

AGENDA
SELECT BOARD
June 22, 2021
7:00 p.m.
Town Building & Zoom

The public may attend the Select Board meetings in-person or may continue to participate via remote Zoom access. The Select Board expects to continue their meetings in this hybrid format. Until further notice, in-person attendees, who are not vaccinated, will be required to wear a mask.

Join Zoom Meeting
<https://zoom.us/j/91588898132?pwd=N3ZmYk16MHFNb0tnMXlZY3l3Rm9LZz09>

Meeting ID: 915 8889 8132
Passcode: 471402

1. Public input
2. Board Member comments
3. Appointments:
 - Morgan Hillman to the Board of Library Trustees until the next annual election
 - Annual July 1 appointments
4. Discussion and Possible Vote
 - Cultural Council – Permission for Stow Culture Fest live music performance on July 15, 2021
 - Board Appointments and Liaison Discussion – continued
 - Topics and format for the July 6, 2021 strategic planning session
5. Town Administrator’s Report
6. Meeting minutes
 - June 8, 2021
 - June 8, 2021 Executive Session
7. Correspondence
8. Adjournment

Posted Thursday, 6/17/2021
10:25 a.m.

APPOINTMENTS

Appointment

Morgan Hillman to the Board of Library
Trustees until the next annual election

Date: June 16, 2021

To: Denise Demboski, Town Administrator
From: Marcy Eckel, Chair, Randall Library Trustees

On June 15, 2021, the Randall Library Trustees voted to recommend Morgan Hillman to fill the board vacancy left by the departure of Kathleen O'Brien. We hope the Select Board can discuss this candidate at their meeting on June 22.

Thank you.

morgan elizabeth hillman

64 crescent street | stow, ma | 01775 | 617-756-2957 | mhillmania@gmail.com

June 14, 2021

Town of Stow
Board of Selectmen
380 Great Road
Stow, MA 01775
selectmen@stow-ma.gov

Dear Board of Selectmen,

I am respectfully submitting my name in consideration for the position of interim Library Trustee board member, for the vacancy available until the next election term in May 2022. I learned of this opening from Maura Sieller and I am grateful for the opportunity to make a difference in an area I feel is so very important.

I would like to be a Library Trustee because I have always enjoyed volunteering to support my community, and this is an opportunity to dig in deeper, meet my neighbors, effect positive change, and work collaboratively with the fellow trustees to continue to guide the Randall Library to be a welcoming, inclusive community hub.

I have been a Stow resident for about a year and a half, and I love it here. My husband and I moved here with our two dogs and live in the old Pilot Grove School building, and we take great pride in working to restore and maintain it beautifully as the notable fixture in town that it is. We foster dogs (pardon the barking!) and serve as a local point of contact for Black Earth Compost.

I understand that cultivating a diverse board is a priority for the library, and I agree with that and support that mission. I am a member of my company's DEI Council so I am actively engaged in learning how to be anti-racist, and to create an atmosphere that addresses and welcomes folks of all backgrounds and abilities. I joined the newly formed Nashoba Area Social Justice Alliance and try to volunteer there as I am able to, including coordinating with Chris Morrison to donate copies of the Caldecott award-winning book *The Undeclared* for a Black History Month event at the library.

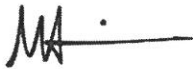
A bit about myself; I am a cisgender, white female which is par for the course out here, but the varied perspective I can offer comes from being Jewish, and a non-parent. I was concerned moving to a town that is so well known for being family-centric that we would not fit in, so I am always pleased to find other non-traditional families in town, and I would be honored to represent them here and find ways to generate interest in the library as a meeting point for activities for adults as well as children.

I believe that my professional experience also affords me unique insight – I have spent the last 15 years of my career working in book publishing, and a large part of that has been working with authors on book tours, as well as supporting accounts that service the public library and non-profit channels. I have traveled the country speaking at librarian conferences and enjoy meeting fellow bibliophiles from all over and discussing ways to increase patronage by investing in opportunities that benefit the whole community. Additionally, I have sat on the board of the Boston chapter of the Women’s National Book Association as Treasurer for the past seven years, working to provide valuable content to a network of members from the New England area.

