

AGENDA
BOARD OF SELECTMEN
March 23, 2021
7:00 p.m.
Town Building & Zoom

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place. This meeting of the Board of Selectmen will take place without any public present, but we will make every effort to ensure the public can adequately access any non-executive session proceedings in real time via Zoom.

Join Zoom Meeting

<https://zoom.us/j/92458696064?pwd=dXFaaMxUOGd6eFFwYVdcmo4UVN3Zz09>

Meeting ID: 924 5869 6064

Passcode: 016479

1. Public input
2. Chairman's comments
3. Appointments:
 - Allison Alter to the Cultural Council through March 22, 2024
 - Liza Mattison to the Conservation Commission through June 30, 2022
 - Charlie Aaronson to the Council on Aging for an indefinite term
 - Michael Naill to the Zoning Board of Appeals as an Associate Member through June 30, 2024
 - Weston "Wes" Fisher, Democrat, to the Board of Registrar Voters through June 30, 2023
 - Andrea Wikerd to the NRSB Audit Committee through June 30, 2022 – this is a joint appointment with the Board of Selectmen and Finance Committee
4. Discussion and Possible Vote
 - Accept donation of gym equipment from Dave Goguen
 - Polling Hours for May 8th Annual Election
 - Continued discussion of Covenant for Plantation Apartments/Stow Elderly Housing Corporation
 - Discuss the Town's options for funding the Town Hall Restoration project
 - CPC Letter of March 9, 2021
 - Hudson Housing Area and Adjacent Property
 - Review for comments
5. Town Administrator's Report
 - FY 2022 Budget Discussion
6. Liaison reports
7. Meeting minutes
 - March 9, 2021
8. Correspondence
9. Adjournment

Posted Friday, 3/19/2021

APPOINTMENTS



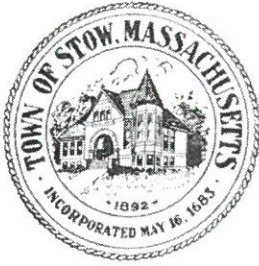
Denise M. Dembkoski
Town Administrator
townadministrator@stow-ma.gov

Town of Stow
Office of the
Town Administrator

380 Great Road
Stow, MA 01775
Tel: 978-897-2927

After reviewing the application letter and speaking to the candidate, I am recommending Allison Alter to the Cultural Council through March 22, 2024.

Denise M Dembkoski



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road

Stow, Massachusetts 01775

(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

NOTICE OF VACANCY

STOW CULTURAL COUNCIL

The Stow Cultural Council is seeking THREE Members to be in place for the next funding cycle.

Duties: Stow's Cultural Council Program, administered at the state level by the Massachusetts Cultural Council, receives state funds and grants to distribute to projects in the arts, humanities and interpretive sciences.

Council members meet annually to review applications from individuals, schools, and organizations and decide how to fund the proposals, which include field trips, after school programs, concerts and festivals.

Qualifications: Registered voter of Stow. Interest in the arts, humanities and interpretive sciences. Ability to commit time to grant review process and willingness to be involved in other duties pertaining to local cultural needs.

Term: Members appointed by the Selectmen to serve three-year terms

Application: The Board of Selectmen will be accepting applications until the positions are filled. If you are interested, please contact the Selectmen's Office at selectmen@stow-ma.gov or 978-897-4515.

Posted October 22, 2020

Cultural Council application

Allison Alter <allison.j.alter@gmail.com>

Thu 3/4/2021 4:10 PM

To: selectmen <selectmen@stow-ma.gov>

 2 attachments (124 KB)

A. Alter Cultural Council coverletter.pdf; A. Alter general resume as of 3.4.21.pdf;

To Whom It May Concern:

Please accept my resume as application for the posted **Cultural Council** position on the Stow municipal website. As an administrator of a therapeutic middle and high school, I stabilized a struggling school for students with emotional and behavioral difficulties. I tended to regulatory requirements and a mid-cycle Department of Elementary and Secondary Education review. I also maintained the budget, and was tasked with generating referrals and novel revenue sources. Due to increased referrals and creating two additional programs, I grew the school from a 1.4-million-dollar program into 1.7 million in approximately six months.

Wayside Academy is a unique program located in a larger mental health and residentially focused campus. As such, I worked on interdisciplinary teams with the goal of representing my school and achieving my agenda. I was also responsible for building relationships with various state agency, school district, and other nonprofit personnel.

My corrections work includes designing programs and teaching creative writing. In terms of the former, I designed the content and/or program applications for approximately twenty programs for both prison and reentry needs. All programs I submitted have been approved by the Department of Corrections. In some cases, DOC personnel requested that I partner with them in the design of a program they envisioned. Some of the programs I created include parenting, career readiness, literacy, social emotional health, restorative justice, tutoring, Microsoft Certification, and an assortment of other projects requested of me.

I developed and teach a creative writing program that I've run primarily at Souza-Baranowski Correctional Center, but also MCI-Concord and MCI-Framingham. COVID has temporarily halted these programs, but I plan to return once it is safe to do so. My creative writing programs are successful. At Souza there were a little over one-hundred men on the waitlist to enroll, and my attendance after the completion of the nine-week program was consistently perfect to near perfect. Similar attendance patterns existed at the other facilities.

Most recently I developed a remote creative writing program for those in solitary confinement or with programming restrictions. The program is waiting to be implemented at Souza with the possibility of running in New York state facilities, as well as San Quentin. COVID is the barrier in these cases as well.

Finally, while currently stalled due to COVID, I taught an online criminal justice class for MIT and brought my students into my prison classes. Part of teaching this course is directing the process of bringing student volunteers into the facility. I oversaw the completion of the required DOC paperwork and managed any incidents that occurred. In some instances, I trained students to teach the prison classes in the event there was interest.

I would welcome the opportunity to interview for the position. Thank you for your consideration.

Sincerely,
Allison J. Alter, M.Ed., LCSW



Town of Stow
Office of the
Town Administrator

380 Great Road
Stow, MA 01775
Tel: 978-897-2927

Denise M. Dembkoski
Town Administrator
townadministrator@stow-ma.gov

After reviewing the application letter and speaking to the candidate, I am recommending Liza Mattison to the Conservation Commission through June 30, 2022.

Denise M Dembkoski



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road

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(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4534

NOTICE OF VACANCY

Conservation Commission

Duties: The Conservation Commission administers and enforces the Massachusetts Wetlands Protection Act and the Town of Stow Wetlands Protection Bylaw and Regulations. The Commission reviews all proposed activity within 100 feet of wetlands and 200 feet of ponds, rivers and streams. The Commission also oversees management of nearly 1600 acres of conservation land throughout Stow.

Qualifications: Registered voter of Stow. Commitment to environmental issues or related background and willingness to acquire a working knowledge of the Wetland Protection Act Regulations and the Town of Stow Wetland Protection Bylaw & Regulations.

Term: Appointment by the Board of Selectmen to fill the remainder of an unexpired three-year term ending June 30, 2022.

Application: The Board of Selectmen will accept letters of application until the position is filled. If you are interested, please contact the Selectmen's Office at selectmen@stow-ma.gov or 978-897-4515.

Posted January 5, 2021

emailed

Conservation Commission Open Seat Letter of Interest

Liza Mattison <liza.s.mattison@gmail.com>

Wed 3/3/2021 9:16 AM

To: selectmen <selectmen@stow-ma.gov>

📎 1 attachments (108 KB)

ConComMattison 321.pdf;

Dear Members of the Board of Selectmen,

I am expressing my interest in applying for the open seat on the Conservation Commission. On 2/24 I sent a letter of interest to Kathy Sferra and was invited to meet the other members last night and sit in on their meeting. There I was told that writing to you was the next step in the process, so please find attached as both a PDF and in the text below my letter of interest to you for this position.

Thank you very much, and I look forward to hearing back from you,

Liza Mattison

468 Harvard Road

(617) 650-1693

liza.s.mattison@gmail.com

March 3, 2021

Board of Selectmen

380 Great Road

Stow, MA 01775-2127

I am writing to express my interest in applying for a position on the Stow Conservation Commission. I have a background in geology (BA from Smith College 2001), and worked out of school as a park ranger then, from 2004 to 2008, for an environmental consulting and remediation company.

In 2009 I changed fields and received my MFA in writing, but I continue to maintain an active interest in environmental concerns and conservation issues. I am motivated by the idea of stewardship; the idea that what we inherit is not ours to do with as we please but that we are more or less temporary trustees, and it is our responsibility to take care of what we hold dear in a such a way that we may ensure not only that valued thing's continued flourishing but our own well.

I am willing to work hard to become more familiar with the laws and regulations that the commission works with, and I am eager to contribute both a conscientious work ethic and meager intellectual prowess to the conservation commission's mission. My mother, Becky Mattison, was a member of the Stow Conservation Commission for many years and I appreciate the high levels of knowledge and dedication each of the board's members bring to the issues presented to them.

My background is in geology and my MFA is in writing. Both are fields I'm drawn to for the long view they take. Similarly, the conservation commission is a board that necessarily must take a long view in its decisions for this town, striving to maintain a balance between our human environment and our natural one, where both can flourish to neither one's detriment.

I have lived in Stow since 2004 and hope to enjoy many more decades within its bucolic, rural borders. I would love to be a member of the Conservation Commission to help ensure its lands and residents are both protected and cared for for many years to come.

Thank you for your consideration,
Liza Mattison



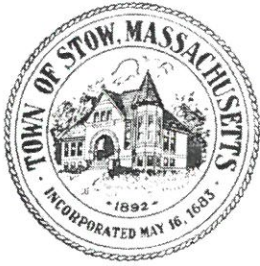
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Denise M. Dembkoski
Town Administrator
townadministrator@stow-ma.gov

After reviewing the application letter and speaking to the candidate, I am recommending Charlie Aaronson to the Council on Aging for an indefinite term.

Denise M Dembkoski



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BOARD OF SELECTMEN

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NOTICE OF VACANCY

COUNCIL ON AGING

Two members

Duties: To coordinate and carry out programs designed to meet the needs of the senior population in coordination with programs of the Massachusetts Department of Elder Affairs as established under the Massachusetts General Laws.

Qualifications: Registered voter of Stow. A sincere interest in the welfare, health and well being of senior citizens. A willingness to accept and carry out assignments in that regard. A commitment of time and attendance at monthly meetings held the second Thursday of the month at 10:00 A.M.

Term: Appointment by Board of Selectmen to fill an indefinite term.

Application: Applicants should arrange to attend a monthly Council meeting, held on the second Thursday of each month at 10:00 a.m. Currently meetings are being conducted via Zoom, with the meeting link listed on the posted meeting agenda. The Board of Selectmen will accept letters of application until the positions are filled.

Posted February 25, 2021

townadministrator

From: Joyce Sampson
Sent: Monday, March 8, 2021 8:29 AM
To: townadministrator
Cc: selectmen
Subject: FW: Application for membership on the board of the Council on Aging



From: charlie@charlieaaronson.com <charlie@charlieaaronson.com>
Sent: Sunday, March 7, 2021 11:48 AM
To: selectmen <selectmen@stow-ma.gov>
Subject: Application for membership on the board of the Council on Aging

Hello,

I am Charlie Aaronson of 38 Arbor Glen Drive. I am responding to your posting and applying for a position on the Council on Aging Board.

I have read the posting, understand the duties and believe that I meet the qualifications. I am a recent resident of Stow having moved here from Acton in August 2020. Although a recent resident, I have had well over 20 years of experience being a senior and supporting seniors in Massachusetts.

My experience includes serving on the Senior Center Search Committee in Acton when they were trying to find a new location and to determine whether to expand the current location, build a new facility, buy a building or lease a new facility. We ultimately leased a facility.

I also:

Served on the Acton COA Board and was its chair for several years.

Served on the Board of Minuteman Senior Services and was its President for several years.

Currently volunteer as a Nursing Home Ombudsman advocating for quality care for the residents and working to ensure that their complaints are resolved.

