments I and II – Request for modification – Ongoing

Appeal of Building Commissioner/Zoning Enforcement Officer Decision

- 84 & 92 Great Road - Denied

Ongoing Litigation on Decisions under Appeal

- Kathleen A. Fisher v. Zoning Board of Appeals and Presti Family Limited Partnership
- Presti Management Corporation, General Partner of the Presti Family Limited Partnership v. Zoning Board of Appeals and Kathleen Fisher

Comprehensive Permit Rules

On December 3, 2022, the Board amended Rules for Comprehensive Permit Applications.

Other

- The Board continued ongoing discussions concerning recommendations to the Planning Board on potential bylaw amendments relative to kennels and pre-existing non-conforming lots.

Respectfully submitted,

Members:

Mark Jones, Chair

Ernie Dodd, Clerk

David Hartnagel

Andrew DeMore

Andrew Crosby

Associate Members:

Leonard Golder

Michael Naill

William Byron

Ruth Kennedy Sudduth

Karen Kelleher, Administrative Assistant

TOWN SERVICES

AGRICULTURAL COMMISSION

The Stow Agricultural Commission is charged with maintaining the viability of agriculture in Stow. This includes advising other Town boards on matters pertaining to agriculture, resolving conflicts between agricultural and residential uses, and promoting agriculture in town. The Agricultural Commission has a website, StowAgCom.org, which provides notices of agricultural events and conditions. The site can also be reached through the Town website.

Residents are reminded that Stow has a right-to-farm bylaw, which reiterates State laws in our Town bylaws. As part of this bylaw, we provide a notification form for use in transfers of property that lets people know that farms are active in Stow. The notification form should be filed with the Select Board office before the transfer of property is completed. The form can be downloaded from StowAgCom.org or through the Town website.

Respectfully submitted,

Liz Painter
Elena Colman

BUILDING DEPARTMENT

The Building Department issued a total of 1,179 permits in 2022 – of that there were 400 Building Permits, 380 Electrical Permits, 216 Plumbing Permits, 165 Gas Permits, 5 Sign Permits, 1 Trench Permit and 12 Annual Certificates. We performed over 1,500 inspections over the course of the year, which is up by about 7% since last year. We saw an increase of additions, renovations, new roofs, and new dwellings.

We had a full year of using the online permitting system and have become accustomed to how it works.

Shawn Crowley was hired as a full-time custodian in August. Shawn, along with Geoff Beharrell & Jamie Higgins continue to clean and maintain the Town buildings. The addition of Shawn has allowed the custodial staff to do more projects which had been previously deferred or hired out to private companies.

Cost increases are putting pressure on the maintenance budget, and we continue to struggle trying to schedule work due to delays in receiving materials. Just this past week Doug Hyde was able to get some work completed which had been originally scheduled in April of 2022.

We have maintained the Town buildings as follows:

All buildings were gone through to clean out old abandoned and or broken materials.

Town Hall

Annual maintenance of the oil burners was completed as well as annual testing of the smoke detectors & fire alarm notification system. Custodial services are provided by the Building Department.

Town Building

The following is a list of some of the work done at the Town Office Building this past year:

Addition of accessible automatic door opener was begun, however we are waiting on the last door operator to be delivered and installed to make the system functional.

Basement toilet/ washrooms were updated.

Multiple repairs were made to the leaks in the plumbing.

We continue to work on the PFAS situation and hope to have a filter system/ water treatment design by BETA Group soon.

Annual inspections and maintenance of the elevator, smoke alarm system, and the sprinkler system. Custodial services are provided by the Building Department.

West School & Crescent Street Garage Building

These buildings were checked periodically for security.

Old Crescent Street Fire Station

The Cemetery Department was moved out of the old fire station. The building continues as equipment storage space for the Highway/ Cemetery Department & Storage for Police Department equipment is provided as needed.

Randall Library

Provide assistance to the Director and the Library Trustees for any building issues that may develop. Custodial services and COVID sanitation are provided by the Building Department.

Police Station

Provide assistance to the Police Department for any building issues that may develop. Custodial services and COVID sanitation are provided by the Building Department.

Highway Building

Custodial services in the highway office area are provided by the Building Department.

Pompositticut Fire Station / Community Center

The Community Center is starting to show its age and Doug Hyde has been kept busy managing the subcontractors who are making repairs to the building mechanical systems. The Stow Food Pantry continued to use the unassigned space in the Community Center to stage client orders for their drive-thru pantries. And the spaces are now back to being used on a regular in person basis. The building utility costs are paid through the Building Department. We also provide building & equipment assistance to the Fire Department. Custodian services and operation & maintenance of building systems are provided by the Building Department.

In summary, I want to thank all the Town Departments and the Building Department staff for their support and assistance.

Sincerely,

Frank Ramsbottom
Building Commissioner/
Facilities Manager

Doug Hyde
Assistant Facilities Manager/
Local Building Inspector

Courtney Poulson
Administrative Assistant

Inspectors
Robert Norton, Wiring Inspector
Michael Norton, Deputy Wiring Inspector
Dennis Monteiro, Deputy Wiring Inspector
Adam Sahlberg, Plumbing & Gas Inspector
Robert Smith, Deputy Plumbing Gas Inspector

Custodians
Geoff Beharrell
Jamie Higgins
Shawn Crowley

BUILDING PERMITS
ISSUED IN 2022

| NUMBER of Permits | Type of Construction | Construction Value |
|----------------------|----------------------------|------------------------|
| 6 | Additions | \$1,001,415.00 |
| 16 | Basements/Attics | \$3,018,693.00 |
| 1 | Cell Tower Antenna | \$125,000.00 |
| 6 | Commercial | \$650,492.93 |
| 17 | Decks/Porches | \$592,694.00 |
| 5 | Demo | \$113,000.00 |
| 1 | Fencing | \$5,000.00 |
| 1 | Foundation Only | \$15,000.00 |
| 20 | Insulation | \$85,800.90 |
| 33 | Kitchen & Bath | \$1,220,821.00 |
| 0 | Municipal | \$0.00 |
| 8 | New Dwellings | \$4,623,839.00 |
| 9 | Pools | \$549,169.69 |
| 27 | Renovations | \$2,123,061.30 |
| 67 | Repair | \$136,088.00 |
| 60 | Roofs | \$1,188,035.00 |
| 10 | Sheds/Barns | \$429,886.00 |
| 20 | Sheet Metal | \$87,700.00 |
| 9 | Solar | \$299,075.32 |
| 5 | Tents | \$0.00 |
| 63 | Windows, Siding & Doors | \$1,511,758.90 |
| 16 | Wood & Pellet Stoves | \$79,779.00 |
| 400 | | \$17,856,309.04 |

TOTAL PERMITS & CERTIFICATES ISSUED IN
2022

| # | Permits & Certificates | Fees Collected |
|-------------|------------------------|---------------------|
| 400 | Building Permits | \$179,827.00 |
| 380 | Electrical Permits | \$29,704.00 |
| 216 | Plumbing Permits | \$20,256.00 |
| 165 | Gas Permits | \$10,210.00 |
| 5 | Signs/Banners | \$218.00 |
| 1 | Trench Permits | \$50.00 |
| | | |
| 12 | Annual Certificates | \$400.00 |
| | | |
| 1179 | TOTAL PERMITS | \$240,665.00 |

| # | INSPECTIONS |
|-------------|--------------|
| 861 | Building |
| 333 | Electrical |
| 225 | Plumbing |
| 126 | Gas |
| 1545 | TOTAL |

CEMETERY COMMITTEE

During the past year, the Cemetery Committee, as assisted by the Highway & Cemetery Departments, undertook several projects in the Stow Cemeteries. At Brookside Cemetery, waterlines totaling nearly 3,000 linear feet were installed on the upper extensions. This will provide water to the other half of the cemetery so that as plots are sold, visitors do not need to walk far for water for flowers or plantings. Additionally, 40 trees were purchased and planted around the Brookside Cemetery. A large-scale leaf and loam clean-up was conducted, as with the new requirements of the Stormwater (MS4) permit, we can no longer compost leaves on the cemetery properties. We have fleshed out the committee website to provide more information to the public; adding costs for plots, interments, and other services as well as a draft of Cemetery Rules & Guidelines that we have been working on.

The Cemetery Department, and by extension the Cemetery Committee's records, have moved from the Old Fire Station to the Highway Department on South Acton Road. Going forward, this will be the center of day-to-day operations for the Town of Stow's cemeteries, and committee meetings are now being held in the Town Building instead of in the Old Fire Station, as well. In the year of 2022, we performed 25 burials, collecting receipts totaling \$11,950 into the General Fund. Funds received from sales of burial plots totaling \$11,800 went into Perpetual Care and Sales of Lots accounts. The Perpetual Care account is now valued at over \$200,000 and Sales of Lots is approaching \$50,000. We had a number of inquiries about genealogy & finding ancestors, burial locations, and general information. We also are looking into an issue arising from poorly filled out deeds that were sold many years ago, correcting and re-issuing these deeds.

Looking toward the future, we have some more projects on the horizon. We will be resolving a confined space hazard issue, renovating the maintenance shed at Brookside Cemetery, hiring an engineering firm to lay out the second set of extensions at Brookside so the lots can be numbered and sold, and replacing aging or defunct equipment, hopefully with green/electric tools where we can in order to better serve the citizens of Stow and their desire for more green initiatives around town.

Respectfully submitted,

The Town of Stow, MA – Cemetery Committee
Glenn Hammill, Chair
Chester Jacobs, Member

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Act (CPA), MGL c. 44B, was enacted into legislation on September 14, 2000. Under this legislation, municipalities may opt to participate by adopting a property tax surcharge to create a locally-controlled Community Preservation Fund administered by a Community Preservation Committee (CPC). The State provides matching funds based on the percentage of surcharge adopted and the number of communities participating statewide. The Community Preservation Fund can be used to fund projects related to the acquisition and preservation of open space/recreation, the creation and support of affordable/community housing, and the acquisition and preservation of historic buildings, landscapes and documents. Stow voters accepted the provisions of the CPA in May 2001. Since that time the town has been awarded over \$5.1 million in matching funds.

Community Preservation funds are deposited in a locally controlled, interest-bearing account. All projects recommended by the CPC must first be approved by Town Meeting before expenditures can be made from Stow's Community Preservation Fund. The CPC carefully reviews each project before bringing it to Town Meeting to determine whether or not it is eligible for CPA funding, assesses the feasibility of completion, and evaluates whether it might be possible to leverage other funds to make each project the best possible investment of the Town's funds.

In November of 2022, Stow was awarded \$334,034 from the State. This is a 47.1 percent match of the \$709,401 the town raised through its local tax surcharge. Together these added \$1,043,435 to Stow's CPA Trust Fund. At the Annual Town Meeting in May 2022, voters approved two articles requesting CPA Funds: \$1,000,000 of CPA funds were approved for the Randall Library Renovation Project, and \$1,100,000 was approved for construction of affordable housing near Red Acre Road.

Taking these expenditures, along with the new funds raised in 2022, the Town of Stow's CPA Trust Fund stands at \$1,367,521 going into calendar year 2023.

The Community Preservation Committee consists of the following members:

| | |
|--------------------------------------|-------------------------|
| Vin Antil (Chair) | Open Space Committee |
| Ingeborg Hegemann-Clark (Vice Chair) | Conservation Commission |
| Erica Benedick | Finance Committee |
| Barbara Clancy | Historical Commission |
| Mike Busch | Recreation Commission |
| John Colonna-Romano | Planning Board |
| Charlie Aaronson | Council on Aging |
| Mike Kopczynski | Housing Authority |
| Vacancy | Board of Assessors |
| Nancy McManus | CPC Assistant |

CPA Projects Approved in Past 5 Years

| Year | Project | Amount | Status |
|------|--|-------------|-------------|
| 2017 | Development of Affordable Homes (Habitat for Humanity) | \$150,000 | in progress |
| 2017 | Affordability Safeguard Program Extension | \$200,000 | in progress |
| 2017 | Historic Document Preservation Project - Phase II | \$85,000 | in progress |
| 2017 | Restoration of the 2nd Floor Historic Areas of the Randall Library | \$380,000 | completed |
| 2017 | Creation of Community Park at 323 Great Road | \$275,000 | completed |
| 2017 | Conservation Restriction on Carver Hill Orchard | \$1,400,000 | completed |
| 2017 | Conservation Restriction on Small Farm | \$275,000 | completed |
| 2018 | Town Hall Construction Funds for Roof Repair | \$30,000 | completed |
| 2018 | Design Funds for Town Hall Restoration | \$175,000 | completed |
| 2018 | Supplemental Funds for the Historic Randall Library Building | \$65,000 | completed |
| 2018 | Recreational Facilities at Pine Bluffs (Final Phase of Work) | \$20,000 | completed |
| 2018 | Purchase of Kunelius Property for Housing and Open Space | \$215,875 | completed |
| 2020 | Red Acre Road Housing Design Funds | \$25,000 | completed |
| 2020 | COVID-19 Emergency Rental Assistance Fund | \$300,000 | completed |
| 2020 | Additional Design Funds for Stow Town Hall Restoration | \$200,000 | completed |
| 2020 | Pre-Engineering Services for Track Road | \$70,000 | completed |
| 2020 | Playground at Town Center Park | \$50,000 | completed |
| 2021 | Hallock Point Open Space Acquisition | \$400,000 | completed |
| 2021 | Stow Acres I – South Course Conservation Restriction | \$1,500,000 | completed |
| 2021 | Kane Land Access – Path in Gleasondale | \$50,000 | in progress |
| 2021 | Stow Acres II – North Course Acquisition | \$2,200,000 | in progress |
| 2022 | Randall Library Expansion - Historical Component | \$1,000,000 | in progress |
| 2022 | Red Acre Affordable Housing Construction | \$1,100,000 | in progress |

COMMUNITY SERVICES COORDINATOR

The Stow Community Services Coordinator is a 15 hour per week position providing confidential, professional social work services to residents of all ages. Residents can visit the Community Services Coordinator office at the Pompositticut Community Center for information, advocacy, referrals, and supportive counseling. Home visits are also available for residents with limited mobility and after hours appointments may be arranged to accommodate resident work schedules. Office hours are **Wednesday, Thursday and Friday 9 am to 2 pm. Appointments are recommended.** Stow residents may self-refer by calling 978-897-2638 or emailing townsocialworker@stow-ma.gov.

For the first six months of the year, Coronavirus restrictions remained a limiting factor for the option of in person visits. For the second half of the year, face to face visits resumed and have followed the guidelines set by the CDC, state, and local health departments. The number of households served decreased slightly, from 137 to 125, still demonstrating a need for services in the town. Most households sought support on multiple occasions. The Community Services Coordinator conducted **149 in person visits and had 348 phone calls or emails** to assist Stow residents in need of social service resources. Many clients who requested assistance had multiple challenges. The most common areas of need were: emergency financial assistance, food insecurity, housing resources, transportation options, and securing mental health services.

In addition to direct resident meetings, the Community Services Coordinator also communicates with multiple local agencies to ensure that residents receive supports that meet their complex needs. These agencies include local health care providers, Fire Department, Police Department, Nashoba Associated Boards of Health, Council on Aging, Recreation Department, Warm Hearts of Stow, Plantation and Pilot Grove apartments, Stow Food Pantry, Stow Community Chest, SMOC, Minuteman Senior Services and local faith groups. The Community Services coordinator has continued as a member of the Emerson Hospital Care Transitions Collaborative, although meetings have been suspended for most of the year due to the pandemic. Other group involvement includes the Regional Social Work Group and the Stow Interdisciplinary Group. The Community Services Coordinator also coordinates the “Go Stow” transportation initiative and serves on the Stow Diversity, Inclusion, and Awareness Committee.

In the coming year the Community Services Coordinator will be working with the COA and state and local resources to help the Stow community navigate the many challenges posed by increases in housing and food costs. The Community Services Coordinator will be starting a Men’s Discussion Group in April and looks forward to continued opportunities to promote the health and well-being of all Stow residents.

Thank you for your continued support of this important town resource.

Respectfully submitted,

Brian O’Sullivan, LICSW, Stow Community Services Coordinator

COUNCIL ON AGING

The Council on Aging (COA) acts as the social service agency for the town, serving as front door, point of access and vital resource for seniors and their families. The COA is paramount to the daily lives of our older residents. The COA staff are the trusted confidants and the human connection that is crucial to the well-being of those aging in Stow. This past year continued to be challenging dealing with outbreaks of Covid, inflation resulting in high energy costs and food insecurity.

The COA team assisted 1,068 people. On average we received 30 calls per day. We served daily on average 38 people. Outreach staff provided numerous hours of assistance through information and referrals regarding Covid, housing, homecare, legal, fuel assistance, SNAP, Meals on Wheels, Lifeline, medical equipment, assistance with consumer complaints, scams, and a variety of other concerns. The staff also kept in touch with residents via friendly check-in calls, home visits, and sending get well and birthday cards.

The COA Outreach staff continued to partner with the Community Services Coordinator on the more challenging cases. In addition, the COA staff worked with other Town departments. The COA and the Assessor's office joined together to help 14 Stow seniors participate in the Senior Tax Work-Off Program.

Transportation Service is crucial for a town like Stow with no other public transportation available. The COA provided 3,162 trips covering 20,767 miles. The cost of services (van driver salaries & fuel only) totaled \$54,760, offset by rider fare income of \$2,814 collected and reducing the total cost to \$51,946. This amount was fully reimbursed by Montachusett Regional Transit Authority (MART). Stow continued to offer a transportation option called "Go Stow," a taxi ride program for eligible residents that need services outside COA hours and geographic area. This program was funded with a grant from the Metropolitan Area Planning Councils.

Nutrition: The COA Food Program continued offering day-old food that local supermarkets generously donated. This program was especially essential since the increase in cost of living resulted in an increase in food insecurity. The COA volunteers picked up food daily that was then distributed at the COA, available all day for Stow residents. Over 200 households participated in this program.

Program and Events attendance was low due to Covid. Weekly **Exercise Classes** offered included Qi Gong, Senior Fitness, Stretch & Flex, Yoga and Zumba Gold. Some were offered hybrid. Free workouts were available using our exercise equipment in the Community Center Circuit Room. A new 8 week Exercise class S.A.I.L. (Stay Active and Independent for Life) was offered by Stow resident Katie Everton. Fun events offered throughout the year such as: concerts, museums (King Tut, Sandwich Glass), garden tours, cruises (Isles of Shoals & Charles River), restaurant outings (Pickety Place, Woodman's, Old Mill, Lobster Pool, Munich Haus), socials (veterans, strawberry, ice cream, peach, friendship tea, annual picnic), genealogy, monthly movie matinee and more. Creativity events offered weekly included art, quilting, and holiday boxwood tree arranging classes. New offerings were Art for Transformation, Projects

for Purpose, Bread Making and a Gnomember craft class. Also, weekly games were offered such as: chess, “Chinese” mahjong, poker, pool, and puzzles.

Health and Educational: We offer Blood Pressure, Blood Sugar Screening, Flu, and Hearing Clinics. We offered weekly SHINE (Serving Health Insurance Needs for Everyone) appointments. The COA loaned out approximately 235 items of Durable Medical Equipment including: wheelchairs, shower chairs, commodes, walkers, and other miscellaneous items. We offered a healthy habits (weight loss) support group. A new monthly event offered was Discussions with Denise Dembkoski, Town Administrator and meet the Department Head, giving opportunity for seniors to meet one-on-one with questions. Another popular event held was inviting local residents to share their experiences traveling the world in our Armchair Travel monthly event. The COA Director is a member of the Stow Diversity, Inclusion and Awareness Team. Last year we acknowledged Black History, Women’s History, Autism, Older Americans, Pride, Breast Cancer, and Alzheimer’s Awareness.

The COA 16-page colorful newsletter “The Stow Senior Scoop” continued to be mailed out as an insert in the Action Unlimited to every household in Stow on the last Friday of every month. The Stow Friends of the COA generously covered this expense.

The COA relied heavily on the 97 dedicated volunteers who provided over 4,986 hours of their time, offering their talent to improve all that the COA offers and the quality of life for the seniors of Stow. This is a savings of over \$74,000 to taxpayers. Volunteers were assigned to a variety of duties such as: receptionist, data entry, newsletter editor, and general office help. We also had volunteer drivers, food program and event assistants, bakers, handymen, crafters, and a variety of other requested skills. The COA would not be able to do all we do without their help.

Free Professional Services included Notary, Technology Assistance, Qigong Exercise class and AARP Income Tax Preparation. In addition, a few Stow residents (retired accountants) offered to help.

The COA has a Gift Shop at the Community Center that offers a variety of beautiful handmade gifts thanks to the numerous volunteers. Many items are made in our creativity classes and generously donated to sell. The Gift Shop also offers products with the Stow logo on them. The Gift Shop is a noteworthy source of income for the Stow Friends of the COA (SFCOA).

The SFCOA raise funds to supplement the COA. They usually have numerous fundraising events throughout the year but, due to Covid, were limited to only the Epilepsy Foundation clothing drives, Holly Day (in honor of Betty Holly) Craft Fair and Second Chance Holiday Decoration Sale. SFCOA funds our monthly newsletter, outreach activities and events, and helps pay for the cost of the instructors for our exercise classes. Through the years, the SFCOA have purchased and maintained all COA vans. Without this financial support, the COA would not be able to offer such a variety of programs and services.

Minuteman Senior Services is the Area Agency on Aging (AAA) and the Aging Service Access Point (ASAP) for the Town of Stow. This past year, they provided services to 416 residents. Stow’s Local Share contribution for this service is \$1,706. Services include Care Management

& In-Home Care, Caregiver Support and Options Counseling, Protective Services, Information & Referral, SHINE Health Benefits, Meals on Wheels, Senior Dining, Clinical Eligibility Screening, Money Management, Transportation and Legal Assistance and education. Local organizations including the Rotary Club of Nashoba Valley, Stow Garden Club, the Stow Schools, the Scouts, and the Stow Lions Club have assisted COA. Local businesses which have supported the COA include Shaw's, Stop & Shop, and local farms & orchards.

COA Funding Sources include Mass. Executive Office of Elder Affairs (Formula Grant), Stow Community Chest, Stow Cultural Council, SFCOA, and the Stow Lions Club.

Board & Staff Updates: We wish to thank Michelle Fuller, Susan Matatia, and Susan Pauley, who resigned this past year, for their volunteer service to the COA. Two new part time positions were approved at the Annual Town Meeting for coverage at the Pompositticut Community Center Reception area. Martha Shea changed positions from the Outreach Coordinator to an Administrative Assistant. We wish to welcome Penny Sweeney, hired in October as an Administrative Assistant. We want to congratulate Kathleen Surdan on her promotion from Outreach Worker to Outreach Coordinator in November. We wish to welcome Susan McNulty, our new Outreach Worker, hired in December. Susan comes with a vast amount of experience and education background working with the elderly. We also want to welcome a new van driver Newton Taylor hired in December.

Sadly, our Director of Happiness, official "greeter," pet therapy dog "Kaylee" passed away after serving over 8 years working full time comforting Stow Seniors and welcoming all who came to the Pompositticut Community Center. She will be dearly missed!

Respectfully submitted,

Alyson Toole, COA Executive Director

COA Staff:

Kathleen Surdan, Outreach Coordinator

Susan McNulty, Outreach Worker

Gilda "Gigi" Lengieza, Office Manager, Transportation and Volunteer Coordinator

David Ashman, Senior Van Driver - Coordinator

Chris Schuch, James Moulton and Newton Taylor, Van Drivers

Martha Shea and Penny Sweeney, Administrative Assistants

COA Board Members:

William Byron, Board Chairman

Ruth Delmonico, Board Secretary

Members: Charlie Aaronson, Jeanne Genereux and Kathy O'Brien

Associate Members: Al Arthur, Brian Burke, Rep. Kate Hogan, Jessica Moriarty, and June Thall



Stow resident Frank Murphy with COA Director of Happiness Kaylee
(photo courtesy of Alyson Toole)

CULTURAL COUNCIL

The Stow Cultural Council is dedicated to creating a closer-knit community in Stow by sponsoring and supporting activities in the arts, humanities, and sciences that bring the diverse elements of our community together for enjoyment and cultural enrichment. The SCC especially seeks to fund projects that bring together parts of the community that do not often interact in their day-to-day lives in order to foster understanding by experiencing events together, working on projects and sharing stories about Stow's history.

The Stow Cultural Council completed a successful year, receiving a total of \$6,684 in grants from the State Legislature through the Massachusetts Cultural Council.

The council voted to grant funds to the following projects for 2022 fiscal year:

| | | |
|---------------------|---|----------------|
| Abigail Morgan | Art as Activism | \$ 1,000.00 |
| Anna-Celestrya Carr | Cultural Appreciation with Anna: Arts and Crafts | \$ 600.00 |
| Brooke Lindsay | The Howler - Literary Magazine at NRHS | \$ 750.00 |
| Cary Perry | Sounds of Stow 2021-2022 Concert Season | \$ 500.00 |
| Christine Morrison | Summer Reading 2022 & Year Round Library Diversity Programming | \$ 1,348.00 |
| David Bailey | Nashoba Symphonic Band | \$ 500.00 |
| Donna Bulger | Art from the Heart | \$ 375.00 |
| Melissa Beck | Spring Musical | \$ 500.00 |
| Pamela Means | Pamela Means Presents the Power of the Protest Song: Our Shared History & Present Day Struggles | \$ 425.00 |
| Steven Hurlbut | Jumpin Juba Senior Concert | \$ 350.00 |
| | Total | \$6,848 |

The Stow Cultural Council encourages any Stow resident or organization to apply for a grant for a project of his or her own imagination or to sponsor an event by an area artist or performer, that will benefit the Stow community through arts, science, and/or culture. Area residents and organizations with ideas for projects benefiting the Stow community are also welcome to apply.

Grant applications were due October 15, 2021, for the 2022 grant cycle. Awards were announced in January 2022. For more information see the Cultural Council page on the town website, www.stow-ma.gov. Local cultural council grants are to be considered a temporary aid to encourage groups to find added sources of funding.

Membership currently stands at 8 voting members. The Council is required to have 5 voting members in order to receive and disburse funds. FY22 members are Mary Louton (chair), Kelly Lawlor (Secretary), Rachel Gwaltney (Treasurer), Debie Maher, Meredith Wood, Allison Alter, Rebecca Lynch, and Charles Streff.



Nashoba Symphonic Band (photo courtesy of Jonathan Daisy)

GREEN ADVISORY COMMITTEE

The Green Advisory Committee (GAC) is a nine-member town committee of volunteers originally appointed by the Select Board in September 2021 to assist the Select Board and Town Administrator in developing programs and projects to foster energy conservation, greenhouse gas reductions, and sustainability planning. The committee will gather, study, and evaluate the efficiency of the town's buildings (commercial, municipal, and residential) and transportation, investigate energy technology alternatives, and identify funding opportunities to help the town achieve its energy and sustainability goals. Specific goals include:

- Reducing greenhouse gas emissions consistent with Massachusetts' goals
- Mitigating environmental impacts
- Maintain and strengthen natural lands and biodiversity

Additionally, the GAC will develop and monitor the implementation of Stow's Climate Action Plan (CAP) and recommend approaches for encouraging the town residents and businesses to maximize their sustainability through education outreach, information, and incentives.

Organization

The committee is made up of nine members. Current members are:

Arnie Epstein, Committee Chair and Energy Manager, Sharon Brownfield, Committee Vice-Chair appointed by Energy Manager, Carol Lynn, Committee Clerk and Select Board GAC Representative, John Colonna-Romano, Planning Board Representative, Andy DeMore, Zoning Board of Appeals Representative, Tom Porcher, Conservation Commission Representative, Dave Korn, Resident-at-Large, John Sangermano, Resident-at-Large

When the Economic Development and Industrial Commission is reactivated, a member from that committee will be appointed to the GAC.

The GAC meets on the first and third Thursdays of each month, from 7:00 pm to 9:00 pm. Meetings are hybrid: both in-person and via Zoom.

Planning Efforts:

The primary focus of the committee has been on producing a draft of a Climate Action Plan (CAP) document for the Town of Stow. The CAP focuses on aligning Stow with statewide Greenhouse Gas (GHG) emissions reduction limits for 2030 (longer term GHG limits will be addressed in a future update). The plan is structured with introductory material intended for all audiences followed by more detailed actions. It is organized into sectors that account for primary sources of GHG emissions as well as Natural Solutions and Resilience. The target for the draft plan is June 2023, with the final publication target in October 2023.

Key Activities to Date:

- Sponsorship of a warrant article for Spring 2023 Town Meeting to adopt the Specialized Building Energy Code. This will help align Stow with Massachusetts' greenhouse gas targets.

- Proposal to the Select Board on 7/26/22 for a policy for fossil-fuel free new municipal buildings. The Finance Committee is supportive of the policy and material has been provided to Capital Planning for their review.
- Outreach has begun to introduce the GAC to town residents and committees, and to solicit their input regarding the CAP and engage them in activities to reduce emissions to reach Massachusetts' 2030 goals and taking actions to help the environment. Outreach activities in 2022 included:
 - Distribution of flyers introducing the GAC at SpringFest and at the Randall Library during September climate week.
 - Two virtual meetings to introduce Town Boards, Committees, and Departments to the GAC, and one virtual meeting for residents, hosted by Sustainable Stow as a part of the Randall Library Climate Series.
 - Creation of a survey in SurveyMonkey to assess climate awareness of Stow residents. The survey was accessible via a url link and QR code, and was advertised via social media, flyers, and ads on Hudson Light & Power Department's web page and in the Stow Independent.
 - Key survey results from 311 respondents include:
 - Forty-eight percent of the respondents were concerned or extremely concerned about climate change and its effect on Stow and their family.
 - While most respondents had made some energy efficiencies in their homes including solar panels, heat pumps, and additional insulation, the major barrier is cost.
 - Respondents provided their name and street addresses indicating that response came from a broad spectrum in town.
 - In addition, respondents prioritized a number of possible actions that the town could take. This information will be used to guide the recommendations in the Climate Action Plan.
- Funding is critical for encouraging existing homeowners and businesses to convert to all-electric heating and hot water, and electric vehicles. Committee members worked with Chief Sallese to receive a \$5,000 Green Communities Grant to support the purchase of a hybrid police cruiser. We are starting to work with the Town Procurement/Grants Administrator for outside funding opportunities, and with HLPD to improve residential and municipal incentives. We anticipate funding opportunities in 2023 from the Green Communities Division, the Federal Inflation Reduction Act (IRA) and the new State administration.
- GAC members have established an ongoing relationship and formal liaison with Hudson Light & Power Department (HLPD). Committee members worked with HLPD to provide a financial incentive to developers for building energy efficient, all-electric homes, which is \$2,750 per home. In addition, HLPD has doubled the annual rebate amount for municipal energy efficiency measures to \$30,000.
- The GAC is supporting Plantation Apartments' request for HLPD to provide incentives for multi-unit EV charging stations. Committee members continue to have discussions

with HLPD regarding future directions such as utility scale storage and increased demand for electricity.

- Committee members have had continued discussions regarding all-electric housing with other Stow town committees and the housing developers of Athens Lane and Stow Acres.
- The Green Advisory Funding article for \$15,000 dollars passed at the 2022 Town meeting. Of those funds, \$1,000 was spent for access to MassEnergize website software, \$497.25 for a Survey Monkey subscription, and \$108.00 for an advertisement for the survey in the Stow Independent.
- Work has begun on EnergizeStow, a website for outreach, education, and tracking climate actions by individual residents, teams, businesses, and organizations in Stow. The project currently has two administrators from the GAC and one from Sustainable Stow (we are looking for one more).

Communications:

We encourage residents to attend GAC meetings and welcome their questions and input. Meeting documents and approved meeting minutes are saved in the GAC Google drive and can be accessed here: https://drive.google.com/drive/folders/1hSKtjlyweBaJLVsX6ZluKwalPI_hZyZ5. These will also be provided upon request to the committee.

Thanks

The scope of our responsibilities involve a lot of fact finding and problem solving. GAC members appreciate the patience and help of Town Administrator Denise Dembkoski, Executive Assistant Joyce Sampson, Town Clerk Linda E. Hathaway, Building Commissioner/Facilities Manager Frank Ramsbottom, Police Chief Michael Sallese, members of the Stow Select Board, and Board members and management of HLPD, as we organize a plan for a fossil-fuel free, climate resilient future for Stow.

Green Advisory Committee,

Arnold Epstein, Chair
Sharon Brownfield, Co-Chair
Carol Lynn, Clerk
John Colonna-Romano
Andy DeMore
Tom Porcher
Dave Korn
John Sangermano

HIGHWAY DEPARTMENT

The Stow Highway Department undertook a number of major projects in 2022; including conducting surface treatments on Great Road (Rt 117), Crescent Street, and West Acton Road. These surface treatments extend the life of the road without having to resort to a full mill & pave project, and at a fraction of the cost. Additionally, using Winter Recovery money authorized by the state, we were able to crackseal over a dozen residential roads and cul-de-sacs to prevent water from getting into the asphalt and causing potholes, thereby preserving the pavement over the winter. Further pavement preservation efforts were undertaken by sealcoating the parking lots of the Town Building and the Pompositticut Community Center, which were then restriped for parking spaces. This should allow the parking lots several more years before any repairs are necessary.

During 2022 the Highway Department dealt with six major winter storms that were plowable events and another eighteen sanding events for snow & ice control. Salt usage ranged from 100lbs/lane-mile to 400lbs/lane-mile in accordance with state guidance and regulations from the Stormwater (MS4) permit and salt-reduction memo. With further respect to public safety, the department responded to a number of call-outs for storms and high winds that had damaged or felled trees and/or powerlines. Tree Climbers and other members of the department spent time in the Harvard Acres development raising the canopy of trees over the road back to the required 14 feet. And in August and September, the department's forestry team worked closely alongside a hired contractor to remove dead and/or hazardous trees from West Acton Road, South Acton Road, and Red Acre Road.

Over the past year the Highway Department has worked closely with the Traffic Safety Advisory Committee and the Complete Streets Committee to implement traffic calming measures, pedestrian safety features, and radar feedback signs to town roads. This involved the installation of flashing crosswalk beacons at Lower Village and near the Center School & Town Building. New, programmable school zone signs were also installed on Great Road. Permanent solar-powered speed feedback signs were installed on Wheeler Road, Old Marlboro Road, and Route 62 on either side of the Gleasondale Bridge. Additional major projects include assisting a hired contractor in the creation of the parent pick-up lane for Hale Middle School and a traffic pattern change on Old Marlboro Road. Flashing stop signs were also installed at problem intersections, including Hudson Road at Great Road.

