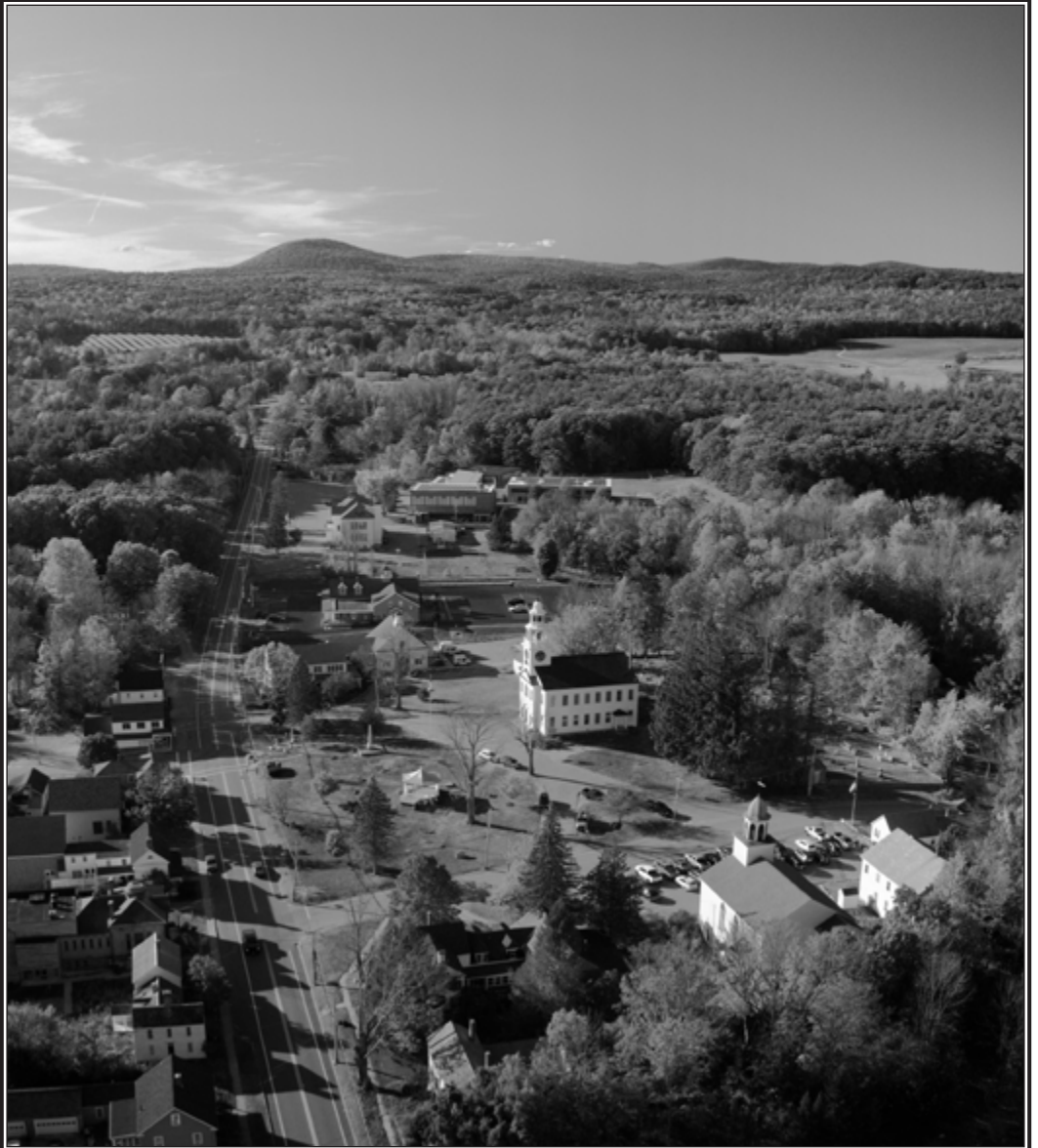


Ashby, Massachusetts  
Annual Reports | 2021



*Cover photo – Aerial View of Town Common Looking Westward –  
courtesy of Harold Chattaway, Ashby, MA*

# ANNUAL REPORTS

For the Year  
2021



TOWN OF ASHBY  
MASSACHUSETTS



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## USEFUL DEFINITIONS

**AVAILABLE FUNDS** - Free cash, reserves, and unexpected balances available for appropriation.

**CHAPTER 90** - General Law which provides for contributions by the State for construction and maintenance of certain town roads; usually roads leading from one town to another.