My other municipal service contributions included membership and being the chair for Acton's Volunteer Coordinating Committee which recruited and vetted potential members for most of Acton's voluntary committees for eventual appointment by the Board of Selectmen. I was also a member of the Morrison Farm Committee representing the community gardeners at that location.

I am now in a place where I am still experiencing good health and energy and would like the opportunity to contribute to the well-being, happiness and quality of life for the seniors in my new community of Stow. I hope that you will favorably consider my application.

I have attended a couple of virtual COA Board meetings. I am available for any questions you may have.

Best Regards,

Charlie A



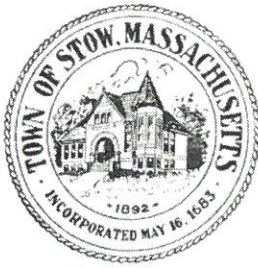
Denise M. Dembkoski
Town Administrator
townadministrator@stow-ma.gov

Town of Stow
Office of the
Town Administrator

380 Great Road
Stow, MA 01775
Tel: 978-897-2927

After reviewing the application letter and speaking to the candidate, I am recommending Michael Naill to the Zoning Board of Appeals as an Associate Member through June 30, 2024.

Denise M Dembkoski



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
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(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

NOTICE OF VACANCY

ZONING BOARD OF APPEALS
One Member; Two Associate Members

Duties: The Zoning Board of Appeals is a quasi-judicial board as established by state law and has specific duties and responsibilities including:

- Hear appeals from parties aggrieved by the decision of an administration official concerning zoning issues.
- Hear and decide applications for certain special permits as provided by the zoning bylaws.
- Hear and decide petitions to vary specific requirements of the zoning bylaws.
- Hear and decide applications for comprehensive permits.

Qualifications: Registered voter of Stow. Sound independent judgment, a sense of fairness and an ability to act on the evidence (and information) as determined with reference to the applicable sections of the Town of Stow's zoning bylaws and the Commonwealth of Massachusetts General Laws Chapter 40A, The Zoning Act.

Associates must be prepared to assume the position of full-time member of the Board if a vacancy occurs and subsequently the office of clerk and/or chairman.

Term: One Member to complete an unexpired five-year term ending June 30, 2024, and two Associates: one to complete an unexpired five-year term ending June 30, 2024, and one to complete an unexpired five-year term ending June 30, 2025, upon appointment by the Board of Selectmen.

Application: The Selectmen will accept letters of application until the positions are filled.

Posted September 24, 2020

townadministrator

From: selectmen
Sent: Tuesday, February 16, 2021 11:16 AM
To: townadministrator
Subject: Fw: Application to Join the Stow Zoning Board of Appeals

Hello Denise,

This application came in for the Zoning Board of Appeals. I will acknowledge the letter and let you evaluate the candidate.

Thank you,
Phoebe

From: Michael Naill <mnaill@yahoo.com>
Sent: Friday, February 12, 2021 6:13 PM
To: selectmen <selectmen@stow-ma.gov>
Subject: Application to Join the Stow Zoning Board of Appeals

To Whom It May Concern

I am writing to be considered for a position on the Stow Zoning Board of Appeals, posted as of 9/24/2020. I have lived in Stow since 2016 with my wife and two children and I am also a registered voter. My primary interest is in serving my community and helping to make Stow a great community in which to live.

While I have never previously served on a Zoning Board of Appeals, I believe I would be a useful member of the committee. I have been a homeowner here and in other towns for almost 15 years. I am trained as an engineer and currently work for a biotechnology company in the greater Boston area. My vocation requires me to work with other people to find creative and logical solutions that best serve patients within a highly regulated industry. I believe this type of experience would be useful for serving my community and local government.

I welcome the opportunity to discuss further. Please do not hesitate to get in touch if you have any questions or if I can provide any additional information that would be of use.

Best,
Michael Naill
508-766-0211
mnaill@yahoo.com



Town of Stow
Office of the
Town Administrator

380 Great Road
Stow, MA 01775
Tel: 978-897-2927

Denise M. Dembkoski
Town Administrator
townadministrator@stow-ma.gov

After reviewing the application letter and speaking to the Town Clerk, I am recommending Weston Fisher to be a Registrar of Voters through June 30, 2023.

Denise M Dembkoski



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
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(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

NOTICE OF VACANCY

REGISTRAR OF VOTERS

One Democratic or Republican Party member

Duties: Registrars are responsible for the entire voter registration process, maintaining registration records, and for sending certain records to the Secretary of the Commonwealth. Registrars prepare the street list, annual register of voters, and the voting lists.

Qualifications: Registered voter in Stow. Member of the either the Democratic or Republican party for at least the previous two years. Must hold no other public office by public election or by appointment of the Selectmen.

Term: Three-year appointment by the Board of Selectmen, ending on June 30, 2023.

Application: Letters of application will be accepted by the Selectmen's Office until the position is filled.

Posted July 2, 2020

March 17, 2021

Attention: Town of Stow, MA Board of Selection

I am available and willing to serve as a Registrar of Voters. I am a registered voter in Stow and have a member of the Democratic Party for more than two years. I hold no other public office by public election or by appointment of the Selectmen.

I would be pleased to serve, with understanding this is a three year term.

Sincerely,

Weston A Fisher

*Weston A. Fisher
200 Barton Road
Stow, MA 01775
Mobile: 978.239.1063
Weston2.fisher@gmail.com*



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road
Stow, Massachusetts 01775
(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4534

NOTICE OF VACANCY

**NASHOBA REGIONAL SCHOOL DISTRICT
AUDIT ADVISORY COMMITTEE
One member**

Duties: The Audit Advisory Committee is made up of four individuals: one each selected to represent each town and one representative appointed by the School Committee. The Stow representative shall sit on the District Audit Advisory Committee, which oversees the annual audit of the School District and provide sufficient oversight to safeguard to the interests of the Town of Stow. Meets with the Superintendent and staff before and after the Audit to discuss results. The Committee is also responsible for recommending the audit firm to be used on a contractual basis.

Qualifications: Registered voter of Stow. Willingness to volunteer time to set scope of audit, meet and discuss the report, findings and recommendations. Appointee will also help follow up on the implementation of audit findings and recommendations. Meet with School Committee to report findings and recommendations. Experience with municipal finance, finance committee, and/or non-profit finance a plus.

Term: Appointment jointly by the Board of Selectmen and Finance Committee for a one-year term.

Application: The Board of Selectmen will accept letters of application until the position is filled.

Posted March 5, 2021

Select Board
Town of Stow
Stow Town Building
380 Great Road
Stow, MA 01775

18 March 2021

Letter of Application for NRSD Audit Advisory Committee – Stow Rep

To the Select Board of the Town of Stow

I am writing to express my desire and willingness to serve as the Stow representative to the Nashoba Regional School District Audit Advisory Committee. I am resident and registered voter in the Town of Stow. I have over 19 years of experience as an auditor with Ernst & Young LLP, which has provided me with the necessary expertise to volunteer my time to set the scope of the audit of NRSD, meet and discuss the audit report, findings and recommendations. I have attached my current resume and professional bio for your review. You will find that my professional experiences provide me with the necessary qualifications to execute the duties of the NRSD Audit Advisory Committee as outlined in the Notice of Vacancy. I appreciate your consideration of my interest.

Sincerely,



Andrea M. Wikerd

Attachment



Andrea Wikerd

Audit Partner

+1 267 644 5967

Email : andrea.wikerd@ey.com

Andrea has over nineteen years of experience working closely with public and private companies in a number of industries with a specific focus on retail, manufacturing, biotechnology and technology companies. She brings a diverse audit background with significant project management experience on both large and small accounts in the US and Germany.

Andrea has extensive experience dealing with complex accounting issues such as: stock-based compensation accounting, goodwill impairment, long-lived asset impairment, accounting for debt and equity issuances, accounting for clinical trials and contract manufacturing arrangements, acquisitions, and lease transactions. Andrea has worked extensively in guiding clients through interactions with the SEC including, initial public offerings, SEC comment letters, public debt and equity offerings.

Andrea spent 18-months working in Munich, Germany with EY. While overseas, she served a large global manufacturer and several local biotechnology companies and regional manufacturers.

Her relevant client experience includes: Staples, Charming Shoppes, Amtrak, Vishay Intertechnology, Epizyme, Concert Pharmaceuticals, Cyclorion Therapeutics, Jnana Therapeutics, Entrada Therapeutics, OSRAM, Tetralogic Pharmaceuticals, ESSROC, Olympus, CyOptics, Clarks Americas, Micromet, CSL Behring and Biotelemetry.

Andrea holds a Bachelors degree in Accounting from Goshen College and an MSA from the University of Virginia. She is a licensed CPA in Massachusetts, Pennsylvania and the District of Columbia, a Member of the Massachusetts Society of CPAs, and the AICPA.

Andrea is a member of the Board of Directors for Theatre Horizon, a professional non-profit theatre based in Norristown, Pennsylvania. In 2014, Andrea was awarded the Business on Board - Board Member of the Year by the Philadelphia Arts and Business Council in recognition of her board service at Theatre Horizon.

Andrea lives in Stow, Mass and in her spare time enjoys being active outdoors, cycling and travelling with her husband of 18 years, Justin, and her two children, Liam (12) and Alyse (9).



DISCUSSION & POSSIBLE VOTE

Accept donation of gym
equipment from
Dave Goguen



Town of Stow
POLICE DEPARTMENT

305 Great Road
Stow, Massachusetts 01775

(978) 897-4545
FAX (978) 897-3692

Michael Sallese
Chief of Police

March 18, 2021

Selectboard
Town of Stow
380 Great Road
Stow, MA 01775

Dear Selectboard,

I have been approached by resident and Acting Sergeant David Goguen to accept a donation to the Stow Police Department. David informed me that he has some exercise equipment that he no longer uses and would like to donate the following items to the Stow Police Department.

Nordictrack View Point 3000 Treamill	\$1,500*
Nordictrack MTN 740 Stair Climber	\$1,500*
Nordictrack SL 728 Exercise cycle	\$1,500*
Nordictrack CX 1050 Elliptical	\$1,500*

*estimated value

Currently the Stow Police had to remove the unsafe exercise equipment from the station as use could have injured the user. Removing this unsafe equipment has left the gym for officers to exercise prior to and after shift empty. The donation would provide equipment for the officers to use to help them keep fit.

I am requesting the Board accept this equipment which is in excellent to new condition as a donation to be placed in the Stow Police Station gym.

Respectfully,

Michael Sallese, Chief of Police

Polling Hours for May 8th
Annual Election

* Please review to discuss on 3/23/2021.

townadministrator

From: townclerk
Sent: Wednesday, March 3, 2021 12:23 PM
To: thomasryan; townadministrator
Cc: selectmen
Subject: Setting the polling hour for the annual election

Tom:
Denise:

Would you add discussion on setting the polling hours for the May 8th annual election on your agenda either on the 9th or 23rd?

I recommend the polling hours be 10 a.m. – 4 p.m. for this year's election, just like we did last year. I am waiting for the legislature to approve vote by mail for the local election. The clerks have been told it is expected to pass soon. Last year's vote by mail was very successful and we easily processed all the ballots in the 6 hours and we easily accommodated the in person turnout.

I expect this year's turnout to be similar to last year's turnout though predicting it will be slightly higher due to there being 2 contested races (Selectmen and School Committee). Even still I think we can easily accommodate all the voters and process the vote by mail ballots in 6 hrs.

We certainly do not need the polls open the typical 13 hrs (7a.m. – 8 p.m.) when vote by mail is an option and Stow voters like it.

The earlier polling hours are discussed and voted is always better. I have to put the polling hours on the warrant which the selectmen will vote to sign at a future meeting.

Thank you.