We look forward to serving the town in the coming year with new staff that have come on board in late 2022 and we continue to fill positions for driver/laborers.

Respectfully submitted,
Brian Hatch,
Interim Superintendent of Streets

TREE WARDEN

The Tree Warden is responsible for the care and control of all public shade trees and the enforcement of all provisions of law for their preservation. All trees within a public way or on the boundaries thereof are considered public shade trees. In Stow, the work of the Tree Warden falls under the fiscal umbrella of the Highway Department, and all the physical tree work is performed under the direction of the Superintendent of Streets and Assistant Superintendent.

During 2022, the Tree Warden received 15 reports of hazardous trees and/or complaints about trees from the general public; 10 requests for information; 3 requests for permission to cut public trees; 4 requests for determination as to the ownership of trees; 2 reports warning of the intent to cut public trees; and 4 reports of insects/pests/disease in the area, including the spotted lanternfly and beech leaf disease. Four permits were issued for the cutting of public trees.

The law requires that public hearings be held before a public shade tree can be cut, unless the tree is declared a hazard. One public hearing was held in 2022 for the requested removal of a large white pine on Taylor Rd. Written objections to the cutting of the tree were received, forcing an automatic appeal to the Select Board. The Select Board determined that it was appropriate to grant permission to cut the tree, and a permit was issued.

Tree work is performed year-round, as manpower and/or fiscal resources allow, or as dictated by the fury of Mother Nature. The work involves the removal of trees that are dead, dying, storm-damaged, or otherwise deemed to be hazardous. The Superintendent of Streets contracted with two different tree removal companies, and solicited the help of Hudson Light & Power tree crews on multiple occasions to remove approximately 47 trees on public ways around town, and to "top" about 24 others that he deemed potentially hazardous. Additionally, a significant number of trees were pruned by Highway Department employees, removing low limbs, dead limbs, or limbs encroaching into the roadways.

I'd like to thank all the Highway Department employees who perform the tough tree work, often under adverse conditions, and to Hudson Light & Power for their assistance. I'd also like to recognize all those residents who help in the preservation of our shade trees. I also appreciate all the time and effort put into tree matters by Steve Nadeau, former Superintendent of Streets, who retired at the end of the year.

Bruce E. Fletcher
Tree Warden

STOW HOUSING AUTHORITY

The Stow Housing Authority, founded by town meeting, is authorized by and operates under the provisions of Chapter 121B of the Massachusetts General Laws to manage and administer low rent housing programs, funded by the Massachusetts Department of Housing and Community Development (DHCD) and the U.S. Department of Housing and Community Development. The Stow Housing Authority is governed by a Board of five commissioners, four of which are locally elected with the fifth member appointed by the Commonwealth. The Board of Commissioners meets as necessary at the Town Building.

Respectfully submitted,

W. Robert Dilling, State appointee
Steve Jelinek
John Kendra
Michael Kopczynski
Jaclyn Beaulieu, Administrator

INFORMATION TECHNOLOGY DEPARTMENT

Now that the COVID pandemic seems to be abating, and we adjust to the new normal, daily life is returning to Stow. This crisis tested the resolve of all the committees and boards and all departments. Now we find ourselves undoing some of the things we needed to continue to operate as a town government. The Town Building was closed to the public and now it open and functioning as it did before the pandemic. Continued remote access meetings via Zoom are being decided.

It was a somewhat quiet time in the IT Department. The one major project was a change to the telephone system. The Town has moved to a VOIP (Voice Over IP protocol) based hosted system. It was a move that was necessitated because Verizon was removing their copper wiring and switching everyone to the FIOS proprietary system.

This year we are anticipating acquiring a new server for the Town Building. This is a greatly needed asset to enhance network throughput. New and enhanced security will help eliminate threats that come from all over the world. Multi Factor Authorization will be adopted for logging into secure environments, making server hijacking and Ransomware attacks much harder for the bad actors out there.

As always, I want to personally thank all the residents of Stow for their support of the IT Department in its efforts to provide and support all the Town's technology related needs.

Respectfully submitted,

Ron Eld, Director of Information Technology

LAKE BOON COMMISSION

The Lake Boon Commission (LBC) was enacted by the Massachusetts legislature as Chapter 712 of the Acts of 1941, with a charter of regulating the use of the waters of Lake Boon. It is an unpaid Commission comprised of three members: two appointed by the Stow Select Board and one by the Hudson Select Board. The LBC generally holds publicly posted meetings about eight times per year or as otherwise needed. Throughout 2022, the LBC continued hosting its Public Meetings via Zoom as part of Covid 19 precautions.

For 2022 the LBC was comprised of: Conray Wharff (Commissioner/Chairperson, Hudson), Dan Barstow (Commissioner/Clerk, Stow) and Dan Tereau (Commissioner, Stow). The LBC acknowledges the invaluable volunteer work of David Gray (Stow) in responsibilities related to drawdown activities and community communications, and Red Aylward (Stow) for coordinating weed treatment.

Healthy Lake Boon Initiative (HLBI): 2022 was the third year of our two-year \$154k MA Municipal Vulnerability Program (MVP) grant, a collaborative initiative with the Lake Boon Association, and the Stow & Hudson Conservation Commissions. The project successfully engaged local residents as “Citizen Scientists” to collect a variety of measurements and observations for an integrated picture of the health of the lake, and worked with the selected consultants (Caldwell and Brown) to interpret the data which is resulting in recommendations for future action to help improve and maintain the health of the lake. Dan Barstow represented the LBC on the HLBI Steering Committee.

Safety & Patrolling: 2022 was another year without any significant safety issues. Enforcement of boating rules and regulations are the responsibility of sworn police officers. These functions are performed by the Stow Police and the Environmental Police, with Stow Police patrolling the lake on a regular basis throughout the boating season. NOTE: All calls concerning Lake Boon safety and/or law violations must be made directly to Stow Police at 978-897-4545 or by calling 911. It is the responsibility of all persons using the lake to know and abide by the MA State boating rules/regulations, and the Lake Boon By-Laws & Rules.

Weed Treatment & Drawdown: Lake Boon has for many years been host to non-native invasive weeds, exacerbated by increased nutrient loading. The primary way to address this problem is through a comprehensive lake management program. Key features are steps to reduce nutrients reaching the lake, and aquatic vegetation management. The latter involves the annual licensed application of state-approved herbicides in accordance with state permits and Orders of Conditions (OOC) from the Conservation Commissions of Stow and Hudson. Total Lake Management through education, non-native invasive weed treatment, and lake drawdown continued to be a focus in 2022 with additional data collected via the HLBI.

Respectfully submitted,

Conray Wharff, Commissioner/Chairperson, Hudson
Dan Barstow, Commissioner/Clerk, Stow
Dan Tereau Commissioner, Stow.

OPEN SPACE COMMITTEE

The purpose of the Open Space Committee is to advise the town on open space protection priorities and to assist the Conservation Commission in implementing Stow's Open Space and Recreation Plan. All meetings were held remotely until the first in-person meeting in October. In 2022, the committee received updates on the rewrite of the Stow Open Space and Recreation Plan that is due to be completed in 2023. A major part of the update is a survey of Stow residents, conducted by the Conservation Commission. Over 75% of the respondents want to continue to protect at least one acre of open space for every acre of developed land as we go forward.

The Committee looked at identifying parcels important for climate resilience. Should we be looking at the resilient places or the fragile ones, and what is the role of ecological management and connectivity? Mass Audubon staff Maggie Werneburg and Jack Nessen were invited to talk about using GIS mapping to plan for resilience. Maggie talked about the elements of resilience, including reducing stressors, restoring natural systems, increasing habitat diversity, and increasing connectivity. Jack developed an online GIS tool for Stow which he displayed for the group, showing a variety of data layers. During another meeting, the committee identified parcels that are important for connectivity, and mitigating strong storms, extreme temperatures, and drought.

The committee was kept informed about the group discussing the future of Stow Acres golf courses by Bob Wilber and Kathy Sferra. We continue to recognize how important the group of the Stow Acres owners, the developer, various town representatives and an outside planning consultant were to the successful agreements between all parties involved with the project. We also remain involved with the large, proposed development of Athens Lane. The Committee spent a considerable amount of time studying the area and advising other committees as to the most important areas for conservation and trail connections.

The Committee also monitored several ongoing open space and recreation projects including Track Road multiuse path, the development of walking trails on a parcel of Town-owned land in Gleasondale, and the possibility of connecting trails to the Stow Acres South Course. The Committee voted unanimously to reappoint Committee member Vin Antil as the representative to the Community Preservation Committee for another year. Bill Maxfield was elected Chair, and Vin Antil, Vice Chair. Liz Beck resigned from the Committee in November.

Respectfully submitted,

Bill Maxfield, Chair
Vin Antil, Vice Chair
Bob Wilber
Kathy Sferra
Margaret Costello
Laurie Burnett

RANDALL LIBRARY

The Library continues to uphold its mission to use its resources to contribute to individual and community informational, educational, cultural, recreational, and social enrichment by providing free and equal access to materials. The physical doors of the Library were open scheduled weekly hours for the first time since COVID struck in March of 2019.

Randall Library became a member of the Association of Small and Rural Libraries (ASRL), which promotes professional development and continuing education for library staff. Assabet Interactive software was purchased, which allows patrons to access the Library of Things, reserve Museum Passes online, and allows staff to input all events and programs in one place. Randall Library also joined the MetroWest Programmers, which is a collaboration among area libraries through which fees for virtual programs are shared, and the Sustainable Libraries Initiative, which creates a path forward for libraries and communities to thrive.

Attendance and Circulation

There were 30,562 visits to the Randall Library during 2022 to pick up materials, browse the collections, use computers, attend special events, and use the Library for meetings and quiet study.

Total circulation of non-digital items was 61,475. These included check-outs and renewals done at the Randall Library circulation desk and the remote renewal of Stow-owned print items. Digital checkouts of e-books, audiobooks, and magazines totaled 16,414.

In CY22 Randall Library registered 326 new patrons – the highest count in ten years! Randall staff answered 3,480 reference questions and gave out more than 200 discount museum passes.

Databases

The Randall Library continues to provide special databases for Stow library card holders to use both on-site and remotely. These databases include:

- Consumer Reports – unbiased results on product testing
- Ancestry – operates genealogical and historical records
- Freegal – provides 15 million songs and 40,000 videos
- Hoopla – includes streaming access to eBooks, music, TV, and audio books
- Mango Languages – online language learning resource
- Kanopy – offers on-demand films and documentaries

As a member of the Minuteman Library Network, the Randall Library provides patrons with access to the Boston Globe and the New York Times online, Novelist, Heritage Quest, and business and educator resources. These can be accessed at the Randall Library website at <https://www.stow-ma.gov/randall-library> or by visiting <https://www.minlib.net/online-resources/stow>.

Programming

The library staff provided 162 educational and cultural programs for adults, children and young adults with an attendance of 2,893 participants both in person and virtually.

Just a sampling of the programs offered include New England Legends with Jeff Belanger, Dyslexic Together, Lotus Lanterns, author visits by Ben Shattuck and Barbie Wolfenden, Weekly Preschool Storytime, Weekly STEAM, NASJA Book Club, and Take and Make crafts for children and adults.

Sustainable Stow and Randall Library continue in their second year of collaboration on monthly programs regarding various green initiatives and climate challenges. The Stow Cultural Council installed an art gallery in the Hale Reference Room and a chapter of the Foreign Policy Association's Great Decisions was established by Phil Beltz, meeting monthly to discuss various foreign affair topics. Additional LEGO technology was purchased for the weekly LEGO groups that meet.

The Randall Library had another successful year of summer reading with its "Oceans of Possibilities" reading program, designed by Youth Services Librarian Christine Morrison. In June, Randall Library held a summer reading kickoff event at Town Center Park; more than 350 children received prizes for reaching their summer reading goals.

Collection Development

Currently, the Library owns 64,605 adult, young adult, and children's print books with 2,496 books, audiobooks, and DVDS added to the Library collection in 2022.

The Library of Things – a collection of non-traditional items that patrons may borrow – is steadily growing with the addition of a trail cam, pickle ball set, gardening tools, and Rokus for patron enjoyment.

Funding

In addition to the municipal budget, the following funding was received by the Library:

- Randall Library Trust - library materials, books, DVDs, and electronic media
- Hale High School Fund - online databases, print and electronic periodicals
- Second Century Fund - a story walk and children's Virtual Reality books
- Randall Library Friends – children and adult program support, museum passes, copier access, grants, and online fundraising campaigns such as Library Giving Day and Giving Tuesday

Building Committee

The Building Committee presented preliminary designs and cost estimates for a renovation of Randall Library which passed at both Town Meeting and the vote at the May election. Two Building Committees were created – Building Committee 2.0 and the Exterior Design Committee - and the two began meeting in December 2022. Both a design firm – designLAB - and an Owner's Project Manager – Colliers – have been contracted for the project. Preliminary estimates project the design to take about nine months with construction to begin in fall 2023.

The Building Committee 2.0 consists of the following members:

Denise Dembkoski, Town Administrator
Tina McAndrew, Library Director
Frank Ramsbottom, Building Commissioner
Marcy Eckel, Library Trustee
Morgan Hillman, Library Trustee
Lisa Lavina, At-Large Member
Kat Copeland, At-Large Member
Aisha Anderson, At-Large Member
Hannah “Sunny” Richardson, At-Large Member

The Building Exterior Design Committee consists of the following members:

Denise Dembkoski, Town Administrator
Tina McAndrew, Library Director
Frank Ramsbottom, Building Commissioner
Kat Copeland, RLBC2.0 At-Large Member
Melissa Rollins, At-Large Member
Richard Fishman, At-Large Member
Andrew Grote, At-Large Member

Staff

Kyle Coston left Randall Library for a full-time Youth Services position. Rebecca Dooley was hired as an additional Library Aide. Randall continues its excellent service to the community with 1 full-time and 5 part-time staff members.

Trustees

| | |
|---------------------------|-----------------------------|
| Maureen Busch, Chair | Maura Sieller- Vice-Chair |
| Marcy Eckel | Barbie Wolfenden, Secretary |
| Rachael Flaherty | |
| Morgan Hillman, Treasurer | |

Andy Riecker stepped down from his position as Library Trustee in December 2022.

Acknowledgements

Special thanks to the Randall Library Trust Fund, Hale Reference Fund, Second Century Fund, Randall Library Friends Association, Stow Cultural Council, Copeland Building Envelope Consulting, and the MBLC for their financial support during 2022.

The Library staff would also like to thank all of the special volunteers who have supported the library with their time and efforts during 2022: Marty, Jackie M., Aurora, Ingeborg, Jackie S., Ali, Ellie, Ishaan, Sarah, Kathleen, Linda, David, Sara, and Kathleen.

Thank you to the members of the Stow Garden Club who continue to keep the garden at the front of the Library beautiful and well cared for.

I personally want to thank the Library trustees and staff for their support and the wonderful work they do serving the Stow community. The staff have been hard-working, flexible, friendly, and determined to continue to serve the Stow community in a positive way. An enormous thanks to Town Administrator Denise Dembkoski for her support and guidance and to the Select Board, Fire Department, Police Department, and the Building and Highway Departments for always helping with challenges in the building and keeping the grounds beautiful, and all Town employees for their support of and collaboration with the Randall Library.

Thank you,
Tina McAndrew
Library Director

Ghosts and Legends with Jeff Belanger



Goat Yoga



RANDALL LIBRARY TRUST FUNDS

The policy of the Randall Library Trustees is to spend a portion of the interest and capital gains earnings generated by the trust funds for the purchase of library materials. The Trustees have enlisted the services of Bartholomew & Company to manage the investments, targeting a 60%/40% split between equity and income-based securities.

In 2022, \$20,000 was authorized and used for the benefit of the library.

Beginning Balance 07/01/2022

| | | |
|-----------------------------------|---------------|---------------|
| Checking | \$ 15,759.14 | |
| Market Value All Investment Funds | \$ 886,904.26 | |
| Total | | \$ 902,663.40 |

Additions/Donations

| | |
|------------------------|--------------|
| Stow Garden Club | \$ 200.00 |
| 2nd Century Fund Grant | \$ 2,970.00 |
| Hale High Fund Grant | \$ 15,547.00 |
| Refunds | \$ 3,805.86 |

Investment Activity

| | | |
|-----------------------------------|-----------------|-----------------|
| Short Term Gain/(Loss) | \$ 617.18 | |
| Long Term Gain/(Loss) | \$ 13,494.68 | |
| Realized Short Term Gain/(Loss) | \$ (2,971.39) | |
| Realized Long Term Gain/(Loss) | \$ (34,071.97) | |
| Change in Unrealized Gains/(Loss) | \$ (141,077.11) | |
| Fees | \$ (2,723.93) | |
| Subtotal | | \$ (131,711.23) |

| | |
|----------|---------------|
| Subtotal | \$ 770,952.17 |
|----------|---------------|

Expenditures

| | |
|-------------------|----------------|
| Books | \$ (17,832.33) |
| Periodicals | \$ (6,002.46) |
| Programs | \$ (302.25) |
| Databases | \$ (10,393.71) |
| Electronic Media | \$ (7,251.01) |
| Library of Things | \$ (569.43) |
| Other | \$ (10,285.05) |
| Subtotal | \$ (52,333.99) |

| | |
|----------------|---------------|
| Ending Balance | \$ 718,315.95 |
|----------------|---------------|

RECREATION COMMISSION

This past year has been exciting and eventful for the Stow Recreation Department.

The Recreation Department is very excited to offer year-round programs for all ages at the Pompositticut Community Center. Some of our more popular programs include, ballroom dancing, bridge club, yoga, babysitter training, Skyhawk Youth Sports, dance, and music programs. One of our new and most popular programs in 2022 was the film maker program: by the end of the program each participant created their own short film. We look forward to adding more programs and events. Please give us your ideas.

Camp Stow was created in 2011 for the purpose of simultaneously providing an affordable, safe, and fun day camp experience for local kids while also generating income to be used for the maintenance and upkeep of Stow's parks and fields. The program has been and continues to be a huge success! In 2022, Camp Stow reached its capacity of 100 campers per week within hours of registration opening. We are so proud to offer approximately 40 seasonal jobs to our local teens and young adults. We thank them for their hard work!

What's coming up? More improvements to Camp Stow, our fields, our parks, and our programming! We are excited about the possibilities that can be accomplished in the years ahead to make recreation in Stow an important ingredient towards maintaining and improving the quality of life for all town residents.

We are also working towards adding pickleball courts to the area in the future. We couldn't secure funding for new courts in 2022, but we added pickleball lines to our existing tennis courts at Stow Community Park. Hopefully this will bridge the gap until we can find the right location to add stand-alone pickleball courts.

The Recreation Commission encourages you to let us know the kind of programs in which you would like to participate. If you have a hobby or talent you could share with the community, let us know. Please feel free to bring any issues or ideas to the Commission. We always welcome community input.

Recreation Commission Members:

Michael Busch, Chairperson
Samantha Altieri
Dan Nicholson
Mark Dexter
Alison Lamkin

Laura Greenough, Recreation Director
Laura Dow, Recreation Assistant

SPRINGFEST ORGANIZING COMMITTEE

In March of 2022, two new members of our committee were appointed, and we began planning SpringFest after two years of it being cancelled due to Covid.

SpringFest took place on Saturday, June 4th. It began with a walk with the Stow Conservation Trust at Leggett Woodland observing nesting birds. Walkers observed birds in their natural habitat and discussed habitat management options for our feathered friends.

The Main Event took place on a warm and sunny day at Center School, using both the school building and outdoor grounds. It may have been the largest attended SpringFest Event yet. We had a full day of performances by singers, dancers and drummers. The event was also attended by food trucks and many vendors (both for and not for profit). We are grateful to the Stow Fire Department, Stow Police Department and Stow Highway Department for displaying their finest vehicles!

The event featured performers to please all ages. The musical acts consisted of Mister Vic, Tony Funches of the Platters, Toddamy, The Smith Brothers and Rivers Between. We also had the Stow Minutemen Fife and Drummers lead the Let the Freedom Ring parade. Dancers included On Your Toes and the powerful Ryukyukoku Matsuri Daiko Eisa Drum/Dance group.

The Animal Craze petting zoo was also a perfect way to cuddle a baby duckling or a bunny, and the face painting and balloon artists made the day for many a Stow child! One big hit among our elementary crowd was the Dunk-A-Teacher, featuring Center School's most fun teachers and staff! Funds raised from the Dunk-A-Teacher and the sale of ice cream benefitted the Stow Food Pantry - we collected over 500 lbs. of food and raised \$2,546!

Food trucks included Sweet Tomatoes, Cousins of Maine and the Stow Lion's Club with their hot dogs and burgers. Patrons were very appreciative for the continued tradition of offering free popcorn, sno-cones, cotton candy and water.

The annual Silent Movie Event hosted by the Stow Lions Club was viewed on Stow T.V. rather than live.

In October we sold "How Do you Like Them Apples" totes to raise money for expanding our efforts for 2023! The Committee looks forward to a successful event this spring!

We are extremely grateful for our volunteers, without whom we could not hold SpringFest.

The committee would also like to express our gratitude to Sherry Jusseaume, for her years of service in planning SpringFest and hugely successful Ice Cream Socials. SpringFest 2022 was her last term on the SpringFest Committee, and she will be greatly missed.

Respectfully Submitted,

SpringFest Committee

Maura Hyland Jackie Spataro CaroleAnn Baer

STOW TV and LOCAL ACCESS CHANNEL ADVISORY COMMITTEE

The Local Access Channel Advisory Committee (LACAC) was created by the Select Board in 2002. LACAC established and oversees the local cable TV access station for the Town of Stow. This station, known as Stow TV, is intended to provide programming in areas of public affairs, education and town government. Funding for all programming and operations is provided through license agreements negotiated with Comcast and Verizon. The mission statement, developed in 2020, states, “Stow TV provides high quality local video coverage and opportunities for engagement and learning”.

Stow residents and Nashoba Regional School District members are welcome to participate in Stow TV. The *Stow TV Handbook* provides guidelines for Stow TV operation and participation. Stow TV can be contacted at 978-897-7732 or by email to stowtv@stow-ma.gov. More information about Stow TV and its operations may be found at www.stowtv.org.

Stow TV is available in Stow on Verizon channels 32 and 33 and Comcast channels 8 and 9. The even-numbered channels are allocated to public programming, and the odd-numbered to government, with Schools and Education across all channels. The Stow TV schedule is published in the local newspaper, The Stow and Bolton Independent, and on the Stow TV website at www.stowtv.org.

The Stow TV YouTube Channel (www.YouTube.com/StowTVNow) offers an online archive of informational and entertaining shows. Town officials and residents find the Select Board, government forums, and Nashoba Regional School Committee videos a useful resource on YouTube. During 2022, the number of YouTube subscribers increased 31% to a total of 1,672 up from 1,276. The most viewed video of 2022 with 32,000 views was “Tatiana Eva Marie and the Avalon Jazz Band in Maynard 8 21 22”, a gypsy jazz group with an international following. The most popular video locally was “I Think We’ll Be OK” (4,837 views), Stow TV’s response to a WBZ broadcast lampooning the departure of Dunkin’ Donuts, describing Stow as a “Dunkin’ desert”. The Stow TV Facebook page (www.facebook.com/StowTV) serves to publicize the videos on the YouTube channel, the bi-weekly broadcast schedule, and maintains Stow TV’s presence in the public eye. Currently, 568 people follow Stow TV on Facebook, up from the 497 in 2021, an increase of 14%.

Stow TV operates with a small staff and publicly spirited volunteers. Volunteers are always welcome. A volunteer’s time commitment can be just occasional or as available. Video expertise is not required. In addition to operating a camera, a volunteer may help in diverse ways such as by solving technical problems, documenting a process or scheduling shows. Volunteers often work in teams, which enables participants to learn from one another. Mike Jordan and Leslie Miller are valued long-time volunteers, filming many Nashoba High, New Revival Coffeehouse, and Sounds of Stow concerts, to name just a few.

Stow residents and NRSD members are invited to submit or request video shows and to use Stow TV equipment for recording and editing shows to submit for broadcasting. They may also submit or request video shows produced elsewhere. Residents and NRSD members are encouraged to alert Stow TV to general interest events that they think should be recorded and aired.

Jonathan Daisy has served as Executive Director for the past five years, having started in June of 2018. His previous position as production manager has not been filled since the start of the covid pandemic; instead, the production duties are shared between the Executive Director and the remaining employees and volunteers. The duties of preparing and publicizing program schedules, archiving videos, populating the YouTube Channel, producing Bulletin Board announcements and posters, and creating YouTube posts have been performed by the Executive Director. During the Summer of 2022, Stow TV had its first college intern, Sophie Clark, a Stow resident and rising Mount Holyoke senior studying theater and media. She helped create bulletins, and filmed and edited videos of various events, gaining the needed production experience she was not able to get at college due to covid restrictions there. We wish her the best in finishing her college education and what is sure to be a bright future. Hiring a regular Access Coordinator has been postponed due to the pandemic related slowdown of in-person events. Noah Travalent, Chris Barrett, Fletcher Hohn, Flo Hanchu, Yuris Mangolds, and Adler Tuck worked as videographers and editors, shooting many events and editing the videos. Chris and Fletcher left for college in the Fall of 2022; their enthusiasm and expertise are sorely missed.

Stow TV aired over 250 unique videos in 2022, many being online performances, zoom meetings and virtual presentations. Some of the 2022 highlights were; the Memorial Day and “Wreaths Across America for Veterans” town events, the Sounds of Stow “Dona Nobis Pacem Four Visions” performance in Littleton, the Nashoba Symphonic Band, and Nashoba High School Fall, Holiday, Spring and graduation concerts, concerts at the COA and Center School, and the Hale Drama production of “Meet the Creeps”. Stow TV produced a video, in collaboration with Stow historian Marilyn Zavorski, describing Mapledale, believed to be the first Black-owned golf course in the US. The performance of The Nutcracker by Tricia’s Dance studio continues to be an annual favorite. Stow TV aired episodes of Randall Library and Sustainable Stow’s collaborative zoom presentations addressing climate change by promoting conservation and green practices. Also filmed and aired were various Saturday Breakfast Talks, covering various topics of local interest given at First Parish Church.

A number of shows produced in the NRSD towns of Bolton and Lancaster were also cablecast, including School Committee and Tri-Town meetings and other shows of local interest. In 2019 Stow TV began running videos from House Broadcast Services, showing State House hearings and legislative proceedings at the MA House of Representatives.

Stow TV encourages participation in Town government by creating public service announcements and bulletin board slides to run between shows on the cable channels, and also by broadcasting, both on YouTube and the cable channels, virtual presentations given by local agencies addressing local issues. Stow TV continued to collaborate and exchange videos with Bolton and Lancaster TV.

The collaborative use of hardware and software tools has notably enhanced production quality. Stow TV has four High-Definition cameras, an aerial drone, three DJI Osmo action cameras, and six 4k cameras. Producers have become adept at using several cameras to capture multiple views.

The Sony Anycast, and ATEM mini portable video mixers allow capture of ready-to-broadcast multi-camera shows. Videos are edited with professional software Adobe Premiere Pro and Davinci Resolve.

In 2022 LACAC concluded the cable contract renewal process with Comcast, working closely with contract attorney William Solomon. As a result, in 2023 Stow TV will finally be getting one HD channel as well as upgraded encoder/decoders that will greatly improve the quality of the broadcasts for both channels. The Comcast contract was renewed in October 2022 and is in effect until 2032. The Verizon contract renewal is currently being negotiated, due to be renewed in June of 2023.

LACAC met on January 6th, February 22, April 1 & 6, August 8, October 12, and December 16 & 21 in 2022. LACAC members contributed time, advice, and oversight for planning, equipment, and policy decisions. Jim Salvie left the Select Board in 2022 to serve as Town Moderator; we thank him for his valuable contributions, and welcome Cortni Frecha, who has stepped up to replace Jim as Select Board liaison.

Respectfully submitted,

James Salvie, Select Board
Robert Glorioso
Lisa Lavina
Lee Pappas
Meredith Bartlett

Jonathan Daisy, Executive Director

VETERANS' GRAVES COMMITTEE

The primary responsibility of the Veterans' Graves Committee is to ensure the proper marking and identification of veterans' graves in each of the town's three cemeteries (Hillside, Lower Village, and Brookside). We are also responsible for replacing annually all US flags that mark veterans' graves and for ensuring that a military medallion is available to hold each flag. We always have ample and enthusiastic support from the Stow Minutemen and the local Boy, Girl, Cub, and Brownie Scouts for this task. The committee coordinates all Memorial Day parade activities, including the Nashoba Regional High School (NRHS) Marching Band, the Stow Minutemen, the Stow Fire Department color guard, the Stow Police Department traffic control, veterans, Boy and Girl Scouts, Civil Air Patrol, Selectmen and guest speakers. Our thanks go to State Rep. Kate Hogan and Senator Jamie Eldridge for their sincere recognition of, and support to, our veterans and their families.

Every year many of Stow's citizens volunteer to help prepare for our Memorial Day Parade. The Moseley, Veracka, and Zavorski families plant flowers and spruce up the monuments at Brookside Cemetery and Randall Library. The Garden Club generously donates the wreaths for the wreath laying ceremonies and the geraniums for the Library Memorial. The Stow TV personnel record the events for viewing on the Stow TV channel.

The Memorial Day ceremony in 2022 was finally back to our traditional ceremony. We performed a flag and medallion refresh at the cemeteries on the Saturday before the ceremony. The Boy Scouts, Girl Scouts, and Stow Minutemen all volunteered and supported this event.



The weather was hot the morning of 30 May 2022. It was almost 90 degrees by 9:00 when the ceremony started. We marched from the back side of Center School on Hartley Road to Brookside Cemetery. There was a small crowd in attendance. Stow TV filmed the ceremony so all the residents could watch it and honor our veterans as well as remember those who died in service to our country. Air Force Reserve Colonel Martha Monroe led the ceremony.

At Brookside Cemetery, Civil Air Patrol Major Ted Johnson delivered the Invocation. State Representative Kate Hogan gave a speech. Col Monroe placed the wreath, and Scouts Harper Jackson and Maggie Braun read the names of the Stow veterans who died in service to their country. Ms. Ava Klein and Mr. Jack Light performed Taps and Echos. Lincoln's Gettysburg Address was read by Ms. Jennavieve Gale and a poem was read by Kirpal Rayat. The National Anthem was sung by Ms. Veronica Wells. Select Board member Megan Birch-McMichael gave a speech. Finally Major Ted Johnson gave a benediction. Col Monroe provided recognition to all the great support provided and closing remarks.

We then transitioned to the Stow Library Memorial where Sgt Tom Zavorski placed a wreath and Ms. Ava Klein and Mr. Jack Light performed Taps and Echos.

Please view our page on the Stow website to see photos of past parades and ceremonies. Maybe you will see yourself in one! A HUGE "Thank You" to all who have served our country.

Respectfully submitted,
The Veterans' Graves Committee
Chairperson: Air Force Colonel Ret. Martha Monroe
Member: Army Sergeant Ret., Tom Zavorski,
Member: Army Captain Ret., Patricia Bolton



2022 Memorial Day Ceremonies (photos courtesy of Jonathan Daisy)

VETERANS SERVICES

To the Honorable Select Board, the Town Administrator, the Citizens, and the Veteran Community of Stow, this report is submitted for the year ending 2022.

Veterans Benefits

Veterans Benefits are governed under Chapter 115 of the Massachusetts General Laws (M.G.L. c. 115) and Commonwealth of Massachusetts Regulations 108 (C.M.R. 108). Benefits assist qualified needy veterans and their dependents based on income levels and in accordance with the Budget Standards Chart. The Town of Stow is reimbursed 75% by the State for veterans' assistance payments issued by this office.

The Director of Veterans' Services is responsible for determining the eligibility of all cases processed through this office. The Director conducts interviews, establishes approvals, and conducts follow-up on veterans receiving assistance. Field investigations within the local community are also performed by this office to determine the recipients' continued eligibility to receive benefits.

Veterans' Services also include assisting Stow veterans in filing federal forms for benefits which include service-connected disability claims, non-service-connected claims, VA health care, requests for medals, requests for service records, bonus applications, burial assistance and other federal benefits such as counseling in vocational rehabilitation and employment.

Additionally, the Director acts under Power of Attorney for veterans researching and processing cases to the Rating Review Board (Department of Veteran Services), and prepares appeal cases for the Board of Veterans' Appeals on the veteran's behalf. The Director also acts as liaison between State and U.S. Representatives on behalf of veterans and their dependents.

Office

In the year 2022 this department assisted over 35 veterans and family members' requests for Federal, State, and Local Veterans Benefits, some which include Burial Assistance, Service-Connected Disabilities, Aid and Attendance, Pension, VA Healthcare, Annuities, and Exemptions in addition to State Chapter 115 Assistance.

Respectfully submitted,

Joseph Jacobs
Director

FINANCIAL REPORTS

FINANCE COMMITTEE

Introduction to the Finance Committee

Every Town in Massachusetts with a property valuation of over \$1 million is required by state law, MGL Ch. 19, Sect 16, to have a Finance Committee (Fincom) that shall “consider any or all municipal questions for the purpose of making reports or recommendations to the Town.”

According to the Department of Local Services (DLS), the Finance Committee is “the official fiscal watchdog for a Town. Because it is difficult for all taxpayers to be completely informed about every aspect of a Town’s finances, Fincoms were established so a representative group of taxpayers could conduct a thorough review of municipal finance questions on behalf of all citizens.”

With this in mind, the Fincom’s primary responsibility is advisory, to examine the budget and all other warrant articles and make recommendations to the voters on each article. It also administers the Reserve Fund (\$80,000) to provide for urgent and unforeseen expenditures that might arise between Town meetings. Lastly, although it is not required in our Charter, the Finance Committee Annual Report provides the Voters with an overview of the Town’s financial condition.

In Stow, the Moderator appoints five voting members and up to five associate members to the Finance Committee. Any voter registered in Stow is eligible to join. As of the publication date, there are five voting members and one associate member on the committee.

FY 2022 Review

Town Revenues

Town revenues totaling \$33,596,101 in FY22 is a 4.94% increase from FY21, with property taxes mainly funding the town’s operations at just over 89% of the total. This percentage decreased slightly from 90.35% in FY19.