**CHERRY SHEET** - Details of State and County charges and reimbursements used in determining the tax rate; known as “Cherry Sheet” due to color of the paper originally used.

**ESTIMATED RECEIPTS** - Estimate of miscellaneous receipts based on previous year’s receipts deducted by the Assessors from gross amount to be raised by taxation.

**FREE CASH** - Amount certified by the Department of Revenue determined by any excess revenue and unexpended appropriations of the prior year.

**MATCHING FUNDS** - Amount made available by special State and Federal acts to supplement local appropriations for specific types of projects.

### **PROVISION FOR ABATEMENTS & EXEMPTIONS**

(formerly OVERLAY) - Amount raised by Assessors for purpose of creating a fund to cover abatements granted.

### **PROVISION FOR ABATEMENTS & EXEMPTIONS SURPLUS**

(formerly OVERLAY SURPLUS) - Excess determined by the Assessors (exceeding tax balance for that year) which may be voted for extra-ordinary or unforeseen purposes.

**RESERVE FUND** - Amount appropriated for unforeseen or emergency purposes, controlled exclusively by the Finance Committee.



## **SELECTBOARD**

The following is a summary of a very busy year for the Selectboard.

We began 2021 with a two-member Board, with Mike McCallum elected as Chair and David Nadeau continued on as Clerk. An election was held on January 12, 2021 to fill the vacated seat and Cathy Biliouris was elected. Mike McCallum did not run for re-election in April and Mathew Leonard was elected. The Selectboard wishes to thank Mike McCallum for his many, many years of service to the Town. Dave Nadeau was elected Chair and Mathew Leonard served on the Board until his resignation on September 29, 2021.

The Town continues to make it through these unprecedented times of a Global Pandemic. Through COVID the Town Hall remained closed to the public until June 7, 2021. In October a mask mandate at Town Hall went into effect. Board and Committee meetings remain in remote format, mostly via Zoom and there has remained an increase in public participation at the remote meetings. Our Zoom meetings remain linked to the equipment needed to stream the sessions live over cable TV. The Board would like to thank Sam Laszlo for serving as our Broadcast Technician for 7 years until December 13, 2021.

We were able to hold our Annual Town Meeting the 1<sup>st</sup> Saturday in May this year but, the meeting was held outside in the Ashby Elementary School parking lot. Many thanks to all involved that made for another smooth transition to an outdoor venue for Town Meeting. The Special Town Meeting that was scheduled for December 11, 2021 had to be cancelled however due to a higher than State average for positive COVID cases in Ashby.

A Special Election was held on December 7, 2021 to elect (for the first time in Ashby's history), a new Finance Committee.

At the Special Election held on January 12, 2021 a referendum vote on the debt exclusion for the new Public Safety Building passed & work on this project could proceed. A groundbreaking ceremony was held on September 4, 2021. The Board wishes to thank all of the members of the Public Safety Building Committee, Fire Chief Mike Bussell and Police Chief Fred Alden that continue to spend many hours on this project working tirelessly to make it a success.

In 2021 work continued on the Lyman Building Town Hall so the much needed repairs and fresh coat of paint was also extended to the sides and rear of the building bringing the project to a successful completion with a Town Hall we can all be proud of.

The Board wishes to thank Robert Hanson who served as the Town's Part-time Town Administrator until September, 2021. Mr. Hanson served for almost 9 years and the

Board hopes he enjoys his retirement.