Linda

Linda Hathaway, CMMC
Stow Town Clerk

Deb Seith, Assistant Town Clerk

Town Building
380 Great Road
Stow, MA 01775-2127
Tel. 978-897-5034
FAX 978-897-4534

Register to vote on-line
<https://www.sec.state.ma.us/ovr/>

Website: www.stow-ma.gov

2021 Town Meeting and Elections

Continued discussion of
Covenant for Plantation
Apartments/Stow Elderly
Housing Corporation

To: Stow Board of Selectmen
From: Mark Jones, Chair, Stow Zoning Board of Appeals
Date: February 5 2021

Subject: Proposed Covenants with Stow Elderly Housing Corporation

Stow holds a real estate covenant agreement granted by the Stow Elderly Housing Corporation (SEHC) to the town in 1982, dating from the original construction and operation of the Plantation Apartments on Johnson Way.

The covenant agreement protects town interests and gives the town enforcement authority independent of, and in addition to the statutory authority of the original Mass. General Laws Chapter 40-B comprehensive permit issued by the Stow Zoning Board of Appeals authorizing the construction of the Plantation Apartments.

The Stow Special Town Meeting of October 2009 appropriated from Community Preservation Act funds, \$1,750,000 to provide seed money towards the expansion of the Plantation affordable housing project owned by the local SEHC, and the Pilot Grove project owned by the affiliated Stow Community Housing Corporation. The appropriated funds require that the new housing units be deed-restricted to remain affordable housing in perpetuity.

The SEHC in August 2017 petitioned for a new Comprehensive Permit, and ultimately after an initial Permit Decision, a revised Amended Decision was voted by the ZBA in July 2020, allowing SEHC to build 37 new housing units as Plantation II, off of Johnson Way, and also, in a separate Amended Decision, revised the 1982 Permit for Plantation I. The decisions' first three pages recite in detail the history of a prior ZBA permit decision in 2010 and and a Court of Appeals decision in 2015 annulling that permit.

In order to build Plantation II, and also to undertake a land swap between the Plantation I and Plantation II projects, the existing covenant for Plantation I must be modified or rescinded. This why the topic of covenants has been placed before the Select Board.

The ZBA, discussed and deliberated in several public meetings in the later half of 2020, consulting with town counsel, and with representatives of SEHC. The ZBA unanimously voted on January 11, 2021 to agree to the draft proposed covenants, and to forward the proposed covenants to the Select Board, with the recommendation that these new covenants be considered and agreed to by the Selectman on behalf of the Town, and that the existing 1982 covenant be extinguished.

The two proposed covenants align with the 2020 ZBA permit decisions allowing construction of Plantation II, and continue the protections and authorities that the existing covenant allows to the Town.

Essentially, the covenants give the town particular and independent non-statutory authority to allow and limit activity at the site and to enforce aspects of the ZBA decisions, and also independently of the ZBA's MGL-40B process, to participate in any further future decisions to change the parcel configuration or potential expansion of the Plantation buildings and site.

Briefly surveying the covenants themselves

The existing 1982 covenant is three pages, and its primary goals were, in the manner typical of Planning Board agreements for a developing subdivision, in lieu of a bond ensuring completion of the private way and utilities and the like, the covenant contractually ensured such completion, and that also only the buildings on the plan submitted and authorized in the comprehensive permit would be allowed to be constructed and occupied, in addition to various other agreements.

Some of the other stipulations included that the Town is not obligated to accept Johnson Way as a public way, that SEHC shall be entirely responsible for maintaining the private way, and that the parcels not be used for any other purpose besides Plantation I, and incorporating by reference the entirety of the original 1982 ZBA Decision.

The proposed new covenants recognize a reconfiguration of the land parcels different from the present one, incorporate the new ZBA Amended Decision by reference, continue the agreement that the Town shall not accept Johnson Way, and limits the site to the buildings specified in the ZBA Decision and associated plans, require an inter-entity Operations and Maintenance plan between Plantation I and II, mandate maintenance of fire cisterns and equipment, water and septic systems, and various other obligations and commitments.

If at some time in the future there is reason to review and modify the covenant, a similar deliberative process to the present one might occur, with the Select Board having final say on how and what a revised covenant may state.

The documents referred to for the Board's consideration are:

Existing SEHC/Plantation Covenant

File name: 1982 SEHC Covenant

Proposed Plantation I Covenant - Jan 2021

File name: KP-#747166-v1-STOW_Final_Recommended_Plantation_I_Covenant

Proposed Plantation II Covenant - Jan 2021

File name: KP-#747167-v1-STOW_Final_Recommended_Plantation_II_Covenant

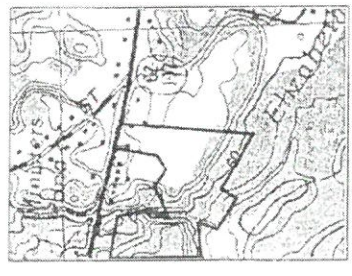
Site plan for the Plantation I & II parcels

File name: Plantation II Site Plan(1240110.1)

Plantation I Amended Comprehensive Permit Decision - July 2020

Plantation II Amended Comprehensive Permit Decision - July 2020

THIS PLAN IS A PRELIMINARY PLAN AND IS NOT TO BE CONSIDERED A FINAL PLAN. THE OWNER SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES. THE PLAN IS SUBJECT TO CHANGE WITHOUT NOTICE. THE OWNER SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES. THE PLAN IS SUBJECT TO CHANGE WITHOUT NOTICE.

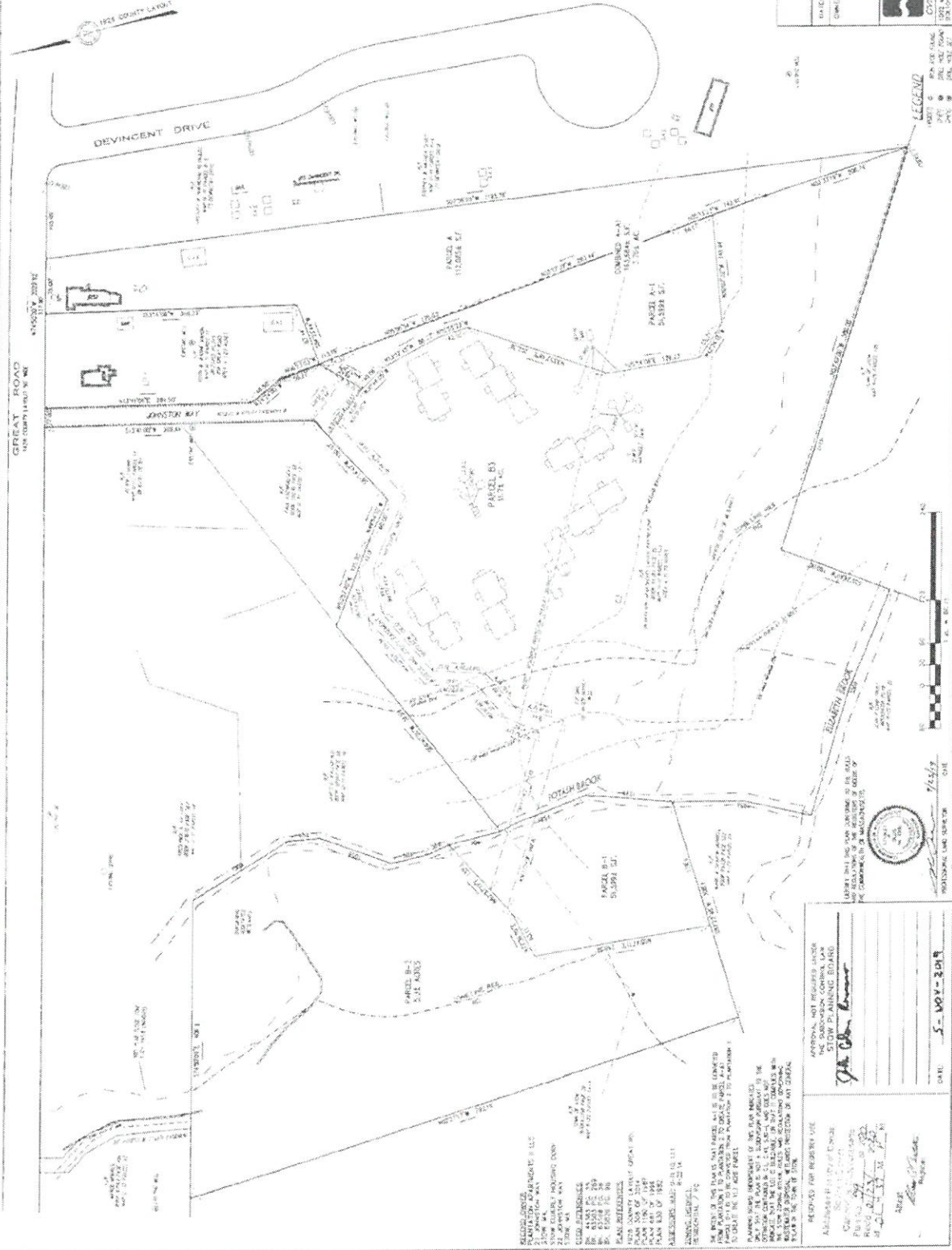


PLAN OF LAND IN STOW, MASSACHUSETTS

DATE: SEPTEMBER 22, 2019 30' x 45' 1" x 45' 1"

OWNER: PARADISE MANAGEMENT & LLC
 150 WASHINGTON WAY
 STOW, MASSACHUSETTS 01774
 508-884-1200

DUCHARME & DILLIS
 Civil Design Group, Inc.
 100 WASHINGTON STREET, SUITE 1000, STOW, MASSACHUSETTS 01774
 508-884-1200



LEGEND

--- PROPERTY BOUNDARY
 --- EASEMENT
 --- CONVEYANCE
 --- EASEMENT

59 of 2020

AD

APPROVAL, NOT REQUIRED UNDER THE SUBDIVISION CONTROL LAW BY THE STOW PLANNING BOARD.

[Signature]
 Alex [Name]
 5-1003-2019

DATE: 5-1003-2019

REQUIREMENTS FOR RESUBMITAL

1. ALL CHANGES TO THE PLAN MUST BE SUBMITTED WITHIN 30 DAYS OF THE DATE OF THE ORIGINAL PLAN.

2. THE PLAN MUST BE RE-SUBMITTED TO THE BOARD WITH A COVER SHEET AND A CHECKLIST OF CHANGES.

3. THE PLAN MUST BE RE-SUBMITTED TO THE BOARD WITH A CHECKLIST OF CHANGES.

4. THE PLAN MUST BE RE-SUBMITTED TO THE BOARD WITH A CHECKLIST OF CHANGES.

SUCCESSOR COVENANT – PLANTATION I APARTMENTS

Whereas, the Stow Zoning Board of Appeals approved the 50-unit affordable housing project “Plantation Apartments” (“Plantation I Apartments”) through a Comprehensive Permit granted to the Stow Elderly Housing Corporation (“SEHC”) and recorded in the Middlesex Registry of Deeds at Book 14739, Page 11 (the “Original Plantation I Decision”); and

Whereas, in conjunction with the Original Plantation I Decision, an “Approval with Covenant Contract” was entered into by SEHC and the Town of Stow, by and through its Board of Selectmen and recorded in the Middlesex Registry of Deeds at Book 14739, Page 32 (the “Original Covenant”); and

Whereas, the Original Covenant addressed through conditions certain matters of public health and safety relating to the Plantation I project and access thereto; and

Whereas, the Plantation I project was constructed on property off of Great Road, accessed through Johnston Way, and continues to be inhabited; and

Whereas, on January 11, 2019, the Zoning Board of Appeals granted SEHC a Comprehensive Permit for construction of an additional 37 units of affordable housing, in part on land covered by the Original Covenant and in part on abutting land, an expansion known as “Plantation II Apartments”, and granted certain modifications to the Original Plantation I Decision;

Whereas, on July 24, 2020, the Zoning Board of Appeals issued a further amended decision for the Plantation I project (the “Amended Plantation I Decision”) and amended decision for the Plantation II project (the “Amended Plantation II Decision”);

Whereas, matters of public health and safety relating to the Plantation I and II projects warrant a Successor Covenant pertaining to the Plantation I project as documented in this Successor Covenant, and a separate Covenant pertaining to the Plantation II project, which are made, in part, in reliance of the findings of the Zoning Board of Appeals in the Amended Plantation I Decision and the Amended Plantation II Decision;

THEREFORE, SEHC, its successors and assigns, covenants and agrees with the Town of Stow, acting by and through its Board of Selectmen, as follows:

1. This Successor Covenant (also referred to herein as this “Covenant”) is binding upon SEHC, Plantation Apartments Limited Partnership, and all other entities owning, constructing, and managing the Plantation I project, including all subject real property, buildings, and infrastructure, which real property is shown on that certain Plan of Land in Stow, Massachusetts prepared by Ducharme & Dillis Civil Design Group, Inc. and dated as of September 23, 2019, and recorded with the Registry as Plan 59 of 2020 as Parcel B-1 and B-3 (the “Land”).
2. The Board of Selectmen, the Assessors Department, Fire Department, and the Planning Department shall be informed in writing of any changes to the ownership and/or management of the Plantation I and/or Plantation II development.