Local receipts decreased by 1.62% for FY22, a decrease of \$26,609. It is worth noting that \$1,281,419 of Savings and Other Funds was used to balance the budget, an increase of 89.61% in use of those funds from FY21. Table 1 shows a comparison of revenue sources for FY21 and FY22.

| Table 1: Revenue Sources | | | | | | |
|--|-------------------------|------------------------|-------------------------|------------------------|------------------------------|-----------------------------|
| | FY21¹ | FY21 % of Total | FY22² | FY22 % of Total | \$ Change FY22 - FY21 | % Change FY22 - FY21 |
| Property Tax | \$ 28,924,173 | 90.35% | \$ 29,945,429 | 89.13% | \$ 1,021,256 | 3.53% |
| Local Receipts | \$ 1,645,000 | 5.14% | \$ 1,618,391 | 4.82% | \$ (26,609) | -1.62% |
| State Aid | \$ 509,755 | 1.59% | \$ 495,556 | 1.48% | \$ (14,199) | -2.79% |
| Savings and Other Funds | \$ 675,835 | 2.11% | \$ 1,281,419 | 3.81% | \$ 605,584 | 89.61% |
| Override | \$ - | 0.00% | \$ - | 0.00% | \$ - | 0.00% |
| Transfers from Other Funds | \$ 260,427 | 0.81% | \$ 255,306 | 0.76% | \$ (5,122) | -1.97% |
| Total | \$ 32,015,190 | | \$ 33,596,101 | | \$ 1,580,911 | 4.94% |
| Table 1a: Income Used for Capital Outlays² | | | | | | |
| Free Cash for OPEB | | | | | \$ 235,000 | |
| Free Cash - for Capital Articles | | | | | \$ 846,419 | |
| Free Cash for Sabilization | | | | | \$ 200,000 | |
| Total Income Used for Capital Outlays | | | | | \$ 1,281,419 | |
| ¹ - source: Town of Stow Finance Committee FY21 Annual Report | | | | | | |
| ² - source: Town of Stow Budget Book 2023, pp. 10 - 32, "FY22 Voted Budget" | | | | | | |

Town Expenditures

Total town expenditures increased by \$1,145,028 (3.58%) in FY22 driven by increased spending in a number of budget items:

- \$526,428 (10.11%) increase in Total Other spending;
- \$356,705 (33.46%) increase in Special Article funding;
- \$294,721 (22.92%) increased assessment for the Minuteman Regional Vocational Technical High School;
- \$185,584 (28.08%) increase in Capital Spending;

| Table 2: Town Expenditures | | | | | | |
|--|-------------------------|----------------|-------------------------|----------------|-----------------------|----------------------|
| | FY21 Voted ¹ | FY21% of Total | FY22 Voted ² | FY22% of Total | \$ Change FY22 - FY21 | % Change FY22 - FY21 |
| Municipal Govt | | | | | | |
| General | \$ 1,777,801 | 5.55% | \$ 1,885,773 | 5.69% | \$107,972 | 6.07% |
| Public Safety | \$ 2,562,983 | 8.01% | \$ 2,681,561 | 8.09% | \$118,578 | 4.63% |
| Public Work & Facilities | \$ 1,142,690 | 3.57% | \$ 1,257,048 | 3.79% | \$114,358 | 10.01% |
| Human Services | \$ 386,849 | 1.21% | \$ 401,630 | 1.21% | \$14,781 | 3.82% |
| Culture & Recreation | \$ 374,563 | 1.17% | \$ 399,179 | 1.20% | \$24,616 | 6.57% |
| Town Wide Expense | \$ 1,141,154 | 3.56% | \$ 1,160,000 | 3.50% | \$18,846 | 1.65% |
| Total Municipal Govt | \$ 7,386,040 | 23.07% | \$ 7,785,191 | 23.48% | \$399,151 | 5.40% |
| Education | | | | | | |
| Nashoba | \$ 18,135,162 | 56.65% | \$ 18,059,890 | 54.46% | -\$75,272 | -0.42% |
| Minuteman | \$ 1,286,083 | 4.02% | \$ 1,580,804 | 4.77% | \$294,721 | 22.92% |
| Total Education | \$ 19,421,245 | 60.66% | \$ 19,640,694 | 59.23% | \$219,449 | 1.13% |
| Other | | | | | | |
| Debt Service | \$ 2,090,560 | 6.53% | \$ 2,090,130 | 6.30% | -\$430 | -0.02% |
| Special Articles | \$ 1,066,101 | 3.33% | \$ 1,422,806 | 4.29% | \$356,705 | 33.46% |
| Capital Spending | \$ 660,835 | 2.06% | \$ 846,419 | 2.55% | \$185,584 | 28.08% |
| Recap Items | \$ 1,390,408 | 4.34% | \$ 1,374,977 | 4.15% | -\$15,431 | -1.11% |
| Total Other | \$ 5,207,904 | 16.27% | \$ 5,734,332 | 17.29% | \$526,428 | 10.11% |
| GRAND TOTAL | \$ 32,015,189 | | \$ 33,160,217 | | \$ 1,145,028 | 3.58% |
| Table 2a: Special Articles ² | | | | | | |
| Raise & Appropriate | | | | | \$ 732,500 | |
| Appropriate & Transfer | | | | | \$ 690,306 | |
| Total Special Articles | | | | | \$ 1,422,806 | |
| ¹ - source: Town of Stow Finance Committee FY21 Annual Report | | | | | | |
| ² - source: Town of Stow Budget Book 2023, pp. 10 - 32, "FY22 Voted Budget" | | | | | | |

Town Savings

Town savings (Free Cash plus the Stabilization Fund) are “rainy day” accounts that are built up during good times and drawn down in bad times. Free Cash comes from receiving more-than-budget revenue (taxes, state aid, budget money left over from the prior year) and/or spending less than our voted budget. It is annually certified each year by the Department of Revenue (DOR). Once certified, free cash is available for appropriation throughout the fiscal year, to be spent for any lawful purpose. Every dollar of free cash appropriated as revenue in the FY22 budget is a dollar that does not need to be raised and appropriated through taxation.

These savings are a necessity, not a luxury, and accumulate to build a targeted balance or used to fund the next year’s budget. In discussions with Standard and Poor’s leading up to our AAA rating approval, the Town was encouraged to attempt to maintain a stored asset balance of between 5% and 10% of the overall budget.

| Table 3 Town Savings | | | | | | | |
|---|--------------|-------------|--------------------|-------------|--------------|-------------|---------------|
| FREE CASH AND STABILIZATION FUND | | | | | | | |
| (Beginning of Fiscal Year) | | | | | | | |
| Fiscal Year | Free Cash | % of Budget | Stabilization Fund | % of Budget | Total | % of Budget | Budget |
| 2022 | \$ 2,049,610 | 6.18% | \$ 739,085 | 2.23% | \$ 2,788,695 | 8.41% | \$ 33,160,217 |
| 2021 | \$ 2,385,510 | 7.45% | \$ 523,077 | 1.63% | \$ 2,908,587 | 9.09% | \$ 32,015,189 |
| 2020 | \$ 2,897,441 | 8.87% | \$ 520,971 | 1.59% | \$ 3,418,412 | 10.46% | \$ 32,671,210 |
| 2019 | \$ 2,735,392 | 9.00% | \$ 929,062 | 3.06% | \$ 3,630,835 | 11.94% | \$ 30,401,074 |
| 2018 | \$ 2,787,417 | 9.40% | \$ 895,443 | 3.02% | \$ 3,666,392 | 12.37% | \$ 29,649,819 |
| 2017 | \$ 2,266,676 | 8.09% | \$ 878,975 | 3.14% | \$ 3,132,207 | 11.18% | \$ 28,016,042 |
| 2016 | \$ 1,890,072 | 7.03% | \$ 865,531 | 3.22% | \$ 2,742,691 | 10.20% | \$ 26,887,293 |
| 2015 | \$ 1,832,298 | 6.96% | \$ 852,619 | 3.24% | \$ 2,672,631 | 10.16% | \$ 26,318,003 |
| 2014 | \$ 1,696,289 | 6.83% | \$ 840,333 | 3.38% | \$ 2,476,145 | 9.97% | \$ 24,839,822 |
| 2013 | \$ 1,395,874 | 5.94% | \$ 779,856 | 3.32% | \$ 2,109,184 | 8.98% | \$ 23,497,959 |
| 2012 | \$ 1,283,016 | 5.61% | \$ 713,310 | 3.12% | \$ 1,932,969 | 8.45% | \$ 22,887,024 |
| 2011 | \$ 778,703 | 3.58% | \$ 649,953 | 2.99% | \$ 1,365,701 | 6.27% | \$ 21,770,991 |

Source: FY23 Financial State of the Town, <https://www.stow-ma.gov/town-administrator/pages/financial-state-town-town-administrators-presentations>

Property Tax Rate and Property Valuations

The information presented in Table 4 shows the trends in the tax rate, average single family home valuation and average single family tax bill. While Stow's tax rate has continued to decrease, our average single family home valuation and tax bill continue to increase year-over-year.

| Table 4: Property Tax Rates and Valuations Trends (based on MA Class 101 Properties) | | | | | | |
|---|------------|------------|------------|------------|------------|--------------------|
| | FY 17 | FY 18 | FY 19 | FY 20 | FY 21 | FY 22 ⁴ |
| Tax Rate (per \$1,000) | \$ 20.59 | \$ 20.98 | \$ 20.13 | \$ 20.61 | \$ 19.98 | \$ 19.56 |
| YOY % Change | 3.05% | 1.89% | -4.05% | 2.38% | -3.06% | -2.10% |
| Avg Single Family Valuation | \$ 449,301 | \$ 460,309 | \$ 483,500 | \$ 495,763 | \$ 531,500 | \$ 556,907 |
| YOY % Change | 1.58% | 2.45% | 5.04% | 2.54% | 7.21% | 4.78% |
| Avg Single Family Tax Bill | \$ 9,251 | \$ 9,657 | \$ 9,733 | \$ 10,201 | \$ 10,619 | \$ 10,893 |
| YOY % Change | 4.68% | 4.39% | 0.79% | 4.81% | 4.10% | 2.58% |

⁴ - Sources: <https://www.stow-ma.gov/board-assessors/pages/tax-rates>,

FY23 Financial State of the Town, <https://www.stow-ma.gov/town-administrator/pages/financial-state-town-town-administrators-presentations>

Other Post-Employment Benefits (OPEB)

Other Post-Employment Benefits (or OPEB) are benefits other than pensions that U.S. state and local governments provide to their retired employees.

| Table 5: OPEB | | |
|-------------------------------|--------------|----------------|
| | OPEB Savings | % of Liability |
| FY22⁵ | \$ 1,131,784 | 15.28% |
| FY21 | \$ 822,807 | 11.11% |
| FY20 | \$ 577,144 | 7.79% |
| FY19 | \$ 329,296 | 4.44% |
| FY18 | \$ 218,453 | 2.95% |
| FY17 | \$ 160,028 | 2.16% |
| Current OPEB Liability | \$ 7,409,078 | |

⁵ - as of June 30, 2022

It is our opinion that this is a fair and accurate picture of the Town's financial state. Whether you are pleased or displeased, the Finance Committee reminds everyone that Town Meeting directly controls the rate of growth of Town expenses. We encourage your participation.

Respectfully submitted,

Erica Benedick (Chair), Chris Buck (Member), Kevin Gross (Member), Brian Patuto (Member), Evgenia Petrova (Member).

CAPITAL PLANNING COMMITTEE

The Capital Planning Committee is charged by the Town Bylaws to annually study capital outlays proposed for the ensuing five fiscal years that involve the acquisition of land or any expenditure of \$10,000 or more having a useful life of at least three years. The Committee considers the relative need, timing, and cost of these outlays and the effect that each will have on the Town's financial position, with particular focus on the next upcoming fiscal year.

Prior to Annual Town Meeting held on May 14, 2022, the Committee reviewed and recommended that the Town support approval of capital outlay requests totaling \$823,500 for fiscal year 2023, as follows:

- By the Highway Department: \$300,000 to purchase a new dump truck, \$100,000 to conduct a feasibility study for replacing the Highway Barn on South Acton Road, \$300,000 for engineering to replace the Lake Boon dam, and \$55,000 to resurface Farm Road;
- By the Police Department: \$48,750 to purchase a new gas-electric hybrid police cruiser; and
- By the Nashoba Regional School District: \$19,750 to resurface the Hale School gymnasium floor.

Voters approved all of the above-listed outlay requests at Annual Town Meeting.

Also prior to Annual Town Meeting, the Committee reviewed and recommended that the Town support the following fiscal year 2023 expenditures by the Community Preservation Committee:

- \$1,100,000 for the Bird Woods project; and
- A \$1,000,000 contribution towards the Randall Library renovation.

Voters approved both of these Community Preservation Act funded expenditures at Annual Town Meeting.

In addition, the Committee reviewed and recommended the Town support an expenditure of \$8,850,000 to renovate the Randall Library, based on the understanding that project funding is to consist of \$1,000,000 from Community Preservation Act funds, \$500,000 from the Randall Library Trust, \$400,000 from Hale High School Trust, \$140,235 from previous bond sales premiums, \$103,352 in unspent library renovation funds that were approved by the 2020 Annual Town Meeting, and the balance to be met by fundraising and bond sales. The voters at Annual Town Meeting approved the library renovation project, and subsequently a ballot question that exempts the cost of borrowing to fund the project from the state's Proposition 2 ½ provisions. This was approved by voters in the Annual Town Election held on May 21, 2022.

In summary, for fiscal 2023 voters approved a total of \$7,530,011 in tax levy-affecting capital outlay requests, as compared to an approved annual average outlay of \$1,418,181 over the previous five fiscal years.

Finally, in 2022 a total of \$503,815 in other capital outlays were selected by the Town Administrator to be expended during fiscal year 2023 using American Rescue Plan Act funds. The Capital Planning Committee was not consulted as to the merits of these outlays, which are detailed as follows:

- By the Building Department: \$40,000 to purchase a new Department vehicle and \$57,500 to replace failed surge protectors serving the electrical system for the Pompositticut Community Center;
- By the Fire & Rescue Department: \$85,000 to purchase new automatic defibrillation equipment;
- By the Highway Department: \$60,000 to purchase a new asphalt hotbox to facilitate pothole repair, and \$85,000 to conduct preliminary engineering for the replacement of the bridge carrying Sudbury Road over the Assabet River;
- By the Planning Board: \$35,000 to develop designs and plans for traffic improvement projects to be implemented under the state-funded Complete Streets program;
- By the Police Department: \$36,315 to purchase body cameras and related equipment for patrol staff, and \$33,000 to purchase new Taser units;
- By the Recreation Department: \$30,000 to install an automated security gate for the Pine Bluffs Recreation Area; and
- By the Nashoba Regional School District: \$42,000 to construct a drop-off and pickup lane for Center School Students on Hartley Road.

Respectfully submitted,

Steve Jelinek, Chair

Ed Deluca, Clerk

Dave Arsenault

Peter McManus, Finance Committee appointee

Missy Reed, Associate

Ellen Sturgis, Select Board appointee

BOARD OF ASSESSORS

The Stow real estate market has seen a large increase in sale prices during the past year. The final valuations for FY2023, which have an assessment date of January 1, 2022, show an upward turn on average. Sales of real estate occurring in 2021 were used to determine assessments for the current fiscal year. The new average assessment of a single-family home is \$640,800. For FY2023, the average residential tax bill increased 6.7% based on approved spending at the Annual Town Meeting.

Fiscal 2023 was an interim adjustment year for Stow, and the Assessors' office performed sales analysis to provide the Department of Revenue with data required to certify that property assessments are uniform throughout the town and are representative of the real estate market. The Assessors' office adjusts values every year to reflect the current market, as required by the Department of Revenue.

For FY2023, the residential sector was up an average of 14%. The total assessed value for FY2023 increased from \$1,511,258,311 in FY2022 to \$1,718,752,949. New Growth increased this year by 58%, due to permit work. The commercial and industrial property sectors all increased slightly. Personal property decreased slightly due to business closings. Land values were adjusted to reflect the market, with waterfront properties reflecting the largest increase.

Seniors on fixed incomes can be particularly vulnerable in the current economy. The town offers various exemptions, deferrals, and other programs designed to help with taxes. The 41C tax exemption of up to \$2,000 is available for those over the age of 65 that qualify with limited income and assets. Other exemptions are also available. Do not hesitate to check with the Stow Assessor's office to see if you qualify for any of these programs.

The Community Preservation Act (CPA) surcharge system continues to be administered by the Assessors' office. The total CPA surcharge raised during FY2022 was \$660,000 with \$334,034 in matching funds received from the State in the fall. Exemptions from the surcharge are available for certain income brackets. Please check with the Assessors' office for more information.

The members of the Board of Assessors are: Leonard Golder, Chair, Thomas E. Ryan, III, Member, and Saji J. Lukose, Member. The Assessors' office is staffed by: Kristen Fox, Principal Assessor, and Deborah George, Assessors' Clerk.

From time to time, you may see the staff or a sub-contractor collecting data on property in Stow. Staff and contractors always carry proper identification. We hope you will allow these representatives of the Assessors' office to do their job. Our property assessments are reliant on accurate data collection.

The Board of Assessors encourages taxpayers to ask any questions or discuss any matter that might help them better understand their assessments. The staff in the Assessors' office is available every weekday to assist the public.

Respectfully submitted,

Leonard Golder, Chairman
Thomas E. Ryan III, Member
Saji J. Lukose, Member

Kristen fox, M.A.A., Principal Assessor
Deborah George, Assessors' Clerk

FISCAL 2023 TAX RATE RECAPITULATION

TAX RATE SUMMARY

| | | |
|----|--|-----------------|
| A. | Total Amount to be Raised | \$39,244,179.50 |
| B. | Total Estimated Receipts & Other Revenue | \$ 8,083,188.54 |
| C. | Tax Levy | \$31,160,990.96 |
| D. | Distribution of Tax Rates & Levies | |

| CLASS | LEVY PERCENTAGE | LEVY BY CLASS | VALUATION BY CLASS | TAX RATES |
|-------------|--------------------|------------------|-----------------------|--------------|
| Residential | 93.6688% | \$29,188,126.30 | \$1,609,935,175 | \$18.13 |
| Open Space | -0- | -0- | -0- | -0- |
| Commercial | 3.3401% | 1,040,808.26 | 57,407,537 | \$18.13 |
| Industrial | 1.7102% | 532,915.27 | 29,395,250 | \$18.13 |
| Personal | 1.2809% | 399,141.13 | 22,014,987 | \$18.13 |

| | | | | |
|-------|------|-----------------|-----------------|--|
| TOTAL | 100% | \$31,160,990.96 | \$1,718,752,949 | |
|-------|------|-----------------|-----------------|--|

TAX COLLECTOR'S REPORT FY 2022

| Tax & Levy Year | Tax Outstanding as of 7/1/2021 | New Commitments | Amount Collected | Exemptions & Abatements | Refunds | Tax Takings & Deferrals | Tax Outstanding as of 6/30/2022 |
|---------------------------------------|---|----------------------------|-----------------------------|--|----------------|--|--|
| 2022 Real Estate | \$0.00 | \$29,132,574.78 | \$28,918,383.50 | \$65,589.00 | \$25,133.38 | \$6,713.28 | \$167,022.38 |
| 2021 Real Estate | \$201,773.10 | \$0.00 | \$135,966.48 | \$7,974.04 | \$18,184.71 | \$0.00 | \$76,017.29 |
| 2020 Real Estate | \$99,997.42 | \$0.00 | \$103,417.97 | \$0.00 | \$5,684.21 | \$0.00 | \$2,263.66 |
| 2019 Real Estate | \$11,089.90 | \$0.00 | \$5,900.10 | \$0.00 | \$3,703.07 | \$3,703.07 | \$5,189.80 |
| 2018 Real Estate | \$2,478.38 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,478.38 |
| 2017 Real Estate | \$372.89 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$372.89 |
| 2022 Supplemental RE Tax | \$0.00 | \$49,110.85 | \$33,582.23 | \$0.00 | \$0.00 | \$0.00 | \$15,528.62 |
| 2021 Supplemental RE Tax | \$11,722.27 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$11,722.27 |
| 2020 Supplemental RE Tax | \$12,881.20 | \$0.00 | \$11,169.05 | \$0.00 | \$0.00 | \$0.00 | \$1,712.15 |
| 2022 Comm Pres Act | \$0.00 | \$720,865.37 | \$704,641.82 | \$11,116.82 | \$3,582.44 | \$0.00 | \$8,689.17 |
| 2021 Comm Pres Act | \$4,816.79 | \$0.00 | \$2,929.86 | \$239.21 | \$280.94 | \$0.00 | \$1,928.66 |
| 2020 & Prior Comm Pres Act | \$2,620.40 | (\$1,097.61) | \$1,287.49 | \$0.00 | \$0.00 | \$0.00 | \$235.30 |
| 2022 Personal Property | \$0.00 | \$445,256.56 | \$419,186.13 | \$6,337.44 | \$0.00 | \$0.00 | \$19,732.99 |
| 2021 Personal Property | \$5,853.50 | \$0.00 | \$5,731.49 | \$0.00 | \$0.00 | \$0.00 | \$122.01 |
| 2020 Personal Property | \$8,651.32 | \$0.00 | \$10,986.86 | \$0.00 | \$0.00 | \$0.00 | (\$2,335.54) |
| 2019 Personal Property | \$3,477.35 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$3,477.35 |
| 2018 & Prior Pers Prop | \$105,156.87 | \$0.00 | \$1,129.24 | \$70.08 | \$0.00 | \$0.00 | \$103,957.55 |
| 2022 Motor Vehicle | \$0.00 | \$1,123,815.69 | \$995,834.85 | \$18,458.26 | \$4,664.08 | \$0.00 | \$114,186.66 |
| 2021 Motor Vehicle | \$187,592.16 | \$124,249.85 | \$295,975.93 | \$12,152.63 | \$10,451.45 | \$0.00 | \$14,164.90 |
| 2020 Motor Vehicle | \$10,354.74 | \$0.00 | \$6,066.75 | \$725.13 | \$725.13 | \$0.00 | \$4,287.99 |
| 2019 Motor Vehicle | \$3,510.23 | \$0.00 | \$1,745.37 | \$16.46 | \$16.46 | \$0.00 | \$1,764.86 |
| 2018 & Prior Motor Vehicle | \$17,148.12 | \$0.00 | \$927.81 | \$0.00 | \$0.00 | \$0.00 | \$16,220.31 |
| 2022 Boat Tax | \$0.00 | \$5,883.00 | \$2,585.00 | \$1,754.00 | \$0.00 | \$0.00 | \$1,544.00 |
| Ch. 61 Rollback Tax | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Well Betterments | \$1,471.31 | \$0.00 | \$1,471.31 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Well Betterments Interest | \$58.85 | \$0.00 | \$58.85 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Totals: | \$691,026.80 | \$31,600,658.49 | \$31,658,978.09 | \$124,433.07 | \$72,425.87 | \$10,416.35 | \$570,283.65 |
| Interest & Fees Collected: | | | \$81,454.79 | | | | |
| Total Collected: | | | \$31,740,432.88 | | | | |

Prepared by: Brad C. Brightman, CMMT, Treasurer-Collector

TOWN OF STOW
COMBINED BALANCE SHEET (Unaudited)
ALL FUND TYPES AND ACCOUNT GROUP
June 30, 2022

| | Governmental Funds | | | Fiduciary Funds | | General | | |
|---|---------------------|-----------------------|-----------------------|------------------------|------------------------------|--------------------------|--|--|
| | General Fund | Special Revenue Funds | Capital Project Funds | Trust And Agency Funds | Long-Term Debt Account Group | Totals (Memorandum Only) | | |
| Assets | | | | | | | | |
| Cash and Interest Bearing Deposits | \$ 5,337,093 | \$ 9,594,474 | \$ 154,662 | \$ 2,870,496 | \$ - | \$ 17,956,725 | | |
| Cash and Investments Held by Trustees | | | | 1,418,931 | | 1,418,931 | | |
| Receivables: | | | | | | | | |
| Real Estate Taxes | 282,307 | | | | | 282,307 | | |
| Personal Property Taxes | 124,954 | | | | | 124,954 | | |
| Less Allowance for Abatements and Exemptions | (630,233) | | | | | (630,233) | | |
| Motor Vehicle Excise Taxes | 150,625 | | | | | 150,625 | | |
| Boat Excise | 1,544 | | | | | 1,544 | | |
| Tax Liens | 281,998 | 16,148 | | | | 298,145 | | |
| Deferred Real Estate Taxes | 35,496 | | | | | 35,496 | | |
| Tax Foreclosures | 105,477 | | | | | 105,477 | | |
| Ambulance | 44,601 | | | | | 44,601 | | |
| CPA Surcharge | | 10,853 | | | | 10,853 | | |
| Amount to be Provided for Notes and Bonds Payable | | | | | 20,202,507 | 20,202,507 | | |
| Total Assets | \$ 5,733,862 | \$ 9,621,475 | \$ 154,662 | \$ 4,289,427 | \$ 20,202,507 | \$ 40,001,933 | | |

[illegible]

TOWN OF STOW
SCHEDULE OF CHANGES IN FUND EQUITY
STATE GRANTS & REVOLVING FUNDS
June 30, 2022

| | Beginning Fund Equity | Revenues | Expenditures | Ending Fund Equity |
|-------------------------------|--------------------------|-------------------|-------------------|-----------------------|
| STATE GRANTS: | | | | |
| Public Safety | \$ 11,898 | \$ 80,946 | \$ 72,725 | \$ 20,119 |
| Culture & Recreation | 2,182 | 5,603 | 3,354 | 4,431 |
| Council on Aging | - | 15,384 | 15,384 | - |
| Library | 22,330 | 21,485 | 18,342 | 25,473 |
| Other Grants | (26,596) | 197,796 | 242,418 | (71,219) |
| TOTAL STATE GRANTS: | \$ 9,813 | \$ 321,213 | \$ 352,223 | \$ (21,196) |
| REVOLVING FUNDS: | | | | |
| Recreation | \$ 79,615 | \$ 221,474 | \$ 175,986 | \$ 125,103 |
| Inspectors | 77,075 | 37,330 | 21,500 | 92,906 |
| Ambulances Services | - | 1,925 | 1,925 | - |
| TOTAL REVOLVING FUNDS: | \$ 156,690 | \$ 260,729 | \$ 199,411 | \$ 218,008 |
| | | | | |
| | | | | Prepared by: |
| | | | | Julie Costello |
| | | | | Town Accountant |

RANDALL RELIEF FUND

| | |
|---------------------------|-------------|
| Balance January 1, 2022 | \$21,852.16 |
| Interest received | 7.34 |
| Contributions received | 0.00 |
| Repayments received | 0.00 |
| Payments | (1,500.00) |
| Balance December 31, 2022 | \$20,359.50 |

Citizens Bank Insured Money Market Account

Trustees:
Louise E. Peacock
Susan Rondeau
Jeffrey D. Smith

HALE HIGH SCHOOL TRUST FUND

The Hale High School Fund was established by Town Meeting vote in 1871 after Elijah Hale donated \$5,000 to establish a permanent fund with the income to be expended for the support of a High School in Stow. The Hale High School was built in 1871-1872. In 1957, Town Meeting voted to accept the Agreement for Establishment of the Nashoba Regional School District to accommodate the high school students of Stow, Bolton and Lancaster. The regional high school opened in 1961. On July 2, 1963 the Hale High School was destroyed by fire.

In 1973, Town Meeting voted to construct an addition to Randall Library. An agreement was made between the Trustees, the Stow Board of Selectmen, and the Stow School Committee to establish a reference room for students in the Library addition and to use the annual income from the Hale High School Fund for the purchase of equipment and research materials for use in the Hale Reference Room or as a contribution toward the salary of a reference librarian or such other related expenses as might be incurred in setting up and maintaining the room. In September 1974 the Trustees and the Board of Selectmen voted to petition the appropriate court to authorize the Trustees to use the income for the reference room and the court granted the request.

The Trustees continue to provide funding annually for the Hale Reference Room so that the Library Director can purchase the needed reference materials or provide the necessary room maintenance. This includes purchasing online databases, reference room computer and furnishings for the room.

In 2022, the Fund disbursed \$15,547.00 in support of Library database, newspaper, and periodical subscriptions.

As of 12/31/2022, Trust assets totaled \$649,956.48.

Trustees
Jeffrey D. Smith, Chair
Linda Hathaway
Kathleen Pavelchek
Laura Reiner

HALE HIGH SCHOOL FUND
Calendar Year 2022 Summary

| | |
|-------------------------------------|--------------|
| Beginning Market Value (01/01/2022) | \$798,590.92 |
| Ending Market Value (12/31/2022) | \$649,956.48 |

FUND PORTFOLIO as of December 31, 2022

| | |
|----------------------------|--------------|
| Domestic Equity Funds | \$262,066.78 |
| International Equity Funds | \$130,464.43 |
| Corporate Bonds | \$116,177.80 |
| Fixed Income Funds | \$121,852.54 |
| Alternatives | \$11,378.54 |
| Money Market | \$6,843.35 |
| Accrued Interest | \$1,173.04 |
| Total | \$649,956.48 |

FUND ACTIVITY – Calendar Year 2022

| | |
|--------------------------|-------------|
| Income | \$24,719.75 |
| Expenses | |
| Management Fees | \$2,466.71 |
| Grant to Randall Library | \$15,547.00 |
| Total Expenses | \$18,013.71 |

EDUCATION

NASHOBA REGIONAL SCHOOL DISTRICT

On June 22, 2022 the Nashoba Regional School Committee voted to approve a strategic plan that will serve as the road map for our school district up to and through the 2026-2027 school year. Titled “Learning Along the Great Road” our plan is written in service to the young people of Bolton, Lancaster, and Stow. At the forefront of our plan is a letter to the community which I would like to share with you.

What is greatness? This was one of many questions our strategic planning team debated as we pored over pages and pages of artifacts in an effort to best understand the needs and wants of our school community. How does one measure greatness? Is greatness an intrinsic quality or an extrinsic result? Should "great" be the standard by which we measure success in our school system? Should "great" be the standard by which we measure success for our students? These philosophical questions may lead to thoughtful discourse, but they fall short in terms of any singularly defined answer. Instead, let us consider a universal truth about greatness. Greatness is not achieved by happenstance. It requires vision. It is forged from core values. It is intentional. It requires hard work, dedication, and a persistent spirit. Greatness is deeply personal.

The journey we embarked on in developing our strategic plan started months, even years, ago. This document memorializes the moment in time when we examined our organization with a deeply critical lens and asked, "What do we need to do to reach greatness as a Nashoba Regional School District, and how do we embrace the unique qualities of each individual to achieve personal greatness?"

The strategic planning team scrutinized our current mission and vision to craft a new mission and vision that reflects the updated core values of our organization. We also crafted a theory of action that represents what we need to do to ensure we reach our mission in the spirit of students first. Finally, we identified and prioritized the strategic initiatives to create a map of what we need to accomplish in the next five years. Our plan is intentionally ambitious because that is what our students deserve.

The resulting document is a dynamic strategic plan that will shift annually to reflect the progress of the organization as well as address unexpected challenges that may arise. It will be a five-year journey that will shape our organization to become what we envision it to be. As the ancient Chinese proverb goes, “A journey of a thousand miles begins with a single step.” Let this be our first step in realizing a new vision for our school system.

The towns of Lancaster, Bolton and Stow are connected by Route 117, a road known as, “The Great Road.” It is along that road that all six of our schools are connected. It is my hope that we galvanize as one collective community around this plan to ensure our students have the skills, knowledge and confidence to make their dreams become a reality. After all, schools are learning; Learning Along the Great Road.

The first objective in our strategic plan outlines the priority initiatives identified as priorities relative to *Connections and Communications*. It is our goal to improve our communications methodologies and further strengthen our partnerships with the community through civic engagement and collaboration.

At the core of our mission as an educational institution is learning and this is the driver for the second objective, *Learning, Teaching, and Leading*. This year we have stepped into the work of our plan by focusing on horizontal curriculum alignment across grade levels as well as vertical alignment in curriculum content areas. We have also instituted a K-9 assessment system, Renaissance Learning's Star 360 Math and Reading, which will be the backbone of student assessment portfolios that encompass a body of evidence relative to support learning and growth. Other initiatives will focus on professional development, professional collaboration structures, and civic engagement.

The third objective identifies the efforts we will make relative to *Culture and Belonging*. It is our goal to ensure all students in Bolton, Lancaster, and Stow have a strong sense of belonging in the school system. We will do the necessary work to remove barriers and provide students a fair opportunity to succeed by focusing on equity and the social/emotional development of our students. Our goal is to create a PreK-12 Nashoba identity which we can all be proud of.

The last objective in the plan addresses the *Human Resources, Finance, and Facilities* sectors of the organization. We know that the citizens of our community expect a high-quality education system and they expect us to develop budgets that show fiscal responsibility. The proposed FY24 budget was constructed by applying consistent standards for class size, administration and support staff to ensure responsible staffing equity across all buildings. The results of our collective efforts is a reduction in 7.5 positions in the district while maintaining the full educational program for our students. We will be able to do this without laying off employees as expected retirements and natural annual attrition will outnumber the reduction in positions. This has helped us mitigate the challenges of increasing costs in energy and out of district special education services. If approved by our towns, we will be able to overcome these rising costs and keep high quality education standards in place.

At the end of the day, school systems are measured by how well we prepare our students for life after graduation. Whether our students choose college, career, or service after high school, we want our graduates to become lifelong learners who develop a personal voice, grow to understand how choices have impact beyond intention, and develop a strong sense of agency and responsibility. Those competencies thrive fully in safe, caring, and collaborative environments where a sense of belonging is felt by all. We strive to be an organization that fulfills our vision, "Be your best self. Pave your path. Impact the world."

Sincerely,

Kirk Downing
Superintendent, Nashoba Regional School District

The Center School

The Center School is honored to be the place where the children of Stow begin their formal educational journey. We take pride in the welcoming environment that awaits all students as they join The Center School community. At The Center School, families can join with exceptional educators to ensure that all students succeed.

The end of the 2021-2022 school year marked a time of transition for The Center School. Principal Ross Mulkerin transitioned to a new role as Nashoba Regional School District's Director of Business and Operations. With Mr. Mulkerin's departure, The Center School community engaged in the important process of finding a new principal. After the completion of an extensive process involving students, families, and staff, Shelley Dulskey was named principal of The Center School. Ms. Dulskey worked closely with Mr. Mulkerin to ensure a smooth transition for all stakeholders.

