

AGENDA
SELECT BOARD
September 28, 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. Until further notice, all visitors are required to wear a mask regardless of vaccination status.

Join Zoom Meeting
<https://zoom.us/j/99163267489?pwd=QmpVeSszdTlwnVlwOFloeldkVU9CZz09>

Meeting ID: 991 6326 7489
Passcode: 744079

1. Public input
2. Board Member comments
3. Recognition
4. Appointments:
 - Troy Paradise to the position of full-time Police Patrol Officer through June 30, 2022
5. Discussion and Possible Vote
 - Collings Foundation to discuss their Battle for the Airfield event scheduled for October 9th & 10th.
 - Select Board Green Advisory Committee appointee interviews: Lee Coopridger, Carol Lynn, and Martin Meyer
 - Appointment of the Select Board representative, and designation of Green Advisory Committee members as Special Municipal Employees
 - Accept the re-precincting maps
 - Authorize the Town Administrator to appoint temporary and per-diem staff for the highway department for the 2021-2022 plow season.
6. Strategic Planning
 - Continued policy discussion, if any
 - Continued Workplan and Goals discussion, if any
 - Continued meeting schedule discussion, if any
7. Town Administrator's Report
8. Meeting minutes
 - September 14, 2021
9. Correspondence
10. Adjournment

Posted Friday, 9/24/2021
11:50 a.m.

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

I recommend the appointment of Troy Paradise as a Police Patrol Officer. While Troy is just out of the academy, he was open and direct during his final interview with the Chief and I. Additionally, he comes off very grounded, dedicated, well-educated, and passionate about 21st Century Policing. I believe Troy will make a great addition to our police department and will truly excel as a Patrol Officer.

Denise M Dembkoski



**Town of Stow
POLICE DEPARTMENT**

305 Great Road
Stow, Massachusetts 01775

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

Michael Sallesse
Chief of Police

September 21, 2021

Selectboard
380 Great Road
Stow, MA 01775

RE: Recommendation for Hiring Troy Paradise to Full Time Patrol Officer

On July 29, 2021, Officer Sean Collins resigned from the Stow Police Department after 20 years of service. This created a vacancy for a Patrol Officer. Starting in July the position of Patrol Officer was posted. Over the next two months we had 19 applicants, from those applicants 7 were fully trained.

A 5-member hiring board was created. Those 7 applicants were invited by the hiring board to continue the process, fill out a very extensive application and be interviewed. This 5-member hiring board consisted of three employees from the Stow Police Department, Lieutenant Darren Thraen, Patrol Officer Robert Nelson, and Dispatcher Gabriel Lopez. The other two members were Anna-Celestrya Carr, a resident and member of the Nashoba Area Social Justice Alliance, and James Lamb a resident of the over 55 Regency of Stow neighborhood.

The posting was placed at the Town Building, Police Station, and on-line at indeed.com. The on-line posting produced over one thousand views and 48 indications of interest, and Stow social media had over 1,400 views. The same post was shared over 6 times through many colleges and other media outlets. The posting was also sent out to the Town of Stow subscriber lists as well as the job posting for officers on the Department of Criminal Justice Information System network. The posting required that all candidates submit two resumes and cover letters, one with personal identifying information and one without. The cover letter and resumes without personal information (blind resume and cover letters) were sent to the Chief's Advisory Hiring Board for further review and interviews.

After numerous interviews Troy Paradise was the top candidate. Troy has recently graduated this year with both his bachelor's degree from Fitchburg State University and from the Police Academy on September 10, 2021. While Troy has limited experience, I find to start a new officer that believes in the values of Stow, rather than to have to retrain an officer who has prior department beliefs will benefit our community. Troy will be able to fill the vacancy left by Officer Collins. After completing his field training, Troy will be placed on the weekly schedule, thus relieving officers who have been working many extra open shifts each week.

I request to appoint Troy Paradise to the open position of Patrol Officer, pending final approval by the Town Administrator that the prerequisite physical and mental exams have been satisfactorily completed.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'M. Sallese', written over a horizontal line.

Michael Sallese, Chief of Police

DISCUSSION & POSSIBLE VOTE

Collings Foundation
Battle for the Airfield event
Saturday, October 9 &
Sunday, October 10, 2021

Denise Demboski

From: Hunter Chaney <hchaney@collingsfoundation.org>
Sent: Wednesday, September 22, 2021 11:56 AM
To: Denise Demboski; Chief Michael Sallese; firechief; C Bremer
Cc: Ken Miles; Rob Collings
Subject: Notification - American Heritage Museum's WWII Re-enactment

Good morning, all -

This email is notification of our WWII re-enactment on October 9th and 10th.

Schedule:

The grounds and museum will be open 8:30 AM to 5:00 PM, Saturday, October 9th and Sunday, October 10th.

There will be two re-enactments per day: One at 11:00 AM and the other at 3:00 PM. The battle re-enactments last approximately 30-40 minutes.

All traffic will enter and exit from our main entrance at 568 Main Street, Hudson.

A pyrotechnics plan has been submitted and in review. Appropriate fire personnel have been hired to monitor the event per the permit.

Please let us know if there are any questions or concerns.

Please confirm receipt of email.

Best,

Hunter

Hunter Chaney
Director of Marketing and Communications
Collings Foundation / American Heritage Museum
(978) 562-9182

Joyce Sampson

From: firechief
Sent: Wednesday, September 22, 2021 12:55 PM
To: Joyce Sampson; Chief Michael Sallese; Cyndie Colosi
Subject: RE: Notification - American Heritage Museum's WWII Re-enactment

All required documents and permits have been submitted to the Fire Department at this time. As in the past they have contracted with a licensed Pyrotechnical Company for the event. We will have a Detail on site each day from 10:00 – 4:00 with a truck.

John P Benoit
Acting Fire Chief
Stow Fire Department
511 Great Road
Stow,MA 01775

All information transmitted is intended only for the use of the intended recipient or the entity, employee, or agent to which it is addressed, and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the recipient of this message is not the intended recipient, or the employee or agent responsible for delivering this message to the intended recipient(s), you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately, destroy all copies, and return the message at the above email address.

From: Joyce Sampson
Sent: Wednesday, September 22, 2021 12:43 PM
To: Chief Michael Sallese <policechief@stow-ma.gov>; firechief <firechief@stow-ma.gov>; Cyndie Colosi <health@stow-ma.gov>
Subject: FW: Notification - American Heritage Museum's WWII Re-enactment

Hello,

Some of you have already received the email below, however, I am emailing you to seek comments for the Select Board for the Tuesday, September 28th meeting. Please submit any comments via email by 8 a.m. Friday, September 24th. Thank you!

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: Denise Demboski <townadministrator@stow-ma.gov>
Sent: Wednesday, September 22, 2021 12:36 PM
To: Joyce Sampson <jsampson@stow-ma.gov>
Subject: FW: Notification - American Heritage Museum's WWII Re-enactment

Please forward this to police, fire, and board of health to ensure there are no issues with the event logistic, so it can be included in the packet for the SB.

Joyce Sampson

From: Chief Michael Sallèse
Sent: Wednesday, September 22, 2021 1:51 PM
To: Joyce Sampson; firechief; Cyndie Colosi
Cc: Lt. Darren Thraen
Subject: RE: Notification - American Heritage Museum's WWII Re-enactment

Hi,

I have spoke to Lt. Thraen. Since the addition of the Hudson driveway, we have had little interaction with the groups or guest that get together and visit the property.

In years past we required the Collings Foundation to have a police detail to ensure that residents and guests had an officer available to respond to emergencies on Barton Road. However, since the addition of the driveway no detail officer is required. Our response to the Collings property has been mainly for medical emergencies, vehicle lock outs. The driveway addition has also ensured that Barton Road is passable for emergency vehicles and there is no delay in response.

We still do receive calls for the loud noises. We will continue to log those noises and inform the callers that this is a permitted event.