3. In accordance with Paragraph 26 of the Amended Plantation I Decision, the owner of the Plantation I project and the owner of the Plantation II project shall enter into contractual agreement(s), acceptable in form to Town Counsel and naming the Town of Stow as a beneficiary, whereby each accepts joint and several responsibility and liability for the performance and cost of: the maintenance and snow clearance for the shared portion of Johnston Way; the maintenance of the fire protection water cisterns; compliance with all maintenance and regulatory requirements for the sewer treatment facility shared by the Plantation I project and Plantation II project. Upon execution, such contractual agreement shall be provided to the Zoning Board of Appeal and to the Board of Selectmen of the Town of Stow.
4. In accordance with Paragraph 26 of the Amended Plantation I Decision, the owner of the Plantation I project and the owner of the Plantation II project shall execute and record permanent easements, in forms satisfactory to Town Counsel, consistent with the installation, operation, and maintenance of all utilities as follows: an easement granted by the owners of Plantation I to the owners of Plantation II allowing the installation, operation, and maintenance of water service equipment within and across the Plantation I locus connecting the Plantation II well to the Plantation II project; an easement granted by the owners of Plantation II to the owners of Plantation I allowing the installation, operation, and maintenance of all elements of the shared wastewater treatment facility location on the Plantation I locus; and easements in Johnston Way allowing Plantation II to improve and use Johnston Way for passage to and from the Plantation II project, and for the installation, maintenance, and repair of utilities serving the Plantation II project.
5. Pursuant to Paragraph 19F of the Amended Plantation I Decision, the owner of the Plantation I project and Plantation II project shall also enter into an Operations and Maintenance Plan (“O & M Plan”). The O & M Plan shall address, with respect to Plantation I and Plantation II, at a minimum: stormwater management; wastewater treatment and disposal; Johnston Way and the access driveway from Johnston Way to the Plantation II site; landscaping; cisterns; and other project infrastructure. The owners of Plantation I and II shall have joint and several responsibility for maintenance and repair of common facilities.
 - a. The O & M plan shall specifically provide, with respect to maintenance of the Stormwater Management System, to include but not limited to:
 - i. Yearly clearing of infiltration basin of unwanted growth and silting;
 - ii. Clearing of debris from catch basins;
 - iii. Maintenance as required of any check dams along Johnson Way.
 - b. The O & M plan shall specifically provide, with respect to Johnston Way and the access driveway to the Plantation II:
 - i. Maintenance and repair of roadway surface, roadway markings, and signage
 - ii. Snowplowing

- c. Cisterns. In accordance with Paragraph 28 of the Amended Plantation I Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for the maintenance, repair, and sustained operation of all cisterns on the Plantation I and Plantation II sites, including both existing and to be constructed. Such maintenance shall include:
- i. All fittings shall be regularly inspected, maintained and repaired, subject to any requirements of, and compatibility with Fire Department specifications.
 - ii. The Stow Fire Department shall have access to fill the cistern.
 - iii. Clearance of the area around the cistern shall be maintained to ensure access by the Stow Fire Department. This includes removal of snow.
 - iv. Any maintenance actions required limiting access to the water in the cistern shall be coordinated with the Stow Fire Department and completed within a time negotiated with the Stow Fire Department.
6. Wastewater Treatment Facility. In accordance with Paragraphs 29 and 32 of the Amended Plantation I Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for operation and maintenance of the wastewater treatment facility to be constructed for service to both projects. All maintenance and testing program reports shall be copied to the Stow Board of Health.
7. Decommissioning of existing septic system serving Plantation I. In accordance with Paragraph 31 of the Amended Plantation I Decision, prior to the issuance of any occupancy permit for Plantation II, SEHC shall provide documentation to the Planning Department as agent for the Zoning Board of Appeals, and to the Stow Board of Health, that the existing septic system has been decommissioned pursuant to the requirements and standards of the Massachusetts Department of Environmental Protection.
8. Other Common Facilities. In accordance with Paragraph 31 of the Amended Plantation I Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for maintenance and repairs to all other common facilities and common areas serving both projects, to be constructed in conjunction with the Amended Plantation I Decision, including but not limited to access roads and driveways, utilities, and signs.
9. All roadways, walkways and parking areas in the Plantation I project shall be kept free of any obstructions or barriers (other than those temporary in nature installed for purposes of safety) in order to allow access by fire and emergency vehicles to all buildings.
10. The Town shall at no time be responsible for the maintenance of, or repairs to any part of the Plantation I project, or to the way(s) and easement areas serving the project; or any infrastructure or utilities associated with the project.

11. Johnston Way. In accordance with Paragraph 21 of the Amended Plantation I Decision, the owners of Plantation I and II shall bear and have joint and several responsibilities and obligations for the repair, maintenance, reconstruction and snowplowing so as to provide continuous year-round access for vehicle traffic for the convenience of owners of the lots, and to provide continuous year-round access for all emergency, fire, rescue, police, moving, construction and maintenance vehicles.
12. In accordance with Paragraph 22 of the Amended Plantation I Decision, Johnston Way shall not be presented to Town Meeting for acceptance as a public way.
13. Any damage to Great Road at the entrance to Johnston Way caused by construction vehicles and/or activity relating to project construction shall be repaired by SEHC. If such damage is not repaired, the Town shall repair the damage with costs to SEHC.
14. All terms and conditions of the Amended Plantation I Decision shall be considered a part of this Covenant and enforceable hereunder as if more fully set forth herein.
15. In the event of conflict between the Amended Plantation I Decision and this Covenant, the Amended Plantation I Decision shall prevail.
16. This Covenant shall be binding on the executors, administrators, devisees, heirs, successors and assigns of the undersigned and all successors in interest, and shall operate as a restriction on land. This Covenant may only be amended by writing executed by the Board of Selectmen and the undersigned entities or their successors in interest.
17. It is the intention of the undersigned and it is hereby understood and agreed that this contract shall constitute a covenant running with the Land subject to the Amended Plantation I Decision and the Amended Plantation II Decision.
18. Notwithstanding any other provision herein, the terms herein are enforceable by the Town separately and independently of all rights of enforcement with respect to the Amended Plantation I Decision and the Amended Plantation II Decision.
19. The Original Covenant, is replaced in its entirety by this Covenant and in all events, the Original Covenant shall have no further force or effect.
20. It is understood and agreed that remedies at law are inadequate for the enforcement of these provisions, and that the Town of Stow, by and through its Board of Selectmen, may seek temporary or permanent equitable relief without a showing of immediate or irreparable harm in order to enforce any of these provisions.
21. This Covenant may be executed in several counterparts, each of which shall be deemed to be an original copy, and all of which together shall constitute one agreement binding on all parties hereto, notwithstanding that all parties shall not have signed the same counterpart.

THE TOWN OF STOW RECORD OF VOTE

The following members of the Select Board vote to adopt this Successor Covenant Contract:

Filed with the Town Clerk on _____, 2021.

Stow Elderly Housing Corp.

By:

Its:

COMMONWEALTH OF MASSACHUSETTS)

)
COUNTY OF _____)

On this ___ day of _____, 2021 before me, the undersigned notary public, personally appeared [_____] [_____] of Stow Elderly Housing Corp., proved to me through satisfactory evidence of identification, consisting of _____, to be the person whose name is signed on the preceding or attached document and acknowledged to me that she signed it voluntarily for its stated purpose.

(Official Signature and Seal of Notary)

My Commission Expires:

Acknowledged and agreed to as of the date first written above:
Plantation Apartments Limited Partnership
By: SEHC Plantation, Inc., its general partner

By:
Its:

COMMONWEALTH OF MASSACHUSETTS)
)
COUNTY OF _____)

On this ___ day of _____, 2021 before me, the undersigned notary public,
personally appeared [_____], [_____] of SEHC Plantation, Inc., which
is the general partner of Plantation Apartments Limited Partnership, proved to me
through satisfactory evidence of identification, consisting of
_____, to be the person whose name is signed on
the preceding or attached document and acknowledged to me that she signed it
voluntarily for its stated purpose.

(Official Signature and Seal of Notary)
My Commission Expires:

COVENANT – PLANTATION II APARTMENTS

Whereas, the Stow Zoning Board of Appeals approved the 50-unit affordable housing project “Plantation Apartments” (“Plantation I Apartments”) through a Comprehensive Permit granted to the Stow Elderly Housing Corporation (“SEHC”) and recorded in the Middlesex Registry of Deeds at Book 14739, Page 11 (the “Original Plantation I Decision”); and

Whereas, in conjunction with the Original Plantation I Decision, an “Approval with Covenant Contract” was entered into by SEHC and the Town of Stow, by and through its Board of Selectmen and recorded in the Middlesex Registry of Deeds at Book 14739, Page 32 (the “Original Covenant”); and

Whereas, the Original Covenant addressed through conditions certain matters of public health and safety relating to the Plantation I project and access thereto; and

Whereas, the Plantation I project was constructed on property off of Great Road, accessed through Johnston Way, and continues to be inhabited; and

Whereas, on January 11, 2019, the Zoning Board of Appeals granted SEHC a Comprehensive Permit for construction of an additional 37 units of affordable housing, in part on land covered by the Original Covenant and in part on abutting land, an expansion known as “Plantation II Apartments”, and granted certain modifications to the Original Plantation I Decision;

Whereas, on July 24, 2020, the Zoning Board of Appeals issued a further amended decision for the Plantation I project (the “Amended Plantation I Decision”) and amended decision for the Plantation II project (the “Amended Plantation II Decision”);

Whereas, matters of public health and safety relating to the Plantation I and II projects warrant a separate Successor Covenant pertaining to the Plantation I project, and this new Covenant pertaining to the Plantation II project, which are made, in part, in reliance of the findings of the Zoning Board of Appeals in the Amended Plantation I Decision and the Amended Plantation II Decision;

THEREFORE, SEHC, Plantation Apartments II, LLC, and their successors and assigns, covenants and agrees with the Town of Stow, acting by and through its Board of Selectmen, as follows:

1. This Covenant (also referred to herein as “Covenant”) is binding upon SEHC, Plantation Apartments II LLC, and all other entities owning, constructing, and managing the Plantation II project, including all subject real property, buildings, and infrastructure, which real property is shown on that certain Plan of Land in Stow, Massachusetts prepared by Ducharme & Dillis Civil Design Group, Inc. and dated as of September 23, 2019, and recorded with the Registry as Plan 59 of 2020 as Parcel A and A-1 (the “Land”).
2. The Board of Selectmen, the Assessors Department, Fire Department, and the Planning Department shall be informed in writing of any changes to the ownership and/or management of the Plantation I and/or Plantation II development.