As the 2022 school year began and pandemic protocols eased, The Center School was able to welcome all families into the building. This was a time when the community was invited in to explore The Center School, build relationships with one another and staff, and collaboratively launch the 2022-2023 school year for all students. The Stow PTO set the stage for this wonderful start to the year with an all-school barbeque on The Center School field. Over 300 people attended this event, and the excitement and hope for a great year began with this long-overdue opportunity to gather together as a community.

Our ability to fully gather together as a community spilled into events for students. The Center School All-School Meetings have been reinstated with social-emotional themes. Buddy Programs have restarted with upper-grade students partnering with younger students in learning activities. Community presentations and field trips are again an option for all students.

The Center School has also seen important changes in curriculum and assessment. Bridges, a new district-wide math program, is in its first full year of implementation. Students are engaged in a workshop-style math model where inquiry-based learning results in a deep understanding of number sense. In addition, new benchmarking tools have been utilized this year. Star Assessments for reading and English language arts are adding to our teachers' data profiles on each student. The Star Assessments identify areas of need, skill progression, and student growth. These assessments have added an important element to our ability to meet the needs of all students.

The entire Stow community has continued to show its unwavering support of The Center School. Our community organizations, including our Police and Fire Departments, are always willing to support The Center School's needs. The Stow PTO has been the foundation of support with community events, specialized programs, guest speakers, and all-important volunteers. The Center School deeply appreciates all community support.

The Center School is a place where all students are seen, valued, and respected. We look forward to the future with great hopes for our students and community as a whole. We know that our students thrive when we partner together with all families and community members, and we are

dedicated to these partnerships. We sincerely thank all Stow community members for their part in making The Center School a successful place for all students.

Hale Middle School

Hale Middle School is home to just under 300 students and 50 staff members. Hale continues to be a top performing middle school in the Commonwealth. Hale is an excellent place for students to explore their interests, hone their academic skills, and prepare for high school. The students and staff at Hale are treated as equal members of a community. We are a community that praises and lauds the achievements of our students and staff. Our community believes that with hard work, support, and care for one another our students will be successful in all endeavors.

The staff at Hale are highly qualified and dedicated to advancing the academic, social, and emotional skills of their students. The HMS staff regularly take courses, attend seminars, and advance their understanding of both their subject area and child development. We believe that our students' growth and development is predicated upon our own continued adult education.

The students at Hale are invested in their schooling and are well-rounded individuals who participate in sports, academic competitions, performing arts, and a variety of after school activities. Hale is a place where students are both supported and challenged. Hale is a school that cultivates high achievement. Students consistently outperform their peers on standardized tests, the sports field, at adjudicated band and choral performances, in math competitions, robotics competitions and geography bees.

Our programs at HMS continue to grow and evolve in order to best meet the needs of our students. This includes new after school programs, new course offerings, expanded special education services, access to new technology and advanced educational resources, and continual professional development for the HMS staff. In order to meet the ever-changing needs of our students, our staff is constantly evaluating and adjusting their practice. As such, our budget and the allocation of funds required similar adjustments. This year's budget is reflective of these adjustments.

The Stow community has been incredibly supportive of Hale Middle School and has partnered in our accomplishments. Our facility is excellently maintained and consistently used for community events. The Stow PTO has been instrumental in supporting field trips, guest speakers, specialized programs, and volunteering for events. We are fortunate at HMS to have such involved parents and guardians who see the value of education. Whatever the need may be, the families in Stow have proven to be a motivated and supportive group.

Our 2024 budget, while fiscally conservative, affords Hale with the opportunity to continue to advance as a top tier middle school in the Commonwealth. The adoption of new programs and curriculum in each grade has significantly improved our students' ability to enhance their 21st century skills. These skills will prepare them for the challenges that they will face in high school, college and their careers. These initiatives, when combined with motivated students and highly successful teachers, will continue to project Hale on a trajectory of success.

Nashoba Regional High School

2022 was an exciting year for Nashoba Regional High School. We saw a significant reduction in Covid-19 restrictions which allowed our students and staff to end the year and begin the next school year experiencing school as it was pre-Covid. Many events and experiences that had been limited or prohibited were brought back.

We had seven concert performances in the spring season: two Spring Instrumental Concerts, two Spring Choir Concerts, one Senior Showcase Concert celebrating 22 seniors graduating from the music department; and two Spring Symphonic Band Concerts. One of those was a Five Year Celebration (celebrated a year late because of Covid) where we performed at Mechanics Hall in Worcester. Four of our students were accepted to the Massachusetts Music Educators All-State Festival Ensembles.

This fall, we hosted a very successful Nashoba Band Day (7-12 instrumental students from across the district) 114 musicians together for the Homecoming football game. We had five concerts, including choral, band, symphonic band and combined ensembles. Fifteen of our students were accepted to this year's CDMMEA Ensembles; 15 students participated in Central District Competitions, with 10 students receiving All State Recommendations. Ten students auditioned for the Massachusetts Music Educators All-State Festival, four students had successful auditions and one of our students was in the top two in the state. Our Tri-M Music Honors Society had a successful fundraising event, raising close to \$300 with a "Coffee House" at the Bolton Bean with all money going to "Give-A-Note Foundation", providing funds to underserved music programs across the country. Finally, our students participated in "AnyVoices" acapella competition at Chelmsford High School.

We had four very successful performances of "Chicago High School Edition" in the spring with fantastic attendance, and four successful productions of "The Play That Goes Wrong" this fall with two full casts and strong attendance such that we are excited to say "Broadway is alive and well at Nashoba!"

Our clubs and activities were active and successful in 2022. Our DECA club saw 104 total attendees at the State Career Development Conference with 13 state champions, and 43 students placing in the top 10 in Massachusetts. We had 11 students attend DECA Nationals and 10 out of 11 students were international qualifiers, ranking in the top 70th percentile at the International Career Development Conference. In the fall of 2022, DECA had 250 student participants who participated in a Mock Competition in December for over 50 judges from the local community. Our Robotics team also had strong performances at regional and state competitions. Our Green Team environmental club planned and hosted a fun and educational Earth Day celebration right before April vacation. Our GSA hosted a well-attended regional/Central MA GSA conference and the Art Department and Art Club hosted an elegant student art show. Several NRHS students applied and were accepted to the Bridges to Malawi medical service learning trip, and our EMT program welcomed in a new crew of cadets.

This fall, we held a well-attended Homecoming Dance, a fun Pep Rally and very exciting Lip Dub organized by Student Council, which brought the community together. We held our Senior Sunrise event keeping with this tradition that was started over Covid.

In the spring of 2022, two of our NRHS students were recipients of the Worcester County Superintendent's Award and were co-valedictorians. We hosted a well-attended Future Freshman night for students and families in March. We held our annual scholarship and awards night where we gave over \$80,000 in scholarships to our students and hosted AP exams and SATs. In addition, we held two successful proms, Senior Banquet and graduation where we proudly graduated 255 students.

This summer we hired many new staff including a new assistant principal and dean of students. We also welcomed our new ninth graders with freshmen orientation in August.

This fall, our students participated in National History Day, we celebrated several National Merit Scholars, we began a pilot for the Seal of Biliteracy, and we hosted Challenge Day, which is a community building experience for our current tenth graders. Our Nashoba News broadcast developed and aired student-created news programs that were shared with the community.

Athletics

The Nashoba Wolves' athletic programs had a great year! Over 250 student-athletes participated each season across twenty-two different sports and fifty teams. Our student-athletes excelled on the playing surface and in the classroom, with over seventy-two percent of student-athletes named to the honor roll.

Some highlights from the winter season include our boys' and girls' basketball teams playing at the TD Garden. The boys' hockey team won the CMass Class A Championship, and the girls' co-op hockey team won the MIAA D2 State Championship. Dillan Lowe was selected as our conference's MIAA/Boston Bruins Sportsmanship award winner. Our wrestling team had two state champions - Lucian Perla and Josh Cordio. Cordio was also the MIAA All-State Champion and Outstanding Wrestler. The boys' indoor track team won the MIAA D3 State Championship, and Freddy Collins was the MIAA All-State Champion in the mile.

The success continued in the spring, with the track teams winning the league championship on our home track! The boys' lacrosse team won the CMass Class A Championship in a thrilling overtime win over perennial powerhouse Algonquin before bowing out of the statewide tournament in the Round of 16. The softball team joined with St. Paul to raise money for Autism Awareness. Connor Salmon represented NRHS in the CMass Football All-star game played in June.

The fall season was exciting, with the field hockey team winning the MIAA D2 Final Four trophy and making it to the state championship game for the second consecutive year! The team lost to Longmeadow, 2-1, in the finals but had a fantastic season overall. Adam Balewicz won the MIAA D2 State Cross Country qualifying meet and set a new home course record. In addition, Nashoba was named the MIAA District 3 Sportsmanship Award winner at a ceremony at Gillette Stadium.

Nashoba had numerous individual honors throughout the year as well. The Telegram & Gazette selects a "Super Team" and honors student-athletes across Central Mass. The following student-

athletes were recognized as Players of the Year: Freddy Collins (Indoor Track), Josh Cordio (Wrestling), Ella Varnerin (Alpine Ski), Brayden MacLean (Boys' Lacrosse), and Abbie Zacchini (Field Hockey). Grace Glover and Reuben Nyasani won the 2022 MIAA Multi-media Sportsmanship contest. In addition, the Director of Athletics, Tania Rich, was recognized by the Massachusetts Secondary Schools Athletic Directors Association as the State NFHS Citation Award winner. Also, Matt Biggs was honored as the MIAA Boys' Lacrosse Coach of the Year.

Overall, Nashoba's sports teams had an amazing year! Over ninety percent of our varsity teams qualified for the statewide tournaments, won nine league titles, one state finalist, and two state championships! Our programs continue to be highly competitive and school spirit has increased since our COVID-19 guidelines were lifted.

CENTRAL OFFICE DEPARTMENT REPORTS

Teaching and Learning Department

The Department of Teaching and Learning is committed to leading, supporting, and inspiring our Nashoba educators with clear and forward-thinking curriculum development, purposeful assessment methodology, innovative instructional practices, and high-quality professional development. The Department values the important role it holds in leading 21st-century learning within the Nashoba learning community and takes great pride in working diligently and strategically to ensure that the initiatives outlined in our NRSD Strategic Plan are actualized and implemented with intentionality and shared ownership.

This year, the Department of Teaching and Learning has led several academic initiatives. An audit of all Nashoba curricula, K-12, has been conducted for the purpose of analyzing current curriculum documents and instructional resources to ensure alignment and academic rigor across the district. The result of this audit has led to the updating of the majority of the District's current core curricular review processes and curriculum mapping documents, as well as the creation of a Vision for Learning aligned with the District's Strategic Plan and Portrait of a Nashoba Graduate competencies. Curriculum maps have been updated to reflect the intentional integration of transfer goals and learner competencies. Currently, teachers at the middle and high school levels are working within department and cross-district teams during districtwide early release days to update and document grade level and content core curriculum and develop forward-facing curriculum guides to be provided to families and posted on the district website.

At the elementary level, academic initiatives have focused on the implementation of high-quality mathematics curriculum, Bridges in Mathematics, in all classrooms, grades K-5. Bridges was selected using the IMplement MA Guide, the Department of Elementary and Secondary Education's (DESE) high-quality instructional materials adoption process. Implementation efforts have been designed to address multiple facets of implementation, including professional development for teachers and administrators, the development of a Bridges Success Team, instructional coaching in the classroom, and the creation of a Teacher Landing Page with quick links, pacing guides, and helpful resources unit by unit.

High-quality assessment is as important as high-quality curriculum and instruction. Building from the assessment pilot completed last year in our Lancaster schools, this year, a new assessment platform and universal screening tool, Star Assessments from Renaissance Learning, has been implemented in all schools, K-8 (Reading) and K-9 (mathematics) to complement and strengthen our understanding of student learning needs. Star Assessments allow our teachers the

ability to quickly and accurately assess student progress, prioritize student needs, and plan for targeted instruction. The use of universal screeners for early identification, along with targeted instructional planning and progressing monitoring, is a proactive and responsive approach to supporting student learning and growth over time. We look forward to the continued benefits of this new assessment tool within our district assessment portfolio.

From curriculum and instruction to assessment, our Nashoba educators work tirelessly to meet the varied needs of our students. Professional development in support of these continual efforts is a priority. This year, Nashoba educators have engaged in professional development to support and strengthen instructional planning and pedagogy through the principles of Universal Design for Learning and the integration of social-emotional learning within lessons and across school settings. Our March full day of professional learning, Elevating Voice, Embracing Equity, provided Nashoba educators with an opportunity to learn from colleagues and outside presenters on topics ranging from centering equity and social justice to safe and inclusive learning environments. This year, we look ahead to building upon this foundation of learning with a robust day of learning in support of our NRSD Strategic Plan and vision for learning for the future focused on our Portrait of a Nashoba Graduate.

As we step forward, the Department of Teaching and Learning remains fully committed to supporting our districtwide efforts in providing rigorous, innovative, and clearly aligned curricula that inspire, engage, and challenge every student such that all students realize their unique potential and become active contributors to their community.

Technology

The Technology Department is committed to provide undivided support to help the district to achieve initiatives outlined in the NRSD Strategic Plan.

Our goal is to ensure that every student has access to the appropriate technologies based on his/her educational needs. In elementary schools, iPads are deployed in Grades PreK-2. Each classroom is equipped with six iPads and a 30 unit iPad cart can be shared when additional equipment is needed. 1-1 Chromebooks are deployed in all Grade 3-5 classrooms. Each elementary school is also equipped with a computer lab.

In Middle schools and High School, all students are issued Chromebooks and can take them home overnight. All students are assigned an NRSD email account and encouraged to use Google Suite to improve learning efficiencies. Advanced and specialized programs such as Graphics Design and Computer Aided Design are offered in computer labs to facilitate further learning.

The Chromebook 1-1 program provides a great opportunity for students to learn anytime, anywhere. To deliver a successful program, we continue to monitor and upgrade the network infrastructure in all buildings. We have worked diligently to ensure that all our equipment is up-to-date and fully functional. By taking full advantage of tools like Google Admin Console, Jamf Pro Management Suite and Symantec Ghost suite, the Technology department has gained significant efficiencies in supporting daily teaching and learning activities, managing individual apps, extensions and add-ons, and providing personalized content for individual teachers and classes.

Safety is always a top priority for us. For online activities, we have adopted and continued to update the Lightspeed web content filtering system to safeguard appropriate access. The Lightspeed system provides both in-school and at-home filtering for all 1-1 student Chromebooks and district assigned laptops. As cybersecurity threats become more pervasive and

severe each day, the Technology department has also made great efforts to set up mandatory cybersecurity training for all teachers and administrators. For physical safety, we continue to add security cameras in critical locations to help improve the security measurements across the District.

Health and Wellness

The district's Health and Wellness Department covers comprehensive services including first aid, emergency care, assessment, planning for the management of chronic conditions such as asthma, diabetes, or life threatening allergies, and preventing and responding to communicable disease. Additionally, we provide guidance on medication and health care procedure oversight, ensure the completion of mandated health related screenings, health education and health counseling, and assure a safe and healthy school environment. Nashoba nurses offered CPR and First Aid Training for employees regularly. Nashoba's Health and Wellness team provides a full time, certified registered nurse at each school building.

This year, all school nurses continued training and preparing for a health office response to a global pandemic. This included providing At-Home Antigen tests.

At-Home Antigen Testing allowed students to test once a week before attending school or when symptoms occur. Both vaccinated and unvaccinated individuals were strongly encouraged to opt-in to this program. Each school provided prerequisite at-home antigen test administration training materials, including instructions on when tests should be taken. The tests were sent home every two weeks.

In collaboration with the Nashoba Associated Board of Health, a flu vaccine clinic was held at Nashoba Regional High School along with a full scale Health Fair. Health plans continue to be modified as new guidelines have been provided with guidance from MA Department of Elementary and Secondary Education, Centers for Disease Control, Department of Public Health and our local boards of health.

Vaping diversion program and IDECIDE –

Nashoba Regional High School, alongside nearly 100 schools across Massachusetts has launched an exciting new program called iDECIDE (Drug Education Curriculum: Intervention, Diversion, and Empowerment) that was developed in collaboration between Massachusetts General Hospital (MGH), the Massachusetts Department of Public Health, and the Institute for Health and Recovery. iDECIDE aims to provide students experimenting with substances and/or who got caught using substances at school the knowledge, skills, and motivation necessary to make healthier decisions. The iDECIDE program replaced our previous vaping/substance diversion program.

Youth Risk Behavior Survey (YRBS) –

Every two years, Emerson Hospital and public school districts within Emerson Hospital's service area collaborate to conduct the Emerson Youth Risk Behavior Survey (YRBS), a comprehensive survey of youth in 6th grade, 8th grade, and high school, regarding risk behaviors in the following general areas: vehicular safety, social and emotional well-being, physical safety, sexual behavior, tobacco, alcohol, and drug use, diet, body image and physical activity, sleep, school work, and screen time, and social media. This information is located on the Nashoba website and is reviewed with the administration and each school council committee.

Extended Learning Program

The Extended Learning Program (ELP) continues to focus on its goal of creating a safe space for students to explore their interests, meet new friends, and learn to express themselves. After spending much of the 2021/2022 school year focused on rebuilding social emotional learning practices, the Extended Learning Program entered the 2022/2023 school year with the proper foundation to further increase enrichment offerings.



During Fall 2022, enrichment programming included: **Buildwave (formerly ImagArena)**, a building workshop that simulates a real life video game, and **Drama Out of the Box**, an improv drama class. These sessions, which were run at all four Extended Learning Program sites, came to a close at the beginning of December 2022.

An **Enrichment Interest Survey** was administered to all Extended Learning families in early January 2023 in order to pinpoint areas of interest. Results from the survey indicated an elevated interest in art, engineering/STEAM, drama, and sports-based programming. Results from the **Enrichment Interest Survey** were used as The Extended Learning Program built its internal and external Winter and Spring 2023 enrichment programming. Winter 2023 enrichment offerings included: **Chess Wizards**, **Marcus Lewis Tennis Lessons**, **Art-Ventures: Penguins & Polar Bears**, and **Fun World Language French Lessons**. Upcoming Spring 2023 enrichment programming includes: **Fun World Language Spanish Lessons** and **Mad Science: Space & Beyond**.



In an effort to increase the enrichment programming that the Extended Learning Program is able to offer across all four elementary school sites, the Extended Learning Program is offering a **pilot program** that extends enrichment offering registrations to students both in, and out of the program. Extending registration parameters supports increased participation, which increases the likelihood of consistently running enrichment programming across all Extended Learning Program sites. The **Enrichment Pilot** programming includes: **Buildwave (formerly ImagArena)**, and **Drama Out of the Box**.

In addition to outside enrichment offerings, The Extended Learning Program staff continue to create new daily opportunities for students to explore their interests and refine their communication and social skills, all while building life-long friends along the way.



Nashoba Regional High School
Class of 2022

Ailin Eyasu Oberlies President ~ Nolan Matthew Bush ** § Vice President
Seviya Jordan Mast *** § Secretary ~ Bridget Ann Bailey*** Treasurer

Flobatir Raafat Abdou **
Drew Isaac Abrutyn *** §
Katie Ray Acierno **
Lee Michelle Albrittain **
Alexander Douglas Allison
Nicole Arline Altongy *
Matheus Araujo Alves **
Metias James Amabile
Nina May Ambrose * §
Bethany Cadence Anderson *
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Sofia Marie Andronico
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Thomas William Babu ***
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Madison Rose Carey *** §
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Grace Katherine Cassidy ** §

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Vierie Kieanu Christopher
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Julia May Cote ** §
Bridget Mckenna Catty ** §
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Jeremie Justin Francois

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 Vincent Joseph Giannetti
 Adam Davies Giunta **
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 Alexis Rose Goodwin * §
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 Alexandra Catherine Gormley
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 Michael William Heeren
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 Lucy Rose Johnson *** §
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 Allyson Leah Kerr
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Ava Paige Klein *
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 Declan Joseph Pierre Mccoy Lachance
 Sophia Elizabeth Lanza
 Nicholas David LeBlanc *
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 Samuel Henry London ** §
 Grace Elizabeth Lorenzo-Keane **
 Phillip Pavei Lyle **
 Katherine Lydia Lynch *** §
 Andrew James McCarthy
 Kasey Marie McKenna ** §
 Hayden Paul McLaughlin *
 Larissa Chloe McMahon ** §
 Cathryn Anne McNally *
 Brayden Douglas MacLean
 Gracie Evelyn Maher *
 Jonathan Erik Maki **
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 Trevor Joseph Masse
 Alexandra Lynn Masucci ** §
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 Tristan James Walkden Miller **
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 Sarah Alia Mulyono *
 Benjamin Thomas Munyon *
 Drew Taylor Murphy * §
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 Christopher Robert Myers
 Daniel Kyle Nalepa
 Adam Ritchie Naze
 Kylie Margaret Nelson *
 Sonia Barbara Siftar Nicholson ***
 Moira Estele O'Brien
 Adelaide Klassen Ogden *** §
 Jessica Ojiromu Ogo ***
 Tristan David O'Riorden
 Logan Amber Overstreet

Liam Daniel Owen
 Amelia Julia Pallotta
 Callan Robert Palmaccio *
 Joseph Salvatore Panarelli
 Madison Grace Parent *
 Mary Suzette Paro
 Sofia Alpesh Patel *** §
 Samantha Grace Payson *
 Lucien Perla *
 Kathryn Reis Perreault
 Jack William Peterson
 Kameron Dennis Pierce
 Jennifer Pirez Garcia
 Madeline Rose Powers ** §
 Sara Lisbeth Prigmore
 Lucas David Prigmore
 Zachary Andrew Randolph *
 Audrey Elizabeth Recko *** §
 Jackson Edward Reed *
 Alannah Joan Reilly
 Gretchen Catherine Rein ** §
 Ava Regina Reisner *
 Taylor Alexandra Riley *
 Mark Jarod Rodstrom **
 Hanna Catherine Rossi *
 Grace Bernadette Roth
 Samuel Lloyd Rothenberg
 Charlene Katherine Russell
 Madelyn Jean Sallhofen
 Connor James Salmon *
 Kailey Faith Samarjian *** §
 Aniket Sarkar *
 Joseph Michael Scanlon
 Julia Elizabeth Schartner
 Marina Nicole Schiering **
 Andrew Zachary Sears ** §
 Abigail Rebecca Shaw *
 William Christopher Shaw
 Amaan Ur-Rehman Shirwani *

Benjamin Dragun Skaar *** §
 Jasper York Smith ***
 Spencer Andrew Smith ** §
 Ethan Taddeus Smit *
 Alexandra Rea Soeltz **
 Rebecca Nicole Solomon *** §
 Margot Jean Sonia *** §
 Andrew William Spratt *
 Beckett William Storey
 Graham Meredith Straface * §
 Natalie Elizabeth Straub ** §
 Hannah Elisabeth Sullivan *
 Nathan Robert Super
 Michael Ronald Sutt
 Caitlin Hannah Sweeney ** §
 Benjamin Avidan Moshe Tadmor *
 Rocco Alan Tata
 Alia Catherine Tesini ** §
 John Normand Theriault **
 Emma Elizabeth Toland *
 Madison May Tuck *
 Elizabeth Molly Wachtel *** §
 Elias Kentaro Webster ***
 Devyn Alexandria Wells **
 Veronica Autumn Wells ***
 Michael Aaron White *
 Cole Turner Williams
 Quinn Tucker Willshire Rogers
 Charlotte Jane Winiarski ** §
 Benjamin Thomas Worden
 Carley Jean Wright
 Jacob Gezai Wyman
 Maxwell Ming-Yuan Zhao
 Olivia Ann Zinn *

§ NHS Senior Project
 ***Summa Cum Laude
 **Magna Cum Laude
 *Cum Laude

MINUTEMAN REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

Leadership Transition

Dr. Kathleen A. Dawson became the Superintendent-Director of the Minuteman Regional Technical School District on July 1, 2022, following the retirement of Dr. Edward Bouquillon, who led the district for 15 years.

Dr. Dawson was hired following a unanimous vote by the Minuteman School Committee on January 26, 2022. She arrived at Minuteman from her most recent position as Deputy Superintendent of the Orange County Schools in North Carolina. During her tenure with Orange County Schools, the district had the highest number of schools exceeding academic growth in the state, even during a pandemic. She also was integral in increasing the graduation rate and increasing the number of underrepresented students in advanced courses as part of her equity work. Her extensive professional background includes launching five career technical education academies in less than a year and increasing the number of students graduating with associate degrees during her tenure as Chief Innovation Officer for the Guilford County Schools in Greensboro, North Carolina. Dr. Dawson previously served as a public-school teacher and administrator in the Boston Public Schools, along with public school districts in Duluth, Minnesota, and Nashville, Tennessee. She received her master's degree in School Leadership from Harvard University in 2001 and her Ed.D. in Educational and Organizational Leadership from the University of Pennsylvania in 2015.

Minuteman District Enrollment

All students accepted to the ninth grade for the start of the 2022-23 school year resided within the nine district member towns. Across grades 9-12, in-district enrollment is at 88%; in 2017, that figure was 59%.

According to the official October 1, 2022, figures, total student enrollment was 692 students, which included 65 from Stow. There are 18 freshmen, 19 sophomores, 16 juniors, and 12 seniors. The school is accommodating more students than the building was designed for, and demand continues to exceed capacity.

Minuteman is addressing the capacity issue by progressing with the North Building project, which will house the advanced manufacturing equipment and create opportunities to optimize other instructional space. The administration is also exploring options for the renovation of the East Campus Building so that the school can accommodate a total of approximately 800 students without additional borrowing by the member towns.

Expanding Future-Ready Programming

In July 2022, Governor Charlie Baker visited Minuteman, where he announced the allocation of \$32 million in grants from the Workforce Skills Cabinet for high school and adult career technical education programs statewide, which included more than \$1.2 million for Minuteman. This funding is being used for the high school's welding program, along with the Minuteman Technical Institute's adult evening programs in

carpentry, CNC (computer numeric control) machine operation, facilities management, plumbing code, and welding. These grant-funded programs provide advancement of economic opportunity and are free to individuals who are unemployed or qualify as “under-employed;” most recent high school graduates qualify.

Additionally, Minuteman continues to expand its new Animal Science career major that launched in the fall of 2021. Veterinary medicine is one of the fastest-growing industries in America with employment opportunities growing 16% by 2029, according to the U.S. Bureau of Labor Statistics. With program advisory partners such as Blue Pearl Pet Hospital and Zoo New England, students receive both classroom and hands-on field training.

Athletics Expansion

Minuteman launched the girls’ volleyball team in the fall of 2022, following the full opening of the outdoor athletic complex in the spring of 2022 and a complete return to student athletics following the height of the pandemic. The boys’ and girls’ soccer teams qualified for their respective state tournaments in the fall of 2022.

The entire athletic complex, located at the former site of the old school building, is a state-of-the-art addition to the Minuteman campus. The multisport field includes an adjacent competitive running track. Two additional fields host a baseball complex with a multipurpose field, as well as a softball complex with an additional multisport field.

Minuteman has capitalized on rental opportunities with the new outdoor sports facilities, which are regularly used by the Boston Bolts, Lesley University, and other organizations.

District Budget

The approved district operating and capital budget for fiscal year 2023 which ends in June is \$29 million, a 4.96% increase over the previous year. Stow’s share is \$2,145,103, which is a \$564,299 increase over the previous year and includes operating, capital, and debt assessments.

Positive Student Outcomes

Each year for the past several years, about two-thirds of Minuteman graduates entered college/university and about one-third entered employment in their fields of study. Every student is required to graduate with at least one industry-recognized credential to demonstrate proficiency and/or certification to future employers; most students obtain multiple credentials.

Class of 2022 graduates enrolled in many distinguished higher education institutions, including Arizona State University, Bentley University, Clemson College, Colorado State, Emerson College, Johnson & Wales, Merrimack College, Regis College, Rochester Institute of Technology, Texas A&M, Tufts University, and many others.

Respectfully submitted,

Dr. Kathleen A. Dawson, Superintendent-Director

STOW

There were eight Stow graduates in the Class of 2022.

Haris Ansari, Engineering Technology. Ansari will attend the University of Massachusetts Lowell. Ansari received the Digital Credit Union Scholarship, the Physical Education Achievement Award, and the OSHA-10 General Safety and Health industry-recognized credential.

Charles Cantin, Multimedia Engineering. Cantin received the Multimedia Engineering Career Program Award and two industry-recognized credentials: OSHA-10 Construction Safety and Health and Adobe Digital Video.

Samantha Kerr, Biotechnology. Kerr will attend Wheaton College and was accepted to four additional universities. Kerr is a member of the National Honor Society and received the Pauline Briggs Memorial Scholarship, the Minuteman Alumni Award, the Digital Credit Union Scholarship, and the John and Abigail Adams Scholarship. She received three industry-recognized credentials: OSHA-10 General Safety and Health, and American Red Cross CPR/AED and First Aid.

Ethan Matta, Automotive Technology. Matta is working full-time as an auto technician at the Tesla dealership in Dedham. Matta received the Bruce Flood Memorial Scholarship, the John and Abigail Adams Scholarship, and Digital Credit Union Scholarship, and five industry-recognized credentials, including Automotive Service Excellence (ASE) Engine Repair, ASE Auto Service Technology, and AC Delco.

Kole Murawski, Multimedia Engineering. Murawski will attend Middlesex Community College. Murawski received the Minuteman Parents Association Scholarship and industry-recognized credentials in Adobe Digital Video and OSHA-10 Construction Safety and Health.

Emily Scarpati, Health Assisting. Scarpati will attend Fitchburg State University and was accepted to three additional colleges or universities. Scarpati received the Digital Credit Union Scholarship and five industry-recognized credentials, including OSHA-10 General Safety and Health, CMS Dementia Care, ACS Stop the Bleed, and American Heart Association First Aid and CPR/AED.

Lea Torres, Cosmetology. Torres received two industry-recognized credentials: OSHA-10 General Safety and Health, and SP/2 Safety.

Erica Vogel, Horticulture and Plant Science. Vogel will study botany with Herbal Academy of Bedford and is working for the Lexington Garden Club. Vogel received three industry-recognized certifications: OSHA-10 Construction Safety and Health, and American Red Cross First Aid and CPR/AED.

PUBLIC SAFETY

POLICE DEPARTMENT

Heading into my third year as Chief of Police, I look back proudly at all that the Department was able to accomplish in partnership with the Town Administration as well as the residents of Stow. I continue to work towards creating a police department that is not only an inclusive working environment but also has the resources needed to best respond to Stow's needs.

In 2022, through a grant with the Department of Mental Health, we were able to hire a Jail Diversion Clinician. Kristin Normandin joined our department in October with the support of Advocates. Prior to her joining us, we were using Advocates (the organization that oversees Kristin) for per-diem coverage. She spends three days in Stow and two days in Harvard but both towns have an agreement to transport her to the other town if she is needed. During her time with our department, she has proven to be a valuable resource not only for the residents and guests of Stow but our officers as well. She has been able to respond to calls with our officers and provide a more well-rounded response to mental health and substance abuse concerns not only for the person having issues but their families as well. We look forward to the positive impact her efforts will continue to have on our residents.

Jail Diversion Program (JDP) Interventions from February 2022-December 2022

| Month | Stow | Harvard | Total |
|--------------|-------------|----------------|--------------|
| February | 4 | 8 | 12 |
| March | 5 | 6 | 11 |
| April | 2 | 1 | 3 |
| May | 7 | 4 | 11 |
| June | 5 | 3 | 8 |
| July | 4 | 4 | 8 |
| August | 7 | 8 | 15 |
| September | 1 | 7 | 8 |
| October | 11 | 10 | 21 |
| November | 4 | 13 | 17 |
| December | 10 | 11 | 21 |
| | 60 | 75 | 135 |

In continued efforts to support those struggling with substance abuse issues and their families, we hosted an Opioid Awareness Panel with funds given to us from the National Opioid Settlement Fund. This panel featured speakers from Peer Recovery Support Programs such as Alyssa's Place and Advocates, and also Dr. Brian Cruz, who spoke about the importance and effectiveness of Narcan. We were pleased to be able to partner with the Stow Fire Department, who provided Narcan training to all attendees. I was happy to provide a forum for members of the community to have thoughtful and supportive conversations with other professionals surrounding such an important issue. I look forward to more opportunities for open dialogue about issues affecting our residents (and their families) in the future.

Although COVID remains ever present, we have been able to support our residents and the community through various programs and events. These include but are not limited to: Touch-a-Truck, Stow's Breast Cancer Walk with the Council on Aging, SpringFest, and our Citizens' Academy. These programs and others provide a meaningful way for our officers to engage and

partner with our residents. It is important that our residents are familiar with the officers so that in the event they need our help, it helps our residents feel more at ease.

The past couple of years brought many officers staffing changes to our department, both by way of hirings and promotions. One notable change from 2022 was the retirement of our beloved Administrative Assistant Darlene Trefry. Darlene was with us for over 20 years and worked various roles within the department. She will certainly be missed! In July of 2022, we hired Phoenix Dwyer to step into the role. Now that our department has stabilized, I am pleased to offer more trainings to our officers to further expand their resources and knowledge base when responding to calls. This year, we were able to bring in Katy Trust from Kindle Behavior, to provide training to the department for handling individuals with autism spectrum disorders. This training included discussions surrounding de-escalation tactics and tools that can assist officers when responding to calls. Our officers implemented autism support bags in each cruiser so in the event they have to respond to a call they have items that will help the individual feel more comfortable.

We continued to have strong relationships with our many partners that provide services to Stow. I am very thankful for Domestic Violence Services Network (DVSN), Communities for Restorative Justice (C4RJ), Central Middlesex Police Partnership (CMPP), Police Assisted Addiction and Recovery Initiative (PAARI), Central Mass Law Enforcement Council (CEMLEC), the Middlesex District Attorney's Office, Nashoba Regional School District, and the Middlesex Sheriff's Department.

Looking ahead into this next year, Lieutenant Darren Thraen is retiring in May and we will be hiring a new Lieutenant. Lt. Thraen has been with the department for 31 years and has been a true asset to the Town and the Department. We wish him nothing but the best! We are also going to be working on our accreditation so we can continue to hold our officers and this department to a higher standard... a standard that our residents (and guests) deserve.

I would like to continue to thank the members of the Police Department, Fire Department, Highway Department, Selectboard, Fire Chief, Highway Superintendent and Town Administrator Denise Dembkoski, all the Town Employees for their support. I look forward to continuing to make our department one our residents can be proud of.