Thank you,

*Michael Sallèse, Chief of Police
Stow Police Department
305 Great Road
Stow, MA 01775
978-897-4545*

From: Joyce Sampson <jsampson@stow-ma.gov>
Sent: Wednesday, September 22, 2021 12:43 PM
To: Chief Michael Sallèse <policechief@stow-ma.gov>; firechief <firechief@stow-ma.gov>; Cyndie Colosi <health@stow-ma.gov>
Subject: FW: Notification - American Heritage Museum's WWII Re-enactment

Hello,

Some of you have already received the email below, however, I am emailing you to seek comments for the Select Board for the Tuesday, September 28th meeting. Please submit any comments via email by 8 a.m. Friday, September 24th. Thank you!

Best regards,

Joyce

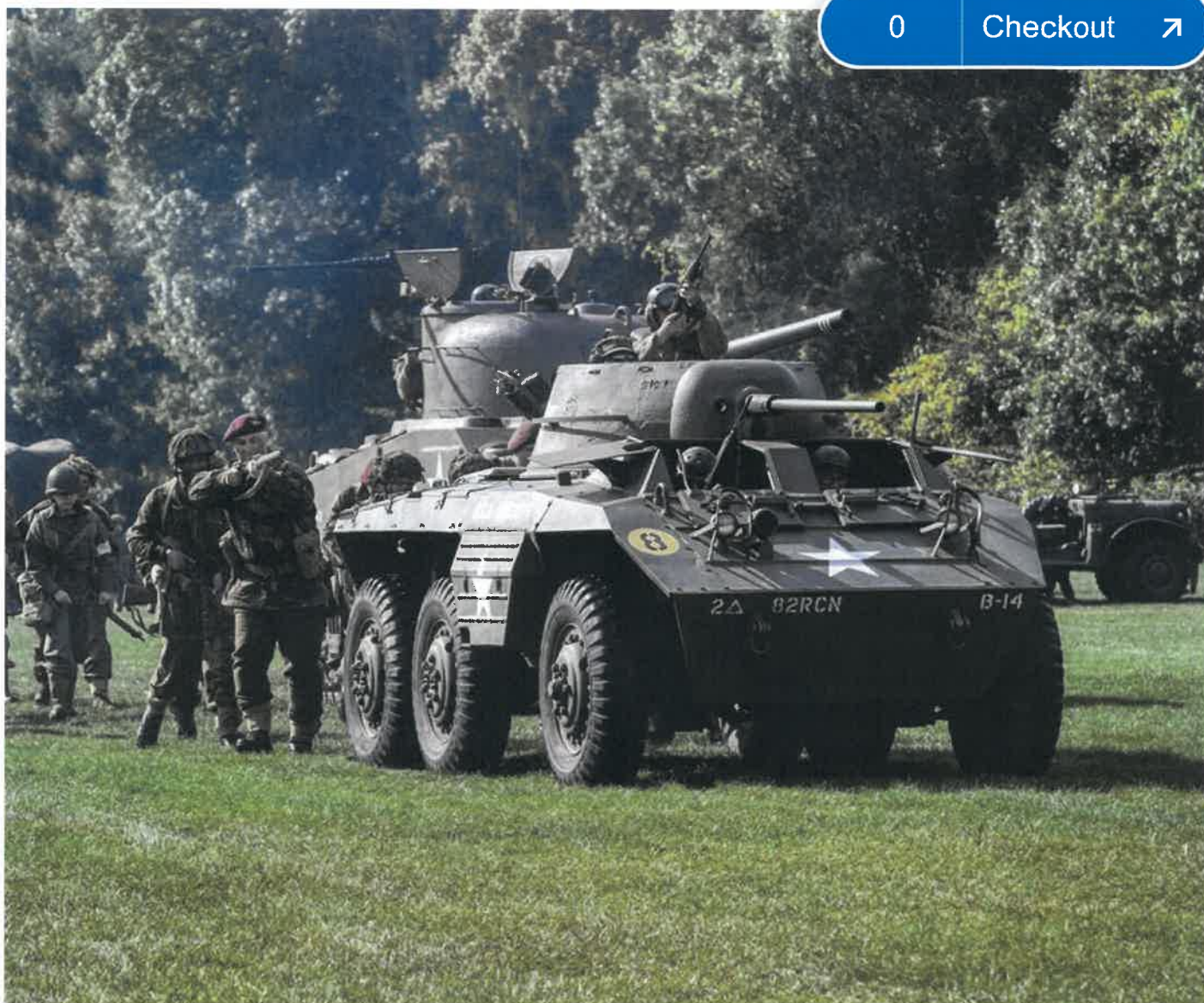
Joyce Sampson | Executive Assistant
Town Administrator & Select Board Office
Town of Stow | 380 Great Road | Stow, MA 01775
978-897-4515 | www.stow-ma.gov

From: Denise Dembkoski <townadministrator@stow-ma.gov>
Sent: Wednesday, September 22, 2021 12:36 PM

October 9 @ 8:30 am - October 10 @ 5:00 pm \$20 – \$35

0

Checkout



The American Heritage Museum presents the **Battle for the Airfield World War II Re-Enactment**, one of the premier events of its type in the United States! There will be over 350+ re-enactors representing several branches of Allied and Axis military participating in encampments and two battles each day. Fully restored military equipment of all kinds will be on display and operating in a captivating living history event. Allied and Axis camps will be set up with authentic materials and appearance. Re-enactors act as docents who share a wealth of information about life as a WWII military person. WWII Veterans from all ranks and branches of service will participate in a roundtable discussion.

Gates open at 8:30am each day and close at 5:00pm. Battles take place at 11:00am and 3:00pm. The WWII Veterans Roundtable begins at 1:00pm in the hangar.

All three museums will be open: The American Heritage Museum, The Classic Automobile Barn. This is a unique opportunity to see some of the extraordinary American classic automobiles, historic tanks, armored vehicles, military artifacts and much more.

0

Checkout 

There is over 100,000 square feet of space within the American Heritage Museum and Hangar combined.

Food and beverage will be available for purchase on site and picnics are allowed.

Advance Sale and Event Day Admission Tickets

Admission for the Saturday and Sunday events are as follows:

\$35 Adults | \$30 Seniors/Veterans | \$20 Children Under 12

WWII/Korean War Veterans and Children Under 3 are Free – No ticket required.

Admission discounts can not be used for special event weekends.

Purchase your tickets online for faster processing through admission:

- [Click here to Buy Tickets Online for Saturday, October 9, 2021](#)
- [Click here to Buy Tickets Online for Sunday, October 10, 2021](#)

Tickets may be purchased the day of the event by Credit Card or Cash at the entry gate on the access road as well.

Tank Driving Experiences and Tank Rides Available

Tank Driving experiences and Tank Rides will be taking place over the weekend. You can register online, by phone, or on-site, but spaces are limited!

Tank Driving Experience Prices:

- M24 Chaffee Light Tank (*20 minutes driving the tank*) – \$995.00 donation (tax deductible)
- M4 Sherman Medium Tank (*20 minutes driving the tank*) – \$1495.00 donation (tax deductible)

Tank Ride Experience Prices:

- M24 Chaffee (*10 minute ride*) – \$595 per group of Three (3) persons – two in the turret, one in the bow gunner position.

– M4 Sherman (10 minute ride) – \$595 per group of Two (2) persons – one in the turret, one in the bow gunner position.

Schedule your tank driving or ride experience above or call 978-562-5



+ GOOGLE CALENDAR

Details

+ ICAL EXPORT

Start:

~~October 9 @ 8:30 am~~

End:

~~October 10 @ 5:00 pm~~

Cost:

\$20 – \$35

Event Categories:

American Heritage

Museum, Special Event

Weekend

< Race of the Century

Speaker Series: Plants Go to War: A Botanical History of World War II >

American Heritage Museum

The American Heritage Museum at the Collings Foundation featuring the Jacques M. Littlefield Collection explores major conflicts ranging from the Revolutionary War until today. Visitors discover and interact with our American heritage through the history, the changing technology, and the Human Impact of America’s fight to preserve the freedom we all hold dear.