3. In accordance with Paragraph 49 of the Amended Plantation II Decision, the owner of the Plantation I project and the owner of the Plantation II project shall enter into contractual agreement(s), acceptable in form to Town Counsel and naming the Town of Stow as a beneficiary, whereby each accepts joint and several responsibility and liability for the performance and cost of: the maintenance and snow clearance for the shared portion of Johnston Way; the maintenance of the fire protection water cisterns; compliance with all maintenance and regulatory requirements for the sewer treatment facility shared by the Plantation I project and Plantation II project. Upon execution, such contractual agreement shall be provided to the Zoning Board of Appeal and to the Board of Selectmen of the Town of Stow.
4. In accordance with Paragraph 49 of the Amended Plantation II Decision, the owner of the Plantation I project and the owner of the Plantation II project shall execute and record permanent easements, in forms satisfactory to Town Counsel, consistent with the installation, operation, and maintenance of all utilities as follows: an easement granted by the owners of Plantation I to the owners of Plantation II allowing the installation, operation, and maintenance of water service equipment within and across the Plantation I locus connecting the Plantation II well to the Plantation II project; an easement granted by the owners of Plantation II to the owners of Plantation I allowing the installation, operation, and maintenance of all elements of the shared wastewater treatment facility location on the Plantation I locus; and easements in Johnston Way allowing Plantation II to improve and use Johnston Way for passage to and from the Plantation II project, and for the installation, maintenance, and repair of utilities serving the Plantation II project.
5. Pursuant to paragraph 39F of the Amended Plantation II Decision, the owner of the Plantation I project and Plantation II project shall also enter into an Operations and Maintenance Plan (“O & M Plan”). The O & M Plan shall address, with respect to Plantation I and Plantation II, at a minimum: stormwater management; wastewater treatment and disposal; Johnston Way and the access driveway from Johnston Way to the Plantation II site; landscaping; cisterns; and other project infrastructure. The owners of Plantation I and II shall have joint and several responsibility for maintenance and repair of common facilities.
 - a. The O & M plan shall specifically provide, with respect to maintenance of the Stormwater Management System, to include but not limited to:
 - i. Yearly clearing of infiltration basin of unwanted growth and silting;
 - ii. Clearing of debris from catch basins;
 - iii. Maintenance as required of any check dams along Johnson Way.
 - b. The O & M plan shall specifically provide, with respect to Johnston Way and the access driveway to the Plantation II:
 - i. Maintenance and repair of roadway surface, roadway markings, and signage
 - ii. Snowplowing

c. Cisterns. In accordance with Paragraph 54 of the Amended Plantation II Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for the maintenance, repair, and sustained operation of all cisterns on the Plantation I and Plantation II sites, including both existing and to be constructed. Such maintenance shall include:

- i. All fittings shall be regularly inspected, maintained and repaired, subject to any requirements of, and compatibility with Fire Department specifications.
- ii. The Stow Fire Department shall have access to fill the cistern.
- iii. Clearance of the area around the cistern shall be maintained to ensure access by the Stow Fire Department. This includes removal of snow.
- iv. Any maintenance actions required limiting access to the water in the cistern shall be coordinated with the Stow Fire Department and completed within a time negotiated with the Stow Fire Department.

6. Wastewater Treatment Facility. In accordance with Paragraphs 55 and 58 of the Amended Plantation II Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for operation and maintenance of the wastewater treatment facility to be constructed for service to both projects. All maintenance and testing program reports shall be copied to the Stow Board of Health.
7. Decommissioning of existing septic system serving Plantation I. In accordance with Paragraph 57 of the Amended Plantation II Decision, prior to the issuance of any occupancy permit for Plantation II, SEHC shall provide documentation to the Planning Department as agent for the Zoning Board of Appeals, and to the Stow Board of Health, that the existing septic system has been decommissioned pursuant to the requirements and standards of the Massachusetts Department of Environmental Protection.
8. Other Common Facilities. In accordance with Paragraph 56 of the Amended Plantation II Decision, the owners of Plantation I and Plantation II are jointly and severally responsible for maintenance and repairs to all other common facilities and common areas serving both projects, to be constructed in conjunction with the Amended Plantation II Decision, including but not limited to access roads and driveways, utilities, and signs.
9. All roadways, walkways and parking areas in the Plantation II project shall be kept free of any obstructions or barriers (other than those temporary in nature installed for purposes of safety) in order to allow access by fire and emergency vehicles to all buildings.
10. The Town shall at no time be responsible for the maintenance of, or repairs to any part of the Plantation II project, or to the way(s) and easement areas serving the project; or any infrastructure or utilities associated with the project.

11. Johnston Way. In accordance with Paragraph 44 of the Amended Plantation II Decision, the owners of Plantation I and II shall bear and have joint and several responsibilities and obligations for the repair, maintenance, reconstruction and snowplowing so as to provide continuous year-round access for vehicle traffic for the convenience of owners of the lots, and to provide continuous year-round access for all emergency, fire, rescue, police, moving construction and maintenance vehicles.
12. In accordance with Paragraph 45 of the Amended Plantation II Decision, Johnston Way shall not be presented to Town Meeting for acceptance as a public way.
13. Any damage to Great Road at the entrance to Johnston Way caused by construction vehicles and/or activity relating to project construction shall be repaired by SEHC. If such damage is not repaired, the Town shall repair the damage with costs to SEHC.
14. All terms and conditions of the Amended Plantation II Decision shall be considered a part of this Covenant and enforceable hereunder as if more fully set forth herein.
15. In the event of conflict between the Amended Plantation II Decision and this Covenant, the Amended Plantation II Decision shall prevail.
16. This Covenant shall be binding on the executors, administrators, devisees, heirs, successors and assigns of the undersigned and all successors in interest, and shall operate as a restriction on land. This Covenant may only be amended by writing executed by the Board of Selectmen and the undersigned entities or their successors in interest.
17. It is the intention of the undersigned and it is hereby understood and agreed that this contract shall constitute a covenant running with the Land subject to the Amended Plantation I Decision and the Amended Plantation II Decision.
18. Notwithstanding any other provision herein, the terms herein are enforceable by the Town separately and independently of all rights of enforcement with respect to the Amended Plantation I Decision and the Amended Plantation II Decision.
19. It is understood and agreed that remedies at law are inadequate for the enforcement of these provisions, and that the Town of Stow, by and through its Board of Selectmen, may seek temporary or permanent equitable relief without a showing of immediate or irreparable harm in order to enforce any of these provisions.
20. This Covenant may be executed in several counterparts, each of which shall be deemed to be an original copy, and all of which together shall constitute one agreement binding on all parties hereto, notwithstanding that all parties shall not have signed the same counterpart.

THE TOWN OF STOW RECORD OF VOTE

The following members of the Select Board vote to adopt this Covenant:

Filed with the Town Clerk on _____, 2021.

Stow Elderly Housing Corp.

By:

Its:

COMMONWEALTH OF MASSACHUSETTS)

)
COUNTY OF _____)

On this ___ day of _____, 2021 before me, the undersigned notary public, personally appeared [_____] [_____] of Stow Elderly Housing Corp., proved to me through satisfactory evidence of identification, consisting of _____, to be the person whose name is signed on the preceding or attached document and acknowledged to me that she signed it voluntarily for its stated purpose.

(Official Signature and Seal of Notary)

My Commission Expires:

Acknowledged and agreed to as of the date first written above:
Plantation Apartments II LLC
By: Plantation Apartments II MM LLC, its managing member
By: Stow Elderly Housing Corp., its sole member

By:
Its:

COMMONWEALTH OF MASSACHUSETTS)
)
COUNTY OF _____)

On this ___ day of _____, 2021 before me, the undersigned notary public, personally appeared [_____], [_____] of Stow Elderly Housing Corp., which is the sole member of Plantation Apartments II MM LLC, which is the managing member of Plantation Apartments II LLC, proved to me through satisfactory evidence of identification, consisting of _____, to be the person whose name is signed on the preceding or attached document and acknowledged to me that she signed it voluntarily for its stated purpose.

(Official Signature and Seal of Notary)
My Commission Expires:

Discuss the Town's options
for funding the Town Hall
Restoration project

CPC Letter of March 9, 2021

Community Preservation Committee

Town Building

380 Great Road

Stow, MA 01775

communitypreservation@stow-ma.gov

www.stow-ma.gov/community-preservation-committee

March 9, 2021

Stow Board of Selectmen

Town Building

380 Great Road

Stow, MA 01775

Dear Stow Board of Selectmen:

At our meeting of March 8, the CPC approved several proposals to move forward for the next Annual Town Meeting, some of which include the Stow Acres Golf Course conservation purchase for \$1.5 million and the Hallock Point acquisition for \$400,000. CPC did not approve the Town Hall Restoration project that request \$3.5 million.

However, there is support for the Town Hall project within the committee and we ended the meeting open to allocating \$1.75 million (a substantial portion of our remainder account balance) to the project this fiscal year. This decision came about after discussing our current balances, anticipated future funding income, and potential future projects. CPA funding may provide a foundation for additional funding options, including grant applications (of which there may only be a few options), development of a Friends group, and other funding options.

We are asking the Select Board to review the Town's options for raising the balance of this project's costs, if they would like to see this project move forward.

Sincerely,

Community Preservation Committee

Hudson Housing Area and Adjacent Property

Review for comments



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
US ARMY GARRISON NATICK
DIRECTORATE OF PUBLIC WORKS
10 GENERAL GREENE AVENUE
NATICK, MA 01760-5002
MARCH 11, 2021

Mr. Thomas Ryan, Chair
Stow Board of Selectmen
380 Great Road
Stow, MA 01775

Dear Mr. Ryan,

I am writing to request your comments on the Environmental Assessment (EA) that has been prepared by the Natick Soldier Systems Center (NSSC) for the sale and conveyance of the Hudson Housing Area and Adjacent Property, located in Stow and Hudson, Massachusetts. The proposed action only includes the sale and transfer of the property to a new owner. No physical actions to the property will be taken and the parcel will be transferred "As Is" to the new owner. The sale of the property is authorized by the National Defense Authorization Act for Fiscal Year 2018, Title XXVIII, Subtitle E, Section 2844.

The parcel is approximately 46 acres in size (Attachment 1). The majority of the property is located in the Town of Hudson, with a small area located in the Town of Stow. The project area consists of the developed portion of the Hudson Housing Area and land immediately north and south of the housing area. The Hudson Housing Area is currently vacant and ready for conveyance.

The land that makes up the project area was privately owned by local farmers and residents before 3000 acres were purchased by the U.S. government in 1942 to store surplus ammunition during World War II. In 1950, use of the area was expanded to include both storage, training, ordinance testing, and research. The project area was initially developed for housing of active duty soldiers and their families in 1962. From 1996 to 1997, the housing complex was demolished, and new housing was constructed in its place. At that time, the area was redeveloped and renamed the Hudson Housing Area. The area was an active facility until it closed under the Defense Base Realignment and Closure Act of 1995. In 2000, most of the area (2,230-acres) was transferred to the U.S. Fish and Wildlife Service (USFWS). The land was used to create the Assabet River National Wildlife Refuge. Another 75-acre parcel was put under the jurisdiction of the Devens Reserve Forces Training Area. The remaining 86.5-acres continues to be part of the NSSC. This area is currently known as the Hudson Housing Area and Military Training Grounds.

The project area is surrounded by the Assabet River Wildlife Refuge to the east and north, a wooded area and White's Pond to the west, and a semi-rural residential area to the north. A 40-acre portion of the Hudson Housing Area and Military Training Grounds lays to the south of the project area. The parcel consists of the developed portion of the Hudson Housing Area and land immediately north and south of the housing area. There are currently 14 residential structures located on the property, including 12 duplexes and two single family houses. The area also includes three

storage sheds, one indoor/outdoor recreation structure, a basketball/tennis court and two playgrounds (Attachment 2). The land surrounding the Hudson Housing Area, which will also be included in the sale, is undeveloped, consisting primarily of forests and wetlands.