Thank you,

Chief Michael Sallese

Stow Police Department

Call Reason Breakdown 2022 and 2021

| <u>Call Reason</u> | <u>Total 2022</u> | <u>Total 2021</u> |
|--------------------------|-------------------|-------------------|
| 911 ABANDONED/ERROR | 304 | 819 |
| AIRCRAFT | 0 | 0 |
| ABANDONED MV | 3 | 5 |
| ALARM, BURGLAR | 114 | 133 |
| ANIMAL | 303 | 312 |
| ANNOYING PHONE CALLS | 4 | 2 |
| AIRPORT SECURITY | 186 | 232 |
| ASSAULT | 3 | 1 |
| ASSIST CITIZEN | 547 | 652 |
| ASSIST OTHER AGENCY | 135 | 211 |
| AUTO THEFT | 0 | 1 |
| BOAT PATROL | 32 | 28 |
| BURGLARY (B & E) PAST | 6 | 3 |
| BOAT VIOLATION/STOP | 14 | 2 |
| BYLAW VIOLATION | 3 | 7 |
| BUILDING CHECK | 7825 | 4944 |
| COMPLAINT | 134 | 184 |
| COMPLAINT AGAINST POLICE | 3 | 0 |
| COURT | 201 | 185 |
| DIRECTIONS | 3 | 2 |
| DISTURBANCE | 44 | 49 |
| DISABLED MV | 47 | 66 |
| DOMESTIC DISTURBANCE | 24 | 15 |
| ESCORT/TRANSPORT | 10 | 16 |
| FOLLOW-UP INVEST | 274 | 245 |
| FOUND/LOST PROPERTY | 57 | 56 |
| GENERAL INFO | 2 | 23 |
| JUVENILE OFFENSES | 1 | 4 |
| LARCENY /FORGERY/ FRAUD | 65 | 71 |
| LAKE BOON COMPLAINT | 7 | 7 |
| LOCKOUT | 25 | 31 |
| MISSING PERSON | 9 | 8 |
| MOTOR VEHICLE ACCIDENT | 98 | 96 |
| MOTOR VEHICLE STOP | 621 | 887 |
| NEXGEN 911 ISSUES | 1 | 8 |
| OPEN DOOR | 5 | 2 |
| POLE/TREE/WIRE DOWN | 76 | 90 |

| | | |
|-------------------------------|------|------|
| PATROL INITIATED CHECK | 1267 | 0 |
| RADAR | 1946 | 782 |
| RECOVERED STOLEN MV | 1 | 0 |
| REPORT WRITING | 405 | 317 |
| RD. SAFETY COMPLAINT | 132 | 196 |
| R.O.VIOLATION | 4 | 2 |
| 2 nd DISSEMINATION | 3 | 5 |
| SERVE PUBLIC | 177 | 1694 |
| SERVE R.O. | 13 | 8 |
| SERVE SUMMON/NOTICE | 71 | 40 |
| SERVE WARRANT | 6 | 6 |
| SEX OFFENSES | 3 | 1 |
| SHOPLIFTING | 0 | 0 |
| SOLICITING | 3 | 2 |
| SPECIAL ASSIGNMENT | 236 | 539 |
| STOW COMM PARK CHCK | 349 | 298 |
| SUDDEN DEATH | 1 | 3 |
| SUSPICIOUS ACTIVITY | 135 | 163 |
| THREATS | 1 | 8 |
| TOWN BEACH CHECK | 624 | 214 |
| TRAFFIC CONTROL | 206 | 242 |
| VANDALISM | 28 | 21 |
| WELL BEING CHECK | 66 | 71 |

Motor Vehicle Stop Race Totals

| Race | Total | Percent |
|---|-------|---------|
| Black | 40 | 5.3% |
| Asian or Pacific Islander | 24 | 3.2% |
| Hispanic | 68 | 8.9% |
| American Indian or Alaskan Native | 2 | <1% |
| Middle Eastern or East Indian (South Asian) | 6 | <1% |
| White | 620 | 81.6% |

Motor Vehicle Stop Reason Totals*

| Reason | Black | Asian | Hispanic | Amer. Indian | Mid. East | White | Total | |
|---------------------------|-----------|-----------|-----------|--------------|-----------|------------|------------|-------------|
| Speeding | 14 | 8 | 17 | 0 | 2 | 188 | 229 | 30.1% |
| Equip. Violation | 3 | 1 | 12 | 0 | 1 | 60 | 77 | 10.1% |
| Other Traffic Violation | 6 | 9 | 16 | 1 | 2 | 161 | 195 | 25.7% |
| Registration/Inspection | 8 | 2 | 8 | 0 | 0 | 31 | 49 | 6.4% |
| Violation of City/Town | 0 | 0 | 2 | 0 | 0 | 5 | 7 | <1% |
| CMVE | 1 | 2 | 1 | 0 | 0 | 33 | 37 | 4.9% |
| Dispatch/Call for Service | 0 | 0 | 1 | 0 | 0 | 5 | 6 | <1% |
| Investigatory | 1 | 0 | 0 | 0 | 0 | 10 | 11 | 1.4% |
| Warrant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BOLO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assist Motorist | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MV Crash | 7 | 2 | 11 | 1 | 1 | 127 | 149 | 19.6% |
| Total | 40 | 24 | 68 | 2 | 6 | 620 | 760 | 100% |

*variance in call reason motor vehicle stops vs Motor Vehicle Stop Reason Totals due to various reasons including but not limited to, all interactions with a vehicle (accidents), multiple vehicles stopped in one call reason.

Motor Vehicle Stop Outcome Totals

| Outcome | Black | Asian | Hispanic | Amer. Indian | Mid. East | White | Total | |
|-----------------------|-----------|-----------|-----------|--------------|-----------|------------|------------|---------------|
| Civil/Money | 0 | 2 | 1 | 0 | 0 | 12 | 15 | 2% |
| Criminal App. | 5 | 0 | 11 | 0 | 0 | 20 | 36 | 4.7% |
| Arrest | 1 | 0 | 0 | 0 | 0 | 6 | 7 | <1% |
| Written Warning | 9 | 6 | 22 | 1 | 1 | 243 | 282 | 37.1% |
| Verbal Warning | 18 | 14 | 22 | 0 | 4 | 217 | 275 | 36.2% |
| No Enforcement Action | 7 | 2 | 12 | 1 | 1 | 122 | 145 | 19.1% |
| Total | 40 | 24 | 68 | 2 | 6 | 620 | 760 | 100% |

Police Officers-Full Time

Michael Sallese, Chief of Police
Darren Thraen, Lieutenant
Cassandra Scott, Sergeant
David Goguen, Sergeant
Robert Nelson, Patrol Officer
Christopher Kusz, Detective
Luke DeZago, Prosecutor
Brendan Fitzpatrick, Detective
Brandon Murphy, Patrol Officer
Jacob Champoux, Patrol Officer
Troy Paradise, Patrol Officer

Police Officers-Special Officers

John Fantasia
Jon Butler
William Bosworth
Gary Murphy
John Connors
Jeff Beckwith

Dispatchers

John Fantasia
Jon Butler
Gabriel Lopez
Shawn Marques
Laurel Brazao- part time

Traffic Constables

Gabriel Lopez
Shawn Marques
Laurel Brazao
Scott Howe
Conor Dwyer
Jeffrey Lord

Administrative Assistant

Phoenix Dwyer

FIRE DEPARTMENT

It is the mission of the Stow Fire Department to provide the finest possible fire, rescue and emergency medical services to all those that reside in, work in or visit the Town of Stow.

This past year marked the highest number of incident responses for the Fire Department. In 2022 the Fire Department responded to 1,034 emergency incidents. This past year we responded to 4 multi alarm structure fires within the town of Stow. The department also responded for mutual aid 25 times to surrounding communities to aid in other structure fires. Additional responses include 142 fire alarm activations, 584 medical emergencies, 68 motor vehicle accidents, 50 tree/wires down, 5 missing persons and an additional 156 other types of responses.

The Fire Department continues to see staffing changes through the year. With members moving to other careers or other departments, we continually advertise for Per-Diem Firefighters/EMTS, Call Firefighters and EMTS to support the department.

The current Full-Time and Call Fire/EMS staffing model utilized by the Stow Fire Department was developed in 1988 with the addition of Per-Diem night coverage in 2000. This system has served the community well but is currently stretched to its limits. Over the last 33 years, the demand for service and the town as a whole has expanded. Currently there are a number of housing developments in progress with others awaiting approval. The current conditions combined with the proposed changes in Stow's housing are having a direct impact on our Fire and EMS delivery services. Our current staffing model only guarantees two Firefighter/EMTs in the station at any time. These same two members are the EMTs that will transport patients to the hospital, rendering them out of service for other calls over extended periods of time. Although we still have a committed Call Firefighting force, the need to add members in the station for a rapid response is becoming more evident. Additional manpower will enhance safety for the citizens of Stow and allow the department to better achieve our mission.

Student Awareness Fire Education & Senior Program

Fire and Life Safety Education is a priority in Massachusetts as well as across the nation. For the past 27 years the Stow Fire Department has been receiving grants through the Department of Fire Services for conducting fire safety education through the Student Awareness Fire Education program (SAFE). The department SAFE program targets pre-kindergarten through first grade children of Stow. Through this grant the program teaches students to recognize the dangers of fire and the fire hazards of tobacco products through 23 key fire safety behaviors taught in developmentally appropriate ways. Fire and life safety are easy to combine with math, science, language arts and health or physical education lessons, making it easy to collaborate with schools. With the Pandemic the SAFE program is working on virtual presentations that can be used in the schools to continue our efforts to distribute this valuable information to the children of Stow.

The department has also developed a Senior SAFE program which includes forum presentations, home safety visits and a battery change program. We have been working with the Council Aging for outreach with important information such as Patient Medical information cards, residential lock boxes, Life Alert devices and home safety check lists. We hope to expand on these programs as time moves on.

We would like to thank the Center and Hale School Staff, the Council on Aging, and members of the Fire Department for their support of these Life Saving Programs.

Training

The Fire Service is constantly changing with new challenges all the time. We are constantly reviewing operations of various responses to ensure the best service that the department can provide. The goal of the Stow Fire Department training program is to ensure our members have the knowledge and skills to perform their jobs in a safe and effective manner. This training is applied to fire emergency response as well as EMS response. Training is a constant task for the members of the department. Through the training officer there are daily and nightly training programs as well as the monthly department fire drill and EMS training.

Apparatus Maintenance

The Stow Fire Department apparatus is a critical component of our operation. These vehicles are not only used to transport our Firefighters and Emergency Medical Technicians to calls, they are an important tool utilized on all responses. With the absence of a municipal water supply, every piece of equipment that we own is critical in the movement of water when we fight fires. This year a number of changes were made to the maintenance of our fleet. Having a contract with a local vendor to conduct general service to the apparatus has proven to be beneficial to the department for repairs and service. This also offers a level of accountability to our system by utilizing a certified mechanic to conduct inspections of major safety components annually. The change of the position from mechanic to Fleet Coordinator has proven to be successful at this time. The coordinator has been able to maintain scheduling service of the entire fleet as well as annual pump testing, ground ladder testing, scba testing and state inspections. They will continue to repair items within their scope and maintain required records.

Emergency Medical Service

Once again, calls for medical service continue to rise in the town of Stow. We as a department recognize this increasing trend and train tirelessly to meet the needs of the public we serve. Our Firefighter/Emergency Medical Technicians work in conjunction with Pro-EMS, our paramedic service provider to offer the best possible pre-hospital care.

The value of the town retaining two ambulances still proves to be invaluable. There have been multiple instances where the primary ambulance was committed to an incident when another call for service was received. In these situations, our committed Call Firefighter/EMTs have staffed the second ambulance to promptly respond. The addition of a second ambulance has contributed to reducing overall response times as well as allowing Stow Fire to offer a greater personal experience to you the customer.

Thanks, from the Chief

I would like to thank the members of the Fire Department for their support and dedication to the service throughout the year.

I would also like to thank all of the citizens of Stow, the business community, the Town Administrator, the Select Board, Building Department, Highway Department, IT Director, Board

of Health, Planning Board, Council on Aging and all other Town departments for their support of the Fire Department. I would especially like to thank the Police Department and Public Safety Dispatchers for all your help and support during the year.

Respectfully submitted,

John P. Benoit
Fire Chief

STOW FIRE DEPARTMENT 2022

FULL TIME STAFF

Chief Benoit, John P
 Captain Evers, Barry
 FF/EMT Guerin, Mark *
 FF/EMT Benoit, Erick
 FF/EMT Vroegindewey, Rachel
 FF/EMT McNulty Matthew



Per Diem /Call Firefighter/EMT's

Beharrell, Jonathan
 Duddy, Sean
 Ellis, Kristina
 Foster, Jonathon
 Herlihy, Camden
 Jakubek, Todd
 Kiley, Bryan
 Mangolds, Yuris
 Murphy, Michael
 Olson, Matthew
 Swinimer, Judson

Apprentice Firefighters

Duran, Juan
 Fajardo, Darwin
 Fitzsimmons, Thomas
 Frost, David
 Greer, Evan
 May, Paul
 McDowell, Johnathan

Emergency Medical Technician

Alves, Matheus
 Liang, Olivia
 Say, Burak

Honorary Firefighters

Warren, Ed
 Steve Landry

Call Officers

| | |
|------------|----------------|
| Lieutenant | Benoit, Erick* |
| Lieutenant | Boyd, Ryan |
| Lieutenant | Gray, Jon |
| Lieutenant | Guerin, Mark * |
| Lieutenant | Walsh, Steven |

Call Firefighter/EMT's

Benoit, Timothy
 Dzerkacz, Frank
 Falcioni, Richard
 Siewierski, Sue
 Stafford, Jack

Call Firefighters

Benoit, Kevin
 Cabrera, Alejandro
 Dwinells, Scott
 Glover, Benjamin
 Gray, Timothy
 Hill, Jeffry
 Landry, Timothy
 Silverio, Gregg

* Denotes multiple positions within the organization

2022 Permit Issued

| | |
|--------------------|----|
| Blasting | 0 |
| Fire Alarm Permits | 2 |
| Fire Suppression | 1 |
| Oil Burner Permits | 45 |
| Hot Works | 2 |
| Propane | 23 |
| Sprinkler | 3 |
| Tank Removal | 16 |
| Flammable Storage | 2 |



2022 Emergency Incident Response 1034

| | | | |
|--|-----|--|----|
| Fire, other | 4 | Smoke or odor removal | 2 |
| Building fire | 10 | Animal problem | 4 |
| Cooking fire, confined to container | 3 | Animal rescue | 2 |
| Mobile property (vehicle) fire, other | 2 | Public service assistance, other | 20 |
| Forest, woods or wildland fire | 8 | Assist police or another governmental agency | 14 |
| Chemical reaction rupture of process vessel | 3 | Police matter | 1 |
| Excessive heat, scorch burns with no ignition | 1 | Public service | 14 |
| District Team Activation | 1 | Unauthorized burning | 4 |
| EMS call, excluding vehicle accident with injury | 566 | Cover assignment, standby, move up | 14 |
| Motor vehicle accident with injuries | 1 | Good intent call, other | 7 |
| Motor vehicle/ pedestrian accident (MV Ped) | 1 | Dispatched & canceled en route | 17 |
| Lock-in (if lock out, use 511) | 1 | No incident found on arrival at dispatch address | 7 |
| Search for person on land | 4 | Authorized controlled burning | 1 |
| Trench/ below-grade rescue | 1 | Smoke scare, odor of smoke | 10 |
| Electrical Rescue, Other | 1 | HazMat release investigation w/no HazMat | 1 |
| Hazardous condition, Other | 5 | False alarm or false call, other | 6 |
| Combustible/flammable gas/ liquid condition, other | 2 | Municipal alarm system, malicious false alarm | 1 |
| Gasoline or other flammable liquid spill | 1 | Bomb scare -no Bomb | 1 |
| Gas leak (natural gas or LPG) | 9 | Sprinkler activation due to malfunction | 9 |
| Oil or other combustible liquid spill | 1 | Smoke detector activation due to malfunction | 23 |
| Carbon monoxide incident | 3 | Alarm system sounded due to malfunction | 30 |
| Electrical wiring/ equipment problem, other | 9 | CO detector activation due to malfunction | 4 |
| Power line down | 20 | Smoke detector activation, no fire - unintentional | 10 |
| Accident, potential accident, other | 1 | Detector activation, no fire - unintentional | 2 |
| Aircraft standby | 1 | Alarm system activation, no fire - unintentional | 54 |
| Attempt to burn | 1 | Carbon monoxide detector activation, no CO | 7 |
| Service Call, other | 7 | Severe weather or natural disaster, other | 11 |
| Person in distress, other | 3 | Special type of incident, other | 3 |
| Lock-out | 8 | Citizen complaint | 2 |
| Water problem, other | 12 | | |

FOREST WARDEN

In 2022, the Fire Department responded to 13 various types of outdoor fires. The Fire Department also responded with a Fire District Task Force as well as a State Fire Mobilization Task Force for the Marlborough forest fire that lasted several days. We continue to see a decrease in unauthorized open burning calls over the past years. The On-Line burn permitting system continues to be invaluable in many ways from the ease of permitting to the tracking of open burns.

The open burning season was once again very busy for the Fire Department. A total of 395 Open Burning permits were issued and a recorded 625 open burning authorizations from January 15 until April 30, 2022. Open burning allows burning between 10:00 am and 4:00 pm with permission from the Fire Department depending on weather conditions.

Many burning days are declined by the Department of Environmental Protection due to atmospheric conditions. The State Forest Warden may also cancel burning due to unfavorable weather conditions. Extreme conditions are reported as “Red Flag Days” on local weather reports.

I would like to thank the State Forest Fire Division and the Sudbury Fire Tower for all their help in locating and extinguishing fires.

Respectfully submitted,

John P. Benoit
Forest Warden

EMERGENCY MANAGEMENT

We are the point of contact for the Local Emergency Planning Committee (LEPC). The LEPC is comprised of a number of cross-functional departments that have demonstrated the ability to professionally manage emergency incidents in Stow. We are extremely fortunate to have such a talented group of volunteers.

When activated for manmade or natural disasters, Stow Emergency Management works closely with the Highway, Fire, and Police Departments as well as Town Administration to mitigate and manage the town's recovery efforts. In addition, we continuously work alongside MEMA following large scale events to secure funding. This financial recovery has proven to be very successful in returning thousands of dollars of the Town of Stow's out of pocket disaster expenditures back to the general fund.

I would like to recognize the working partnership between the Medical Reserve Corp (MRC), the Armature Radio Emergency Service (ARES) and the Stow Board of Health. This cohesive working group has proven to be very successful over the years. In 2023 Stow Emergency Management will be reaching out to the public to expand our organization with the formation of a Citizen Emergency Response Team (CERT). Service to your fellow citizens can be very rewarding, please keep an eye out for opportunities to volunteer.

Respectfully submitted,

John P. Benoit
Emergency Management Director

SPECIAL COMMITTEES

STOW MUNICIPAL AFFORDABLE HOUSING TRUST

Most of the Trust's attention has been focused on preparing for the development of the Bird Meadow Lane project on Red Acre Road. Most importantly, SMAHT applied for Community Preservation funds to subsidize the building of six units of affordable housing on that parcel. CPC recommended funding the project and Annual Town Meeting approved the project for \$1,100,000 to make up the gap between project costs and the amount that will be generated by sale of the homes. With these funds approved, attention turned towards drafting the Request for Proposal to identify a developer to design and build the units.

Since our Trustees are part-time volunteers and do not have the expertise such a project requires, SMAHT retained a part-time Housing Consultant. He will take the lead in drafting the RFP in conjunction with the Planning Department and the Town's Chief Procurement Officer guided by community input. Thanks are due the "permit team" who provided guidance on critical parts of the project to be included in the RFP and project plans. The intention is to publish the RFP by mid-year 2023.

The Trust has collaborated with the Planning Department to identify a consulting group to help prepare Stow's Housing Production Plan which expired in 2021. Multiple groups, including private consultants and public agencies, have been interviewed and have prepared proposals. That process will complete early in 2023 and work on the HPP will kick off shortly thereafter. Positive verdicts in the lawsuit against the Town and Habitat for Humanity of North Central Massachusetts regarding the project at Pine Point and Sudbury Roads raised hopes for the beginning of construction; however, the appeal process pursued by the plaintiffs has extended the wait into 2023.

The Trustees provided input to the Planning Department on two proposals that include affordable housing, The Residences at Stow Acres and The Cottages at Wandering Pond. The review helped to clarify details of the amount, location, and type of units in each proposal, and the results were shared with the developers.

SMAHT continues to assist in the monitoring of both affordable and middle-income units in town, with special focus on units under threat of foreclosure or other loss.

Respectfully submitted,

Cortni Frecha, Select Board
Michael Kopczynski, Chair
Cathy Leonard

Quince Papanastassiou
Cynthia Perkins

OUR HERITAGE

ANCIENT DOCUMENTS COMMITTEE

In 2022, the committee did not meet due to the continued Covid-19 Pandemic. We hope to return to working on our projects in 2023 or when it is safe to do so. The committee's ongoing projects include inventorying the vault, sorting through materials that are donated and creating databases.

The Ancient Documents Committee was established by town meeting vote, March 8, 1973. "On motion of Town Clerk Francis Warren, it was unanimously voted to establish the Ancient Documents Committee of five persons, one of whom shall be the Town Clerk, to assist the Town Clerk in the acquisition, preservation, indexing and care of all Town records, both current and ancient, such members to be appointed by the Moderator, with the approval of the Town Clerk, for terms of one, two, three, four and five years, and thereafter for terms of five years respectively."

This work is truly a labor of love and it is done by dedicated volunteers Dot Spaulding, Bill Byron, Liz Moseley, Marilyn Zavorski, and Rosemary Bawn. Thank you to all of you for your dedication to the preservation of Stow's history.

Linda Hathaway, Town Clerk

HISTORICAL COMMISSION

The Stow Historical Commission works to preserve and protect the town's historically significant structures, historical and archeological sites, and to help develop public appreciation for our town's history.

This year the Historical Commission commissioned a structural inspection of the roof and masonry at the historic West School, the town's circa 1825 one room school house. We thank the Community Preservation Committee for appropriating administrative funds to pay for the inspection. The inspection report recommended making repairs to the brickwork, entrance, window and door lintels, and interior roof structure. We hope to complete much of the recommended work by the 200th anniversary of the building in 2025. We also continue to work on placing the school on the National Register of Historic Places.

Commission chair Dorothy Spaulding has continued to work with the Gleasondale Local Historic District Study Committee on a proposed National Register Historic District, which would officially recognize Gleasondale's historic significance. Commission member Andy Crosby continued to represent the Historical Commission on the Town Hall Restoration Committee. Stacen Goldman is representing the Historical Commission with a group of interested citizens who are documenting the history of Mapledale/Stow Acres Country Club. Cemetery mapping and researching buildings in the town's historic properties database are ongoing projects.

We welcomed new commission member Bob Norton. Bob is a long-time Stow resident and a part-time electrical inspector for the town's Building Department.

Finally, the Commission is the contact for homeowners who request plaques identifying their homes as historically significant. If you are the owner of one of our town's historic properties, we encourage you to participate in this program.

Respectfully submitted,

Dorothy Spaulding, Chair
Barbara Clancy, Secretary
Andy Crosby, Treasurer
Stacen Goldman
Bob Norton

TOWN CLERK

The town clerk's office is an essential municipal office. 73 chapters and 451 statutes of the Massachusetts General Laws direct the town clerk's duties. The town clerk also follows the town's Bylaws and the Town Charter. In addition to elections, the town clerk's office licenses dogs, issues marriage licenses, birth and death certificates, administers the oath of office to all the appointed and elected officials, issues business certificates and completes the annual town census.

2022 was a busy election year with Annual Town Meeting, Annual Town Election, September State Primary, September Special Town Election and November State Election. For the Fall Elections, voters were able to do In-Person Early Voting for the week prior to the election as well as Vote by Mail which is basically no excuse absentee voting. Vote by Mail is an expensive and time consuming method of voting. A lot of time is spent following up with the Unenrolled voters who fail to select a party ballot for the Primary. Also some voters request a ballot be mailed to them and then either do not return the ballot or show up to vote in person. In-Person Early Voting is a cost effective way to vote and offers a choice on when the voter comes to vote. Voters don't have to wait until Election Day to vote. We love to see voters at the polls. I consider Elections a day to throw a big party for all 5500 voters.

Volunteers are an integral part of the town clerk's office in a non-pandemic year and it was more so this year. I am extremely grateful for the work all of the volunteers do! Please be sure to read the list of workers and be sure to thank them for helping out the next time you see them.

Finally, I want to thank assistant town clerk, Debbie Seith for her dedication to the job and for making my job easier. I could not ask for a more caring teammate!

| 2022 Vital Records | |
|--------------------|----|
| BIRTHS | 62 |
| MARRIAGES | 21 |
| DEATHS | 44 |

**Individual vital record listings are omitted as a security precaution to deter identity theft.*

| Town Clerk 2022 Financial Transactions | |
|---|-------------|
| FEES COLLECTED | |
| Vital record copies, bylaws, maps, etc. | \$5815.83 |
| Fines, bylaw violations, late fees | \$3385.00 |
| Business Certificate filings | \$530.00 |
| Raffle permit | \$30.00 |
| Dog Licenses | \$13,345.08 |
| Kennel Licenses | \$925.00 |
| TOTAL FEES COLLECTED | \$24,030.91 |

**ANNUAL TOWN MEETING
SATURDAY, MAY 14, 2022**

Pursuant to the Select Board's warrant of April 26, 2022, posted by the Constable on May 5, 2022, the annual town meeting was called to order at 9:05 a.m. at Hale School by Moderator David Walrath.

The meeting rose to recite the *Pledge of Allegiance to the Flag* led by Mr. Walrath. The Moderator introduced the town officials present: Select Board, Town Clerk, Assistant Clerk, Town Counsel, Town Administrator, Finance Committee, Capital Planning Committee and others. Non-voters who may be heard were approved. At the request of Mr. Walrath, Alice Deluca and Ross Perry were approved as assistant moderators. Mr. Walrath appointed James Salvie as temporary moderator to assist if Mr. Walrath needed to take a short break during the meeting.

Mr. Walrath explained the use of the electronic clickers that town meeting would use during town meeting. Voters also received green voter cards that will also be used. Due to continued concerns with the Covid 19 pandemic, sound speakers and a microphone was set up by auditorium exterior door for some voters to remain outside. Inside seating was available in the in the auditorium and the cafeteria.

On motion of Select Board Chair Ellen Sturgis, it was voted 125 in favor and 2 opposed that the reading of the warrant and return of the constable thereon be waived but made a part of the record of this meeting, and that the Moderator be permitted to refer to each article by subject matter instead of reading each article in its entirety.

ARTICLE 1. Reports of Select Board and Other Officers and Committees

On motion of Select Board Chair Ellen Sturgis, it was voted 125 in favor and 1 opposed to accept the reports of the Select Board and other Officers and Committees of the Town as printed in the 2021 Annual Town Report.

The Select Board and other officials including Committees like the Finance Committee produce official reports for the Town. This proforma article calls for the Town to accept and hear these reports. The Finance Committee recommended approval.

ARTICLE 2. Reports of Special Committees

On motion of Select Board member James Salvie, it was voted 125 in favor and 3 opposed to accept the reports of the special committees as written in the 2021 Annual Town Report.

During Calendar Year 2021, special committees were created and the committees produce official reports for the Town to review. This proforma article calls for the Town to accept and hear these reports.

ARTICLE 3. Wage and Salary Schedules for Fiscal Year 2023

On motion of Select Board member Cortni Frecha it was voted in favor, by clearly more than the majority required, to amend Article 11 of the General Bylaws of the Town, Personnel Administration, by deleting from Section 20.h. the existing salary Schedules, and inserting in place thereof the new Schedules as printed in the warrant.

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article increases expenditures.

This Wage and Salary Schedule now include the \$145,000 from the Education Incentive Program (EIP) – which was previously budgeted for separately in an article. There are no longer any separate Education Incentives for bylaw employees. All salaries are based on these new schedules, inclusive of any educational requirements for the position.

**FY 2023 SALARY AND WAGE CLASSIFICATION
SCHEDULE A**

| GRADE | TITLE | DEPARTMENT |
|--------------|--|---|
| Contract | Town Administrator | Administration |
| Contract | Police Chief | Police |
| Contract | Fire Chief | Fire |
| 8 | Assistant Town Administrator Building Commissioner Lieutenant Highway Superintendent | Administration Building / Facilities Police Highway |
| 7 | Principal Assessor Executive Director - COA Conservation Director Library Director Town Planner Recreation Director Town Accountant Town Clerk Treasurer -Collector | Assessing COA Conservation Library Planning Recreation Town Accountant Town Clerk Treasurer / Collector |
| 6 | Assistant Facilities Manager / Building Inspector Community Service Coordinator - COA Assistant Superintendent IT Director Stow TV Director | Building / Facilities COA Highway IT Stow TV |
| 5 | Assistant Assessor Outreach Coordinator - COA Conservation Assistant Librarian – Circulation and Tech Services Librarian - Youth Services Assistant Planner / GIS Administrator | Assessing COA Conservation Library Library Planning |

| | | |
|---|--|--|
| | Executive Assistant Executive Assistant Assistant Town Clerk Assistant Treasurer Collector | TA / BOS Health Town Clerk Treasurer / Collector |
| 4 | Administrative Assistant - Facilities Maintenance Craftsperson Administrative Assistant - COA Outreach Worker Senior Van Driver - Coordinator Payroll Coordinator Administrative Assistant - Police Administrative Assistant - Highway Administrative Assistant - Recreation Administrative Assistant - ZBA | Building / Facilities Building / Facilities COA COA COA Treasurer / Collector Police Highway Recreation Zoning Board of Appeals |
| 3 | Department Assistant - Assessing Department Assistant - CPC Department Assistant - COA Department Assistant - Library Department Assistant - Health Department Assistant - Planning Department Assistant - TA/BOS Finance Committee Secretary | Assessing CPC COA Library Health Planning TA / BOS Finance Committee |
| 2 | Custodian Library Aide Stow TV Access Coordinator Stow TV Technical Assistant | Building / Facilities Library Stow TV Stow TV |
| 1 | Library Page | Library |

| GRADE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | GRADE |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|--------|
| Step 1 | \$15.84 | \$18.22 | \$21.86 | \$25.14 | \$28.91 | \$31.80 | \$36.57 | \$45.71 | Step 1 |
| Step 2 | \$16.24 | \$18.68 | \$22.41 | \$25.77 | \$29.63 | \$32.60 | \$37.48 | \$46.85 | Step 2 |
| Step 3 | \$16.65 | \$19.15 | \$22.97 | \$26.41 | \$30.37 | \$33.42 | \$38.42 | \$48.02 | Step 3 |
| Step 4 | \$17.07 | \$19.63 | \$23.54 | \$27.07 | \$31.13 | \$34.26 | \$39.38 | \$49.22 | Step 4 |
| Step 5 | \$17.50 | \$20.12 | \$24.13 | \$27.75 | \$31.91 | \$35.12 | \$40.36 | \$50.45 | Step 5 |
| Step 6 | \$17.94 | \$20.62 | \$24.73 | \$28.44 | \$32.71 | \$36.00 | \$41.37 | \$51.71 | Step 6 |

| | | | | | | | | | |
|----------------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|
| Step 7 | \$18.39 | \$21.14 | \$25.35 | \$29.15 | \$33.53 | \$36.90 | \$42.40 | \$53.00 | Step 7 |
| Step 8 | \$18.85 | \$21.67 | \$25.98 | \$29.88 | \$34.37 | \$37.82 | \$43.46 | \$54.33 | Step 8 |
| Step 9 | \$19.32 | \$22.21 | \$26.63 | \$30.63 | \$35.23 | \$38.77 | \$44.55 | \$55.69 | Step 9 |
| Step 10 | \$19.80 | \$22.77 | \$27.30 | \$31.40 | \$36.11 | \$39.74 | \$45.66 | \$57.08 | Step 10 |
| Step 11 | \$20.30 | \$23.34 | \$27.98 | \$32.19 | \$37.01 | \$40.73 | \$46.80 | \$58.51 | Step 11 |
| Step 12 | \$20.81 | \$23.92 | \$28.68 | \$32.99 | \$37.94 | \$41.75 | \$47.97 | \$59.97 | Step 12 |

SCHEDULE B
SINGLE RATE POSITIONS PAID ANNUALLY

| <u>Position Title</u> | <u>Salary</u> |
|-------------------------------|----------------------|
| Animal Inspector | 1,735 |
| Assistant Registrar of Voters | 343 |
| Registrar of Voters | 171 |
| Tree Warden | 7,070 |
| Veterans' Service Officer | 2,370 |

SCHEDULE C
SINGLE RATE POSITIONS PAID HOURLY

| <u>Position Title</u> | <u>Rate</u> |
|-------------------------------------|--------------------|
| Apprentice Firefighter (call) | 17.57 |
| COA Substitute Van Driver | 17.07 |
| COA Substitute Van Driver CDL | 19.61 |
| Dispatcher, part-time | 23.34 |
| Election Clerical Assistance | 14.25 |
| Election Clerk | 18.00 |
| Election Teller | 14.25 |
| Election Warden | 17.02 |
| Emergency Medical Technician (call) | 20.09 |
| EMT - (call) | 21.93 |
| Firefighter (call) | 20.09 |
| Firefighter/EMT - (call) | 22.82 |
| Fire Lieutenant - (call) | 24.69 |
| Per Diem Firefighter/EMT (call) | 22.82 |
| Prisoner Watch | 24.77 |
| Police Officer, part-time | 25.00 |

SCHEDULE D
FIRE DEPARTMENT ANNUAL SINGLE RATES

| <u>Position Title</u> | <u>Salary</u> |
|------------------------------|----------------------|
| EMS Quartermaster | 1,000 |
| EMS Coordinator | 500 |
| EMS Schedule Coordinator | 750 |
| Fire Lieutenant (call) | 1,000 |

SCHEDULE E
SEASONAL EMPLOYEE RATE SCHEDULE

| Seasonal Grade | Titles in Grade | Steps | FY23 |
|-----------------------|-----------------------------|--------------|-------------|
| Grade 1 | Beach Checkers | 1 | 14.50 |
| | Assistant Camp Counselor | 2 | 14.72 |
| | Conservation Trail Stewards | 3 | 14.94 |
| | | 4 | 15.09 |
| | | 5 | 15.24 |
| | | 6 | 15.39 |
| Grade 2 | Head Counselor | 1 | 15.23 |
| | Junior Lifeguard | 2 | 15.45 |
| | | 3 | 15.69 |
| | | 4 | 15.92 |
| | | 5 | 16.16 |
| | | 6 | 16.40 |
| Grade 3 | Lifeguard | 1 | 15.99 |
| | (Senior Lifeguard) | 2 | 16.23 |
| | | 3 | 16.47 |
| | | 4 | 16.72 |
| | | 5 | 16.97 |
| | | 6 | 17.22 |
| Grade 4 | Head Lifeguard | 1 | 17.19 |
| | WSI Instructor | 2 | 17.44 |
| | | 3 | 17.70 |
| | | 4 | 17.97 |
| | | 5 | 18.24 |
| | | 6 | 18.51 |
| Grade 5 | Water-Front Director | 1 | 19.08 |
| | Assistant Camp Director | 2 | 19.36 |
| | | 3 | 19.65 |
| | | 4 | 19.95 |
| | | 5 | 20.25 |
| | | 6 | 20.55 |

| | | | |
|----------------|---------------|---|-------|
| Grade 6 | Camp Director | 1 | 21.17 |
| | | 2 | 21.49 |
| | | 3 | 21.81 |
| | | 4 | 22.14 |
| | | 5 | 22.47 |
| | | 6 | 22.81 |

ARTICLE 4. General Budget for Fiscal Year 2023

On motion of Select Board member Megan Birch-McMichael it was voted in favor to raise and appropriate the sum of \$31,408,624 as recommended by the Town Administrator for Items 1-81 inclusive, as printed in the warrant under column entitled “FY 2023 Budget Town Admin Recommended,” each item to be considered a separate appropriation for the purposes designated and the same to be expended for such purposes.