Physical Address

American Heritage Museum
568 Main Street
Hudson, MA 01749

Mailing Address

American Heritage Museum
P.O. Box 248
Stow, MA 01775

Select Board Green Advisory Committee Appointee Interviews

- Lee Coopriider
- Carol Lynn
- Martin Meyer

Subject: Green Advisory Committee

Hello,

At their September 14 meeting, the Select Board decided that they want a resident to represent them on the Green Advisory Committee. If you are still interested in becoming a member of this committee, you are invited to attend the Tuesday, September 28 Select Board meeting for a brief interview. At the conclusions of the interviews, the Board will select one resident to become their representative. The meeting begins at 7 p.m. (The public may attend virtually via Zoom, or if you choose to attend in person a mask is required regardless of vaccination status.)

As the Select Board representative there will be additional requirements, including keeping the Board informed. The Board will discuss this further at the meeting. Please let us know if you have any questions at this time. Also, please let us know if you will be attending on the 28th. Thank you!

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

Joyce Sampson

From: Lee Coopriider <leecoopriider@gmail.com>
Sent: Wednesday, September 8, 2021 9:27 AM
To: selectmen
Subject: Green Advisory Committee

Greetings, Select Board,

I would like to be considered for an At Large position on the Green Advisory Council.

I am concerned about climate change for many years and found ways to take actions locally, by taking actions in my household and by joining local groups.

I have participated in the First Parish Church Climate Action Task Force and the Sustainable Stow committee. With the latter, I assisted with the Heat Smart program (and installed heat pumps in my house) and was a member of the team that created the Greenhouse Gas baseline for Stow.

I think that the new Green Advisory Committee will be a good opportunity for me to increase my effectiveness on this issue and to contribute to my town's governance.

Thank you,

Lee Coopriider

552 Great Road
LeeCoopriider@gmail.com

From: Carol Lynn <cbaxlynn@gmail.com>
Sent: Monday, September 13, 2021 2:17 PM
To: selectmen
Cc: Carol Lynn
Subject: Application for the Stow Green Advisory Committee
Attachments: Carol Lynn Resume 09-13-21.pdf

To: Members of the Stow Select Board

I am writing to apply for a resident-at-large position on the Stow Green Advisory Committee.

Since retiring from high-tech in my early forties, I have volunteered for local organizations such as Sustainable Stow and 350 Mass MetroWest. My focus for the past five years has been for climate change education, lobbying, and working towards local solutions to decrease CO2 emissions and maintain our ecosystems and biodiversity. The opportunity to help Stow prepare for 2030 Massachusetts' climate goals, as well as build awareness about climate change among Stow residents, is an exciting one.

The creation of a climate action plan for Stow is timely, due to proposals for construction of several new communities in the town. This is a prime opportunity to ensure that new buildings include heat pumps instead of fossil fuel heating, electric/induction stoves, proper insulation, and EV-charging capabilities. Stow has the additional challenge of retrofitting a large number of older buildings and residences. Educating residents and businesses regarding why this is necessary and how it will be accomplished will be an important part of the plan.


As a member of the Stow HeatSmart team, I coordinated the marketing plan with input from the team. I created marketing materials to educate residents about the benefits of converting from fossil fuel heating to air-and-ground-source heat pumps. During that project, it became clear that cost was a challenge for low-and-moderate income families. Although this needs to be solved at a state level, Stow's climate action plan needs to factor in climate/social equity and determine what is needed to enable Stow residents at all income levels to benefit from residential climate solutions.

My past career, coupled with my passion for climate work, will enable me to be a meaningful contributor to Stow's Green Advisory Committee. I have worked with people across all levels of an organization. I have experience in requirements definition, planning, and management of large time-driven projects, and am proficient with computer technology and social media. My marketing background enables me to communicate technical information in a user-friendly way.

The attached resume summarizes my volunteer and employment experience. As a retiree, my schedule is flexible. Please feel free to contact me with any questions you may have, or to schedule a time to meet.

Sincerely,

Carol Lynn
30 Orchard Drive, Stow, MA 01755

 cbaxlynn@gmail.com

**Carol
Lynn**

30 Orchard Drive, Stow, MA 01775

cbaxlynn@gmail.com

Profile

Currently retired Stow resident and passionate climate advocate. Self-motivated member of Sustainable Stow and other volunteer organizations. Proficient with computer technology and social media, and quick to learn new tools and programs. Experience in planning and managing large time-driven projects, developing marketing and education materials, and working with individuals across all levels of an organization.

Volunteer Experience

Sustainable Stow, 2018-Present

Member of the Stow HeatSmart Team. Coordinated marketing plan with input from the team. Created marketing and educational materials, advertisements, and social media. Tracked team expenditures. Currently assisting with social media and co-authored a Green Corner article for the Stow Independent.

350 Mass MetroWest, 2017-Present

Participated on the 350 Mass steering committee and MetroWest Planning Team. Lobbied for climate bills at the State House and engaged in educational climate rallies. Attended classes and webinars on climate change.

Indivisible Acton-Area / Action Network, 2018-Present

Participated in phone-banking and postcarding for the 2020 elections.

New England Crime Bake Conference, 2010-2015, 2017

As a member of Mystery Writers of America and Sisters in Crime, created program books using InDesign for five annual conferences for mystery readers and writers. Created content and conference logos. Managed author photos, bios, and advertisements. Served as conference bookkeeper for one year.

The Thursday Garden Club of Sudbury, 2006-2014

Served as newsletter editor for for three years and wrote articles about New England native and invasive plants. Participated in club and town-related gardening activities. Created a fold-out brochure and map for a garden-tour fundraiser.

Work Experience

Remedy Corporation, 1994-1999

Group Marketing Manager

Built product management and product marketing teams for market-leading service-desk product line and new e-business division. Managed all aspects of product management and marketing, from strategic market assessment and concept development, to market announcement, release, and sales support. Worked closely with senior management on strategic projects, including make-or-buy analyses. Presented at sales and user-group conferences, product press tours, and customer visits. Authored numerous marketing brochures and collateral.

Work Experience, cont.

Metaphor, Inc., 1988-1994

Product Manager

Responsible for strategic product planning and coordinating the launch of an internationalized decision-support system. Managed international product planning, including translation vendor selection and contract negotiations. Restructured corporate trends and directions presentation, and created demos and videos for the product. Presented at users' conferences and corporate customer visits. Led a team to identify market requirements, define product concepts, and develop the business plan for new business analysis and reporting tools.

Senior Applications Consultant

Developed business solutions for Fortune 500 clients using object-oriented decision-support tools and databases. Responsibilities included requirements analysis, database design, creation of business intelligence applications, pre-sales account planning, proposal writing, and technical sales demonstrations. As team facilitator, coordinated the prioritization and scheduling of consulting team resources. Participant of Metaphor's Consultant Task Force to define the roles and responsibilities of the consulting organization.

The Peabody Group, 1985-1988

Manager, Client Services/ Hospital Cost Accounting

Managed product management, installation, and support team for a start-up cost-accounting system. Coordinated all aspects of product design, installation, support, quality assurance, and documentation. Designed product installation and training materials. Senior contributor on sales support, marketing strategies, and seminars.

Ernst & Whinney, 1984-1985

Senior Consultant, San Francisco

Spearheaded the field test of a hospital cost-accounting system, coordinating efforts between contract programmers, E&W, and hospital personnel.

Consultant, Boston

Developed financial projections, debt capacity analyses, and productivity studies for hospitals. Taught several evening classes for Boston University Healthcare Financial Management MBA program with E&W colleagues.