The Board wishes to recognize the many volunteers, elected officials, and employees of the Town who work diligently to solve issues facing the Town. To all those that have retired from positions on Town Boards and Committees in 2021, we thank you for your service and it is greatly appreciated! There continues to be many vacancies on various Boards and Committees in Town and we encourage citizens to get involved and make a difference in the Town of Ashby.

Respectfully submitted,  
Dave Nadeau, *Selectboard Chair*

### **FINANCE COMMITTEE**

The Finance committee of Ashby has gone through significant events and changes during the year of 2021.

At the Annual Town Meeting on May 1<sup>st</sup> 2021, the citizens voted to have the Finance Committee move from an appointed position into an elected position. Following the towns citizens approval of this by law the existing members of the Finance Committee were dissolved.

On May 25<sup>th</sup> 2021 an interim Finance Committee was formed with temporarily appointed members. These members were Rebecca Walsh, Robin McCrae, Kevin Stetson and Eldon Garhart. During this time the Finance Committee voted on a reserve funds transfer to the Town Account salary line in the amount of \$10,000. This was needed due to the existing Town Accountant resigning and the need to hire an accountant to close the fiscal year 2021's books and certify the towns free cash.

Several year-end transfers were also addressed and voted on by the Finance Committee. Most notably of these transfers was \$20,112.30 from the Police Department to the Highway Department. This transfer allowed a new repeater to be installed, to help alleviate the many areas in which the Highway Department did not have radio communications. The new repeater also allowed for the Highway Department to facilitate use of new generation communication capabilities.

After receiving approval from the state, in regards to the bylaw for elected Finance Committee members, the town of Ashby had a special election on December 7<sup>th</sup> 2021. The members of the Finance Committee that the citizens elected were Alan Ewald, Rebecca Walsh, Kathy Panagiotes, Robin McCrae and Eldon Garhart. Robin McCrae was voted to be the secretary and Eldon Garhart was voted to be the chair of the committee by members of the Finance committee. The Finance Committee will typically meet on the second and fourth Tuesday of each month. During the Town

Budget review timeframe, it may be required to meet more often or on other days. The agenda and meeting of the Finance Committee can be viewed either on the towns bulletin board outside Town Hall, or on the town's website.

The Finance Committee members would like to thank everyone that has assisted the Finance Committee. Angela Jack for always keeping us squared away on the rules, proceedings and posting of agendas. Jennifer Collins for ensuring we always get the current financial updates and needs of the town. A special thank you to Terri Cantor for volunteering to manage the Zoom meetings and ensuring the videos are posted to the town website. Thank you to all the department heads who meet with us and discuss the town's budget every year.

We would also like to thank all the great citizens of this town that attend our meetings, providing immeasurable feedback on the wants and needs of the citizens that have elected us.

### **ASHBY BOARD OF ASSESSORS**

The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. Assessed values for Real and Personal Property are based on "full and fair cash value" as of the January 1st, preceding each fiscal year.

As always, if you have any questions regarding any assessing issues, please feel free to contact Maureen Cauvel, Administrative Assessor, at 978-386-2427 x15 or by email at [assess@ashbyma.gov](mailto:assess@ashbyma.gov). Office hours are from Monday - Thursday 9:00 AM to 12:00 noon, and Wednesday evenings 4:00 PM to 8:00 PM. Fridays closed. The Board of Assessors normally meets on the last Wednesday of the month at 4:30 PM.

Respectfully submitted by the Board of Assessors

Charles Perna, *Chairman*  
Jeffery Childs, *Member*

Harald Scheid, *Regional Tax Assessor*  
Michael Saltsman, *Regional Associate Assessor*  
Maureen Cauvel, *Administrative Assessor*

**Fiscal 2021 Assessments and Revenues by Major Class**

<b>Property Class</b>	<b>Levy Percent</b>	<b>Valuations by Class</b>	<b>Tax Rate</b>	<b>Tax Levy</b>
Residential	93.7226%	342,401,214	18.55	6,351,542.52
Commercial	3.0611%	11,183,287	18.55	207,449.97
Industrial	0.3374%	1,232,600	18.55	22,864.73
Personal Property	3.8789%	10,517,574	18.55	195,101.00
<b>TOTALS</b>	<b>100%</b>	<b>365,334,675</b>	<b>18.55</b>	<b>6,776,958.22</b>