I believe in leaving the world a better place than how you found it, and this feels like the perfect way for me to contribute in a positive, useful way.

I will be at the meeting on Tuesday evening to answer any questions, and I am available by phone or email. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to be 'Morgan Hillman', with a horizontal line extending to the right.

Morgan Hillman

cc: Marcy Eckel, Maura Sieller

Annual July 1 Appointments



Town of Stow SELECT BOARD

Stow Town Building
380 Great Road
Stow, Massachusetts 01775
(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

Paid positions requiring annual appointment:

Select Board and Town Administrator Executive Assistant: Joyce Sampson

Superintendent of Streets: Stephen Nadeau

Town Counsel : KP Law, P.C.

Fire Department:

Firefighters – full-time

John Paul Benoit, Full-Time Captain
Barry Evers, Full-Time Firefighter/EMT, Call Lieutenant
Mark Guerin, Full-Time Firefighter/EMT, Call Lieutenant
Judson Swinimer, Full-Time Firefighter/EMT, Call Lieutenant
Erick Benoit, Full-Time Firefighter/EMT, Call Lieutenant

Call Lieutenant

Jonathan Gray, Call Lieutenant

Call Firefighters/EMTs

Matthew Olson
Jason Galofaro
Susan Siewierski
Todd Jakubek
Kristina Ellis
Timothy Gray
Camden Herlihy
Yuris Mangolds
Michael Murphy
Rachel Vroegindewey
Jonathan Beharrell
Steven Walsh
George Taylor
Paul Dudley
Matthew McNulty
Timothy Benoit
Frank Dzerkacz

Paul Armann
Ron Dostie
Richard Falcioni
Cameron Bower
Jack Stafford

Call Firefighters

Scott Dwinells
Gregg Silverio
Kevin Benoit
Peter Casello
Matthew Lowe
Ralph Rodriguez
Timothy Landry
Alejandro Cabrera
Ryan Boyd
Abigail Taylor
Bryan Kiley
Jeffery Hill

Apprentice Firefighters

Benjamin Glover
Steve Landry
Eddie Warren

Emergency Medical Technicians

Mariana Jiminez
Burak Say

Police Department:

Full Time Dispatchers/Special Officers

John Fantasia, Dispatcher Supervisor/Special Officer
Jon Butler, Dispatcher/Special Officer
Gabriel Lopez, Dispatcher

Part-Time Dispatcher

Shawn Marques, Per Diem on-call

Per Diem Special Officers

Mark Trefry, Special Officer (on-call)
William Bosworth, Special Officer (on-call)
Gary Murphy, Special Officer (on-call)
John Connors, Special Officer (on-call)
Rick Manly, Special Officer (on-call)
Michael Smith, Special Officer (on-call)

Paid positions requiring biennial appointment:

Full Time Police Officers

Michael Sallese, Chief of Police
Darren Thraen, Lieutenant
David Goguen, Patrol Officer Acting Sergeant
Sean Collins, Patrol Officer
Robert Nelson, Patrol Officer
Cassandra Scott, Senior Detective
Christopher Kusz, Patrol Officer/Safety Officer
Luke Dezago, Prosecutor
Brendan Fitzpatrick, Patrol Officer
Brandon Murphy, Patrol Officer
Jacob Champoux, Patrol Officer



Town of Stow **SELECT BOARD**

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Volunteer Board/Committee Appointments, Terms Beginning July 1

The following people have been serving on the board/committee listed and have indicated a willingness to be reappointed:

Elena Colman – Agricultural Commission – 3-year term

Kenney Banks – Cemetery Trustees – 3-year term *

Eve Fischer – Complete Streets Committee, At-Large Member – 1-year term

John Paul Benoit, Complete Streets Committee, Fire Department Member – 3-year term

Karen Kelleher – Complete Streets Committee, Planning Board Member – 3-year term

Kathleen Sferra – Complete Streets Committee, Conservation Commission Member – 3-year term

Lt. Darren Thraen – Complete Streets Committee, Police Department Member – 3-year term

Brian Hatch – Complete Streets Committee, Highway Department Member – 3-year term