Boston City Hospital, July 1980-1983

Registered Nurse

Full and part-time employment including staff and charge nurse responsibilities in the pediatric department and emergency room.

Education

Boston University, MBA with honors, May 1984

Boston University, BS, Nursing, summa cum laude, May 1980

From: Martin Meyer <elreydetodo@gmail.com>
Sent: Thursday, September 9, 2021 9:12 PM
To: selectmen
Subject: Letter of application for Stow Green Advisory Committee

Members of the Stow Select Board,

I write to you regarding the open positions for an at-large community member of the newly formed Stow Green Advisory Committee. I feel I would be an excellent candidate for one of the open positions on this committee because of my personal interest in renewable energy, energy efficiency, and sustainability. I ask that you consider me for one of the open seats on the committee.

My interest in energy conservation stems back to my childhood, when I hated having to run around the house to turn off lights for my parents before we left. It became ingrained in me that I shouldn't waste energy on things like unnecessary lighting, and I have spent considerable time as an adult seeking ways to reduce my home energy consumption and to not have to run around turning off light switches.

I have automated my home lighting to turn on at dusk (actually, when the sun's angle reaches 8 degrees above the horizon), dim lights later in the evening, and then turn off completely at bedtime. This automation includes sensors to turn lights on and off when some rooms are entered/exited, and I have the ability to rapidly shut off all lights and turn off televisions when leaving the home. It also can lock doors and close my garage door. I may be taking it a bit too far, but it's a fun hobby.

My interest in energy efficiency extends beyond simply turning off lights. There are many sources of energy draw in a home, and since my home was built in 1989ish, I have spent considerable time learning about insulation upgrades and heat pumps. I have installed some energy sensors to track things like pool pump power usage (which is really quite a lot, ~12.5kWh/day!) and am looking at various opportunities to decrease my home's energy footprint.

When I moved to Stow in 2017, I knew that my new home's HVAC systems were very old and would soon need to be replaced. I was very interested in ground source heat pumps, and research led me to discover the Bolton/Harvard HeatSmart program which was active at the time, and that ultimately led to my introduction to the Sustainable Stow working group.

As a member of Sustainable Stow I was able to help with planning and execution of our own HeatSmart program. I worked with a small sub-group that focused on promoting the program to low and moderate income households in both Hudson and Stow. I have also been a regular participant in the group meetings for a few years and hope to continue.

For my regular day job, I work at Akamai Technologies as a product architect for security, fraud, and abuse products. Ultimately our mission is to protect our customers' online properties (i.e. websites, online stores, etc) from security incidents online and to protect them from fraud and abuse activity. This is a very important area of late due to the ever increasing rate and intensity of cyber attacks.

My day-to-day job involves learning about problems that are not yet well defined or understood, devising solutions for these problems (sometimes defining what the problem even *is*), and designing product and system changes to address the problem. There is often a bit of negotiating involved in this work as well, to reconcile the understandings of various team members and making sure everyone is satisfied with the completeness and correctness of whatever we are discussing or designing.

As a product architect, I have to explain complex concepts to many other team members. Sometimes I have to invent new concepts myself to frame a conversation we need to have. This requires excellent written and verbal communication skills, as well as the ability to present in a large audience setting.

I think my preexisting interest in energy conservation makes me a good candidate for this new committee's open seat. I also think my professional skills would help my ability to work in the committee setting, and that my ability to research problems and frame them for conversations would help to make the committee effective.

Thank you for your consideration.

Regards,
Martin Meyer
25 Brookmill Rd

Select Board
Green Advisory Committee
Appointee &
Designation of Green Advisory
Committee members as Special
Municipal Employees

Accept the Re-Precincting Maps

Joyce Sampson

From: townclerk
Sent: Thursday, September 23, 2021 2:01 PM
To: Joyce Sampson
Cc: Denise Dembkoski
Subject: information for the Select Board meeting
Attachments: Stow Vote of Adoption Multi Precinct Final Sept 28 2021.docx; Stow Town Description final.doc; Stow Precinct MapDraft_v1_083021.pdf

Joyce,

Attached is the document the Select Board needs to sign for the Re-Precincting after they have voted to accept the Re-Precincting Plan.

Attached also is the precinct map and the description of the precinct boundaries for their review. These are EXACTLY the same boundaries established with the 2010 Federal Census, no changes at all.

I should have the FINAL map with me on Tuesday. I am waiting for the final map from the state. I will attend the meeting in person to give a very brief over view and answer questions.

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
October 30 – Special Town Meeting
Hale School, 55 Hartley Rd
10 a.m.

The Town Clerk is also:
Member of Board of Registrar of Voters
Chief Elections Official
Burial Agent
Public Records Access Officer
Census Liaison



TOWN OF STOW
SELECT BOARD
Town Building - 380 Great Road
Stow, Massachusetts 01775-2127
(978) 897-4515

September 28, 2021

Local Election Districts Review Commission
Office of the Secretary of the Commonwealth
c/o Elections Division
One Ashburton Place, Room 1705
Boston, MA 02108

RE: TOWN OF STOW - 2020 RE-PRECINCTING

We, the undersigned, hereby certify that at a meeting held on September 28, 2021, the Stow Select Board, voted to accept as presented by the Town Clerk the 2020 Re-Precincting Plan for the Town of Stow.

A true copy. ATTEST:

Town Clerk

SIGNED: _____
Ellen S. Sturgis Chair

Megan E. Birch-McMichael

Zackory T. Burns

Cortni Frecha

James H. Salvie



TOWN OF STOW

**Town Building - 380 Great Road
Stow, Massachusetts 01775-2127
(978) 897-4514 x 1
FAX (978) 897-4534**

TOWN OF STOW 2021 PRECINCTING PLAN PRECINCT DESCRIPTIONS

PRECINCT 1

All of that portion of Stow Town bounded and described as follows: Beginning at the point of intersection of the Worcester/Middlesex county line and the Hudson/Bolton/Stow town line, and proceeding northerly along the Worcester/Middlesex county line to Great Road, and proceeding easterly along Great Road to Ministers Pond/Potash Brook, and proceeding southerly along Potash Brook shoreline to Elizabeth Brook, and proceeding southerly along Elizabeth Brook to Assabet River, and proceeding easterly along Assabet River shoreline to the Maynard/Stow town line, and proceeding southerly along the Maynard/Stow town line to the Maynard/Sudbury/Stow town line, and proceeding southerly along the Sudbury/Stow town line to the Hudson/Sudbury/Stow town line, and proceeding westerly along the Hudson/Stow town line to the point of beginning.

PRECINCT 2

All of that portion of Stow Town bounded and described as follows: Beginning at the point of intersection of the Worcester/Middlesex county line and Great Road, and proceeding northerly along the Worcester/Middlesex county line to the Boxborough/Harvard/Stow town line, and proceeding easterly along the Boxborough/Stow town line to the Acton/Boxborough/Stow town line, and proceeding easterly along the Acton/Stow town line to the Maynard/Acton/Stow town line, and proceeding southerly along the Maynard/Stow town line to Assabet River shoreline, and proceeding westerly along shoreline to Elizabeth Brook, and proceeding northerly along Elizabeth Brook shoreline, to Potash Brook, and proceeding northerly along Potash Brook to Great Road near Ministers Pond, and proceeding westerly along Great Road to the point of beginning.