There are no permanent surface waters exist within the project area. The nearest waterbody to the site, White Pond, is located a few hundred feet west of Bruen Road. A wetland area is present to the south of the Hudson Housing Area property (Attachment 3). The area is approximately 8.2 acres in size and consists of two large, circular depressions that are connected by a broad, forested slough. The site contains standing water and emergent shrubs.

The Draft FONSI and EA are available on the U.S. Army Natick Soldier Systems Center websites at: <http://home.army.mil/Natick> and <https://www.army.mil/natick>. The document links are in the middle of the page.

We are requesting that you review this project information and would appreciate your comments within 30 days of the date of this letter. If you have any questions, please feel free to contact me by email at Richard.a.valcourt2.civ@mail.mil or by phone at (508) 206-4134. Requests for additional information, a hard copy of the report or comments on the project may also be directed to Janet Cote of the U.S. Army Corps of Engineers at janet.cote@usace.army.mil or at (978) 318-8728.

Sincerely,

VALCOURT.RICHA
RD.A.1228583800

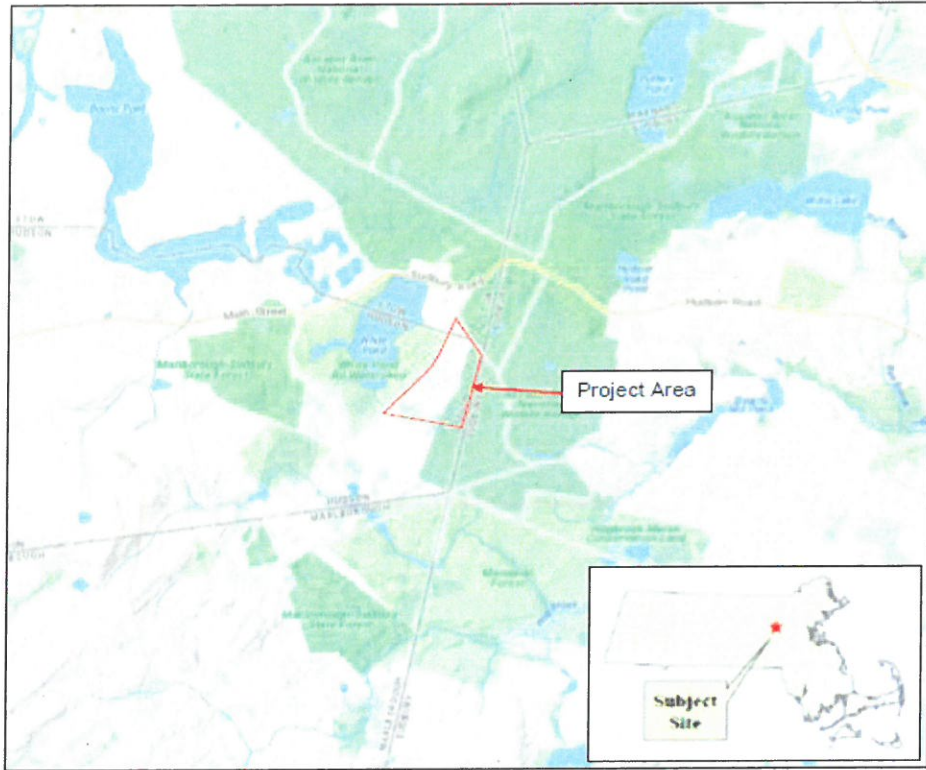
Digitally signed by
VALCOURT.RICHARD.A.1228583800
Date: 2021.03.10 07:47:43 -05'00'

Richard A. Valcourt
Environmental Division Chief, DPW
US Army Soldier Systems Center
Natick MA 01760

Enclosures

CF:

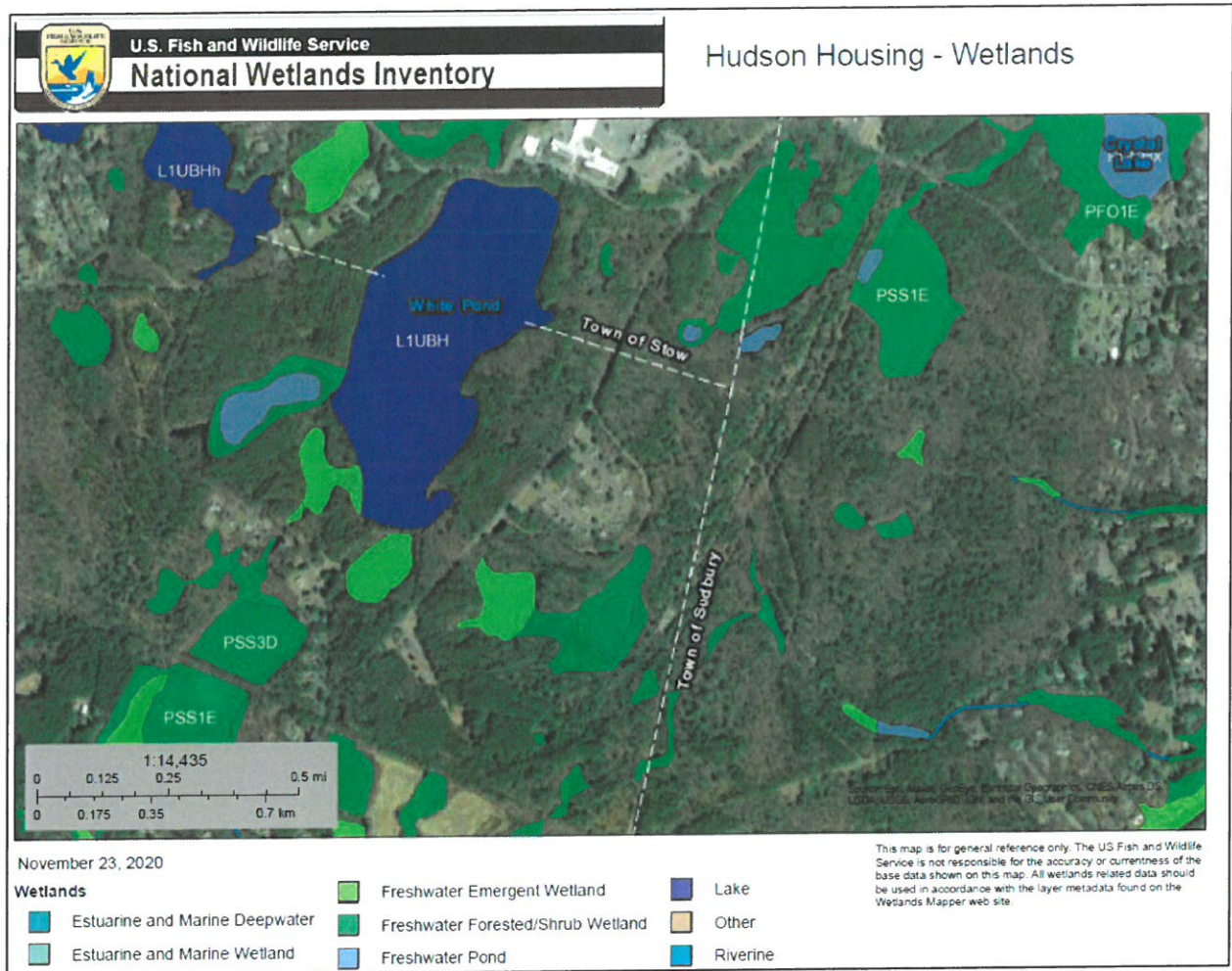
ATTACHMENT 1: Project Location Map



ATTACHMENT 2: The Structures Included in Hudson Housing Area



Attachment 3: Wetlands



MINUTES

**Stow Board of Selectmen
March 9, 2021
Stow Town Building & Via Zoom**

ATTENDANCE: Chair Thomas Ryan, Megan Birch-McMichael and James Salvie participated in person; Cortni Frecha and Ellen Sturgis participated via Zoom.

Also in attendance Town Administrator Denise Dembkoski.

Mr. Ryan called the meeting to order at 7:02 p.m.

Public Input: None

Chairman's Comments:

Chairman Ryan welcomed the new Executive Assistant, Joyce Sampson, to the Town of Stow.

There is a "Stuff a Cruiser" food drive for WHEAT Community Connections, sponsored by the Police Department and the Nashoba Rotary Club on Saturday, March 27th from 11 a.m. to 2 p.m. Residents can bring donations to the Lower Village Common by the Stow Plaza. This is in conjunction with the Bolton and Lancaster Police Departments.

Nomination papers for the May Annual Town Election are still available until March 17th from the Town Clerk and papers are due back to the Town Clerk by 5 p.m. on March 19th.

The Town Clerk mailed out the census forms; please return them if you haven't already done so.

One year ago this week, COVID arrived and started to create havoc resulting in lockdowns, general mayhem as well as many tragic deaths around the world. We are making progress; please keep up with your precautions and hopefully the end is in sight.

Chairman Ryan thanked, on behalf of the Board and himself, all the essential workers, doctors, nurses, grocery store workers, and all the town employees and residents who kept things going this past year.

Appointments:

Meredith Wood to the Cultural Council through March 9, 2024.

Selectman Salvie moved to appoint Meredith Wood to the Stow Cultural Council, for a three-year term expiring March 9, 2024. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.

Rebecca Lynch to the Cultural Council through March 9, 2024.

After a brief discussion with Ms. Lynch, Selectman Salvie moved to appoint Rebecca Lynch to the Stow Cultural Council, for a three-year term expiring March 9, 2024. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.

Officer David Goguen to the position of Acting Police Sergeant

Police Chief Michael Sallese said they are developing a promotional process, which takes time, and the department is lacking 2 supervisor positions. Officer Goguen has been a Senior Patrol Officer for the past 6 years, a Police Officer with Stow for 32 years and a Police Officer for a total of 35 years. He has the respect of the members of the department and is well-versed in our policies and procedures.

Selectman Salvie moved to appoint Officer David Goguen as Acting Police Sergeant for the Stow Police Department, for the remainder of a two-year term expiring June 30, 2021 and subject to reappointment thereafter, or until the appointment of two permanent Police Sergeants. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.

The Chairman noted that Town Administrator Dembkoski also supports this appointment.

Public Hearing – Honey Pot Hill Orchards, Inc. – Farmers Series Pouring License

At 7:18 p.m. Chairman Ryan read the Public Notice into the record:

Notice is hereby given under Chapter 138 of the General Laws that Honey Pot Hill Orchards Inc, for premises located at 138 Sudbury Road, Stow, has applied for an on-premises liquor license under section 19B(n) Farmer Series Pouring Permit.

A public hearing will be held on the license application on Tuesday, March 9, 2021 at 7:15 p.m. in the Stow Town Building, 380 Great Road, with attendance via Zoom as the only method to participate.

Selectman Salvie moved that the public hearing for the liquor license application for Honey Pot Hill Orchards at 138 Sudbury Road in Stow be opened. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0 by a roll call vote.

Chelcie Martin (representing Honey Pot Hill Orchards) wanted to publicly thank Denise for her assistance with this process. Ms. Martin said they are applying for a pour permit for just their cider tent. They did the cider tent on weekends in the fall the past two years and hope that getting the pour permit will allow them to do a summer series for the people of Stow.

Chairman Ryan clarified that the Orchard already has a license from the state to make cider; this is for a pouring license. Ms. Martin said that is correct and they already renewed that license for 2021.

The Chairman opened the meeting to comments from the public.

Tom Talpey, 170 Whitman Street, asked Ms. Martin if these products are made onsite. Ms. Martin stated they started making their own hard cider last year.

Mr. Talpey asked if the license they are pursuing is specific to the tent and does this change over time; would you need a new license if you leave the tent. Ms. Martin stated they began the process 2 years ago and thought they were all set. They discovered that a pour license to pour the alcohol into a cup and sell it on premises was required. The tent itself needs to be permitted for a pour permit and they would have to apply for an amendment if they want to pour on another part of the property.