The Moderator read each line item. Line items 25, 77, and 78 were held and voted separately. All of the remaining line items passed with 153 votes in favor and 7 opposed. Line 25 passed with 131 votes in favor and 6 opposed. Line 77 passed with 162 votes in favor and 10 opposed. Line 78 passed with 168 votes in favor and 14 opposed.

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article increases expenditures.

This General Budget is being presented at \$31,408,624, which is up a total of 6.4% over Fiscal Year 2022, which ends on June 30, 2022. The Municipal budget is up at total of 2.88%, with the schools increasing a total of 3.52%.

In large part, the General Municipal budget line item is the sum of the wage and salaries detailed in Article #3 and all wages covered by Collective Bargaining Agreements, plus expenses of all Town departments. It also contains Town-wide expenses such as property and casualty insurance, debt, technology services, and employee health insurance.

Departmental Salaries comprise 54% of the Municipal Budget and 18% of the General Budget. Departmental Expenses comprise 14% of the Municipal Budget and 5% of the General Budget. Insurance & Debt comprise 32% of the Municipal Budget and 11% of the General Budget. The School Budgets comprise 66% of the General Budget.

Non-Discretionary Items - It is important to recognize that the Town Administrator exercises NO direct budget over several budget items including employee pensions, school assessments, the annual debt payment, and state/county charges which are significant budget drivers of the General Budget.

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|-----------------|------------------------------------|-----------------------|------------------------|-------------------------------------|--|
| | <u>MUNICIPAL BUDGET</u> | LINES 1 - 76 | | | |
| | <u>GENERAL GOVERNMENT</u> | LINES 1 - 37 | | | |
| Line No. | | | | | |
| | MODERATOR | | | | |
| 1 | MODERATOR SALARY | 45.00 | 45.00 | 45.00 | 45.00 |
| | | | | | |
| 2 | MODERATOR EXPENSES | 46.00 | 46.00 | 46.00 | 46.00 |
| | | | | | |
| | TOTAL MODERATOR | 91.00 | 91.00 | 91.00 | 91.00 |
| | | | | | |
| | TOWN ADMINISTRATION | | | | |
| 3 | SELECT BOARD OFFICE WAGES | 81,454.00 | 89,598.00 | 89,598.00 | 89,598.00 |
| 4 | SELECT BOARD OFFICE EXPENSES | 11,980.00 | 9,450.00 | 9,450.00 | 9,450.00 |
| 5 | TOWN ADMINISTRATOR SALARY | 145,950.00 | 150,328.00 | 150,328.00 | 150,328.00 |
| 6 | ASSISTANT TOWN ADMINISTRATOR WAGES | 85,000.00 | 91,709.00 | 91,709.00 | 91,709.00 |
| 7 | OTHER WAGES | 0.00 | 2,500.00 | 2,500.00 | 2,500.00 |
| 8 | TOWN ADMINISTRATOR EXPENSES | 11,250.00 | 16,250.00 | 16,250.00 | 16,250.00 |
| | | | | | |
| | TOTAL ADMINISTRATION | 335,634.00 | 359,835.00 | 359,835.00 | 359,835.00 |
| | | | | | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|--------------------------------|-----------------------|------------------------|-------------------------------------|--|
| | FINANCE COMMITTEE | | | | |
| 9 | FINANCE COMMITTEE WAGES | 4,657.00 | 1,000.00 | 1,000.00 | 1,000.00 |
| 10 | RESERVE FUND | 80,000.00 | 80,000.00 | 80,000.00 | 80,000.00 |
| 11 | FINANCE COMMITTEE EXPENSES | 1,600.00 | 1,000.00 | 1,000.00 | 1,000.00 |
| | | | | | |
| | TOTAL FINANCE COMMITTEE | 86,257.00 | 82,000.00 | 82,000.00 | 82,000.00 |
| | | | | | |
| | TOWN ACCOUNTANT | | | | |
| 12 | ACCOUNTANT SALARY | 67,650.00 | 69,680.00 | 69,680.00 | 69,680.00 |
| 13 | ACCOUNTANT CLERK SALARY | 450.00 | 500.00 | 500.00 | 500.00 |
| 14 | ACCOUNTANT EXPENSES | 2,125.00 | 2,125.00 | 2,125.00 | 2,125.00 |
| | | | | | |
| | TOTAL TOWN ACCOUNTANT | 70,225.00 | 72,305.00 | 72,305.00 | 72,305.00 |
| | | | | | |
| | ASSESSORS | | | | |
| 15 | PRINCIPAL ASSESSOR'S WAGES | 80,779.00 | 93,542.00 | 93,542.00 | 93,542.00 |
| 16 | ASSESSORS CLERICAL WAGES | 80,091.00 | 98,790.00 | 98,790.00 | 98,790.00 |
| 17 | ASSESSORS EXPENSES | 8,200.00 | 15,630.00 | 15,630.00 | 15,630.00 |
| | | | | | |
| | TOTAL ASSESSORS | 169,070.00 | 207,962.00 | 207,962.00 | 207,962.00 |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|------------------------------------|-----------------------|------------------------|-------------------------------------|--|
| | TREASURER-COLLECTOR | | | | |
| 18 | TREASURER-COLLECTOR SALARY | 78,714.00 | 90,745.00 | 90,745.00 | 90,745.00 |
| 19 | TREASURER-COLLECTOR CLERICAL WAGES | 88,501.00 | 96,509.00 | 98,340.00 | 98,340.00 |
| 20 | TREASURER-COLLECTOR EXPENSES | 49,174.00 | 51,655.00 | 54,655.00 | 54,655.00 |
| | TOTAL TREASURER-COLLECTOR | 216,389.00 | 238,909.00 | 243,740.00 | 243,740.00 |
| | | | | | |
| | INFO TECH | | | | |
| 21 | IT CLERICAL WAGES | 42,578.00 | 45,832.00 | 45,832.00 | 45,832.00 |
| 22 | IT EXPENSES | 172,540.00 | 187,876.00 | 187,876.00 | 187,876.00 |
| | | | | | |
| | TOTAL INFO TECH | 215,118.00 | 233,708.00 | 233,708.00 | 233,708.00 |
| | | | | | |
| | TOWN CLERK | | | | |
| 23 | TOWN CLERK SALARY | 81,818.00 | 94,426.00 | 94,426.00 | 94,426.00 |
| 24 | TOWN CLERK OTHER WAGES | 66,566.00 | 65,409.00 | 65,409.00 | 65,409.00 |
| 25 | ELECTION WAGES | 0.00 | 28,124.00 | 28,124.00 | 28,124.00 |
| 26 | TOWN CLERK EXPENSES | 18,615.00 | 29,043.00 | 29,043.00 | 29,043.00 |
| | | | | | |
| | TOTAL TOWN CLERK | 166,999.00 | 217,002.00 | 217,002.00 | 217,002.00 |
| | | | | | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|--|-----------------------|------------------------|-------------------------------------|--|
| | CONSERVATION COMMISSION | | | | |
| 27 | CONSERVATION DIRECTOR | 76,127.00 | 93,902.00 | 93,902.00 | 93,902.00 |
| 28 | CONSERVATION COMMISSION CLERICAL WAGES | 36,855.00 | 55,794.00 | 55,794.00 | 55,794.00 |
| 29 | CONSERVATION COMMISSION EXPENSES | 4,900.00 | 5,000.00 | 5,000.00 | 5,000.00 |
| | | | | | |
| | TOTAL CONSERVATION COMMISSION | 117,882.00 | 154,696.00 | 154,696.00 | 154,696.00 |
| | | | | | |
| | PLANNING BOARD | | | | |
| 30 | TOWN PLANNER | 86,411.00 | 102,344.00 | 102,344.00 | 102,344.00 |
| 31 | PLANNING BOARD CLERICAL WAGES | 82,118.00 | 86,503.00 | 86,503.00 | 86,503.00 |
| 32 | PLANNING BOARD EXPENSES | 5,850.00 | 5,250.00 | 5,250.00 | 5,250.00 |
| | | | | | |
| | TOTAL PLANNING BOARD | 174,379.00 | 194,097.00 | 194,097.00 | 194,097.00 |
| | | | | | |
| | BOARD OF APPEALS | | | | |
| 33 | BOARD OF APPEALS CLERICAL WAGES | 21,610.00 | 32,656.00 | 29,390.00 | 29,390.00 |
| 34 | BOARD OF APPEALS EXPENSES | 2,200.00 | 4,250.00 | 4,250.00 | 4,250.00 |
| | | | | | |
| | TOTAL BOARD OF APPEALS | 23,810.00 | 36,906.00 | 33,640.00 | 33,640.00 |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|---------------------------------------|-----------------------|------------------------|-------------------------------------|--|
| | MUNICIPAL BUILDING | | | | |
| 35 | MUNI BUILDING & PROPERTY WAGES | 139,719.00 | 176,299.00 | 176,298.00 | 176,298.00 |
| 36 | MUNI BUILDING & PROPERTY EXPENSES | 162,700.00 | 168,910.00 | 172,910.00 | 172,910.00 |
| | | | | | |
| | TOTAL MUNICIPAL BUILDING | 302,419.00 | 344,289.00 | 349,208.00 | 349,208.00 |
| | | | | | |
| | OTHER GENERAL GOVERNMENT | | | | |
| 37 | TOWN REPORTS EXPENSES | 7,500.00 | 7,500.00 | 7,500.00 | 7,500.00 |
| | | | | | |
| | TOTAL OTHER GENERAL GOVERNMENT | 7,500.00 | 7,500.00 | 7,500.00 | 7,500.00 |
| | | | | | |
| | TOTAL GENERAL GOVERNMENT | 1,885,773.00 | 2,146,680.00 | 2,151,726.00 | 2,151,726.00 |
| | | | | | |
| - | <u>PUBLIC SAFETY</u> | LINES 38 - 46 | | | |
| | POLICE DEPT | | | | |
| 38 | POLICE CHIEF SALARY | 131,514.00 | 135,460.00 | 135,460.00 | 135,460.00 |
| 39 | POLICE & DISPATCH WAGES | 1,447,955.00 | 1,471,873.00 | 1,471,873.00 | 1,471,873.00 |
| 40 | POLICE & DISPATCH EXPENSES | 116,850.00 | 122,300.00 | 122,300.00 | 122,300.00 |
| | TOTAL POLICE DEPT | 1,696,319.00 | 1,729,633.00 | 1,729,633.00 | 1,729,633.00 |
| | | | | | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|---|-----------------------|------------------------|-------------------------------------|--|
| | FIRE AND EMS | | | | |
| 41 | FIRE CHIEF SALARY | 113,643.00 | 107,120.00 | 107,120.00 | 107,120.00 |
| 42 | FIRE AND EMS WAGES | 646,726.00 | 719,454.00 | 719,454.00 | 719,454.00 |
| 43 | FIRE AND EMS EXPENSES | 79,500.00 | 82,400.00 | 82,400.00 | 82,400.00 |
| | | | | | |
| | TOTAL FIRE AND EMS | 839,869.00 | 908,974.00 | 908,974.00 | 908,974.00 |
| | | | | | |
| | BUILDING INSPECTOR | | | | |
| 44 | BUILDING INSPECTOR WAGES | 81,111.00 | 103,748.00 | 103,748.00 | 103,748.00 |
| 45 | BUILDING DEPT CLERICAL WAGES | 57,567.00 | 60,986.00 | 63,642.00 | 63,642.00 |
| 46 | BUILDING DEPT EXPENSES | 6,695.00 | 8,745.00 | 8,745.00 | 8,745.00 |
| | | | | | |
| | TOTAL BUILDING INSPECTOR | 145,373.00 | 173,479.00 | 176,135.00 | 176,135.00 |
| | | | | | |
| | TOTAL PUBLIC SAFETY | 2,681,561.00 | 2,812,086.00 | 2,818,800.00 | 2,818,800.00 |
| | | | | | |
| | <u>PUBLIC WORKS AND FACILITIES</u> | LINES 47 - 55 | | | |
| | | | | | |
| | HIGHWAY AND GROUNDS | | | | |
| 47 | SUPT OF STREETS SALARY | 110,249.00 | 125,218.00 | 125,218.00 | 125,218.00 |
| 48 | HIGHWAY & GROUNDS WAGES | 621,189.00 | 670,110.00 | 685,000.00 | 685,000.00 |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND | |
|----------|---|-----------------------|------------------------|-------------------------------------|--|--|
| 49 | HIGHWAY & GROUNDS EXPENSES | 154,775.00 | 170,700.00 | 178,000.00 | 178,000.00 | |
| 50 | SNOW AND ICE REMOVAL EXPENSE | 200,000.00 | 200,000.00 | 200,000.00 | 200,000.00 | |
| | | | | | | |
| | TOTAL HIGHWAY & GROUNDS | 1,086,213.00 | 1,166,028.00 | 1,188,218.00 | 1,188,218.00 | |
| | | | | | | |
| | OTHER PUBLIC WORKS | | | | | |
| 51 | MUNICIPAL LIGHTING | 7,000.00 | 7,000.00 | 7,000.00 | 7,000.00 | |
| | | | | | | |
| 52 | GASOLINE & DIESEL FUEL EXPENSE | 76,000.00 | 76,000.00 | 76,000.00 | 76,000.00 | |
| | | | | | | |
| | TOTAL OTHER PUBLIC WORKS | 83,000.00 | 83,000.00 | 83,000.00 | 83,000.00 | |
| | | | | | | |
| | CEMETERY DEPT | | | | | |
| 53 | CEMETERY SUPERINTENDENT | 71,935.00 | 77,493.00 | 81,933.00 | 81,933.00 | |
| 54 | CEMETERY SALARY AND WAGES | 9,450.00 | 9,000.00 | 9,000.00 | 9,000.00 | |
| 55 | CEMETERY EXPENSES | 6,450.00 | 5,600.00 | 5,600.00 | 5,600.00 | |
| | TOTAL CEMETERY DEPT | 87,835.00 | 92,093.00 | 96,533.00 | 96,533.00 | |
| | | | | | | |
| | TOTAL PUBLIC WORK & FACILITIES | 1,257,048.00 | 1,341,121.00 | 1,367,751.00 | 1,367,751.00 | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND | |
|-----------|------------------------------------|-----------------------|------------------------|-------------------------------------|--|--|
| | <u>HUMAN SERVICES</u> | LINES 56 - 63 | | | | |
| | HEALTH DEPT | | | | | |
| 56 | HEALTH EXECUTIVE ASSISTANT | 60,759.00 | 68,699.00 | 68,699.00 | 68,699.00 | |
| 57 | HEALTH DEPARTMENT WAGES | 17,901.00 | 15,747.00 | 15,747.00 | 15,747.00 | |
| 58 | HEALTH DEPARTMENT EXPENSES | 65,876.00 | 71,341.00 | 74,341.00 | 74,341.00 | |
| | TOTAL HEALTH DEPT | 144,536.00 | 155,787.00 | 158,787.00 | 158,787.00 | |
| | | | | | | |
| | COUNCIL ON AGING | | | | | |
| 59 | EXECUTIVE DIRECTOR SALARY | 77,020.00 | 94,476.00 | 94,476.00 | 94,476.00 | |
| 60 | COUNCIL ON AGING WAGES | 165,115.00 | 199,907.00 | 213,690.00 | 213,690.00 | |
| 61 | COUNCIL ON AGING EXPENSES | 12,358.00 | 12,497.00 | 12,497.00 | 12,497.00 | |
| | TOTAL COUNCIL ON AGING | 254,493.00 | 306,880.00 | 320,663.00 | 320,663.00 | |
| | | | | | | |
| | VETERANS' DEPT | | | | | |
| 62 | VETERANS' SERVICE OFFICER SALARY | 2,301.00 | 2,370.00 | 2,370.00 | 2,370.00 | |
| 63 | VETERANS' SERVICE OFFICER EXPENSES | 300.00 | 300.00 | 300.00 | 300.00 | |
| | TOTAL VETERANS' DEPT | 2,601.00 | 2,670.00 | 2,670.00 | 2,670.00 | |
| | | | | | | |

| | | | | | |
|-----------|---------------------------------------|----------------------|-------------------|-------------------|-------------------|
| | TOTAL HUMAN SERVICES | 401,630.00 | 465,337.00 | 482,120.00 | 482,120.00 |
| | | | | | |
| | <u>CULTURE AND RECREATION</u> | LINES 64 - 73 | | | |
| | LIBRARY DEPT | | | | |
| 64 | LIBRARY DIRECTOR SALARY | 73,331.00 | 95,472.00 | 95,472.00 | 95,472.00 |
| 65 | LIBRARY WAGES | 136,364.00 | 170,819.00 | 170,819.00 | 170,819.00 |
| 66 | LIBRARY EXPENSES | 76,851.00 | 85,226.00 | 85,226.00 | 85,226.00 |
| | | | | | |
| | TOTAL LIBRARY DEPT | 286,546.00 | 351,517.00 | 351,517.00 | 351,517.00 |
| | | | | | |
| | RECREATION COMMISSION | | | | |
| 67 | RECREATION DIRECTOR | 71,935.00 | 88,192.00 | 88,192.00 | 88,192.00 |
| 68 | RECREATION WAGES | 11,665.00 | 14,000.00 | 14,000.00 | 14,000.00 |
| 69 | RECREATION EXPENSES | 24,500.00 | 24,500.00 | 24,500.00 | 24,500.00 |
| | | | | | |
| | TOTAL RECREATION COMMISSION | 108,100.00 | 126,692.00 | 126,692.00 | 126,692.00 |
| | | | | | |
| | LAKE BOON COMMISSION | | | | |
| 70 | LAKE BOON COMMISSION EXPENSES | 2,333.00 | 7,733.00 | 7,733.00 | 7,733.00 |
| | | | | | |
| | TOTAL LAKE BOON COMMISSION | 2,333.00 | 7,733.00 | 7,733.00 | 7,733.00 |
| | | | | | |
| | OTHER CULTURE & RECREATION | | | | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|--|-----------------------|------------------------|-------------------------------------|--|
| 71 | HISTORICAL COMMISSION EXPENSES | 1,200.00 | 1,200.00 | 1,200.00 | 1,200.00 |
| 72 | MEMORIAL DAY EXPENSES | 900.00 | 900.00 | 900.00 | 900.00 |
| 73 | LIGHTING OF CLOCK EXPENSES | 100.00 | 100.00 | 100.00 | 100.00 |
| | | | | | |
| | TOTAL OTHER CULTURE & RECREATION | 2,200.00 | 2,200.00 | 2,200.00 | 2,200.00 |
| | | | | | |
| | TOTAL CULTURE & RECREATION EXPENSES | 399,179.00 | 488,142.00 | 488,142.00 | 488,142.00 |
| | | | | | |
| | <u>TOWN WIDE EXPENSES</u> | LINES 74 - 76 | | | |
| | | | | | |
| 74 | GROUP INSURANCE | 960,000.00 | 1,050,000.00 | 1,050,000.00 | 1,050,000.00 |
| 75 | INSURANCE AND BONDS | 180,000.00 | 190,000.00 | 190,000.00 | 190,000.00 |
| 76 | TELEPHONE | 20,000.00 | 15,000.00 | 15,000.00 | 15,000.00 |
| | | | | | |
| | TOTAL TOWN WIDE EXPENSES | 1,160,000.00 | 1,255,000.00 | 1,255,000.00 | 1,255,000.00 |
| | | | | | |
| | MUNICIPAL BUDGET TOTAL | 7,785,191.00 | 8,508,366.00 | 8,563,539.00 | 8,563,539.00 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

| LINE NO. | DEPARTMENT | FY 2022 ACTUAL BUDGET | FY 2023 BUDGET REQUEST | FY 2023 BUDGET TOWN ADMIN RECOMMEND | FY 2023 BUDGET FINANCE COMMITTEE RECOMMEND |
|----------|--|-----------------------|------------------------|-------------------------------------|--|
| | <u>EDUCATION</u> | LINES 77 - | 78 | | |
| | SCHOOL DISTRICTS | | | | |
| 77 | NASHOBA REG SCHOOL DIST ASSESSMENT | 18,059,890.00 | 18,535,962.00 | 18,535,962.00 | 18,535,962.00 |
| 78 | MINUTEMAN VOC TECH ASSESSMENT | 1,580,804.00 | 2,145,103.00 | 2,145,103.00 | 2,145,103.00 |
| | TOTAL DISTRICT ASSESSMENTS | 19,640,694.00 | 20,681,065.00 | 20,681,065.00 | 20,681,065.00 |
| | | | | | |
| | <u>DEBT SERVICE</u> | LINES 79 - | | | |
| | | 81 | | | |
| | PRINCIPAL | | | | |
| 79 | MATURING PRIN LONG-TERM DEBT | 1,322,000.00 | 1,448,211.00 | 1,448,211.00 | 1,448,211.00 |
| | TOTAL MATURING PRINCIPAL | 1,322,000.00 | 1,448,211.00 | 1,448,211.00 | 1,448,211.00 |
| | | | | | |
| | INTEREST | | | | |
| 80 | INT ON LONG-TERM DEBT - BONDS | 767,130.00 | 714,809.00 | 714,809.00 | 714,809.00 |
| 81 | INT ON TEMPORARY LOANS - REVENUE | 1,000.00 | 1,000.00 | 1,000.00 | 1,000.00 |
| | TOTAL INTEREST ON MATURING DEBT | 768,130.00 | 715,809.00 | 715,809.00 | 715,809.00 |
| | | | | | |
| | TOTAL DEBT SERVICE | 2,090,130.00 | 2,164,020.00 | 2,164,020.00 | 2,164,020.00 |
| | | | | | |
| | TOTAL | 29,516,015.00 | 31,353,451.00 | 31,408,624.00 | 31,408,624.00 |

CONSENT CALENDAR -ARTICLES 5 THROUGH 39

The Finance Committee recommends favorable action on all consent calendar articles.

On motion of Select Board Chair Ellen Sturgis it was voted in favor that the Annual Town Meeting take action on Articles 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38 and 39 as printed in the warrant, without debate on any such articles, and provided that upon the request of any voter at this meeting made before the vote is taken on this motion, an article shall be dropped from the Consent Calendar and shall be acted upon in the ordinary course and order of business at this Town Meeting.

The Moderator read each Article number. Holds were place on Articles 25 and 39 and were voted separately. The remaining Consent Calendar articles were voted as one group and passed with 189 votes in favor and 6 votes opposed.

ARTICLE 5. Revolving Fund for Inspection Fees

Voted to reauthorize, upon the recommendation of the Select Board, a revolving fund pursuant to Massachusetts General Laws Chapter 44, Section 53E-1/2 for FY 2023, to which shall be credited all permitting fees received for wire, gas, plumbing, and fire alarm permits and for weights and measures sealing, to a limit of Fifty Thousand Dollars (\$50,000) for FY 2023, to be expended by the Select Board without further appropriation, for the purpose of payment of fees to the inspectors administering such permits and reimbursement of expenses incurred on behalf of the Town; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures although a 10% fee retained by the Town may increase revenue and reduce expenditures.

This article authorizes a revolving fund for Inspection fees and allows the use of the generated funds to pay for the inspection related expenses only (e.g. Inspector's wages).

ARTICLE 6. Revolving Fund for Advanced Life Support Services

Voted to reauthorize, upon the recommendation of the Select Board, pursuant to Massachusetts General Laws Chapter 44 Section 53E-1/2 for FY 2023 to which shall be credited all fees received for advanced life support services provided by the Town of Stow, to a limit of Ten Thousand Dollars (\$10,000) for FY 2023, to be expended by the Fire Department without further appropriation, for the purpose of payment of all costs associated with providing advanced life support ambulance services; or take any other action relative thereto.

(Fire Department)

The Finance Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures although fees retained by the Town may increase revenue and reduce expenditures.

This article authorizes a revolving fund for the Fire Department to pay for administration costs of running the Town's ambulances. Fees charged in association with the use of the Stow ambulances are deposited into this account, and then transferred to the General Account as a revenue source.

ARTICLE 7. Stow Cultural Council

Voted to raise and appropriate, the sum of One Thousand Five Hundred Dollars (\$1,500), to be added to any balance remaining from previous appropriations, to produce cultural activities and programming in Stow; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of the article increases expenditures.

ARTICLE 8. Smart911/RAVE Notification System

Voted to raise and appropriate the sum of Three Thousand Dollars (\$3,000) to be expended under the direction of the Town Administrator, for the purpose of paying for a town-wide telephonic emergency notification system known as Smart911/RAVE, including all costs incidental and related thereto; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The Smart911/RAVE system allows Town officials to reach the appropriate constituencies when necessary. For example, if there is an emergency, the Town could reverse dial Stow citizens to tell them which roads are open or closed. The balance in this account as of April 15, 2022, is \$3,241.75.

ARTICLE 9. Weights and Measures Testing

Voted to raise and appropriate the sum of One Thousand Dollars (\$1,000) to be added to any balance remaining from a previous appropriation, for the purpose of funding the Town's Weights and Measures testing, including all costs incidental and related thereto; or take any other action relative thereto.

(Select Board)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article funds the regulation for specific items such as gas station pumps. The balance in this account as of April 15, 2022, is \$250.00 with the annual payment due in June.

ARTICLE 10. Transfer to Conservation Fund

Voted to transfer from the Conservation Land Maintenance Account to the Conservation Fund the sum of Ten Thousand Three Hundred and Twenty-Five Dollars (\$10,325); or take any other action relative thereto.

(Conservation Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

The Conservation Land Maintenance Account is an account which receives fees paid by people to rent garden plots and to lease farmland. The entire balance of this fund is transferred annually to the Conservation Fund.

ARTICLE 11. Transfer from Wetlands Protection Fund

Voted to transfer from the Wetlands Protection Fund the sum of Three Thousand Twenty Dollars (\$3,020) as an additional appropriation to the Conservation Commission, to be expended by the Conservation Commission in performing its duties under the Wetlands Protection Act; or take any other action relative thereto.

(Conservation Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

The Conservation Commission is responsible for administering the Wetlands Protection Act (M.G.L. Ch. 131, Section 40) as well as the Town of Stow Wetland Protection Bylaw which was adopted by Town Meeting in 1983. Under these laws, the Commission is required to review and issue permits for any proposals to alter or develop land within 100' of wetlands and within 200' of rivers and ponds. This permitting process helps protect the town's drinking water and wildlife habitat, and helps prevent storm damage, pollution and flooding.

The Wetlands Protection Fund receives money from permit application fees. These fees are paid if an applicant wants to alter or develop land within 100' of wetlands and within 200' of rivers and ponds. These funds are to be used for the costs associated with administration of the Wetlands Protection Act. The Wetlands Protection Fund has a balance of \$54,574.82 as of 3/31/2022, with a 5-year average balance of \$52,570.

ARTICLE 12. Addition to Conservation Fund

Voted to raise and appropriate the sum of Five Thousand Dollars (\$5,000) to be added to the balance remaining in the Conservation Fund; or take any other action relative thereto.

(Conservation Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The Conservation Commission is Stow's largest landowner and depends on the Conservation Fund, established in the 1960s, for management of 2000 acres of land and conservation restrictions including our contract Land Steward, trail mowing, hazard tree removal, and occasional expenses associated with land acquisition. The funds also pay for community garden-related expenses, which is partially offset by plot fees. This appropriation will help maintain the fund, and replenish the Conservation Land Steward's contracted expense.

The Conservation Fund receives money from the Conservation Land Management account (see Article #10), and from this annual Special Article. The money is used to pay for legal work and for conservation land purchase appraisals, the care of the community gardens, invasive species control, purchase of tools and signage for conservation land and for our Land Steward contract. The fund has a current balance of \$36,795, which is lower than the average balance over the last five years.

ARTICLE 13. Assabet River Water Chestnut Control

Voted to raise and appropriate the sum of One Thousand Six Hundred Dollars (\$1,600) to be expended under the direction of OARS, Inc., for the purpose of control of invasive water chestnut plants in the Assabet River in Stow; or to take any other action relative thereto.

(Conservation Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article funds river clean up expenses and possibly a small stipend for a volunteer coordinator. This amount has decreased from the FY22 request. The balance in this account as of April 15, 2022, is \$2,300.

ARTICLE 14. Update of Property Valuations

Voted to raise and appropriate the sum of Twelve Thousand Dollars (\$12,000) to be added to the balance remaining from the amount previously appropriated for the purpose of updating property valuations in the Town to full and fair cash value, to be expended by the Assessors; or take any other action relative thereto.

(Assessors)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

These funds pay for software maintenance, special appraisals, and listing and valuation services and an occasional consultant. The balance in this account as of April 15, 2022, is \$25,504.63

ARTICLE 15. Town Records Binding and Repair

Voted to raise and appropriate the sum of Two Thousand Dollars (\$2,000) to be added to any balance previously appropriated for the purpose of binding and repairing Town records in accordance with General Laws Chapter 66, Section 9, to be expended by the Town Clerk; or take any other action relative thereto.

(Town Clerk)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

These funds are used by the Town Clerk to fulfill her statutory requirement to keep archived hard copies of Town records. For many years the request has been minimal at \$200, but the increased

amount should allow the Clerk to bind and repair records in larger batches. The balance in this account as of April 15, 2022, is \$2,933.20.

ARTICLE 16. Highway Road Machinery, Private Ways, and Municipal Parking Lots

Voted to raise and appropriate the sums of money for Highway Department purposes as set forth in the schedule below; or take any other action relative thereto.

- | | |
|--|----------|
| 1. For the Road Machinery Account | \$80,000 |
| 2. For Repairs on Private Ways | \$15,000 |
| 3. For Repairs on Municipal Parking Lots | \$10,000 |

(Highway Department)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article allows Highway to spend money to repair our private ways, maintain our highway equipment, and make repairs to municipal parking lots on an annual basis. The combined balance in these accounts as of April 15, 2022, is \$24,761.01.

ARTICLE 17. Highway Engineering Fees

Voted to raise and appropriate the sum of Four Thousand Dollars (\$4,000), for the purpose of paying consulting/engineering cost associated with roadways, culverts, and other highway related needs, including any other expenses incidental and related thereto; or take any other action relative thereto.

(Highway Department)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

Consulting services for engineering for wetland delineation and surveying, plotting existing conditions to fix culvert issues. The Highway Department does not own the necessary equipment to do this in-house.

ARTICLE 18. Household Hazardous Waste Collection

Voted to raise and appropriate the sum of Five Thousand Dollars (\$5,000) to be added to any balance remaining from the previous appropriation, to be expended under the direction of the Board of Health for the purpose of providing for recycling of hazardous material and household hazardous waste collection by membership of the Devens Regional Household Hazardous Products Collection Center; or take any other action relative thereto.

(Board of Health)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

Stow, along with ten other towns, is a member of the Devens Regional Household Hazardous Products Collection Center (Collection Center). This article covers our membership fee. This

amount has decreased from the FY22 request. The balance in this account as of April 15, 2022, is \$3,795.95.

ARTICLE 19. Municipal Solid Waste Disposal

Voted to raise and appropriate the sum of Five Hundred Dollars (\$500) to be added to any balance remaining from the previous appropriation, to be expended under the direction of the Board of Health for the purpose of renting a container and disposing of solid waste which has been dumped on Town land and roadsides; or take any other action relative thereto.

(Board of Health)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article allows for the disposal of solid waste the Town accumulates from roadsides, etc. The balance in this account as of April 15, 2022, is \$1,280.

ARTICLE 20. Stow TV Expenses

Voted to appropriate from the PEG Access and Cable Related Fund, the sum of One Hundred Forty-Six Thousand Eight Hundred Seventy Dollars (\$146,870) to be added to any balance remaining from the previous appropriation, to be expended under the direction of the Local Access Channel Advisory Committee (LACAC) for the purpose of providing for equipment and operating expenses for Stow TV; or take any other action relative thereto.

(Stow TV)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

Stow TV is managed by LACAC, which receives revenues from the town's cable customers (as a fee on your cable bill) to pay for its operating expenses. StowTV is financially self-sustaining as funding for this station is provided through a license agreement originally with Comcast and Verizon.

ARTICLE 21. Holiday Decorations and Lighting Fund

Voted to raise and appropriate the sum of Seven Thousand Dollars (\$7,000) to be added to any balance remaining from the previous appropriation, and to be expended by the Highway Department or Town Administrator, for the purpose of purchasing and installing holiday decorations and lights on municipal properties, including all costs incidental and related thereto; or take any other action relative thereto.

(Highway Department)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The balance in this account as of April 15, 2022, is \$2,430.25.

ARTICLE 22. Audit of Financial Records

Voted to raise and appropriate the sum of Fifteen Thousand Dollars (\$15,000) to be added to any balance remaining from the previous appropriation, for a Town financial audit and other Financial-related services; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This request has decreased from the FY22 amount as a result of rebidding the auditing services. The balance in this account as of April 15, 2022, is \$16,100.