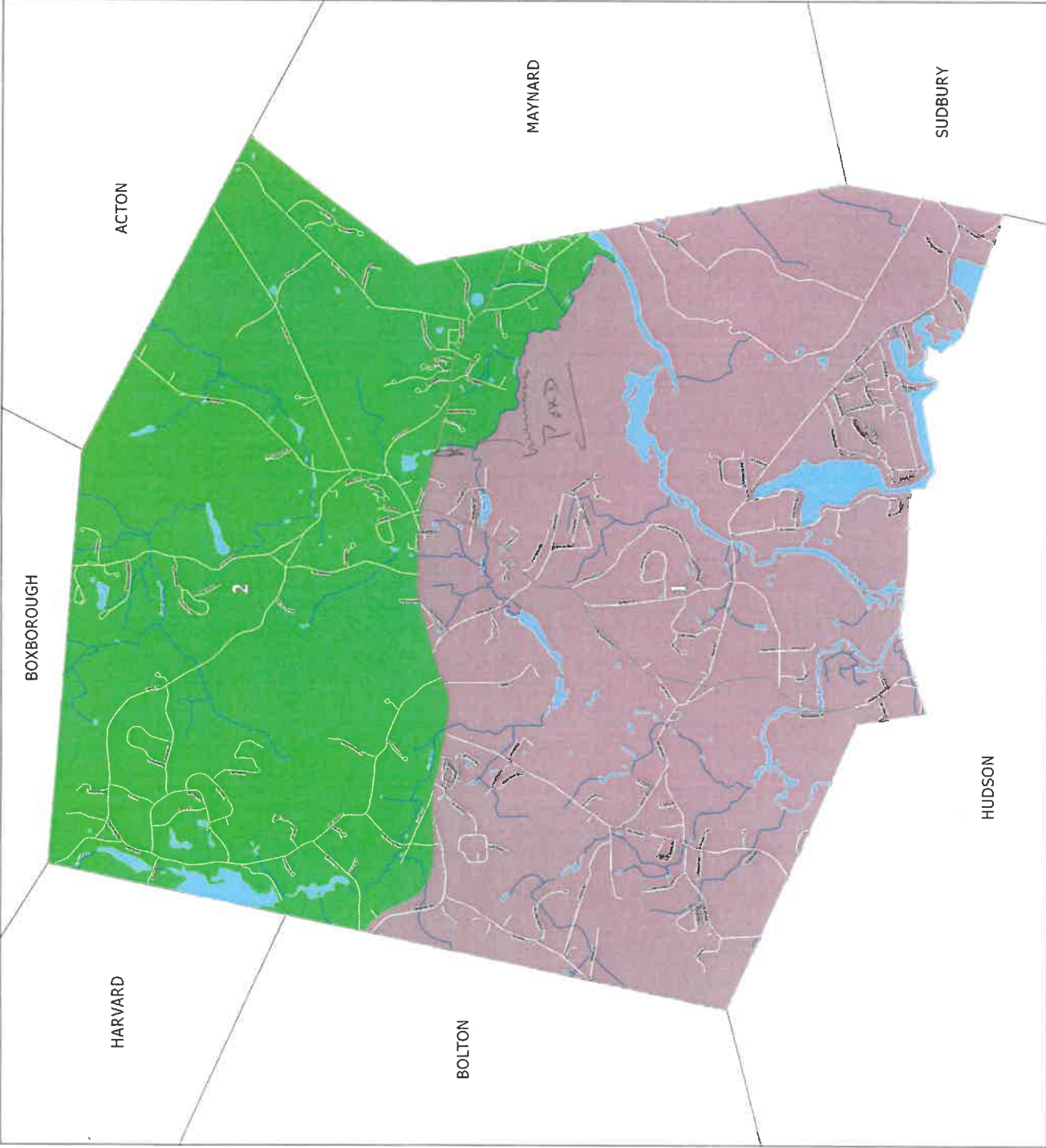
Map Prepared for the Town of Stow
 Courtesy of William F. Galvin, Census Liaison
 Secretary of the Commonwealth

2020 Population - - 7,174		
Minimum 5%	Target Population	Maximum 5%
3,485	3,587	3,709

Precinct Boundaries Stow		
Precinct	2020 Population	Variance
1	3,627	1.12
2	3,547	-1.12

Population is based on the official U.S. 2020 Census block-level data.
 Boundaries effective December 31, 2021

Legend	
	Municipal Boundary
	Geographical Features
	Major Road
	Local Road
	Railroad
	Other Municipal Features
	Streams, Rivers
	Coastal Water, Lakes, Ponds, Major Rivers



Copyright 2021
 Secretary of the Commonwealth William F. Galvin, Census Liaison

Authorize the Town
Administrator to appoint
temporary and per-diem staff
for the Highway Dept. for the
2021-2022 plow season

STRATEGIC PLANNING

Strategic Planning

- Continued policy discussion, if any
- Continued Workplan and Goals discussion, if any
- Continued meeting schedule discussion, if any

MINUTES

Select Board Meeting Minutes
Tuesday, September 14, 2021
Stow Town Building & via Zoom

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

Also present: Police Chief Michael Sallese, Detective Cassandra Scott, Acting Sergeant David Goguen, and Katie Fisher

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

Public Input: none

Board Member Comments:

Chair Sturgis made a personal plea to encourage people to wear masks indoors. She congratulated pre-school and kindergarten parents whose children began school this week.

Condolences were sent out to the family and friends of Andrew St. Denis who died recently in an automobile accident.

Recognition

Stow Police Department

On August 16, 2021 the Stow Police Department responded to a call from a residence on Rt. 117. Due to the actions of the two officers on duty, Detective Scott and Officer Fitzpatrick, there was no violence and nobody got hurt. Scott and Fitzpatrick took a 'step back', assessed the situation via their training, and then proceeded to end the stand-off. They kept the community and themselves safe. At the station, Dispatcher Fantasia provided continuity of service and Sergeant Goguen came to the station to coordinate the logistics. Chief Sallese said he was extremely impressed and the outcome could not have been any better. He has a great department; the officers are incredible and it was a team effort. All four will receive a Letter of Commendation and Scott and Fitzpatrick will receive Ribbons of Distinguished Service for their uniforms.

4Paws 4Wheels 4Hunger

Mark Roberts and his labradoodle, "Mocha", are journeying across the state with their 4Paws 4Wheels 4Hunger project to raise awareness and money to combat hunger. He wants to take the wonderful spirit of the people of Stow and transform it into people caring about hunger and having a discussion about the issue. As a self-described "crazy man in an electric wheelchair with a really cute dog" he will raise money for Save the Children and the 4 major food banks in the state. He plans to roll for 7 weeks from West Stockbridge to Boston to Provincetown, accompanied by his wife Susan Crane, "Mocha," and a safety car. He thanked Melissa Rollins who volunteered for hundreds of hours, Frank Patterson of Patterson Auto Body for fixing his wheelchair for no cost, Dave Bundy at Stow Fitness who donated and challenged the members of Stow Fitness to donate, and Doug Tierney at TSS Graphics who will wrap his car with his logo and the logos of the organizations that he is supporting. The 501c3 charity can be found at the website 4Hunger.org.

Appointments

Zoning Board of Appeals

Board member Salvie moved to appoint David Hartnagel as a full member of the Zoning Board of Appeals for the remainder of a five-year term expiring June 30, 2024. Board member Frecha seconded the motion and it passed unanimously.

Conservation Commission

Holly Clack was present via Zoom. Preserving natural spaces is one of her passions. She has always wanted to get more involved in that and wants to learn more and grow in that area. Her family has resided in Stow since 1995.

Board member Salvie moved to appoint Holly Clack to the Conservation Commission for the remainder of a three-year term expiring June 30, 2024. Board member Frecha seconded the motion and it passed unanimously.

Open Space Committee

Board member Salvie moved to appoint Laurie Burnett to the Open Space Committee for the remainder of a three-year term expiring June 30, 2023. Board member Frecha seconded the motion and it passed unanimously.

Green Advisory Committee

George Peterman was present via Zoom. He has been a resident of Stow for over 40 years and loves everything about the Town. He has been involved in environmental issues since the days of President Jimmy Carter. He would like to contribute to the Town in areas of environmental issues and sustainability.

Board member Salvie moved to appoint George Peterman as Member At-Large of the Green Advisory Committee for a term expiring June 30, 2022 and subject to annual appointment thereafter. Board member Frecha seconded the motion and it passed unanimously.