Jeffrey Saunders – Conservation Commission – 3-year term

Andrew Crosby – Historical Commission – 3-year term

Arnold Epstein – Hudson Light & Power Board, Stow Representative – 1-year term

Alyson Toole -Montachusett Area Regional Transport (MART) Representative – 1-year term

Michael Kopczynski - Municipal Affordable Housing Trust (SMAHT) - 2-year term

Quince Papanastassiou – Municipal Affordable Housing Trust (SMAHT) – 2-year term

Laura Spear – Municipal Affordable Housing Trust (SMAHT) – 2-year term *

Kathleen Sferra – Open Space Committee – 3-year term

Robert Wilbur – Open Space Committee – 3-year term

Samantha Altieri – Recreation Commission – 1-year term

Michael Busch – Recreation Commission – 1-year term

Dan Nicholson – Recreation Commission – 1-year term

William Sieller – Recreation Commission – 1-year term

Bruce Fletcher – Tree Warden – 1-year term *

Louise Peacock – Trustee, Randall Relief Fund, Randall Town Fund, Town Farm Fund – 3- year term

Patricia Bolton – Veterans Graves Committee – 1-year term

Martha Monroe – Veterans Graves Committee – 1-year term

Tom Zavorski – Veterans Graves Committee – 1-year term

*Unable to attend Select Board Zoom meeting due to prior commitment

As of Thursday, June 17, no response received from:

Kathy Steege – Agricultural Commission – 3-year term

Andrew Bluestein – Economic Development & Industrial Commission – 5-year term

Kevin Whalen – Economic Development & Industrial Commission – 5-year term



Town of Stow
SELECT BOARD

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Stow, Massachusetts 01775
(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

Volunteer Board/Committee Appointments, Terms Beginning July 1

The following people have been serving on the board/committee listed and have declined to be reappointed:

Andrew Bass – Conservation Commission

Nancy Arsenault – Registrar of Voters – cannot serve due to election as Planning Board member

Eric Sullivan – Recreation Commission

Samantha Altieri – SpringFest Organizing Committee

Bruce Fletcher – Zoning Board of Appeals

DISCUSSION & POSSIBLE VOTE

Cultural Council
Stow Culture Fest
Live Music Performance
July 15, 2021 at Town Center Park

*Information
Pending*

Board Appointments
and Liaison Discussion
(continued)

Select Board Committee Assignments

Capital Planning Committee

Lower Village Revitalization Committee

SMAHT

Town Hall Restoration Committee

Complete Streets

Tri-Town

MAGIC Select Board Rep

Library Building Committee – Salvie- no term was designated when original appointment made.

Community Preservation Committee – Liaison Role

MAPC Select Board Alternate – Sturgis 3-year term expires 2023

Local Access Channel Advisory Committee – Salvie 2-year term expires 2022

July 6, 2021

Strategic Planning Session

Topics and Format

MINUTES

Select Board Meeting Minutes
Tuesday, June 8, 2021
Stow Town Building & via Zoom

Present in the Warren Room: Chair Ellen Sturgis, Megan Birch-McMichael, James Salvie, Cortni Frecha, Zack Burns

Also present: Town Administrator Denise Demboski

Chair Sturgis called the meeting to order at 7 p.m.

Public Input: Board Member Burns asked why his proposed agenda item of a Pride Proclamation was not included on tonight's agenda. Chair Sturgis stated they will have a discussion with the full Board regarding proclamations issued by the Select Board. Further discussion ensued, and the Chair said this would be discussed at a future meeting.

Kelly Lawlor, 170 Hudson Road, spoke regarding the email that she sent to the Board recently (and last year as well) regarding the Juneteenth holiday, and also about a Pride Proclamation.

Hector Constantzos, 34 Meeting House Lane, asked that a Pride Proclamation be on the agenda. He said that not having a proclamation is a very loud policy statement.

Board Member Frecha said she is grateful to those who spoke up. As a newly reformed Board, with a new member and a new Chair, she thought it important that they discuss this as a Board.

Chair's Comments: The Randall Library has a public forum tomorrow night, Wednesday, June 9th at 6 p.m. There is a Pride Rally and Parade this Sunday, June 13th at 3 p.m. in Bolton. SMAHT has a public forum on the Red Acre property Monday, June 14th at 6:30 p.m. The annual July appointments list is on the website, with a June 15th deadline to send an email or letter of interest to the Board. The Board discussed revising the appointment process, the reappointment process, and the notification process to include a written policy. The Board will be scheduling a planning session on a Tuesday that is not a regular meeting night, and the appointment process will be included in this session.