ARTICLE 23. Transfer to OPEB Trust Fund

Voted to transfer Two Hundred Thirty-Five Thousand Dollars (\$235,000) from Fiscal Year 2021 Town Free Cash to the OPEB (Other Post-Employment Benefits) Trust Fund; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

OPEB principally involves funding retiree health care benefits, but also may include life insurance, disability, legal and other services. These benefits are provided by State and Local Governments to their retired employees. In FY2019, the Town Administrator engaged a consultant to review and help recommend the ideal amount of money to contribute to the OPEB Trust Fund. The annual OPEB contributions are now derived from that analysis. Current OPEB balance is \$1,132,556.

ARTICLE 24. Transfer from MWPAT (Harvard Acres Wells) Loan Receipts

Voted to appropriate and transfer from MWPAT (Harvard Acre Wells) Receipts, the sum of Fifty-Six Thousand Two Hundred Eleven Dollars (\$56,211) as additional appropriation to the Debt Service line item, to be expended by the Treasurer-Collector for repayment of the MWPAT loan; or take any other action relative thereto.

(Treasurer-Collector)

The Finance Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures.

This article transfers money collected through the tax bills of Harvard Acres residents who applied for and received loans from the State for expenses associated with digging wells about 10 years ago. The Town collects the 1% fee to administer the loans on behalf of the State. This loan is set to expire in FY2024.

ARTICLE 25. Water System Expenses (held and voted at end of the Consent Calendar

ARTICLE 26. Select Board's Small Purchases Fund

Voted to raise and appropriate the sum of Three Thousand Dollars (\$3,000) to be added to any remaining balance, for the purpose of adding to an expense account for use by Stow's Select Board; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article funds a Small Purchases fund for projects or to help out other Departments with engineering projects. The balance in this account as of April 15, 2022, is \$6,282.44.

ARTICLE 27. Construction and Maintenance of Water Holes for Firefighting Operations

Voted to raise and appropriate the sum of Five Thousand Dollars (\$5,000), to be added to any balance remaining and previously appropriated for construction and maintenance of water holes and cisterns, or any other sum, to be expended under the direction of the Fire Chief, for the purpose of constructing and maintaining water holes, cisterns and hydrants to support firefighting operations, including all costs incidental and related thereto; or take any other action relative thereto.

(Fire Department)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The balance in this account as of April 15, 2022, is \$14,720.40.

ARTICLE 28. Lake Boon Water Quality Remediation

Voted to raise and appropriate the sum of Nine Thousand Five Hundred Dollars (\$9,500) to be added to any balance remaining from the previous appropriation, and to be expended under the direction of the Lake Boon Commission, for the purpose of weed control, including all costs incidental and related thereto; or take any other action relative thereto.

(Lake Boon Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This money is used to fight weeds in Lake Boon. The balance in this account as of April 15, 2022, is \$30,354.96.

ARTICLE 29. Planning Board Engineering/Consulting and Master Plan Expenses

Voted to raise and appropriate the sum of Ten Thousand Dollars (\$10,000) to be added to any balance remaining and previously appropriated for this purpose, to be expended by the Planning Board for Planning Board engineering/consulting services and master plan expenses; or take any other action relative thereto.

(Planning Board)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The balance in this account as of April 15, 2022, is \$22,503.45.

ARTICLE 30. Community Preservation Expenses

Voted to appropriate from FY 2023 Community Preservation Fund Annual Reserves the sum of Forty Five Thousand Dollars (\$45,000) to be expended for wages and expenses associated with the creation, implementation and maintenance of Community Preservation programs, in accordance with the provision of Massachusetts General Laws Chapter 44B, the Community Preservation Act, including but not limited to office supplies, clerical assistance, property surveys, appraisals, attorney's fees, and other professional services, recording fees, printing and all other necessary and proper expenses for FY 2023, in accordance with a budget prepared for the Town Administrator; or take any other action relative thereto.

(Community Preservation Committee)

The Finance Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures.

Note that residents pay a separate 3% CPA tax which funds Community Preservation Act (CPA) Programs.

Report of the Community Preservation Committee:

The Committee voted unanimously on March 28, 2022 to endorse Article 30.

ARTICLE 31. Community Preservation Reserves

Voted to reserve the following sums for later appropriation monies from the Community Preservation Fund Balance collected from both the Community Preservation Act Surcharge and the State Trust Fund Distribution and collected from FY 2023 Community Preservation Fund Annual Revenues, for 10% allocation to reserve accounts in accordance with the provision of Massachusetts General Laws Chapter 44B, the Community Preservation Act, for the undertaking of Community Preservation projects; or take any other action relative thereto.

| | |
|---------------------------------------|-----------|
| 1. Preservation of Historic Resources | \$112,000 |
| 2. Preservation of Open Space | \$112,000 |
| 3. Affordable Housing | \$112,000 |

(Community Preservation Committee)

The Finance Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures.

This article does not affect the tax rate as the Article transfers funds to their statutorily defined allocations.

Report of the Community Preservation Committee:

The Committee voted unanimously on March 28, 2022 to endorse Article 31.

ARTICLE 32. Veterans' Benefits

Voted to raise and appropriate the sum of Ten Thousand Dollars (\$10,000) to be added to any remaining balance, to be expended by the Veteran Service Officer, to provide services to Stow veterans; or take any other action relative thereto. (Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

It is worth noting that this expense has reduced this year which reflects either healthier veterans that need less health care or that veterans have moved out of town. The Town pays this budget first and then the State reimburses the Town at 75% of the total. The balance in this account as of April 15, 2022, is \$33,746.57.

ARTICLE 33. Tax Title Proceedings

Voted to raise and appropriate the sum of Two Thousand Dollars (\$2,000) to be added to any balance remaining and previously appropriated for Tax Title Proceedings for tax taking and land court foreclosure, including all costs and legal expenses incidental and related thereto, to be expended by the Treasurer-Collector; or take any other action relative thereto.
(Treasurer-Collector)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The balance in this account as of April 15, 2022, is \$4,964.80.

ARTICLE 34. Online Permit and License Fees

Voted to raise and appropriate the sum of Six Thousand Dollars (\$6,000), to be added to any balance remaining and previously appropriated for fees associated with the implementation of online permits and licenses, including any other expenses related thereto; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

These fees are expected to be raised in revenue with increased permit fees, but in accordance with municipal finance law, the revenue is general fund, and the cost must be billed separately. It is expected to be a budget neutral item.

ARTICLE 35. Online Budgeting Software

Voted to raise and appropriate the sum of Twenty Thousand Dollars (\$20,000), to be added to any balance remaining and previously appropriated or any other sum for the annual cost associated with the online budgeting software, including any other expenses related thereto; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

These are the subscription costs associated with the new budget & capital software purchased in FY22 after Town Meeting approved funding.

ARTICLE 36. Replacement of Personal Protective Equipment for Structural Firefighting

Voted to raise and appropriate or appropriate and transfer from available funds, the sum of Six Thousand Dollars (\$6,000), to be added to any balance remaining and previously appropriated for the purpose of replacing Personal Protective Equipment for structural Firefighting, to be expended under the direction of the Fire Chief, for the purpose of annually replacing PPE that does not meet NFPA Standards; or take any other action relative thereto.

(Fire Chief)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

Last year, Town Meeting approved \$71,000 for PPE Turnout Gear, which accounted for 25 sets of gear. These funds will allow the department to replace three (3) sets of gear per year, so we would not need to make another bulk purchase.

ARTICLE 37. Department of Unemployment Assistance

Voted to raise and appropriate the sum of Five Thousand Dollars (\$5,000), to be added to any balance remaining and previously appropriated for the purpose of paying Department of Unemployment Assistance claims; or to take any other action relative thereto.

(Treasurer)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The State DUA rules are such that a Town is liable for unemployment for employees even after they leave the Town's employ. This request has been decreased from prior years. Most claims are based on subsequent employment or former employees' separation from new jobs. Balance in this account as of March 31, 2022, is \$18,448.31.

ARTICLE 38. Complete Streets Prioritization Funds

Voted to transfer from available funds appropriated through Article 5 of the 2019 Special Town Meeting for the purpose of Complete Streets Construction Administration and Bidding and Awarding services, the sum of Twenty Thousand and Ninety dollars (\$20,090), to the Complete Streets Committee for the purpose of ongoing implementation of the Complete Streets

Prioritization Plan. (Complete Streets Committee)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

Article 5 of the 2019 Special Town Meeting appropriated funds to hire an engineering firm to provide construction oversight and administration for two Complete Streets Program funded construction projects, which are now completed. The Complete Streets Committee did not expend all funds due to the construction administration experience of the Superintendent of Streets, and now seeks to transfer the remaining funds to enable ongoing implementation of Complete Streets projects in various parts of Stow.

ARTICLE 39. Lake Boon Patrol (Held to be voted separately.)

====End of Consent Calendar====

After the vote on the Consent Calendar, the Moderator proceeded to the two articles that were held. (Articles 25 and 39).

ARTICLE 25. Water System Expenses

On motion of Select Board Chair Ellen Sturgis, it was voted 182 votes in favor and 11 opposed to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be added to any balance remaining from previous appropriations, to be expended by the Facility Manager, for the purpose of paying expenses related to the operation of the Town's public water supply systems.
(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The Town has two public water systems, one for Town Hall, the other at Pompositticut Community Center. This money pays for monthly water testing of these systems.

While the vote on Article 25 is in progress, Select Board Chair Ellen Sturgis points out that for the first time the Consent Calendar items include the amount that is carried forward in the specific accounts. She thanks Town Administrator Denise Dembkoski for providing this additional information.

ARTICLE 39. Lake Boon Patrol

On motion of Select Board Chair Ellen Sturgis, it was voted 178 votes in favor and 8 votes opposed to raise and appropriate the sum of Five Thousand Dollars (\$5,000), to be added to any balance remaining and previously appropriated for the purpose of Lake Boon patrol and call outs from May-October; or take any other action relative to thereto.
(Police Department)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This item is funded annually depending on the number of patrols and call outs for the previous year. The balance in this account as of April 15, 2022, is \$5,494.58.

The Moderator recognizes Steve Jelinek, Chair of the Capital Planning Committee. The other members of the Capital Planning Committee are Dave Arsenault, Peter McManus, Missy Reed, and Ed DeLuca. Capital Planning is charged with developing and recommending annual and 5 year Capital Outlay Programs. The various departments submit requests for the Committee to review. A capital expense includes land acquisitions or an expenditure \$10,000 or more and having a useful life of 3 or more years. There are significant expenditures expected in the next 5 years. This includes the Lake Boon Dam (approx. \$4.2 mil), Town Building water system upgrade (approx. \$1.2 mil), Replace Highway Barn (approx. \$2.2 mil) and various needs for the Hale School and other departments.

ARTICLE 40. Capital Requests

On motion of Select Board member Cortni Frecha, it was voted 153 votes in favor and 20 votes opposed to discuss the items of Article 40. Capital Requests individually and vote upon each separately as to the amount to be appropriated for each item, as set forth in separate motions proposed.

(Capital Planning Committee)

Both the Capital Planning Committee and the Finance Committee recommended approval of the six Capital Request Articles. The passage of the six articles increases expenditures.

| Capital Requests | |
|-------------------------|--|
| Article 40-1 | Replacement of Cruiser with Hybrid SUV (Police Department) On motion of Select Board member Megan Birch-McMichael, it was voted 198 votes in favor and 12 votes opposed to transfer from Free Cash, the sum of \$48,750 for Article 40-1, Replacement of a Police Cruiser with a Hybrid Model. |
| Article 40-2 | Feasibility Study- Highway Barn (Highway Department) On motion of Select Board member James Salvie, it was voted in favor to transfer from Free Cash, the sum of \$100,000 for article 40-2, Feasibility Study for the Highway Barn. |
| Article 40-3 | Resurfacing/Curbing of Farm Road (Highway Department) On motion of Select Board Chair Ellen Sturgis, it was voted 181 votes in favor and 11 votes opposed to transfer from Free Cash, the sum of \$55,000 for Article 40-3, Resurfacing/Curbing of Farm Road. |
| Article 40-4 | Lake Boon Dam Repairs - Year 1 (Highway Department) On motion of Select Board member Cortni Frecha it was voted clearly more than the majority required to transfer from Free Cash, the sum of \$300,000 for Article 40-4, for Lake Boon Dam Repairs. |
| Article 40-5 | Replacement of 6-Wheel Dump Truck (Highway Department) On motion of Select Board member Megan Birch-McMichael it was voted clearly more than the majority required to transfer from Free Cash, the sum of \$300,000 for Article 40-5 for the Replacement of a 6-Wheel Dump Truck for the Highway Department. |
| Article 40-6 | Hale Gymnasium Floor Refinishing (Nashoba Regional School District) On motion of Select Board member James Salvie, it was voted by clearly more than the majority required in favor to transfer from Free Cash, the sum of \$19,750 for Article 40-6, for Refinishing the Hale School Gymnasium Floor. |

ARTICLE 41. National Guard/Reserve Tax Relief

On motion of Select Board Chair Ellen Sturgis, it was voted unanimously as called by the Moderator to approve Article 41 as printed in the warrant.

As printed in the warrant:

To see if the town will vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 56, whereby the Board of Assessors may grant real and personal

property tax abatements up to 100 percent of the total tax assessed to members of the Massachusetts National Guard and to reservists on active duty in foreign countries for the fiscal year they performed such service, subject to eligibility to be established by the Board of Assessors to be effective beginning in the fiscal year 2023. The authority to grant abatements under this section shall expire after 2 years of acceptance unless extended by a vote by the town.
(Assessors)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures. Funding for this article comes from the overlay account.

ARTICLE 42. Stow Municipal Affordable Trust, Red Acre Road Community Housing

On motion of Select Board member Cortni Frecha, it was voted 193 votes in favor and 18 votes opposed to appropriate and transfer the sum of One Million One Hundred Thousand Dollars (\$1,100,000), from the Community Preservation Fund, comprised of Nine Hundred Thousand Dollars (\$900,000) from the Affordable Housing Allocation and Two Hundred Thousand Dollars (\$200,000) from the Unreserved Fund Balance, in accordance with the provisions of Massachusetts General Laws Chapter 44B, the Community Preservation Act, to be expended under the direction of the Stow Municipal Affordable Trust, in consultation with the Community Preservation Committee, for development of not more than six (6) affordable housing units on Red Acre Road, and other costs or fees incidental thereto and to authorize the Select Board, or its designee, to apply for and accept such gifts and grants as may be available for reimbursement to the Town for these purposes.

(SMAHT and the Community Preservation Committee)

The Finance Committee recommends APPROVAL of this article. The Capital Planning Committee recommends APPROVAL of this article. Passage of the article does NOT increase expenditures as funds would come from the Community Preservation Account.

Report of the Community Preservation Committee:

The Committee voted unanimously on March 14, 2022 to endorse Article 42.

ARTICLE 43. Funding Support for Stow Town Hall Restoration

On motion of Select Board member Megan Birch-McMichael, it was voted clearly more than the majority required, as called by the Moderator, to move no action on Article 43.

As printed in the warrant:

To see if the Town will vote to appropriate and transfer the sum of Fifty Thousand Dollars (\$50,000), or any lesser sum, from the Community Preservation Fund reserve for Historic Preservation purposes, in accordance with the provisions of Massachusetts General Laws Chapter 44B, the Community Preservation Act, to be expended under the direction of the Town Administrator, in consultation with the Community Preservation Committee, for the purpose of funding support for updates to the Town Hall plans and specifications and to conduct public forums and presentations; or to take any action relative thereto.

(Town Hall Restoration Committee and Community Preservation Committee)

The Finance Committee DOES NOT recommend approval of this article. The Capital Planning Committee DOES NOT recommend approval of this article. Passage of the article does NOT increase expenditures as funds would come from the Community Preservation Account.

The Town Hall Restoration Committee supported moving no action on this article.

Report of the Community Preservation Committee:

The Committee voted 4 in favor, 2 opposed, 2 abstained on March 28, 2022 to endorse Article 43. The Committee voted unanimously on May 9, 2022 to approve no action be taken on the Article 43.

ARTICLE 44. Renovations to the Randall Library

On motion of Select Board member James Salvie, it was voted by more than the 2/3^{rds} required (*In favor=186, Opposed =26, Total voted 212*) to raise and appropriate, transfer from available funds, or borrow the sum of Eight Million Eight Hundred and Fifty Thousand Dollars (\$8,850,000) to pay for the project consisting of the design, construction and equipping of renovations to the Randall Library, including the payment of all costs incidental and related thereto;

And, to fund the said project, to appropriate and transfer One Million Dollars (\$1,000,000) from the Community Preservation Fund, comprised of Three Hundred Thousand Dollars (\$300,000) from the Historical Allocation and Seven Hundred Thousand Dollars (\$700,000) from the Unreserved Fund Balance, in accordance with the provisions of Massachusetts General Laws Chapter 44B, the Community Preservation Act, to be expended under the direction of the Library Director, in consultation with the Community Preservation Committee to design and construct renovations to the historical portion of the Randall Library;

And further, to fund the said project, to appropriate and transfer Nine Hundred Thousand Dollars (\$900,000) from two library trust funds as follows: Five Hundred Thousand Dollars (\$500,000) from the Randall Library Trust; and Four Hundred Thousand Dollars (\$400,000) from the Hale High School Trust Fund;

And further, to authorize the Select Board, or its designee, to apply for, accept and expend any funds that may be received from donations or fundraising, or any other funding sources, for the purpose of funding the said Randall Library Renovation project;

And further, that to meet this appropriation, to authorize the Treasurer, with the approval of the Select Board, to borrow Six Million Seven Hundred and Six Thousand Five Hundred Dollars (\$6,706,500) reduced by the sums received by donations and fundraising, as authorized under M.G.L. c.44, and/or any other enabling authority, and to issue notes and bonds of the Town therefor; and the Select Board is further authorized to take any other action necessary or convenient to carry out this vote; and further provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town on a ballot question presented to exempt the amounts required for the payment of interest and principal on said borrowing from the limitation on taxes imposed by M.G.L. c. 59 sec. 21C (Proposition 2 1/2).

Annual Town Election, May 21, 2022 – The ballot question passed. Yes - 602, No – 285, Blank – 15

Randall Library Renovation

Shall the Town of Stow be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to pay costs of (i) designing, (ii) constructing, and (iii) equipping renovations and additions to the Randall Library, including the payment of all costs incidental and related thereto?

The Finance Committee recommends APPROVAL of this article. The Capital Planning Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article will require a debt exclusion ballot question to pass on May 22, 2022. If both pass, it will increase expenditures.

The Randall Library Building Committee was formed in 2020 to explore what to do with library. The Committee has worked over the last two years and put forth a renovation project that will maintain the historical component of the building but tear down the “newer” addition and rebuilt an addition that is structurally sound with better accessibility and space. If both the article and debt exclusion vote pass, we will proceed with the full design plans, with input from the public prior to putting the project out to bid for the renovations. As of today, and if all articles related to the project pass affirmatively, the total debt exclusion would be for \$6,706,412. However, it is expected that on-going fundraising will decrease that total further.

Report of the Community Preservation Committee:

The Committee voted unanimously on March 14, 2022 to endorse Article 44.

ARTICLE 45. To Supplement Prior Borrowing Votes to Permit the Application of Sale Premium to Pay Project Costs for the Renovations for the Randall Library

On motion of Select Board Chair Ellen Sturgis, it was voted unanimously in favor, as called by the Moderator, to approve Article 45 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to appropriate \$140,235.90, representing the net premium paid to the Town upon the previous sales of Bond Anticipation Notes and to reduce the amount authorized to be borrowed for the Library Renovation project. And furthermore, vote to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of Capital Projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

This would allow \$140,235.90 in premium payments, previously received from selling debt, to be applied against the Library Renovation project and therefore lower the amount needed for a Debt Exclusion.

ARTICLE 46. Repurpose Previously Allocated Funds

On motion of Select Board member Cortni Frecha, it was voted unanimously in favor, as called by the Moderator, to reallocate the sum of One Hundred Three Thousand Dollars, Three Hundred Fifty-Two Dollars and Sixty-Four Cents (\$103,352.64) previously approved in Article 33 at the 2020 Annual Town meeting, to Replace the Flat Roof and AC Unit on the Randall Library to the Randall Library Renovation Project; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

This would allow \$103,352.64 in funds previously approved to replace the roof and a/c unit on the library to be applied against the Library Renovation project and therefore lower the amount needed for a Debt Exclusion.

ARTICLE 47. Transfer to Stabilization Fund

On motion of Select Board member Megan Birch-McMichael, it was voted unanimously in favor, as called by the Moderator to approve Article 47 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to transfer Two Hundred Thousand Dollars (\$200,000) from Fiscal Year 2021 Town Free Cash to the Stabilization Fund Account; or take any other action relative thereto. Requires 2/3's affirmative vote

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This article would add to our "rainy day" fund and continue to build up our reserves to the target 10% - 15% of the general fund budget. Current balance of the Stabilization account is \$741,035.80

ARTICLE 48. Creation of Capital Stabilization Fund

On motion of Select Board member James Salvie, it was voted unanimously as called by the Moderator to approve Article 48 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to establish a special purpose stabilization fund to be known as the Capital Stabilization Fund, which fund shall be used for the purpose of funding any capital-related project or the purchase or acquisition of capital equipment, or payment of debt service related thereto, as authorized by MGL Chapter 40, Section 5B as amended, and for that purpose, to transfer SEVENTY-FIVE THOUSAND DOLLARS (\$75,000) from Fiscal Year

2021 Free Cash into said account; or take any other action relative thereto. **Requires 2/3's affirmative vote**

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article increases expenditures.

This article would create a dedicated stabilization fund for capital expenditures, allowing us to build up a reserve for larger costing capital projects.

At this point Moderator Walrath takes a break and Temporary Moderator James Salvie takes over the meeting.

ARTICLE 49. Debt Rescission

On motion of Select Board Chair Ellen Sturgis, it was voted clearly more than the required majority, as called by Temporary Moderator Salvie to approve Article 49 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or take any other action relative thereto.

(Town Administrator)

| <u>Originally Voted</u> | <u>Authorized</u> | <u>Unissued</u> | <u>Purpose</u> |
|-------------------------|-------------------|-----------------|--------------------------------|
| 10/19/2009 | \$35,629,870 | \$18,756,870 | Center School Construction |
| 02/23/2015 | \$9,000,000 | \$430,000 | Pompositticut Community Center |
| 05/07/2019 | \$625,000 | \$31,000 | Fire Pumper Truck |
| 05/07/2019 | \$850,000 | \$43,000 | Town Building HVAC |
| 05/22/2021 | \$620,000 | \$620,000 | Hallock Point Purchase |

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

State law requires that Town Meeting vote to rescind authorized and unissued debt that is no longer required for its intended purpose.

ARTICLE 50. Legal Services

On motion of Select Board member Cortni Frecha, it was voted in favor, by clearly more than the majority required, as called by Temporary Moderator Salvie, to approve Article 50 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to raise and appropriate the sum of One Hundred Thousand Dollars, (\$100,000) to be added to any balance remaining from any previous appropriation, for the purpose of funding the Town's general Legal account; or take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article increases expenditures.

There are a number of on-going litigations moving through the courts. The balance in this account as of April 15, 2022, is \$20,944.30 with invoices posted through February 2022.

ARTICLE 51. MS4 Stormwater Permit Requirements

On motion of Select Board member Megan Birch-McMichael it was voted unanimously as called by Temporary Moderator Salvie to approve Article 51 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to raise and appropriate the sum of Forty Thousand Dollars (\$40,000) to be added to any balance remaining and previously appropriated for the purpose of implementing the requirements of the Storm Water Management Plan as required by the town's storm water discharge permit issued by the U.S. Environmental Protection Agency or take any other action relative thereto.

(Highway Superintendent)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The United States Environmental Protection Agency (EPA) has released the requirements for National Pollutant Discharge Elimination System (NPDES) compliance. The purpose of this funding is to implement the requirements of the Town's NPDES MS4 Stormwater permit. This will be an on-going expense. The balance in this account as of April 15, 2022, is \$4,644.73.

At this point Moderator Walrath returns to the lectern and continues the meeting.

ARTICLE 52. Purchase of Highway Equipment

On motion of Select Board member James Salvie, it was voted in favor by clearly more than the majority required to approve Article 52 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to raise and appropriate the sum of Sixteen Thousand Five Hundred Dollars (\$16,500) to be expended by the Highway Department, for the purpose of purchasing an air compressor and an industrial pressure washer, including all costs incidental and related thereto; or take any other action relative thereto.

(Highway Superintendent)

The Finance Committee recommends approval of this article. Passage of this article increases expenditures.

This will allow the Highway Department to replace aging equipment, both pieces are more than 15 years old, and provide for better maintenance of the equipment and provide better safety for the employees.

ARTICLE 53. Purchase of Cemetery Equipment

On motion of Select Board Chair Ellen Sturgis, it was voted unanimously in favor, as called by the Moderator, to approve Article 53 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to raise and appropriate the sum of Eight Thousand Five Hundred Dollars (\$8,500) to be expended by the Cemetery Department, for the purpose of replacing a grave lowering device, as well as a casket truck, including all costs incidental and related thereto; or take any other action relative thereto.

(Highway Superintendent)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

This will allow the Cemetery Department to purchase much needed equipment to ensure proper burials and continued safety for employees.

ARTICLE 54. Former Gleasondale School Lot

On motion of Select Board member Cortni Frecha, it was voted in favor by clearly more than the 2/3rds required, as called by the Moderator, to approve Article 54 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to transfer the land on Gleasondale Road known as the "School Lot" and being the entirety of Map U8, Parcel 12, comprising 0.28 acres, from the temporary care and custody of the Conservation Commission, as voted in Article 8 of the Annual Town Meeting of 1962, to the care and custody of the Recreation Commission to be used for a neighborhood park; or take any other action relative thereto. Requires 2/3's affirmative vote.

(Conservation Commission, Recreation Commission)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

ARTICLE 55. Green Advisory Committee Funds

On motion of Select Board member James Salvie, it was voted in favor by clearly more than the majority required to approve Article 55 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to raise and appropriate the sum of Fifteen Thousand Dollars (\$15,000), to be expended by the Green Advisory Committee in their execution of duties including the development of a Climate Action Plan for the Town; or to take any other action relative thereto.

(Green Advisory Committee)

The Finance Committee recommends APPROVAL of this article. Passage of this article increases expenditures.

The Green Advisory Committee was formed in September-2021 with a mission to assist the Select Board and Town Administrator in areas associated with reducing greenhouse gas emissions, mitigating against climate change impacts, and advising the town toward a clean energy future. Funds to be used in developing a plan, giving community engagement, and other expenses.

ARTICLE 56. Amend General Bylaw Article 11 – Personnel Administration

On motion of Select Board member Megan Birch-McMichael, it was voted unanimously in favor as called by the Moderator to amend the General Bylaws by amending Article 11 – Personnel Administration, Sections 9,11, and 20 as stated in the warrant.

As printed in the warrant:

To see if the Town will vote to amend the General Bylaw by amending the following sections of Article 11 – Personnel Administration; or to take any other action relative thereto.

(Town Administrator)

The Finance Committee recommends APPROVAL of this article. The Select Board recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

This is the first step in providing much needed updates to the Personnel Administration section of the Town's General Bylaws. Last year, Town Meeting accepted the newly proposed Wage and Classification Schedules; this Article incorporates those new schedules in the Bylaw. In addition, the Select Board does not oversee Town personnel – that falls under the Town Administrator and therefore many of these changes are to conform with the Charter.

Changes are noted as:

~~Strike through~~ – text is to be deleted

Bolded, Underlined & Italics – text is to be added

Amend Section 9 – Holidays

- a. Add **Juneteenth** as a recognized legal holiday

Amend Section 11 – Sick Leave

- f. Upon request of the department head, the ~~Select Board~~ **Town Administrator** may advance sick leave to an employee by an amount not to exceed thirty (30) days. Advanced sick leave shall be repaid to the Town out of leave not used during the following years.

Add a new section “m.”

- m. **Employees are eligible to use up to five (5) sick days per year for the medical care of immediate family. Immediate family shall mean the employee's spouse, children, grandchildren, parents, brother, sisters, father-in-law, mother-in-law, daughter-in-law, son-in-law, and grandparents.**

Additional family sick leave may be approved by the Town Administrator under extenuating circumstances and with a recommendation from the Assistant Town Administrator.

Amend Section 20. Classification and Salary Plan

- a. The positions of all employees of the Town, except those filled by popular election, those under the control of the School Committee and those covered by collective bargaining agreements, shall be classified by titles. ~~Those employees who hold Hourly Rate Positions shall also be classified by groups.~~ Each group shall include those positions which involve substantially similar work or which have substantially equal responsibilities. These titles and groups are set forth in the schedules referred to in clause h. of this section. The title of any position shall be used to designate that position in all payrolls, budget estimates, official reports, records or other matters involving the personnel or fiscal processes of the Town.
- b. The ~~minimum, maximum and~~ range of salaries, or the single rate salaries, for the groups and positions in this plan are to be established by the vote of the Town in town meeting and are set forth in the schedules referred to in clause h. of this section. The minimum salary set for a position shall be the starting salary for that position, unless the ~~Select Board~~ **Town Administrator** authorizes a higher starting salary within the applicable range. To authorize a higher starting salary, the ~~Select Board~~ **Town Administrator** shall consider the recommendations of the department head or other administrative authority, supported by evidence of exceptional circumstances ~~satisfactory to the Board.~~ ~~Except as provided below, in order to advance to the next step in a salary range, an employee will have to have been continuously employed in the position as described below for the following periods of time:~~

c.

| | |
|-------------------|-----------------------|
| Minimum to Step 1 | One Year at Minimum |
| Step 1 to Step 2 | Two Years at Step 1 |
| Step 2 to Step 3 | Two Years at Step 2 |
| Step 3 to Maximum | Three Years at Step 3 |

(amended 5/1/95)

In accordance with the below schedule eligible employees shall receive a Step increase as indicated. Employees in all Grades are entitled to a Cost of Living Adjustments, annually as they are provided.

(Employees are eligible if their current Step is from 1 to 11)

Positions in Grades 1 - 5

| | |
|---------------------------|---|
| <u>As of July 1, 2022</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2023</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2025</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2027</u> | <u>Eligible employees will receive one Step</u> |

Positions in Grades 6 – 8

| | |
|---------------------------|---|
| <u>As of July 1, 2022</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2024</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2026</u> | <u>Eligible employees will receive one Step</u> |
| <u>As of July 1, 2028</u> | <u>Eligible employees will receive one Step</u> |

An employee may be advanced to the next step in a range without regard to the time provisions upon receipt of an outstanding performance appraisal, and/or with the written approval of the ~~Select Board~~ Town Administrator. Temporary employees shall be paid the minimum salary set for the position, regardless of amount of time in the position, unless the ~~Select Board~~ Town Administrator authorize a higher step based on the experience and qualifications of the employee.

- d. No person may be appointed, employed or paid as an employee of the Town in any position subject to the Classification and Salary Plan
 - (1) under any position title, or titles, other than those in the Classification and Salary Plan;
 - (2) under a position title other than that of the position, or positions, the duties of which the person actually performs;
 - (3) at a salary, or rate, other than that set in the salary schedule for the position, or positions, the duties of which the person actually performs; nor
 - (4) unless the ~~Select Board~~ Town Administrator has determined that the employment of such person is consistent with all provisions of this bylaw.

d. Every three years, or more often if it appears advisable, ~~the Select Board shall appoint a Personnel Advisory Committee to review~~ the Assistant Town Administrator/HR Director shall oversee a review:

- (1) all positions subject to the Classification and Salary Plan to determine whether each group continues to include those positions which involve substantially similar work or which have substantially equal responsibilities, and
- (2) the Classification and Salary Plan to determine whether it sets forth fair and equitable pay levels.

After each review, ~~the committee~~ there shall be report to the Town Administrator, who ~~Select Board, and the Select Board~~ shall report to the Town the actions considered advisable. The Town Administrator ~~Select Board~~ may temporarily add a new position to the Classification Plan or reclassify an existing position to a different group. Any such action shall cease to be effective after the close of the next following town meeting, unless adopted by an amendment to the Classification and Salary Plan at that meeting. Nothing herein shall be interpreted as limiting the authority of the ~~Select Board~~ Town Administrator to recommend to the town meeting changes in the Classification and Salary Plan whether or not a review has occurred ~~Personnel Advisory Committee is appointed pursuant to this section.~~

- e. This Classification and Salary Plan may be amended by majority vote at a town meeting. Amendments to the Classification and Salary Plan voted at a town meeting shall be effective on the next succeeding July first unless the vote of the town provides otherwise, provided, however, that those amendments which confirm a temporary classification change as ordered by the ~~Select Board~~ Town Administrator shall be effective immediately.

- f. It shall be the responsibility of ~~each department head, or other appropriate supervisory authority~~ the Assistant Town Administrator/HR Director, to write a position description for each of his/her ~~subordinates~~ position and to keep it current. As a minimum, each position description shall contain the following:

- (1) Title of the position.
- (2) Knowledge required by the position.
- (3) Supervisory controls.
- (4) Complexity of the work.
- (5) Physical demands of the work.
- (6) Description of the work environment.

~~Copies of a pamphlet on how to write position descriptions shall be kept by the administrative assistant to the Select Board.~~ A copy of the position description shall be given to each employee and the respective supervisor ~~administrative assistant to the Select Board~~. The supervisor shall retain a copy, and a copy shall be included in each employee's personnel folder.

- g. When an employee is promoted into a new position, ~~his/her~~ their new pay rate will be determined as follows:

- (1) Identify the person's present pay rate.
- (2) Identify the Grade of the new position.
- (3) Add four percent (4%) to the existing rate identified in (1) above and move the employee to the available Step of the new Grade, that is at least four percent (4%) more than they are currently making.
- (4) ~~Increase that rate by one step. If the person is at his/her top step in his/her former position, then add the step increment value (the step increment value is the amount of the difference between each step in the former position).~~
- (5) ~~By definition, a promotion must increase a person's pay to at least the figure identified in (2) above.~~
- (6) ~~To find the proper pay rate in the new position, select the lowest rate in the new pay scale that is not less than the figure derived in step 2.~~

- h. The salaries of town employees covered by this bylaw shall be listed on the five (5) ~~seven (7)~~ schedules described below. Each schedule shall list the classification title of each position ~~(and the classification group as to Hourly Rate Positions)~~ and the salary rate or salary range of each position.

Schedule A - Annual Rate Regular Employee Positions

This schedule shall list all positions that are paid at an annual a set hourly rate and for which a salary range ~~from minimum to maximum~~ is listed.