John Sangermano was present via Zoom. He has been a resident of Stow for about 35 years and has volunteered on many committees. He feels the timing is right for a climate plan.

Board member Salvie moved to appoint John Sangermano as Member At-Large of the Green Advisory Committee for a term expiring June 30, 2022 and subject to annual appointment thereafter. Board member Frecha seconded the motion and it passed unanimously.

Economic Development & Industrial Commission

Board member Salvie moved to appoint Mary Bradt Mintz to the Economic Development & Industrial Commission for the remainder of a five-year term expiring June 30, 2023. Board member Frecha seconded the motion and it passed unanimously.

Set Special Town Meeting date and Open Warrant

At the last meeting the Board discussed having a Special Town Meeting (STM) this fall for the Stow Acres article. Last night the Community Preservation Committee voted unanimously to support the funding. The recommended date is Saturday, October 30 at 10 a.m. The STM will be fully indoors at Hale School with everyone wearing a mask. There will be other articles on the Warrant, including one regarding PFAS and other items that are still in the planning stage.

Town Moderator David Walrath and Deputy Moderator Laura Spear were present via Zoom. Mr. Walrath fully supports having the STM.

Board member Salvie moved that the Board set a Special Town Meeting for Saturday, October 30, 2021, to be held at Hale Middle School starting at 10 a.m. Further, he moved to open the Special Town Meeting warrant on September 14, 2021 and close the warrant on Monday, October 4, 2021. Board member Frecha seconded the motion and it passed unanimously.

SMAHT FY22 workplan and goals

Stow Municipal Affordable Housing Trust (SMAHT) Chair Mike Kopczynski and member Laura Spear were present via Zoom. The other members of SMAHT are Cynthia Perkins, Quince Papanastassiou, and Select Board member Cortni Frecha.

Mr. Kopczynski gave an overview of SMAHT's workplan for the year. He spoke about the Habitat for Humanity project, the Red Acre land, the former Highway Barn on Crescent Street, and the affordable aspect of Stow Acres:

- The Habitat project is ready to go forward, possibly in the spring, even though there is a private lawsuit against Habitat and the Town.
- Pre-engineering work has been done on the Red Acre property, and SMAHT held a public forum in June. They will be putting in an application with the Community Preservation Committee (CPC) for subsidy funding. Mr. Kopczynski asked for the Board's support of the CPC funds.
- A few years ago, there was a task force for the use of municipal buildings. It was recommended that SMAHT explore whether the former Highway Barn on Crescent Street would be a potential site for housing. The Board discussed keeping Town Hall in the discussion of facilities that have aged out.
- Some residents have asked why SMAHT continues with small projects if there are potential larger developments. It is important to show progress on a continual basis for their Housing Production Plan (HPP). Continuing to have small units to supplement a large project, which can phase in over a number of years, is a good strategy.

Laura Spear explained that Safe Harbor provides a variety of housing for all income levels in Town. There is a state mandate that encourages having 10% certified affordable housing across the town in order to meet certain levels of control, which includes the ability to say 'yes' or 'no' to developers. Affordable housing is not "cheap" or "bad" housing, it is housing to accommodate a variety of income levels across the Town. Stow does not currently have Safe Harbor status.

Stow's Housing Production Plan expires in October, and SMAHT needs to have an updated plan certified and approved by the Department of Housing and Community Development (DHCD). In previous years, SMAHT has worked with the Planning Board on the plan. The HPP is then submitted to the Select Board, who then submit it to the DHCD.

Town Administrator's Performance Evaluation

The evaluation period for Denise Demboski was from September 1, 2020 through August 31, 2021. A new evaluation form was selected at the last meeting and was used this year, and each Board member met with the Town Administrator individually to discuss the specifics. The Chair received the 5 evaluations and compiled the numeric section and summarized the comments. The overall summary of the Select Board's comments included that she is a great asset to the Town and the leader we need to move us forward. She is creating an environment that thrives instead of just survives. Her overall evaluation was a 4.73 out of a possible 5.0, and the Board could not be more satisfied with the Town Administrator.

Board member Salvie said it was a great year and this is where he hoped they would be. He wants her to have a more active role at meetings and her voice should be heard. He added that her response and her planning during the pandemic was perfect.

Board member Frecha said she had no doubt about Denise during her initial interview and that Denise has exceeded her expectations.

Board member Burns said he conducts many reviews and this was the highest score he has ever given, and that she has earned it. This is also the first time he immediately eliminated numbers 1, 2, and 3 from the evaluation.

Town Administrator Demboski thanked the Board for their support during the past year.

Board member Salvie moved to approve the performance evaluation summary of the Town Administrator as presented at the meeting of September 14, 2021. Board member Frecha seconded the motion and it passed unanimously.

Town Administrator Goals

Through the process of combining similar goals and eliminating those that are either completed or already in process, the twenty goals for the current year for the Town Administrator were narrowed down to twelve. Some that are listed as long-term goals will not have a conclusion within in a year, such as the Lake Boon dam and Lower Village, which is a top goal for many Board members. These projects will be worked on during the year but will not be completed due to the scope of the work. Having short-term and long-term goals will assist with the year-end evaluation.

The Board discussed having a section for Town Administrator Initiated Goals so as not to overstep the Charter. This could include items that may seem day-to-day, but Board members want the Town Administrator to get credit for these. The Board also wants an area for a narrative of self-evaluation by the Town Administrator.

Board member Salvie moved to approve the Town Administrator goals as defined at the meeting of September 14, 2021 with a completion date of August 31, 2022. Board member Frecha seconded the motion and it passed unanimously.

Disposition of Surplus Goods and Equipment

The Planning Department would like to recycle, with a certified recycling company, 3 printers that are not working and are discontinued by the manufacturer.

Board member Salvie moved to declare as surplus, the goods and equipment on the list provided by the Planning Board, valued at less than \$10,000 and belonging to the Town, and to authorize the disposal of these surplus items. Board member Frecha seconded the motion and it passed unanimously.

Select Board Green Advisory Committee Appointee

The Board can appoint a member of their board to the Green Advisory Committee (GAC), or they can choose one of the residents who has submitted a letter of interest to the Select Board. Discussion ensued.

As this is similar to being a liaison, which the Board moved away from this year, the consensus was for the Board to appoint a resident. This Board can set the example of selecting someone from the community, as it may not have been clear to the other committees that this Board preferred they nominate a resident as opposed to a member from their committee. An outside representative invites more people to the process, as opposed to having it be members who are already on an existing board. The consensus was to interview the candidates who have shown an interest in being a member of the GAC.

Board member Salvie moved to table this matter, pending interviews in a manner to be determined by the Chair and the Town Administrator at the next meeting, of all residents who applied for this Select Board representative position and/or the at-large position on the Green Advisory Committee through tomorrow end of day (Wednesday, September 15, 2021). Board member Frecha seconded the motion and it passed unanimously.

Strategic Planning

Code of Conduct

The Board reviewed the draft of the Code of Conduct. Discussion ensued regarding section 4C (Enforcement of the Code of Conduct), section 2C (Responsibility to Town Administration), and sections 1B, 1C, and 1F (Community Responsibility). Edits were made to the draft, and a final Code of Conduct was agreed upon.

Board member Salvie moved to accept the Select Board Code of Conduct policy as amended. Board member Frecha seconded the motion and it passed unanimously.

Planning Session

The Board had previously discussed having two additional meetings. One is a second planning session after Town Meeting, to review their progress from July to December and to check in on how the Board is progressing on its work plan. The other meeting is the joint boards budget season kick-off meeting. The Board selected Tuesday, December 7 as the date for their next planning session.