Conservation Restriction for 172 Harvard Road

Susan Crane, 122 Kirkland Drive, VP of the Stow Conservation Trust, and Nancy Shepherd, 172 Harvard Road, were present via Zoom.

Nancy Shepherd is offering 6.5 acres of her land to the Stow Conservation Trust. The Chair clarified that the Town does not have any official role in this, it is part of MA General Law and must be accepted. The Conservation Commission has reviewed and approved this and recommends approval by the Select Board. Chair Sturgis said that Nancy and her late husband Tom Shepherd have been leaders in conservation for many years, and this is a generous donation.

Board Member Salvie moved that the Select Board approve and sign a Conservation Restriction for a 6.449 acre parcel located at the corner of Harvard Road and Hiley Brook Road, donated by Nancy H. Shepherd. The Conservation Restriction, as described in the agreement presented at the meeting on June 8, 2021, is to be held by the Stow Conservation Trust. Board Member Frecha seconded the motion, and it was approved unanimously.

Public Hearing – Class II License – Dover Speed Shop, LLC, 370 Hudson Road

Jared Spence and Anton Melchionda were present via Zoom.

Chair Sturgis read the public hearing notice into the record:

The Stow Board of Selectmen will conduct a public hearing on Tuesday, June 8 at 7:30 P.M. in the Warren Room in the Town Building, 380 Great Road, Stow, MA on the application of: Dover Speed Shop LLC, Jared Spence, 370 Hudson Road, Stow, MA 01775 for a Class II Used Car Dealer's License under Massachusetts General Law. C. 140, §§57-59, as amended. Persons wishing to be heard on this matter will be afforded the opportunity, but must participate via Zoom.

Mr. Spence buys and sells classic cars (1950s-1970s) and would like to obtain a dealer's license to facilitate the process of obtaining Titles for the vehicles. He will have only 10 cars on the property, with 6 parked in the parking spots and 4 in the building. Any repair work would be minimal. Mr. Melchionda added that 90-95% of the business they do is via the internet. There is little to no traffic on the property.

Board Member Birch-McMichael confirmed that there would be no fencing added, no outdoor lighting, and no exterior work on the building. Hours of operation will be 8 a.m. to 5 p.m. Monday through Saturday.

Board Member Frecha verified that cars are to be delivered and picked up only during the hours of operation.

Board Member Burns verified that the 10 outside spots shown on the map provided in the packet are pre-existing, and that no car parts will be stored outside the building.

Tristan Dwyer, 344 Hudson Road, asked if the property was being kept as is, with no new buildings.

Gail Shamsi, 14 Indian Ridge Road, asked about the maximum number of cars that could be sold under this license. Mr. Spence said he usually sells 10-20 per year, however, a Class II license is not limited to the number of sales throughout the year, but the license can be limited to the number stored onsite at one time.

Board Member Salvie moved to close the public hearing. Board Member Frecha seconded the motion, and it was approved unanimously by a roll call vote.

Board Member Salvie moved that the Select Board approve a Class II License for Dover Speed Shop at 370 Hudson Road in Stow subject to the following conditions:

- 1. Continued compliance with the Special Permit issued in 1989;*
- 2. No more than 10 vehicles for sale on the premises at any one time, including 6 cars stored outside at any one time;*
- 3. Hours of Operation of 8 a.m. to 5 p.m. Monday through Saturday, which entails no transportation of cars, no work on cars including cleaning, and no customer visits other than during those hours of operation; and*
- 4. No use of the premises for the advertisement of cars.*

This license is valid through December 31, 2021 and subject to renewal thereafter.

Board Member Frecha seconded the motion, and it was approved unanimously.

Annual Town Meeting Debrief

Town Moderator David Walrath was present via Zoom.