Schedule B - Hourly Rate Positions

~~This schedule shall list all positions paid at an hourly rate and for which a salary range from minimum to maximum is listed.~~

Schedule ~~BC~~ - Single Rate Positions Paid Annually

This schedule shall consist of all positions paid on an annual basis and does not contain a range of pay for each position.

Schedule ~~CD~~ - Single Rate Positions Paid Hourly

This schedule shall consist of all positions that are paid at an hourly rate and does not contain a range of pay for each position.

Schedule D – Fire Department Annual Single Rates

This schedule shall consist of the fire department annual stipend positions, not included in their Collective Bargaining Agreement

Schedule E – Seasonal Employee Rate Schedule

This schedule shall list all seasonal positions that are paid an hourly rate and for which a salary range is listed.

~~Schedule E – Annual Rate Plus Hourly Single Rate Positions~~

~~This schedule shall consist of all positions paid a single annual rate plus an hourly rate for hours actually worked.~~

~~Schedule F – Fee Rate Positions~~

~~This schedule shall contain all positions paid on a fee basis.~~

~~Schedule G – Shift Incentive Premium for Emergency Medical Technicians~~

Note: Personnel Bylaw amendments are NOT submitted to the Attorney General for approval.

ARTICLE 57. Road Acceptance – Brandymeade Circle

On motion of Select Board Chair Ellen Sturgis, it was voted unanimously in favor as called by the Moderator to approve Article 57 as printed in the warrant.

As printed in the warrant:

To see if the Town will vote to accept as a public way the following street or portions thereof, as laid out by the Select Board according to a plan on file with the Town Clerk in accordance with the provisions of Massachusetts General Laws Chapter 82, Sections 21-23, and to authorize the Select Board to acquire the fee or easement in said street for highway purposes by gift, purchase, eminent domain or otherwise, including easements for drainage, utility, sidewalk, slope or other purposes where shown on said plan or described in the Order of Layout.

Brandymeade Circle, being a certain tract or parcel of land on the northerly side of West Acton Road, Stow, as shown on a plan entitled “Street Acceptance Plan, scale: 1”=40’, October 30 2003, Orchard View Stow, MA prepared for R.M. Hicks, Inc. 124 Main Street, Westford, MA 01886, Landtech Consultants, Inc. Civil Engineers, Land

Surveyors, Project Management, 484 Groton Road, Unit #1, Westford, MA 01886, and a plan entitled, “As-Built Plan & Profile, scale: 1”-40’, October 30, 2003, Orchard View Stow, MA prepared for R.M. Hicks, Inc. 124 Main Street, Westford, MA 01886, Landtech Consultants, Inc. Civil Engineers, Land Surveyors, Project Management, 484 Groton Road, Unit #1, Westford, MA 01886.” Subdivision plans of said road are recorded with the Middlesex South District Registry of Deeds as Plan No. 483 of 2001 at Book 32928, Page 283.

Or take any other action relative thereto.

(Planning Board and Highway Superintendent)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

The town previously accepted Brandymeade Circle as a public way in 2004 and 2015, but due to conditional issues and administrative errors, the paperwork was never properly filed. Reacceptance of this article will allow the Town to file the required documentation and legally accept the roadway as public.

ARTICLE 58. Amend Zoning Bylaw Section 6.1 Hammerhead Lots

On motion of Select Board member Cortni Frecha, it was voted unanimously in favor as called by the Moderator, to amend the Zoning Bylaw by deleting the current section 6.1 in its entirety and replacing it with a new section 6.1, as printed in the Warrant; and further than non-substantive changes to the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Zoning Bylaw.

As printed in the warrant:

To see if the Town will vote to amend the Zoning Bylaw by deleting the current section 6.1 in its entirety and replacing it with a new section 6.1 to read in its entirety as stated below in section A of this article; and further that non-substantive changes to the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Zoning Bylaw; or to take any other action relative thereto.

Planning Board

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

The proposed amendments to Section 6.1 are meant to clarify the dimensional requirements for Hammerhead Lots and ensure that the reduction in frontage that the Hammerhead Lot Special Permit provides is not used to further develop or otherwise disturb lands zoned for other uses.

Changes are noted as:

~~Strike through~~ – text is to be deleted

Bolded, Underlined & Italics – text is to be added

A) Amend Section 6.1 to read as stated below:

6.1 Hammerhead LOTS

In a Residential District, a LOT known as a "Hammerhead LOT" may be granted by special permit by the Planning Board, under the requirements and process for a special permit, provided that the Board is able to make a finding that all the following conditions have been met **entirely within the Residential District:**

- 6.1.1 The LOT has a frontage of at least 50 feet;
- 6.1.2 The LOT has an area of at least 180,000 square feet;
- 6.1.3 The LOT has sufficient area suitable for BUILDINGS. The area suitable for BUILDINGS shall be considered sufficient if
 - 6.1.3.1 a circle of 150 feet in diameter, or
 - 6.1.3.2 a rectangle with an area of 20,000 square feet and a minimum side of 80 feet can be drawn on the LOT plan within the buildable area and not overlap any LOT line or any wetlands or Flood Plain District;
- 6.1.4 The LOT has a minimum width of 50 feet between the STREET LINE and the buildable area. A LOT ~~means~~ **meets** the minimum width requirement if a 50-foot diameter circle can move on the LOT plan from the STREET LINE to the buildable area without overlapping or crossing any LOT line or any Flood Plain District line.
- 6.1.5 Any BUILDING on the LOT be set back at least 40 feet from every property line;
- 6.1.6 A condition of the permit be that the LOT shall not be further divided; and
- 6.1.7 Sufficient sight distance to permit safe access to the way is provided in both directions at the point of access from the LOT across its frontage. Sight distance shall be deemed sufficient if, in feet, it is equal to at least six times the posted or allowable speed (miles per hour) of the way onto which access is provided.

Report of the Planning Board:

The Planning Board held a duly noticed Public Hearing on May 3, 2022, held virtually, in consideration of the proposed amendment to the Zoning Bylaw listed in Article 58. The Planning Board voted unanimously in favor on May 3, 2022 to recommend approval of Article 58.

ARTICLE 59. Amend Zoning Bylaw Section 5.3 Wireless Service Facility Overlay District

On motion of Select Board member Megan Birch-McMichael, it was voted unanimously in favor, as called by the Moderator, to amend the Zoning Bylaw by amending sections 5.3.3, 5.3.10.4, and 5.3.16 therein as stated in sections A, B, C, and D of this article as printed in the warrant; and further than non-substantive changes to the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Zoning Bylaw.

As printed in the warrant:

To see if the Town will vote to amend the Zoning Bylaw by amending section 5.3 therein as set forth below in sections A, B, C, and D of this article; and further that non-substantive

changes to the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Zoning Bylaw; or to take any other action relative thereto.
(Planning Board)

The Finance Committee recommends APPROVAL of this article. Passage of this article does NOT increase expenditures.

Federal law protects a category of modifications to existing wireless service facilities, known as “eligible facilities requests” from the local Special Permit process. The Planning Board recently updated its Rules and Regulations for Wireless Service Facilities to account for these protections, and the proposed zoning amendment inserts new definitions and language to ensure compatibility with these revised rules. No new allowances are proposed for Wireless Service Facilities, besides those modifications explicitly protected from discretionary review by federal law.

Changes are noted as:
~~Strike through~~ – text is to be deleted
Bolded, Underlined & Italics – text is to be added

A) Amend Section 5.3.3 by inserting the following definitions:

BASE STATION: *Equipment and non-tower supporting structure at a fixed location that enable FCC-licensed or authorized wireless communications between user equipment and a communications network, including any equipment associated with wireless communications service including, but not limited to, radio transceivers, ANTENNAS, coaxial or fiber-optic cable, regular and backup power supply, and comparable equipment.*

COLLOCATION: *The mounting or installation of transmission equipment on any TOWER or BASE STATION for the purpose of transmitting or receiving radio frequency signals for communications purposes.*

ELIGIBLE FACILITIES REQUEST: *Any request for modification of an existing TOWER or BASE STATION that involves (a) COLLOCATION of new TRANSMISSION EQUIPMENT; (b) removal of TRANSMISSION EQUIPMENT; or (c) replacement of TRANSMISSION EQUIPMENT.*

TRANSMISSION EQUIPMENT: *Any equipment that facilitates transmission for any FCC-licensed or authorized WIRELESS SERVICE, including, but not limited to, radio transceivers, ANTENNAS and other relevant equipment associated with and necessary to their operation, including coaxial or fiber-optic cable, and regular and backup power supply.*

B) Amend Section 5.3.3 by deleting the following definition:

~~CO-LOCATION: The use of a single MOUNT by more than one CARRIER and/or several MOUNTS on a building or structure by more than one CARRIER. Each service co-located at a site is a separate Wireless Service Facility. CARRIERS operating more than one service at a site will be considered to have more than one facility co-located at the site.~~

C) Amend Section 5.3.10.4 as stated below:

5.3.10.4 Demonstrated Co-Locators – If proposing ~~CO-LOCATION~~ **COLLOCATION with multiple CARRIERS**, the APPLICANT shall submit written proof of commitment.

D) Amend Section 5.3.16 as stated below:

5.3.16 Modifications –

~~5.3.16.1 Modification of a WIRELESS SERVICE FACILITY may be considered equivalent to an application for a new WIRELESS SERVICE FACILITY and will require a Special Permit when the following events apply:~~

~~5.3.16.2 The APPLICANT and/or co-APPLICANT wants to alter the terms of the Special Permit by changing the WIRELESS SERVICE FACILITY in one or more of the following ways:~~

~~a. Change in the number of facilities permitted on the site;~~

~~b. Change in the facilities that materially changes the facilities approved by the Massachusetts Department of Public Health, and~~

~~c. Change in the operating parameters of a facility, including, but not limited to, ANTENNAS and cables that increases their quantity or size, that changes in a material way their orientation or other visible characteristics, or that exceeds specifications on the special permit.~~

~~5.3.16.3 The APPLICANT and/or co-APPLICANT propose to add any equipment or additional height not specified in the original approval~~

5.3.16.1 Any modification of an existing WIRELESS SERVICE FACILITY which is determined to be a qualifying ELIGIBLE FACILITIES REQUEST as defined in federal law and regulations shall require Site Plan Approval according to the Rules and Regulations for Wireless Service Facility Special Permits.

5.3.16.2 Any modification of an existing WIRELESS SERVICE FACILITY which is not a qualifying ELIGIBLE FACILITIES REQUEST as defined in federal law and regulations, shall be considered equivalent to an application for a new WIRELESS SERVICE FACILITY and shall require a Special Permit.

Report of the Planning Board:

The Planning Board held a duly noticed Public Hearing on May 3, 2022, held virtually, in consideration of the proposed amendment to the Zoning Bylaw listed in Article 59. The Planning Board voted unanimously in favor on May 3, 2022 to recommend approval of Article 59.

ARTICLE 60. TOWN ELECTION

On motion of Select Board Chair Ellen Sturgis, it was voted unanimously to adjourn the meeting to the town election on May 21, 2022, commencing at 10 am at Center School in said

Town of Stow, and then and there to act on Article 60 for such election of officers and ballot question as listed in the warrant; and thereafter at the close of the polls, to dissolve this meeting.

As listed in the warrant:

To vote by ballot on May 21, 2022 at the Center School, 403 Great Road, in said Town of Stow the following officers and ballot question. The polls are open from 10 a.m. – 4 p.m.

One Town Moderator for three years;

Two members of the Select Board for three years;

One member of the Board of Assessors for three years;

One member of the Board of Health for three years;

One member of the Planning Board for five years;

One member of the Stow Housing Authority for an unexpired five year term expiring in 2024;

One member of the Stow Housing Authority for an unexpired five year term, expiring in 2026;

Three members of the Trustees, Randall Library for three years;

One member of the Nashoba Regional School District Committee for three years.

Ballot Question

1. Randall Library Renovation

Shall the Town of Stow be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to pay costs of (i) designing, (ii) constructing, and (iii) equipping renovations and additions to the Randall Library, including the payment of all costs incidental and related thereto?

The town meeting was adjourned at 1:24 p.m. to reconvene on May 21, 2022 at 10 a.m. for the Annual Town Election and then to dissolve the meeting at the close of polls on May 21.

Town meeting workers: Preparation, Check-In, Voter Assistants:

| | | |
|----------------|---------------|----------------|
| Joan Burns | Ann Deluty | Cailin Sallese |
| James Cohen | Jack O’Keefe | Kate West |
| Ruth Delmonico | Ruby Ramsland | |

Number of Voters Checked: 252

Total Voters: 5550*

Turnout Percentage: 4.5%

*includes inactive voters

The amendments to the Stow Zoning Bylaw adopted under Articles 58 and 59 were approved by the Attorney General on August 16, 2022 and posted as a Town Bulletin.

**ANNUAL TOWN ELECTION
SATURDAY, MAY 21, 2022**

Pursuant to the Select Board's warrant of April 26, 2022, posted by the Constable on May 5, 2022, the Annual Town Election was held in The Center School and was called to order at 10 a.m.

After examining the ballot boxes in precinct 1 and 2, and finding the boxes empty and in good order, the counter was set to zero. The ballot boxes were locked and the keys delivered to the Warden who declared the polls open.

There were 113 absentee ballots cast into the tabulators. There were 6 spoiled ballots and no provisional ballots. The polls were declared closed at 4 p.m.

Total Registered Voters: 5,550* Total votes cast = 902 Turnout: 16%
* includes inactive voters

| OFFICE AND LENGTH OF TERM | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
|----------------------------------|--------------------------------|---------------|---------------|----------------|
| SELECTMAN | Cortni Frecha | 245 | 307 | 552 |
| (three year term - vote for two) | Kathleen A Fisher | 122 | 128 | 250 |
| | Leonard H Golder | 75 | 70 | 145 |
| | Ingeborg Hegemann Clark | 185 | 232 | 417 |
| | Alex Riker | 145 | 170 | 315 |
| | Scatterings | 6 | 2 | 8 |
| | Blank | 66 | 51 | 117 |
| | | | | |
| ASSESSOR | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (three year term - vote for one) | Thomas E Ryan III | 342 | 387 | 729 |
| | Scatterings | 5 | 2 | 7 |
| | Blank | 75 | 91 | 166 |
| | | | | |
| BOARD OF HEALTH | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (three year term - vote for one) | Mary E McDowell | 348 | 388 | 736 |
| | Scatterings | 2 | 3 | 5 |
| | Blank | 72 | 89 | 161 |
| | | | | |
| NASHOBA REGIONAL | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| SCHOOL DISTRICT | Leah Vivirito | 336 | 388 | 724 |
| COMMITTEE | Scatterings | 4 | 9 | 13 |
| (three year term - vote for one) | Blank | 82 | 83 | 165 |

| | | | | |
|------------------------------------|--------------------------|---------------|---------------|----------------|
| TRUSTEES | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| RANDALL LIBRARY | Rachael Flaherty | 315 | 351 | 666 |
| (three year term - vote for three) | Morgan Hillman | 308 | 358 | 666 |
| | Andrew M Riecker | 304 | 351 | 655 |
| | Scatterings | 6 | 7 | 13 |
| | Blank | 333 | 373 | 706 |
| | | | | |
| PLANNING BOARD | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (five year term- vote for one) | Karen Kelleher | 353 | 403 | 756 |
| | Scatterings | 2 | 2 | 4 |
| | Blank | 67 | 75 | 142 |
| | | | | |
| HOUSING AUTHORITY | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (unexpired five year term | Abigail CB Morgan | 324 | 377 | 701 |
| expiring 2024 - vote for one) | Scatterings | 8 | 0 | 8 |
| | Blank | 90 | 0 | 90 |
| | | | | |
| HOUSING AUTHORITY | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (unexpired five year term | Maureen Crawford | 16 | 14 | 30 |
| expiring 2026 - vote for one) | Steve Jelinek | 2 | 8 | 10 |
| | Alex Riker | 3 | 3 | 6 |
| | Leonard H Golder | 0 | 3 | 3 |
| | Nicole Odekirk | 0 | 4 | 4 |
| | Blank | 383 | 423 | 806 |
| | Scatterings | 18 | 25 | 43 |
| | | | | |
| MODERATOR | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
| (three year term - vote for one) | James H Salvie | 338 | 410 | 748 |
| | Scatterings | 3 | 2 | 5 |
| | Blanks | 81 | 68 | 149 |
| | | | | |
| BALLOT QUESTION | | Precinct 1 | Precinct 2 | Total Votes |
| RANDALL LIBRARY RENO | VOTE | | | |
| | Yes | 270 | 332 | 602 |
| | No | 146 | 139 | 285 |
| | Blank | 6 | 9 | 15 |

Races with multiple candidates elected will have greater totals:
 902 x 2 elected candidates = 1804 votes cast 902x3=2706

| ELECTION WORKERS | | | |
|--|----------------|-----------------|---------------|
| Preparation, Checkers, Ballot Box, Greeters & Counters | | | |
| <u>Wardens</u> | Joan Burns | Maureen Ladd | Ruby Ramsland |
| <i>Claire Lavina</i> | James Cohen | Sonia Nicholson | Riley Seith |
| <i>Lisa Lavina</i> | Ruth Delmonico | Jack O'Keefe | Carol Stoltz |
| <i>Katherine West</i> | Ann Deluty | | |

STATE PRIMARY September 6, 2022

Pursuant to the Select Board's warrant of July 26, 2022, posted by the Constable on August 15, 2022, the State Primary was held on September 6, 2022, in The Center School and was called to order at 7 a.m.

After examining the ballot boxes in precinct 1 and 2, and finding both empty and in good order, the counter was set to zero. The ballot boxes were locked and the keys delivered to the Warden who declared the polls open. During polling hours, a total of 11 Democrat and 2 Republican absentee ballots were marked on the voter list, opened, and cast into the ballot box. There were 837 Democrat Early Vote ballot and 174 Republican Early Vote ballots delivered to the polls and cast into the tabulators. There were 5 Democrat and 2 Republican spoiled ballots. There were no provisional ballots. The ballots in the auxiliary compartment were tabulated.

Total Registered Voters: 5,615 Total votes cast = 1,913 Turnout: 34%

** includes inactive voters*

| DEMOCRATIC PARTY | | Precinct 1 | Precinct 2 | Total Votes |
|-------------------------|----------------------|-----------------------|-----------------------|------------------------|
| GOVERNOR | SONIA CHANG-DIAZ | 66 | 77 | 143 |
| | MAURA HEALEY | 630 | 659 | 1289 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 11 | 13 | 24 |
| | | | | |
| LIEUTENANT GOVERNOR | KIMBERLY DRISCOLL | 235 | 223 | 458 |
| | TAMI GOUVEIA | 277 | 336 | 613 |
| | ERIC LESSER | 145 | 151 | 296 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 50 | 39 | 89 |
| | | | | |
| ATTORNEY GENERAL | ANDREA CAMPBELL | 343 | 373 | 716 |
| | SHANNON LISS-RIORDAN | 180 | 214 | 394 |
| | QUENTIN PALFREY | 145 | 116 | 261 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 39 | 46 | 85 |

| | | | | |
|---------------------------------|-------------------------|-------------------|-------------------|--------------------|
| | | | | |
| SECRETARY OF STATE | WILLIAM F GALVIN | 499 | 497 | 996 |
| | TANIHA SULLIVAN | 195 | 228 | 423 |
| | BLANK | 14 | 24 | 38 |
| | | | | |
| TREASURER | DEBORAH GOLDBERG | 597 | 639 | 1236 |
| | WRITE INS | 2 | 1 | 3 |
| | BLANK | 109 | 109 | 218 |
| | | | | |
| AUDITOR | CHRISTOPHER DEMPSEY | 270 | 272 | 542 |
| | DIANA DIZOGLIO | 355 | 394 | 749 |
| | BLANK | 83 | 83 | 166 |
| | | | | |
| REPRESENTATIVE IN CONGRESS | LORI TRAHAN | 619 | 665 | 1284 |
| | WRITE INS | 1 | 1 | 2 |
| | BLANK | 88 | 83 | 171 |
| | | | | |
| COUNCILLOR | MARILYN PETITTO DEVANEY | 312 | 299 | 611 |
| | MARA DOLAN | 280 | 334 | 614 |
| | WRITE INS | 0 | 3 | 3 |
| | BLANK | 116 | 113 | 229 |
| | | | | |
| SENATOR IN GENERAL COURT | JAMES B ELDRIDGE | 609 | 658 | 1267 |
| | WRITE INS | 3 | 1 | 4 |
| | BLANK | 96 | 90 | 186 |
| | | | | |
| REPRESENTATIVE IN GENERAL COURT | KATE HOGAN | 631 | 678 | 1309 |
| | WRITE INS | 2 | 7 | 9 |
| | BLANK | 75 | 64 | 139 |
| | | | | |
| DISTRICT ATTORNEY | MARIAN RYAN | 584 | 634 | 1218 |
| | BLANK | 124 | 115 | 239 |
| | | | | |
| SHERIFF | PETER KOUTOUJIAN | 549 | 615 | 1164 |
| | WRITE INS | 2 | 0 | 2 |
| | BLANK | 157 | 134 | 291 |
| | | | | |
| REPUBLICAN PARTY | | Precinct 1 | Precinct 2 | Total Votes |
| GOVERNOR | GEOFF DIEHL | 109 | 113 | 222 |
| | CHRIS DOUGHTY | 116 | 110 | 226 |
| | WRITE INS | 0 | 1 | 1 |
| | BLANK | 3 | 4 | 7 |

| REPUBLICAN PARTY | | Precinct 1 | Precinct 2 | Total Votes |
|------------------------------------|--|---------------|---------------|----------------|
| LIEUTENANT GOVERNOR | LEAH ALLEN | 84 | 82 | 166 |
| | KATE CAMPANALE | 128 | 121 | 249 |
| | BLANK | 16 | 25 | 41 |
| | | | | |
| ATTORNEY GENERAL | JAMES MCMAHON III | 180 | 163 | 343 |
| | BLANK | 48 | 65 | 113 |
| | | | | |
| SECRETARY OF STATE | RAYLA CAMPBELL | 171 | 159 | 330 |
| | BLANK | 57 | 69 | 126 |
| | | | | |
| TREASURER | WRITE INS | 6 | 3 | 9 |
| | BLANK | 222 | 225 | 447 |
| | | | | |
| AUDITOR | ANTHONY AMORE | 168 | 158 | 326 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 59 | 70 | 129 |
| | | | | |
| REPRESENTATIVE IN CONGRESS | DEAN TRAN | 176 | 155 | 331 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 51 | 73 | 124 |
| | | | | |
| COUNCILLOR | Frederick Glynn (<i>announced write-in</i>) | 1 | 0 | 1 |
| | Marilyn Petitto Devaney* (<i>write-in democratic candidate</i>) | 2 | 1 | 3 |
| | WRITE INS | 5 | 3 | 8 |
| | BLANK | 220 | 224 | 444 |
| | | | | |
| SENATOR IN GENERAL COURT | ANTHONY CHRISTAKIS | 166 | 154 | 320 |
| | BLANK | 62 | 74 | 136 |
| | | | | |
| REPRESENTATIVE IN GENERAL COURT | WRITE INS | 8 | 4 | 12 |
| | BLANK | 220 | 224 | 444 |
| | | | | |
| DISTRICT ATTORNEY | WRITE INS | 6 | 3 | 9 |
| | BLANK | 222 | 225 | 447 |
| | | | | |
| SHERIFF | WRITE INS | 7 | 4 | 11 |
| | BLANK | 221 | 224 | 445 |

**Write-in democratic candidate (on the republican ballot) noted on results sheet but votes do not count for candidate.*

SPECIAL TOWN ELECTION September 6, 2022

Pursuant to the Select Board's warrant of July 26, 2022, posted by the Constable on August 15, 2022, the Special Town Election was held in The Center School on September 6, 2022 and was called to order at 7 a.m.

After examining the ballot boxes in precinct 1 and 2, and finding both empty and in good order, the counter was set to zero. The ballot boxes were locked and the keys delivered to the Warden who declared the polls open. During polling hours, a total of 9 absentee ballots were marked on the voter list, opened, and cast into the ballot box. There were 870 Early Vote ballots delivered to the polls and cast into the tabulators. There were 4 spoiled ballots. There were no provisional ballots. The ballots in the auxiliary compartment were tabulated.

Total Registered Voters: 5,615 Total votes cast = 1,755 Turnout: 31%
* includes inactive voters

| OFFICE AND LENGTH OF TERM | CANDIDATES | Precinct 1 | Precinct 2 | Total Votes |
|-----------------------------------|-----------------------------|------------|------------|----------------|
| SELECT BOARD | Hector P Constantzos | 547 | 604 | 1151 |
| (three year term – expiring 2024) | Leonard H Golder | 298 | 274 | 572 |
| | Scatterings | 6 | 7 | 13 |
| | Blank | 9 | 10 | 19 |

ELECTION WORKERS SEPT 6TH STATE PRIMARY AND SPECIAL TOWN ELECTION INCLUDING VOTE BY MAIL, EARLY VOTING & ELECTION DAY

| | | | | |
|--|--|---|---|--|
| <u>WARDENS</u> Phil Detsch Pamela Gjestebj Claire Lavina Kate West | Susan Arapoff Sharon Bromfield Joan Burns Jane Ann Chrumka James Cohen Ruth Delmonico | Ann Deluty Tona Hangen Lisa Lavina Dierdre Lawe Rick Lent | Joey O'Connor Katz Susan Pauley Ruby Ramsland Laura Reiner Katherine Reiner | Marianne Sharin Dorothy Spaulding Carol Stoltz Ann Wachur Robert Washburn David Wells |
|--|--|---|---|--|

STATE ELECTION NOVEMBER 8, 2022

Pursuant to the Selectmen's warrant of October 11, 2022, posted by the Constable on October 28, 2022, the State Election was held in The Center School and was called to order at 7 a.m.

After examining the ballot boxes in precinct 1 and 2, and finding both empty and in good order, the counter was set to zero. The ballot boxes were locked and the keys delivered to the Warden who declared the polls open. During polling hours, a total of 2128 Early Vote/Vote by Mail ballots were opened and cast into the ballot box. There were 14 spoiled ballots. There were 4 provisional ballots. The ballots in the auxiliary compartments were tabulated.

On November 15, 2022, 35 ballots that were post marked on or before November 8th and were received by November 12, were counted by the Linda Hathaway, Town Clerk; Debra Seith, Assistant Town Clerk; and Election workers Ruby Ramsland and Joan Burns. The voter's name was marked on the voter list. The envelopes opened and cast into the tabulators for Precinct 1 and Precinct 2. The final November 8th State Election vote totals are listed below.

Total Registered Voters: 5,677 Total votes cast = 3,894 Turnout: 69%
* includes inactive voters

| GOVERNOR & LIEUTENANT GOVERNOR | | Precinct 1 | Precinct 2 | Total Votes |
|--------------------------------|-----------------------|---------------|---------------|----------------|
| | DIEHL and ALLEN | 575 | 479 | 1054 |
| | HEALEY and DRISCOLL | 1346 | 1377 | 2723 |
| | REED and EVERETT | 40 | 28 | 68 |
| | WRITE INS | 6 | 1 | 7 |
| | BLANK | 17 | 25 | 42 |
| ATTORNEY GENERAL | | | | |
| | ANDREA CAMPBELL | 1319 | 1346 | 2665 |
| | JAMES R MCMAHON III | 629 | 519 | 1148 |
| | WRITE INS | 2 | 1 | 3 |
| | BLANK | 34 | 44 | 78 |
| SECRETARY OF STATE | | | | |
| | WILLIAM F GALVIN | 1404 | 1408 | 2812 |
| | RAYLA CAMPBELL | 517 | 413 | 930 |
| | JUAN SANCHEZ | 50 | 67 | 117 |
| | WRITE INS | 0 | 0 | 0 |
| | BLANK | 13 | 22 | 35 |
| TREASURER | | | | |
| | DEBORAH GOLDBERG | 1407 | 1422 | 2829 |
| | CHRISTINA CRAWFORD | 378 | 334 | 712 |
| | WRITE INS | 10 | 6 | 16 |
| | BLANK | 189 | 148 | 337 |
| AUDITOR | | | | |
| | ANTHONY AMORE | 670 | 572 | 1242 |
| | DIANA DIZOGLIO | 1090 | 1118 | 2208 |
| | GLORIA CABALLERO-ROCA | 67 | 66 | 133 |

| | | | | |
|---------------------------------------|-------------------------|-------------------|-------------------|--------------------|
| | DOMINIC GIANNONE III | 20 | 26 | 46 |
| | DANIEL RIEK | 63 | 31 | 94 |
| | WRITE INS | 2 | 0 | 2 |
| | BLANK | 72 | 97 | 169 |
| | | | | |
| REPRESENTATIVE IN CONGRESS | LORI TRAHAN | 1376 | 1387 | 2763 |
| | DEAN A TRAN | 571 | 475 | 1046 |
| | WRITE INS | 1 | 0 | 1 |
| | BLANK | 36 | 48 | 84 |
| | | | | |
| COUNCILLOR | MARILYN PETITTO DEVANEY | 1433 | 1424 | 2857 |
| | WRITE IN: MARA DOLAN | 2 | 3 | 5 |
| | WRITE INS | 25 | 19 | 44 |
| | BLANK | 524 | 464 | 988 |
| | | Precinct 1 | Precinct 2 | Total Votes |
| SENATOR IN GENERAL COURT | JAMES B ELDRIDGE | 1340 | 1375 | 2715 |
| | ANTHONY CHRISTAKIS | 589 | 476 | 1065 |
| | WRITE INS | 1 | 1 | 2 |
| | BLANK | 54 | 58 | 112 |
| | | | | |
| REPRESENTATIVE IN GENERAL COURT | KATE HOGAN | 1552 | 1528 | 3080 |
| | WRITE INS | 23 | 20 | 43 |
| | BLANK | 409 | 362 | 771 |
| | | | | |
| DISTRICT ATTORNEY | MARIAN RYAN | 1481 | 1459 | 2940 |
| | WRITE INS | 18 | 14 | 32 |
| | BLANK | 485 | 437 | 922 |
| | | | | |
| SHERIFF | PETER KOUTOUJIAN | 1474 | 1446 | 2920 |
| | WRITE INS | 18 | 15 | 33 |
| | BLANK | 492 | 449 | 941 |
| | | | | |
| QUESTION #1: 4% income tax | | Precinct 1 | Precinct 2 | Total Votes |
| on taxable income over | YES | 989 | 1020 | 2009 |
| \$1 million | NO | 942 | 839 | 1781 |
| | BLANK | 53 | 51 | 104 |
| | | | | |
| QUESTION #2: Regulation for dental | | | | |
| plan rates | YES | 1394 | 1371 | 2765 |
| | NO | 524 | 468 | 992 |

| | | | | |
|---|-------|------|------|------|
| | BLANK | 66 | 71 | 137 |
| QUESTION #3: Increase alcoholic licenses a retailer can hold, | | | | |
| YES | | 930 | 915 | 1845 |
| limit number of other 'all -alcohol' licenses | NO | 965 | 900 | 1865 |
| BLANK | | 89 | 95 | 184 |
| | | | | |
| QUESTION #4: drivers licenses | | | | |
| For Mass residents who can | YES | 1170 | 1179 | 2349 |
| not provide proof of lawful presence in US. | NO | 756 | 674 | 1430 |
| BLANK | | 58 | 57 | 115 |

**ELECTION WORKERS
INCLUDING VOTE BY MAIL, EARLY VOTING & ELECTION DAY**

WARDENS

Phil Detsch

Pamela Gjestebj

Claire Lavina

Kate West

Susan Arapoff
Allison Alter
Laura Amichetti
Roza Anthony
Meredith Bartlett
Sharon Bromfield
Joan Burns
David Carroll
Jane Ann Chrumka
James Cohen

Jo Crowell
Ruth Delmonico
Ann Deluty
Michael Don
Eve Donahue
Lenny Golder
Steven Hager
Tona Hangen
Gianna Hobin
Lisa Lavina

Jeanne Mahon
Jennifer Mandelbaum
Charlene McMahon
Rosemary Monahan
Joey O'Connor Katz
Susan Pauley
Ruby Ramsland
Laura Reiner
Katherine Reiner
Marcia Rising

Steven Serabian
Marianne Sharin
Rebecca Stadolnik
Carol Stoltz
Robert Washburn
David Wells
Robert Webster
Bill Werner
Betsy Wisch

A true copy, Attest: Linda E. Hathaway, Town Clerk of Stow

TOWN OF STOW

***County of Middlesex
Commonwealth of Massachusetts***



Established as the Plantation of Pompositticut, 1669

Incorporated as a Town, May 16, 1683



Land area given to seven surrounding towns



Area today 17.94 Square Miles

11,311.4 Acres Land; 167 Acres Water

11,478.4 Acres Total



Longitude: 71° Latitude: 42° 26'

Altitude (above sea level) at Town Hall: 231 feet



Population per 2010 Federal Census: 6,590

Population per 2020 Federal Census: 7,174

Population per 2022 Stow Annual Census: 7,208

TOWN DEPARTMENT TELEPHONES

Emergency: Ambulance, Fire / Rescue, Police DIAL 911

| | |
|------------------------------------|-----------------|
| Animal Control Officer | 978-897-4545 |
| Assessors, Board of | 978-897-4597 |
| Building Department and Inspectors | 978-897-2193 |
| Cemetery Committee | 978-461-1403 |
| Conservation Commission | 978-897-8615 |
| Council on Aging | 978-897-1880 |
| Fire / Rescue Department business | 978-897-4537 |
| Health, Board of | 978-897-4592 |
| Highway Department | 978-897-8071 |
| Human Resources | 978-897-4175 |
| Inspectors: Gas, Plumbing, Wiring | 978-897-2193 |
| Minuteman Regional High School | 781-861-6500 |
| Nashoba Regional School District | 978-779-0539 |
| Center School | 978-897-0290 |
| Hale Middle School | 978-897-4788 |
| Nashoba Regional High School | 978-779-2257 |
| Planning Board | 978-897-5098 |
| Police Department business | 978-897-4545 |
| Randall Library | 978-897-8572 |
| Recreation Commission | 978-637-2984 |
| Select Board | 978-897-4515 |
| Stow TV Office | 978-897-7732 |
| Town Accountant | 978-897-5012 |
| Town Administrator | 978-897-2927 |
| Town Clerk | 978-897-4514 x1 |
| Treasurer-Collector | 978-897-2834 |
| Tree Warden | 978-897-8071 |
| Veterans' Services Officer | 978-290-0278 |

Mailing Address: 380 Great Rd., Stow, MA 01775-2127

Website: www.stow-ma.gov