Discussion ensued about the joint boards budget meeting and the Community Preservation Committee (CPC). The Town Administrator (TA) thinks the CPC does not need to be part of the budget meeting as they have separate funding and a separate budget. The budget season kick-off meeting should be between the Select Board, the Finance Committee, the Capital Planning Committee, and the TA. Budget requests are submitted beginning in mid-December so having the meeting in early December would have more hypothetical scenarios. When there is a joint boards meeting about policy making, goal setting, the overall big picture, and master planning, then the CPC would be included.

Discussion continued regarding the CPC. The TA suggested that the CPC should come to the Select Board, not the other way around. The CPC needs to define what their role is and how they see the Select Board interacting with them, and then ask for that. This should then be the roles going forward. January could be a good time for these two boards to meet.

The Board decided to have the December 7 meeting be in two parts, a full hour for the Select Board planning session and an hour for the budget kick-off meeting.

Town Administrator's Report

- Asst. Town Manager Dolores Hamilton began yesterday, Monday, September 13, and hit the ground running in her first hour! She has met most of the Department Heads and will be touring locations and meeting with off-site Department Heads and staff soon.
- The TA attended a meeting with Eversource today for the Sudbury to Hudson line project; only 300 feet impacts Stow. They will send her a project page, and they will have Constant Contact email updates and will go door-to-door for outreach.
- Stow meets President Biden's vaccination mandate for employers with over 100 employees. She is waiting on guidance from OSHA and the Dept. of Labor Relations regarding implementation and deadlines to create our policy. Although several states are suing, the TA expects it to move forward in our state.

Board member Burns noted that he would have to recuse himself from any policy discussion that comes before the Board for this topic due to his employment and financial stake in the company he works for.

- The Board of Health has scheduled a Flu Clinic for Saturday, October 16 indoors at the Community Center.
- The 2020 census lists Stow with 7,174 residents. There will be no re-precincting.
- PFAS is moving forward quicker than planned. Additional funding will be requested at the Special Town Meeting, to meet DEP requirements in a timely fashion. The American Recovery Plan Act Funding (ARPA Funds) can go towards coronavirus relief and also infrastructure projects, including PFAS. The funds are a federal grant that allows for the hiring of full-time or part-time staff to administer the ARPA Funds. She is considering hiring someone to share with Bolton. We will receive close to \$1.5 million in ARPA funding.
- A movie will be filming in town on Friday, and there may be delays on Crescent Street from 1 p.m. to 3 a.m. Saturday morning. There will be large equipment near the former Fire Station, and fog and misting overnight. The neighbors have been notified.
- The Collings mediation will be this Friday, September 17, 2021.

Meeting Minutes

August 24, 2021

Board member Salvie moved to approve the minutes of the August 24, 2021 meeting. Board member Frecha seconded the motion and it passed unanimously.

Correspondence

The Chair thanked Board member Birch-McMichael and the Planning Board for sharing their Public Hearing Guidelines.

Adjournment

At 10 p.m. Board member Salvie moved to adjourn. Board member Frecha seconded the motion and it passed unanimously.

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

From: Denise Dembkoski
Sent: Thursday, September 16, 2021 4:09 PM
To: mdf030@aol.com
Cc: Joyce Sampson
Subject: RE: 92-102 Great Road Change in Use

Hello Mark,

Emails to the Town Administrator are not correspondence for the Select Board. If you wish to send something to the Select Board, it should be sent to selectboard@stow-ma.gov. Those emails are printed and included as correspondence. Your email today and your email on the 25th of August were sent to me at the townadministrator email address only. Therefore, they would not be Select Board correspondence. I will, however, include this in for the next meeting.

To add an item to the agenda, you would need to contact the Select Board Chair. Unless there is a vote of the Board to place something on the agenda, it is up to the Chair's discretion what is added.

Finally, it is unfortunate that you believe the rules are getting more difficult for resident participation. I feel quite the opposite. We currently post the full Select Board agenda packet and documents/correspondence online. Something that didn't happen a year ago. We offer a hybrid meeting format, and most boards are continuing to provide Zoom, something, as of June 15th we no longer have to do. Also, at the Select Board meeting, we are now providing for live transcription, so those residents, who may be hearing impaired, are able to follow along, again, something that wasn't done a year ago. There is NO requirement for us to post the Board's full packet or correspondence online, yet we do that to make the meetings and the discussions more transparent.

Joyce – please include this email thread in the correspondence for the 28th.

Thanks.

Very truly yours,

Denise

Denise M. Dembkoski
Town Administrator

From: mdf030@aol.com <mdf030@aol.com>
Sent: Thursday, September 16, 2021 12:13 PM
To: Denise Dembkoski <townadministrator@stow-ma.gov>
Subject: Re: 92-102 Great Road Change in Use

Dear Select Board and Denise

The rules in town are getting more difficult for resident participation all the time as well as having multiple boards meetings on the same night not allowing a resident to be at or watch both meetings. It's unfortunate that the Open Meeting Law regulates the towns meetings to not allow resident participation. I did communicate with the Attorney General's Office, and they did say that the Chair of the board can accept or deny any correspondence or public input at their discretion. They also stated they encourage the Chair to allow public input when possible.

My next concern is who determines what correspondence does the Board see or if it gets posted. When the agenda was posted for the Aug 24th meeting my correspondence was not posted. I called the administrators office and Joyce said she missed it and then added it in. I sent another correspondence on Aug 25th and expected it to be in the packet of 9/14, it

was not. Who decides what the Board actually sees and what gets posted and is it based on who sends it or what the content is that makes it a correspondence worthy of posting? Seems a little discriminatory that some resident correspondence is posted, and others are not. I would like to know how to place a topic on the agenda so that I can get the Board to address my concerns as they come up.

I am very confused that Denise states in her e-mail back to me that the town does not enforce public water supplies, but we have over the years and are still in pursuit of finding a way to supply a public water supply to the Lower Village. Spending thousands of taxpayer's moneys to find a water supply for which the property owners should be paying. It also puzzles me that when an applicant comes in for a new license or renewal that the town brings in the Police and Fire Departments for the public safety concerns of the business, workers, and customers. However, the town does not bring in the Board of Health to make sure the water is adequate and safe for the people working at and visiting the business. It shows the Town of Stow cares about Police and Fire safety issues but totally disregards public water safety.

My next thought would be if this is true the Board should stop allowing the town employees and any board to keep spending our taxpayer dollars whether it be directly through the town or grants from the state to pursue something the town has no governing or care if the water is safe. These dollars should be spent by the property owners if they want to make their business's bigger or better or just in compliance with the law.

I am hoping to see this correspondence in the next meeting packet.

Thank You

Mark

Taxpayer and Town Resident
Mark D Forgues
Owner of 9 White Pond Road
Home Residence of 39 Adams Drive
Stow, Ma 01775

-----Original Message-----

From: townadministrator <townadministrator@stow-ma.gov>
To: mdf030@aol.com <mdf030@aol.com>
Sent: Thu, Aug 26, 2021 2:57 pm
Subject: RE: 92-102 Great Road Change in Use

Hello Mark,

The Board cannot discuss, nor respond to correspondence, without an agenda item to do so. Correspondence, is simply information for the board to see. The policy that would govern this is the State's Open Meeting Law.

That being said, the town does not enforce public water supplies. They are fully regulated through DEP and fall under their jurisdiction for oversight. I would recommend you reach out to the DEP regarding 92-102 Great Road.

Thank you.

Very truly yours,
Denise

Denise M. Demboski
Town Administrator

From: mdf030@aol.com <mdf030@aol.com>
Sent: Wednesday, August 25, 2021 12:13 PM
To: townadministrator <townadministrator@stow-ma.gov>

Cc: mdf030@aol.com

Subject: Fwd: 92-102 Great Road Change in Use

Dear Select Board Members and Town Administrator,

Unfortunately, I was not able to attend last night's meeting (8/24) but have just finished watching it to review if my correspondence was discussed or not. It was not. I am formally requesting a written answer from the Board as to why they are not requiring the property at 92-102 Great Road to comply with state regulations regarding a public water supply. The property now operates 3 Class II car dealerships, a car repair shop, TSS graphics, a Dee Bus company, Morrill construction, a tree company, a fence company and multiple landscape companies. According to the DEP regulations definition this property requires a public water supply. I am hoping the town does the right thing and either shut down the illegal operation on this property or dramatically reduce the uses to comply with the DEP regulations. I am not sure what the policy of the board is in responding to correspondence but ignoring or leaving any unanswered is not proper or fair to the residents of the Town of Stow they are representing. I look forward to hearing your answer soon.