The Moderator summarized the 5 items that came up during the Zoom meeting that he hosted on Wednesday, June 22, 2021:

- the new Town Administrator was clear and concise;
- the clickers were well received, but some people think that the Select Board and the Finance Committee, and possibly other boards, should raise their hands or otherwise make their votes more public. Mr. Walrath doesn't think, as Moderator, that he would mandate this;
- some people would like child-care to be available;
- Town Meeting on a Saturday versus on a Monday;
- the location of Center School versus Hale Middle School.

The Board discussed the benefits of having the Town Meeting on a Saturday so it can be done in one day, with the possibility of adding in a short break for lunch. The Board discussed how to get more people to attend Town Meeting: offering child-care, moving sports events from that Saturday, offering transportation, keeping an outdoor component, and educating voters on the importance of Town Meeting.

Town Acceptance of Juneteenth Holiday

Chair Sturgis read an excerpt from the Town Administrator's email to staff regarding the Juneteenth holiday:

In an effort to recognize the continued need to ensure racial freedom and equality, and to further stand with the Black Lives Matter movement, beginning this year, we will be observing the Juneteenth Holiday that becomes a Massachusetts State Holiday effective 2021. Since it is not (yet) a federal holiday it is optional for cities/towns and many are choosing not to include it unless the employees bargain it in.

To me, this is not a bargaining chip, I believe that we should be honoring and commemorating this holiday which celebrates the end of slavery on June 19, 1865. In an article I read, it stated that "Juneteenth should be a time of reflection on how far we have come, while using it as an opportunity to reignite our passion for fighting for liberty and justice for all". This continues to remain true as we fight against ongoing discrimination and hate towards black and AAPI people, the LGBTQ community, and so many others.

Recognizing this holiday in Stow is a step towards being a more inclusive and supportive community, and one that is open to and inviting of diversity in our workforce.

The Board strongly supports the Town Administrator's leadership and her decision to make this new State holiday also a holiday in Stow.

The Town Administrator said that the Library Director is working on collaborative education, for this and future holidays and events. We will spread the word via the Town's website and mention it in meetings.

Kelly Lawlor, Hector Constantzos, and Abby Morgan spoke in support of the Town's decision to observe the Juneteenth holiday.

Board Member Salvie moved to accept June 19, designated as Juneteenth, in commemoration of the end of slavery on June 19, 1865, as a Town holiday observance. Board Member Frecha seconded the motion, and it was approved unanimously.

Discussion of Select Board meeting format after June 15, 2021

The Town Administrator updated the Board on the upcoming actions of the MA Senate and House. The State of Emergency ends at midnight on Monday, June 14, 2021, and meetings will resume fully in-person as of Tuesday, June 15, 2021. However, if the legislation passes, the fully remote option would be extended through April 2022.

Board members agreed that they would like to welcome the public back into the meeting room beginning on Tuesday, June 22, 2021, while still providing the Zoom link for remote participation. There is nothing in the law to prevent the public from participating remotely. It is preferred that all in-person attendees wear a mask. The Board would return to sitting at the table, with a small table at either end to extend the space into a U-shape. The Town Administrator encouraged boards and committees to work with Stow TV and televise their meetings, and she has offered to show committees how to use the Warren Room and the Zoom component.

Liaison Discussion

Every year the Board assigns a member to be a liaison to other boards and committees. They discussed what it means to be a liaison, is there still value in it, and is there a better way to get information. They considered the efficiency of having committees report to the Select Board at a meeting and provide an update or a presentation. The Board felt that this could be an opportunity for collaboration. The Board would like to rely

more on the Town Administrator to be their liaison except in special cases. The Board discussed that there is no need for a liaison to Public Safety as they are employees reporting directly to the Town Administrator.

Board Member Salvie moved to remove Select Board Member names as liaisons from individual pages on the website, and that Members suspend liaison functions until further notice. Board Member Frecha seconded the motion, and it was approved unanimously.