Sherri Kotosky, 101 Kingland Road, said it is an excellent idea and she is really excited to hear about it.

Selectman Salvie is very happy to see the fruition of this whole process and is satisfied with the list of 9 conditions recommended by the Police and Fire Departments.

Selectwoman Birch-McMichael said it is a phenomenal addition. She asked about the hours and dates and if they are getting permits for entertainment, and what the impact is going to be on the abutters. Ms. Martin said that in the fall they were doing it 11 a.m. to 4 p.m. on the weekends. They don't want to be open later in the fall, and for the summer nothing past sunset on Fridays and Saturdays. They talked with the abutters and the first few events this summer will be for Stow residents.

Selectwoman Sturgis asked if they are serving food given that it is alcohol. Ms. Martin said they served food on the property during the fall and that won't change. Selectwoman Sturgis asked about the hours, noting that Ms. Martin is the manager and lives on the property, so are there ABCC or local rules that the manager has to be onsite in the cider tent the entire time, and will it be Ms. Martin only. Ms. Martin said her husband has been involved through this process and when she is not there he will step in. Selectwoman Sturgis stated that Ms. Martin's husband needs to go through the CORI process and TIPS training; she wants her to have a back-up.

Selectwoman Frecha commended Ms. Martin for navigating the process and added that she has managed a small restaurant and echoed what Selectwoman Sturgis said. She asked if there is an amendment process if Ms. Martin wanted to add her husband as a responsible party or a manager. Town Administrator Dembkoski said there is no legal requirement to have more than one manager and that the manager is not required to be there all hours of operation; they are responsible for the staff that works under them and serves the alcohol. Ms. Martin said that she does not serve and every server in the tent is TIPS certified including her husband. Town Administrator

Dembkoski said they don't need to put anyone else on file with the town; the ABCC just requires a designated manager that would be responsible for the actions that take place there.

Chairman Ryan noted the conditions that the Police and Fire Departments mentioned need to be imposed upon this. Town Administrator Dembkoski said they could do summer hours and fall hours. Days and hours of operation were discussed. Selectwoman Frecha asked that the Monday Columbus Day holiday be rolled into this application.

Selectman Salvie moved that the public hearing for the liquor license application for Honey Pot Hill Orchards at 138 Sudbury Road in Stow be closed. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0 by a roll call vote.

The public hearing closed at 8:02 p.m.

After a thorough discussion the Board agreed on the following:

For July and August, Fridays and Saturdays from 11 a.m. to 8:30 p.m.

For September, October, and November, Saturdays and Sundays from 11 a.m. to 7 p.m., to include the Monday holiday of Columbus Day, October 11, 2021.

Selectman Salvie moved to approve the Section 19B(n) Farmer Series on-premises liquor license application for Honey Pot Hill Orchards at 138 Sudbury Road in Stow, as described in the application received January 22, 2021 and subject to final approval by the Massachusetts Alcoholic Beverages Control Commission with the following conditions:

- 1) Servers will be T.I.P.S. Certified (T.I.P.S. - Training and Intervention Procedures for Servers).*
 - 2) Identifications will be checked prior to entering the designated area.*
 - 3) Alcohol consumption will occur only within the designated area which will be clearly marked by rope, fence, or other barricade.*
 - 4) On site workers at the designated area for alcohol will be certified as Crowd Managers.*
 - 5) Persons under the age of 21 will not be admitted unless with a parent or guardian.*
 - 6) The site will adhere to the Fire and Building Departments recommendations.*
 - 7) The site will adhere to all State Laws and Alcoholic Beverages Control Commission regulations.*
 - 8) There will be a successful walk through by Police and Fire public safety personnel prior to opening.*
 - 9) Access will be maintained for emergency vehicle access while the site is occupied.*
 - 10) The site will operate for the serving of alcohol only during the hours of 11 a.m. to 7 p.m. during the months of September, October, and November on Saturdays, Sundays, and Columbus Day provided however during the months of July and August the hours will be 11 a.m. to 8:30 p.m. on Fridays and Saturdays.*
- Selectwoman Frecha seconded the motion, and it was approved unanimously 5-0.*

The hearing concluded at 8:08 p.m.

Public Hearing – Minute Man Air Field - Flammable Storage

At 8:09 p.m. Chairman Ryan read the Public Notice into the record:

Notice is hereby given, that the Board of Selectmen will conduct a public hearing, in accordance with M.G.L. c.148, on the application by Donald G. McPherson for the installation of a 70,000 cubic foot gaseous hydrogen trailer for Alaka'i Technologies, situated at Minute Man Airfield at 302 Boxborough Road.

A public hearing will be held on the license application on Tuesday, March 9, 2021 at 7:45 p.m. in the Stow Town Building, 380 Great Road, with attendance via Zoom as the only method to participate.

Selectman Salvie moved to open the public hearing on the application for a license for installation of a 70,000 cubic foot gaseous hydrogen trailer for Alaka'i Technologies at Minute Man Air Field. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0 by a roll call vote.

Chairman Ryan recognized Donald McPherson, who asked the applicant to make the presentation.

Glenn Austin introduced himself and Bill Spillane; their company is Alaka'i Technologies and they are working on an air mobility vehicle also referred to as an eVTOL: electric vertical take-off and landing vehicle. Theirs is unique in that it operates off of hydrogen. To continue testing and to work on the research and development of this vehicle they have to have hydrogen onsite. The quantity is above the threshold that requires a license.

Jon Eisenberg of Arup, a consulting and engineering firm at 60 State Street in Boston, stated that he and his colleague Victoria Grimes are both chemical engineers and fire protection engineers. They have worked as a team with Alaka'i since November 2018, along with Chief Landry and Captain Benoit of the Stow Fire Department, to make sure all the fire safety protocols and compliance requirements that are contained in 527 CMR, the MA Comprehensive Fire Safety Code, are followed.

Victoria Grimes of Arup stated that the license is a state-driven requirement cited in MGL Ch. 147; it is a requirement to hold a land license for the storage of flammable materials above certain thresholds. The trailer being leased is a DOT certified vehicle for transport over public highways; the tanks on the trailer are all ASE certified tanks.

Mr. Austin stated that with hydrogen, if it leaks, it goes straight up. If there was a leak, it has no danger of starting a ground fire. It is as far away from the public as it can be.

Daniel Krantz, 43 Hickory Lane, said as a direct abutter and adjacent to Minute Man the idea of hydrogen as a sustainable project is a fabulous idea and he would like to hear from the Fire Chief as he puts his trust there. Mr. Krantz knows hydrogen is colorless, odorless and highly flammable and asked if there is a blast radius.

Fire Chief Joe Landry said any release of hydrogen is an automatic release straight up into the environment.

Alaka'i has added flame protection, which is above the standard on the DOT tank. This assists the department if they are going into a scene so they are not caught off guard by an unrecognized hazard in the area.

Patrick Holmes, 241 Boxboro Road, said he is not a direct abutter and asked if the license is 70,000 cubic feet but it is a 32,000 cubic foot trailer, how long does 32,000 cubic feet last, and how does this gas get from where it is being generated to there; are you generating it on site or will we now have tractor trailer traffic on our road.

Mr. Austin said that it is not being generated on site; it is being trucked in from somewhere.

Mr. Eisenberg said when the cylinders are empty they will be taken up the road and refilled. They are in research and development; they could use a full trailer in 6 days if they are doing a lot of testing or it could sit there for 2-3 weeks.

Bob Fredericks, 7 Westview Lane, said that residents of Regency at Stow are close to the airport, so if this were to explode what is the blast radius. Mr. Eisenberg said their analysis has not included a blast model; the code requires them to maintain certain separation distances which they are meeting.

Selectman Salvie moved that the public hearing for a license for flammable storage at Minute Man Air Field be closed. Selectwoman Birch-McMichael seconded, and the motion was approved 5-0 by a roll call vote.

The public hearing closed at 8:53 p.m.

Chairman Ryan said he is comfortable with the installation and with what Chief Landry has said.

Selectwoman Birch-McMichael asked about septic and if the Board of Health looked at the plan and commented. Town Administrator Dembkoski said the BOH wants to see the final license and the final plan that the Selectmen agree on and support.

Selectwoman Frecha has heard from a few people with concerns on winding Boxboro Road about additional traffic. She would like clarification on how often a truck may go out to refill the cylinders. Bill Spillane responded that it is similar in size to a Ford F250. During high test periods it could be as much as once every week or every other week. In low test periods once a month to once every two months.

Selectwoman Sturgis appreciates the Fire Chief being clear on how he fits into this. She thanked them for the presentation and looks forward to seeing more about what this is all about.

Selectman Salvie asked Chief Landry if he has any specific conditions. Chief Landry said that everything they have put in place meets all the codes and standards. Captain Benoit did a site visit of where the trailer is going and

is comfortable with the distances from the buildings and the runway. Both companies have gone above the requirements that they follow.

Selectman Salvie moved to approve the license for installation of a 70,000 cubic foot gaseous hydrogen trailer for Alaka'i Technologies at Minute Man Air Field at 302 Boxborough Road in Stow. Selectwoman Birch-McMichael seconded the motion, and it was approved unanimously 5-0.

The hearing concluded at 9:04 p.m.

Minuteman Regional Vocational Technical High School Budget Presentation

Edward A Bouquillon, PhD, Superintendent-Director, and Minuteman School Committee representative Alice DeLuca were present via Zoom to give the FY22 Budget Summary. The Operating Budget is \$20,731,416 which is up 2.4%; Operating Capital/Debt is \$1,134,679 which is up 68%; the MSBA Project Debt is \$5,774,493 which is up 26.3%. The MSBA is peaking for a few years. Revenue is calculated as assumptions, based on revenue projections done earlier in the fall. Student interest in high-quality career and technical education (CTE) continues; enrollment is beyond approved design capacity. The school is designed to hold 628 and they have 634 students. Next year they are projecting about 690 students. They receive twice as many applications as they have room for. The Overall Budget Summary for FY22 Operating & Capital is \$27,640,588, which is 8.4% above FY21.

Stow's FY22 Preliminary Assessment is \$1,580,804, which is an increase of about \$294,751. Stow's enrollment has been increasing somewhat dramatically; up 24% over last year, and up over 120% from two years ago. They are using a 4-year rolling average to calculate the assessment.

Ms. DeLuca asked Dr. Bouquillon to highlight the adult programs at night. He said Minuteman Technical Institute, which is their post-secondary institute, received a \$110,000 grant to train folks in carpentry and in advanced manufacturing. Last night they had 10 new carpentry students begin, all women, mostly all of color. They are working with the North Atlantic States Carpenters Union and some MA Career Centers. They have a waiting list to get into the program. Next week they are going through Council on Occupational Education (COE) accreditation. When complete, students who apply to Minuteman Technical Institute at night will be able to access Federal student loans and Pell grants.

Police Hiring and Promotional Process Overview

Town Administrator Dembkoski and Chief Sallese have been working on a policy for hiring; it is one step in trying to comply with police reform and the requirements of training and vetting the candidates. The Patrol Officer process was posted on March 1st and the Chief said they already have 31 applications. There is a Hiring Committee composed of 2 residents that are unaffiliated with any board or employee, the Detective, the Lieutenant and a dispatcher. They will review the candidates and make recommendations to her and Chief Sallese, who will then conduct the background checks and forward a recommendation to the Board of Selectmen. Resumes and applications reviewed by the Hiring Committee will be absent of any personal information; they won't know names or gender until they interview. They are prepared to have one candidate academy trained and can afford to have one non-academy trained, which can help with a more diversified police force. The Sergeant process is similar, and they will swap out some members of the committee. The Chief added that for the Sergeant process they may add the step of area police chiefs doing a secondary interview. He is really excited about the patrol position and seeing people from all different backgrounds and communities applying.

Selectwoman Birch-McMichael loves the idea of "blinded resumes" as it takes the initial bias out and you are judged by your resume.