Thank You

Taxpayer and Town Resident

Mark D Forgues

Owner of 9 White Pond Road

Home Residence of 39 Adams Drive

Stow, Ma 01775

-----Original Message-----

From: mdf030@aol.com

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

Cc: mdf030@aol.com

Sent: Tue, Aug 10, 2021 10:35 am

Subject: 92-102 Great Road Change in Use

Dear Select Board Members and Town Administrator,

I have a few questions that I would like the board to answer for me regarding the property at 84-102 Great Road in regard to them operating multiple class II auto dealerships. My belief is that a Special Permit is required as this is not a grandfathered use to have multiple car dealerships. Originally it was Erriken Buick and was only one dealership and a repair shop. According to the Stow's Zoning by Laws any change of uses requires a Special Permit. This clearly is a change in use. My question is has a Special Permit been applied for and if not, is the town requiring one?

My second concern is that when Stepping Stones School left the premises the public water system became inactive as of 10/19/2012. Mr. Presti was notified of this as the attached letter shows. According to DEP regulations the total number of employees, customers, and uses that serves an average of at least 25 individuals daily at least 60 days of the year. Living next door gives me the opportunity to see the activity really well and it looks like right now the limits exceed the requirements, and a public water supply is needed to operate. Currently with Infiniti Auto, the repair shop, and TSS sign shop alone meets those requirements.

Although the failed car dealership may not have a large volume of employees and customers the sign shop and repair shop easily exceeds those limits. Both working 6 and 7 days a week to keep up with their business growth. Two new Class II dealerships with the anticipation of business growth certainly will be way over the required need for a public water supply. DEP regulations also do not allow the grandfathered public water supply to be re-activated and a new source would be required to operate. Has written permission from the DEP been presented to the Board or Town allowing the well to be used as a public water supply? My belief is that the town is allowing this property to operate illegally and now would be a good time to stop. I would rather see an empty lot and not place the people who use the current services be at risk of a water supply that could harm them permanently.

I would also like to mention that there are many Zoning Regulations that are not being followed and never will with Mr. Presti as the owner unless the Town steps up and enforces them. Back in 2010 one man (Craig Martin, Building Inspector) made a decision to grandfather uses on this property without any communication with any abutter or anyone else in town. This practice of good old boy deals needs to stop. When Infiniti Auto applied for their original license to

operate the previous car dealership had been shut down for several years and no cars had been sold there. This alone violated the zoning bylaws, but the Board still issued a new license. Please enforce the zoning bylaws on this property and have a special permit required for future uses.

Thank You

Mark D Forgues

Mark D Forgues
Owner of 9 White Pond Road
Home Residence of 39 Adams Drive
Stow, Ma 01775

Disclaimer

The information contained in this communication from the sender is confidential. It is intended solely for use by the recipient and others authorized to receive it. If you are not the recipient, you are hereby notified that any disclosure, copying, distribution or taking action in relation of the contents of this information is strictly prohibited and may be unlawful.

This email has been scanned for viruses and malware, and may have been automatically archived by Mimecast, a leader in email security and cyber resilience. Mimecast integrates email defenses with brand protection, security awareness training, web security, compliance and other essential capabilities. Mimecast helps protect large and small organizations from malicious activity, human error and technology failure; and to lead the movement toward building a more resilient world. To find out more, visit our website.

From: Laurie Burnett <burnett.laurie@gmail.com>
Sent: Thursday, September 23, 2021 8:35 AM
To: selectboard
Cc: Kelly Lawlor; Abby Morgan; Lauren Schnare Mahoney
Subject: Invitation to Speaker Series Event with Claudia Fox Tree
Attachments: Fox Tree Discovery Museum event 10.6.21.pdf

Dear Town of Stow Select Board,

First, we want to take this opportunity to thank you for all the time, energy, and expertise you give to our town and community. We are grateful for all you do to create a safe, welcoming, and thriving community for all!

As members of the [Nashoba Area Social Justice Alliance](#) (NASJA), we write now to share with you information regarding two upcoming Virtual Speaker Events that provide essential context on our community past and present.

First, on **Wednesday, October 6, 2021 from 7:00 to 8:30pm** via Zoom webinar [NASJA](#) and [The Discovery Museums of Acton](#) are sponsoring [Talking to Kids About Stereotypes and Invisibility of Indigenous "Native Americans"](#) presented by Claudia Fox Tree, M.Ed. (Arawak). Claudia Fox Tree is a professional educator and social justice activist who facilitates courses and workshops on decolonizing teaching practices, including "un-erasing" Native American First Nations People (FNP). She gives voice to Indigenous experiences (past and present) and asks allies and co-conspirators to come on the journey with her. Her presentations feature discussions on identity, culture, contributions, stereotypes, and historical inaccuracies. [Register Here](#)

Second, **Wednesday, September 29, 2021 from 7:00 to 8:00 pm** via Zoom Larry Spotted Crow Mann, citizen of the Nipmuc Tribe of Massachusetts, is the presenter for [When the Land Speaks: An Untold History of Massachusetts and Importance of Celebrating Indigenous Peoples Day](#). Larry Spotted Crow Mann is an Award Winning Writer, Playwright, Poet, Native American Cultural Educator, Traditional Story Teller, Tribal Drummer/Dancer, Motivational Speaker and Consultant on Indigenous Pedagogy. Registration for this event is through the Wellesley Public Library and you can [Register Here](#).

We are very excited about these events as they are an opportunity for all of us to learn more about our community, past and present, as well as how we can become a part of the journey towards "un-erasing" Native American and First Nations People. We hope you will be able to join us!

Thank you again for all you do. We look forward to learning with you.

Sincerely,

Nashoba Area Social Justice Alliance

Talking to Kids About Stereotypes and Invisibility of Indigenous “Native Americans”

Who: Claudia Fox Tree, M.Ed.

When: Wednesday, October 6; 7:00-8:30 PM EDT

Where: Presented virtually via Zoom Webinar

Cost: Free with registration at bit.ly/FoxTree_Oct2021; a \$5 donation is appreciated



Claudia Fox Tree, M.Ed. (Arawak) facilitates courses and workshops on decolonizing teaching practices, including “un-erasing” Native American First Nations People (FNP). She gives voice to Indigenous experiences (past and present) and asks allies and co-conspirators to come on the journey with her. Her presentations feature discussions on identity, culture, contributions, stereotypes, and historical inaccuracies.

Missing information and misinformation about the First Nations people of the Americas has made stereotypes hyper-visible and truths invisible. The journey of un-erasing Indigenous voices and learning what we were not taught, or mis-taught, starts with accurate information. It continues by having conversations with families, friends, community members, and our own children. Join Claudia as she confronts “invisibility” and implicit bias, while focusing on how to engage children through books, videos, and conversations. A resource list with books and links to videos and articles will be provided.

This event is presented in partnership with the Nashoba Area Social Justice Alliance.

Please visit our website for more information and a full schedule of 2021 Speaker Series events. For more information about the Discovery Museum Speaker Series, please contact Karen Kerns at 978-264-4200 ext. 113 or kkerns@discoveryacton.org.

These free and open-to-the-public events are made possible by Lead sponsor Foundation for MetroWest, and Investor sponsor Enterprise Bank.

CORRESPONDENCE

Additional correspondence on file in the office:

Verizon – Fios TV programming change