Town Administrator's (TA) Report

- Town buildings will be reopening on Tuesday, July 6, 2021.
- Rental of facilities will resume September 1, 2021.
- The Town Clerk has shared an email regarding Open Meeting Law Webinar trainings. The Town Administrator encouraged members of all boards and employees to take this training.
- Common Road will be closed on Sunday June 13th from 8 a.m. to 1 p.m. for safety reasons; the First Parish Church is holding its first in-person service in over a year and it will be outdoors.
- The TA reminded people of the meetings and forums mentioned at the beginning of the meeting; information is on the website, Facebook, and twitter.
- The TA will follow up with the Hudson Select Board as to the Perambulation Boundary letter.
- There are multiple employment opportunities posted on the Town's website.
- The Cultural Council is having their Stow Culture Fest on July 15th at Town Center Park with live music and vendors; there may be a need for an Entertainment License from this Board. Discussion ensued about the requirements of a license, and this will be discussed further at the next Board meeting.
- Questions and inquiries to employees should be facilitated through the Town Administrator. If something is an emergency and you do reach out directly, please also inform or "cc" the TA.

Meeting Minutes

May 25, 2021:

Board Member Salvie moved to accept the minutes of the May 25, 2021 meeting as drafted. Board Member Frecha seconded the motion, and it was approved unanimously.

May 22, 2021:

Board Member Salvie moved to accept the minutes of the May 22, 2021 meeting as drafted. Board Member Frecha seconded the motion, and it was approved unanimously, with Board Member Burns noting that he approves the minutes in context not substance as he was not on the Board.

May 11, 2021:

Board Member Salvie moved to accept the minutes of the May 11, 2021 meeting as drafted. Board Member Frecha seconded the motion, and it was approved unanimously.

May 18, 2017:

Board Member Salvie moved to approve the minutes of the May 18, 2017 meeting in context and not the substance of the matters discussed and decided at that meeting. Board Member Frecha seconded the motion, and it was approved unanimously.

April 25, 2017 & February 28, 2017:

Board Member Salvie moved to approve the minutes of April 25, 2017 and February 28, 2017 in context and not the substance of the matters discussed and voted on at those meetings. Board Member Frecha seconded the motion, and it was approved unanimously.

Correspondence

Chair Sturgis had asked for these policies to be included for reviewal by the Select Board at upcoming meetings.

Board Member Burns discussed the need for an introductory binder for new members, and the Board agreed it would also be helpful for current members.

Adjournment

At 9:50 p.m. Board Member Salvie moved to convene in Executive Session pursuant to MGL c. 30A, sec. 21(a)(3) for the purpose of reviewing Executive Session minutes and under sec.21 (a)(6), for the purpose of considering the purchase, exchange, lease, or value of real property if the Chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body, and to adjourn thereafter. Board Member Frecha seconded the motion, and it was approved unanimously by a roll call vote.

Respectfully submitted,

Joyce Sampson

Executive Assistant

Documents used at this meeting:

Documents can be found in the Select Board's Office in the meeting folder.

CORRESPONDENCE

Joyce Sampson

From: selectmen
Sent: Thursday, June 10, 2021 8:11 AM
To: 'Laurie Burnett'
Cc: selectmen
Subject: RE: Thank you and Follow Up from Meeting of 6/8/2021

Hello – Thank you for your email. It will be shared with the Select Board.

Best regards,
Joyce

Joyce Sampson | Executive Assistant
Town Administrator & Select Board Office
Town of Stow | 380 Great Road | Stow, MA 01775
978-897-4515 | www.stow-ma.gov

From: Laurie Burnett <burnett.laurie@gmail.com>
Sent: Wednesday, June 9, 2021 5:22 PM
To: selectmen <selectmen@stow-ma.gov>
Subject: Thank you and Follow Up from Meeting of 6/8/2021

Dear Stow Select Board,

First, I want to thank you for your service to the Town of Stow and for striving to represent the voters who elected you. Your openness to community comment throughout the meeting is truly appreciated as is the enormous amount of time you give to ensuring that Stow is a community where all residents can thrive. Thank you!

Thank you as well for your support of Juneteenth, the message and opportunity opened by the acknowledgement is deeply appreciated and exceedingly exciting!

I write today as a follow up to the Select Board Meeting of June 8th, 2021. While I was able to tune in for a large part of the meeting last night, unfortunately I was driving a carpool and was unable to participate live for comments. Thus, I share with you now my questions and comments.