Selectman Salvie likes the idea of bringing in a non-law enforcement person for a non-professional law enforcement prospective. If we are thinking of moving toward a model where we are going to pay for or subsidize the academy tuition he would support a line item in the budget for that. He would rather see that be an actual policy. Chief Sallese would also like to create a position of a student officer.

Selectwoman Frecha is grateful for the inclusivity, the tone of this process with the blind resumes, for including people who may not have been to the academy yet, and having civilians on the committee to choose candidates.

Chairman Ryan will see how this works out; he thinks they have done fairly well over the last few years with a different model. He is not 100% sure that he agrees with funding somebody through the academy.

Bias-Free Professional Policing Updated Policy

Chairman Ryan stated the Board has copies of the old policy and the new policy and asked for an update and why we should be changing it.

Chief Sallèse said this will make us a better police department by replacing an existing policy with a more comprehensive one. The new policy will hold accountable those officers who interact with the public in a manner that is not within the rules and regulations of the Stow Police Department and not within MA law. This policy also brings us in line with the reform act; in part the new law states that everyone is entitled, as a civil right, to bias-free professional policing. If there is an incident and an officer is found to be policing with bias they can be decertified as a police officer, meaning they can no longer work anywhere as an officer.

Selectman Salvie moved that the Selectmen vote to approve the updated Police policy, on Bias-Free Professional Policing, as presented by Chief Michael Sallèse. Selectwoman Birch-McMichael seconded the motion, and it was approved unanimously 5-0.

COVID-19 Vaccines

The Town Administrator has been working on a letter with surrounding towns requesting that the Board endorse setting up a regional COVID vaccination site to fulfill a geographic inequity.

Selectman Salvie moved that the Selectmen vote to support the cooperative work of regional stakeholders to establish a professional regional vaccination site in the Nashoba Valley, to address geographic inequity. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.*

**The 16 communities of the Nashoba Valley (Ashburnham, Ashby, Ayer, Berlin, Bolton, Boxborough, Dunstable, Groton, Harvard, Lancaster, Littleton, Lunenburg, Pepperell, Shirley, Stow, Townsend)*

Town Administrator's Report

Denise Dembkoski had several updates:

- They are moving forward with a modified and downsized Camp Stow; it is scaled back to 50 campers, with proper precautions. Laura (Greenough) is working with the Board of Health and state guidelines. Almost all 50 slots are filled. She is still working on plans for the beach for the summer.
- The online permitting system for the Building Department is going live soon with a target date of April 1st. When it is up and running, we will work to get annual licensing and permitting for other departments up online with the \$40,000 grant that she received.
- She has been selected to represent the 3 communities in collective bargaining with the school unions. This begins this Thursday with a meeting with the teachers' union.
- She has received the draft Audit Reports for FY 2020 and will work to clear up the current year's issues and the prior years' unresolved matters. She recommends that the auditors come before the board as an independent party and present their findings and she will schedule them for a brief session.
- Plantation and Stow Elderly Housing have reached a settlement with the abutters. It will be between Stow Elderly Housing and the DEP on the next steps to permit water filtration. Abutters can appeal the DEP permit; that would be between SCHC (Stow Community Housing Corporation) and the DEP directly.
- Per the Governor's office, 13% of all eligible MA residents are now fully vaccinated. There was talk about federal relief; these new funds are scheduled to cover COVID-related expenses through 2024.
- The state is still working to help folks 65 and older get vaccinated. Now that it is open to teachers and other categories the spots are being taken immediately. About 1/3 of the population over 65 has been vaccinated.
- The Board received the full unredacted meeting file packet but the packet was redacted for the website. As the Local Licensing Authority she feels they should see all the information. The Board discussed this and it

and it was decided that the full paper copy be available in the office to the Board, and a paper appendix to reduce the electronic packet.

Liaison Reports

- Selectman Salvie – the Library Building Committee met with Kate Hogan re: state funding. It was the first time in the 10 years that he has been involved with the Library Building Project that they have talked about that subject seriously and this building committee is taking seriously the idea of maximizing the current space in the current Library before thinking about expanding the footprint of the building.
- Selectwoman Birch-McMichael – no report
- Selectwoman Frecha – the Community Preservation Committee met last night and voted to support Stow Acres, the Kane land, the pickle ball courts, and Hallock Point. They were not able to vote to fund the Town Hall due to lack of funds. They will be sending a letter to the Selectmen’s office offering that they can support the project for \$1.75 million. The Conservation Commission confirmed the wetlands flags for Athens Lane which is the first step for a potential large development. Former Selectperson Ingeborg Hegemann Clark is receiving the Worcester Business Journal’s Hall of Fame award. It recognizes her lifetime contributions to advancing women in science and the protection of the region’s natural resources. “Ingeborg, you rock!”
- Selectwoman Sturgis said most of her committees meet after today. She asked if we have job descriptions for what committees can decide or what their staff can decide without their commissions; can something come to Town Meeting without the commission or committee approving it. The Town Administrator said most of the committees are spelled out in the Charter, and many of the committees are advisory only. Selectwoman Sturgis said she will check the Charter; she is concerned about decisions around the lakes without some larger discussion.
- Chairman Ryan - no report

Meeting Minutes

- *February 23, 2021 – Selectman Salvie moved to accept the meeting minutes of the February 23, 2021 open session meeting. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.*
- *February 23, 2021 Executive Session - Selectman Salvie moved to accept the meeting minutes of the February 23, 2021 executive session and to release them to the public. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.*

Correspondence – no questions from the Board members.

Adjournment: *At 10:15 p.m. Selectman Salvie moved to adjourn. Selectwoman Birch-McMichael seconded, and the motion was approved unanimously 5-0.*

Respectfully submitted,

Joyce Sampson, Executive Assistant

Materials Used at Meeting

Draft Minutes

Meeting Packet

PowerPoint Presentation by Minuteman Regional School Superintendent

CORRESPONDENCE



**FOUNDERS DAY CELEBRATION
A SESQUICENTENNIAL COMMITTEE EVENT**

PLEASE JOIN US IN CELEBRATING THE FOUNDING DAY OF THE TOWN OF MAYNARD!

WHEN: MONDAY APRIL 19, 2021

WHERE: THE SANCTUARY ~ 82 MAIN STREET ~ MAYNARD MA 01754

TIME: 11:15 AM TO 12:15 PM

- *OPENING THE TIME CAPSULE TO SEE ITEMS BURIED 50 YEARS AGO**
- *THE PETITION TO FORM THE TOWNSHIP OF MAYNARD, READ BY A TIME TRAVELER FROM 1871**
- *A 3 GUN SALUTE FROM MAYNARD'S AMERICAN LEGION MEMBERS**
- *TRADITIONAL TOWN WHISTLE TO SOUND AT 12:10PM**
- *CELEBRATORY CHURCH BELL PEAL ACROSS MAYNARD AT THE CONCLUSION OF THE EVENT**



Updated: March 15, 2021

WBJ Hall of Fame: Hegemann's ecological impact is widespread across Central Mass.



PHOTO/MATT WRIGHT

Ingeborg E. Hegemann

By Giselle Rivera-Flores

For 40 years, Ingeborg E. Hegemann has devoted her life's work to the conservation of wetlands as an ecological scientist storming the industry with her insight, leadership, professionalism and overall passion to the field.

WBJ Hall of Fame

Ingeborg E. Hegemann

Senior consultant

BSC Group, Inc.

Company locations: Worcester, Boston, Andover, W. Yarmouth, Glastonbury, Conn., and Manchester, N.H.

Her birthplace: Munich, Germany

Making honey: Hegemann is a beekeeper.

"It's a wonderful career. I drive around Massachusetts and see evidence of my work all over. It is kind of fun," Hegemann said. "I remember monitoring the construction of Route 146 to the Mass Pike to minimize impact on the Blackstone River."

The Route 146 project – a \$16-million dollar project embarking in 1995 and ending in 2007 – is only but a small project in the Hegemann portfolio. Her dedication has shined on some of Massachusetts' most notable revitalization projects, including the environmental restoration and permitting for municipal parks in Athol, Orange and Hudson. In Worcester, Hegemann has her hands in all projects near and dear to the Heart of the Commonwealth. With the restoration of Union Station, rehabilitation plan at the Auburn Mall, and improvements to the former South Worcester Industrial Park area, it is no surprise Hegemann played a vital role in the city planning for the Worcester Red Sox's development of the new \$160-million Polar Park.

Now, after starting a career in 1981 in ecological science, Hegemann is heading into retirement. During her time in the field, she ascended to be the principal of the 56-year-old Boston and Worcester firm BSC Group and just recently stepped down as chair of its board of directors. In addition to her many accomplishments in the field, she led diversity and family-friendly initiatives at BSC Group, which is now 30% female owned in a traditionally unbalanced industry.

“Ingeborg has blazed a trail for women in science and engineering, mentoring colleagues at both BSC Group and within the industry,” said Lee Curtis, vice president and principal at BSC Group. “Even 20 years ago, when BSC Groups’ Worcester team was in development, her leadership and reputation attracted women in the industry ... Before formal policies and practices were in place, Ingeborg mentored and promoted women at BSC and through external organizations and volunteer work.”

Although the Hegemann portfolio is impressive, the nature of her work ethics and viewpoints surpass the expectations of any anticipated result, helping create more than a simple redevelopment of an area.

Hegemann creates a universal experience between life and its relation to its physical environment.

When contributing to economic revitalization projects, Hegemann hopes to achieve and maintain significant results with each project. For Hegemann, a revitalization project is the epitome of a golden opportunity.

“Redevelopment can be a blank slate for environmental improvement,” said Hegemann in an email interview. “For example, if redeveloping a closed big box store or strip mall, there are opportunities to improve stormwater quality before it runs off a site ... consider putting in solar panels over the parking areas; improve pedestrian access; plant more trees; and integrate facilities to blend with neighborhoods.”

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Hegemann has volunteered on the Stow Conservation Commission since 1993 and has been vital in raising the profile of the commission and educating its members on best practices, said Kathy Sferra, coordinator for the Stow Conservation Commission.

“Quiet leadership is the best way to describe Ingeborg,” said Sferra. “She doesn’t want the accolades. She has a quiet professionalism about her and works through setting examples ... She is always willing to get her hands dirty and show other commissioners the reasonings behind her perspective. One thing that stands out about Ingeborg is how she combines science and the understanding of regulations and the fairness of applicants.”

Hegemann’s foresees the environmental impact on both the wetlands and that of human interaction.

Vivid, precise and outspoken, Hegemann has created a lasting impact on more than just the ecological makeup of Massachusetts.

At BSC Group, Hegemann formed a diversity and inclusion committee to promote dialogues on opportunities for women, people of color, and other historically marginalized communities.

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“The work environment can be a complicated place, for so many reasons; but differentiating because of gender and race is something that can and has to be repeatedly evaluated. Promoting women and minorities in science needs to start early - in pre-school with play, in school with exposure to the fascination of nature, and professionally by opportunity,” said Hegemann.

Reflecting on the importance of gender and race representation in the fields of science, Hegemann remembers how fortunate she was in her graduate school to include a good number of women and how slightly naive she was about how women were treated differently.

“I was happy. I was outdoors a fair amount, in wetlands, and getting paid for it. It was a while before I realized that I needed to be more outspoken and, as I grew, to support women professionally, technically, and to be more responsive to individual situations,” she said.

This dedication helped create a unique Worcester office for BSC Group, Curtis said.

“As we enter 2021, BSC’s Worcester Office and Ecological Team has grown significantly and remains heavily influenced by female leadership and women in technical positions,” she said.

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In a year like no other, WBJ announces its 2021 Business Leaders of the Year

WooSox sell out full-year season tickets

CORRESPONDENCE

Additional correspondence on file in the office:

- Board of Appeals Notice and Decision re: 147 Red Acre Road Special Permit
- Thank you from Matt Ervin to the Conservation Commission re: Eagle Scout Project 2020
- Xfinity Annual Notice of Policies & Procedures