First, I write to gather more information regarding the process the Select Board follows in creation of agenda items. In order to better understand this process, I also watched the Board Meeting of 5/25/21 and read through the "Charter of the Town of Stow" specifically section 3-2 which describes the role of the Select Board. I was unable to find anything more on our Town website regarding Select Board meeting policies and protocols. Thus my questions are:

- If, as Select Board Member Zack Burns stated, he followed the agreed upon protocol to have an item added to the agenda and, as discussed at the 5/25/21 meeting it was agreed that no one board member has more power or authority than another board member and that the agenda is a "whole board process", why wasn't the full board at least able to weigh in on the decision to not discuss the Pride Proclamation? Perhaps the agenda item could have been a discussion on how to proceed with request?
- If, as Ellen Sturgis stated that she and the Town Administrator had discussed the Proclamation and jointly agreed that instead of making a Pride Proclamation the Board should instead discuss Proclamations in general, why wasn't there an agenda item to discuss proclamations in general instead?

- And, if it had been decided by the SBChair and Town Administrator that there was not enough time in this agenda to have that discussion, why was it not stated that this will be included on the next meeting's agenda? Can this be put on the next agenda?
- What is the official or agreed upon protocol for getting an item included on the Select Board agenda? Can this protocol be posted publicly along with the criteria the Chair is using to determine if an item will be included or not? Is this something the full board has voted upon or agreed upon as a group in some way?

In addition to questions around transparency and a process with agreed upon criteria for determining agenda items, I also have questions specific as to why the Pride Proclamation itself was not discussed and why no plan was made for further discussion. Specifically:

- A Pride Proclamation is a statement as to the values of the town and a means of making visible what ongoing and past practices have rendered invisible, or worse, actively excluded. By not allowing a discussion regarding the proclamation on the agenda, a decision was made, even if unintentionally, that had the impact of silencing voices and topics that have traditionally been marginalized and often dehumanized. This is not aligned with our democracy or our town values. Thus, I hope at the next meeting the Board will speak to what specifically you are doing to ensure all voices are being heard. Eg:
 - How you are building into your processes, protocols and procedures awareness of how: bias (even if unconscious), fear of having difficult conversations, and/ or lack of skills, norms, and structures to having difficult conversations is maintaining a status quo that is excluding traditionally marginalized groups.
- Per Section 3-2 of the "Charter of the Town of Stow", the role of the Select Board is the:
 - *"Formulation and Promulgation of Policy Directives and Guidelines.*
 - *In conjunction with other elected town officers and multiple member bodies, the development and promulgation of policy guidelines designed to bring all town agencies into harmony;*
 - *And the maintenance and revision of any master plan developed in accordance with Section 7-7(c) ". (Pg 10, Charter Town of Stow)*
 - Given this role of the Board, I also hope to hear the Board discuss how a Pride Proclamation fits into their responsibilities. And, as Cortni Fresha stated, given it is a new Board and new Chair and it is a time of learning and reconnecting for all, I am hopeful to also learn at the next meeting how the board plans to commit to having these conversations and to creating a safe present moment for a wide diversity of voices to be seen and heard, even as the board evolves and develops longer term strategies for inclusive and equitable practices.

In conclusion, thank you for taking the time to read this email, thank you for your service to the Town of Stow, and thank you for your willingness to have discussion and debate, as these are essential components of our democracy. I, and I know many others, look forward to supporting you in this work as we move forward.

With appreciation,

Laurie Burnett
76 Taylor Rd.
Stow, MA

Joyce Sampson

From: selectmen
Sent: Thursday, June 10, 2021 8:18 AM
To: 'Abby Morgan'
Cc: selectmen
Subject: RE: Follow up to 6/8 meeting

Hello – Thank you for your email. Both of your emails will be shared with the Select Board.

Best regards,
Joyce

Joyce Sampson | Executive Assistant
Town Administrator & Select Board Office
Town of Stow | 380 Great Road | Stow, MA 01775
978-897-4515 | www.stow-ma.gov

From: Abby Morgan <acbmorgan1@gmail.com>
Sent: Wednesday, June 9, 2021 3:33 PM
To: selectmen <selectmen@stow-ma.gov>; townadministrator <townadministrator@stow-ma.gov>
Subject: Follow up to 6/8 meeting

Dear Select Board Members and Town Administrator,

I'm writing as a follow up to my email yesterday and to your meeting last night. Again, I want to thank you for supporting Denise's adoption of Juneteenth as a town holiday, and I look forward to your conversation about proclamations so Pride - and many other historically and culturally relevant important dates - can be formally acknowledged in town.

I also want to share my support of your move to increase transparency in our town government. During your discussions about liaisons and the TA Report there were several concerns about past issues or policies being decided or solved by one or two individual members of this or other Boards, or not communicating through the proper channels. This is deeply concerning, not only because I question whether open meeting laws allow it, but also because Board Members are elected officials with power and represent all Stow residents. To ensure equity in our town government, public officials should be held to a high standard of responsibility, transparency, and accountability. I truly appreciate Denise's reiteration that there is a communications process to follow. I hope that the previous practices mentioned will not continue with the current Board, and this Board will keep equity and accountability issues in mind while making further policy.

Again, thank you for the work you are doing, and I look forward to following the progress this Board makes.

Most sincerely,
Abby Morgan

20 Railroad Ave
President and founding member of NASJA

Joyce Sampson

From: selectmen
Sent: Thursday, June 10, 2021 8:17 AM
To: 'Jael G.'
Cc: selectmen; townadministrator
Subject: RE: Juneteenth and Pride

Hello – Thank you for your email. It will be shared with the Select Board.

Best regards,
Joyce

Joyce Sampson | Executive Assistant
Town Administrator & Select Board Office
Town of Stow | 380 Great Road | Stow, MA 01775
978-897-4515 | www.stow-ma.gov

From: Jael G. <jael.gorham@gmail.com>
Sent: Tuesday, June 8, 2021 4:01 PM
To: selectmen <selectmen@stow-ma.gov>
Subject: Juneteenth and Pride

Hello Select Board members,

I'm so happy to know that Juneteenth is being officially recognized as a holiday in Stow -- what a wonderful way to honor the occasion and bring recognition to the day.

I'm also so excited to have our first local Pride event happening in conjunction with Bolton and Lancaster. As a resident and a town employee who identifies as part of the LGBTQ+ community, I'd love to see more formal recognition of June as Pride month by our Select Board and local government.

Best,
Jael Gorham
68 Taylor Road

Joyce Sampson

From: selectmen
Sent: Thursday, June 10, 2021 8:14 AM
To: 'Abby Morgan'
Cc: townadministrator
Subject: RE: Proclaim Pride Month

Hello – Thank you for your email. It will be shared with the Select Board.

Best regards,
Joyce

Joyce Sampson | Executive Assistant
Town Administrator & Select Board Office
Town of Stow | 380 Great Road | Stow, MA 01775
978-897-4515 | www.stow-ma.gov

From: Abby Morgan <acbmorgan1@gmail.com>
Sent: Tuesday, June 8, 2021 3:33 PM
To: selectmen <selectmen@stow-ma.gov>
Subject: Proclaim Pride Month

Dear Members of the Select Board,

I am writing today not only as an individual resident of Stow, but also as a social justice activist. I am deeply grateful that our Town Administrator recognizes the importance of declaring Juneteenth a holiday in Stow, and I strongly encourage you to support this move. Recognizing and representing the history and experiences of all our residents as a governing body allows Stow to progress in a more just and equitable direction.

Which is why I am also writing to strongly request that you proclaim the month of June as LGBTQIA+ Pride month. The queer community spans all races, all ethnicities, all religions, all abilities, and is present in all communities, including ours. As with Juneteenth, having the Select Board recognize queer members of our town is a step toward more equitable governance, allowing the town of Stow to honor the queer community's history and struggle. As an ally, it is my job to ensure that my queer friends and family feel welcome. As an activist, it is my job to ensure that my queer neighbors feel heard. As elected government officials, it is your job to do both.

Please show that you welcome and listen to our queer residents by proclaiming June Pride month.

Sincerely,
Abby Morgan

She/her/hers pronouns
20 Railroad Ave
President and Founding Member of NASJA

CORRESPONDENCE

Additional correspondence on file in the office:

Board of Appeals

- Notice and Decision – 313 Red Acre Road
- Notice and Decision – 156 Barton Road
- Notice and Decision – 103 Kingland Road

Xfinity

- Letter re: Regional Sports Networks fee adjustment