**Fiscal 2021 Assessments and Revenues by Major Class**

<b>Fiscal Year</b>	<b>Tax Rate</b>	<b>Total Valuation</b>	<b>Accounts</b>	<b>Tax Levy</b>	<b>Changes %</b>
2021	18.55	365,334,675	1,707	6,776,958.22	3.2270
2020	18.83	348,651,237	1,707	6,565,102.80	-8.9486
2019	21.93	328,788,414	1,698	7,210,329.92	19.6196
2018	20.17	298,845,721	1,704	6,027,718.20	6.5140
2017	20.83	271,679,626	1,711	5,659,086.61	4.3495
2016	20.10	269,811,112	1,712	5,423,203.35	3.0624
2015	19.68	267,380,967	1,715	5,262,057.43	3.1089
2014	19.10	267,193,652	1,725	5,103,398.75	3.2529

**Fiscal Year 2021 Abstract of Assessments**

<b>Property Class Code/Description</b>	<b>Accounts</b>	<b>Class Valuation</b>	<b>Average Value</b>
101 Residential Single Family	1,097	297,330,100	271,039
102 Residential Condominiums	0	0	0
012-043 Mixed Use Properties	15	25,917,471	1,727,831
104 Residential Two Family	14	3,780,700	270,050
105 Residential Three Family	2	867,500	433,750
103, 109 Miscellaneous Residential	9	1,260,500	140,056
111-125 Apartments	1	242,400	242,400
130-132, 106 Vacant Land	333	16,401,900	49,255
300-393 Commercial	19	6,158,400	324,126
400-442 Industrial	5	1,232,600	246,520
501-508 Personal Property	82	10,517,574	128,263
600-821 Chapter 61, 61A, 61B	130	1,625,530	12,504
Exempt 900's	134	24,468,000	182,597
<b>TOTALS</b>	<b>1,841</b>	<b>389,802,675</b>	

**Assessor's Account for Exemptions and Abatements**

<b>Description</b>	<b>FY2021</b>	<b>FY2020</b>	<b>FY2019</b>	<b>FY2018</b>	<b>FY2017</b>
Assessor's Overlay	89,672.79	91,066.80	84,864.34	94,022.20	79,239.82
Overlay Deficits	0.00	2,634.66	0.00	0.00	0.00
Charges to 6/30/2021	82,139.79	80,899.95	87,499.00	73,292.96	60,665.33
Potential Liability	0.00	0.00	0.00	0.00	0.00
<b>Total Balance</b>	<b>7,533.00</b>	<b>7,532.19</b>	<b>0.00</b>	<b>20,729.24</b>	<b>18,547.49</b>

**New Growth Revenue**

<b>Fiscal Year</b>	<b>Added Valuation</b>	<b>Tax Rate</b>	<b>New Revenues</b>	<b>Change %</b>
2021	2,277,517	18.83	42,886	-42.24
2020	3,385,550	21.93	74,245	21.17
2019	3,037,880	20.17	61,274	31.87
2018	2,230,812	20.83	46,467	43.12
2017	1,615,283	20.10	32,468	5.05
2016	1,570,475	19.68	30,908	-2.20
2015	1,654,636	19.10	31,604	-13.63
2014	2,094,435	17.47	36,590	20.52
2013	1,849,016	16.42	30,361	65.28

**TREASURER**

As of December 31, 2021, available cash was equal to \$4,629,140.39 and a total of \$5,065.64 was earned in interest from the general fund accounts.

The sum of \$267,577.46 was collected in tax title receipts and foreclosure redemptions.

The following trust fund balances as of December 31, 2021 are:

Clock Fund	
John Forbes Memorial.....	\$1,447.03
School Funds	
Jesse Foster.....	\$1,202.37
Samuel P. Gates.....	\$24,004.62
Sumner Taylor.....	\$3,174.25

Cemetery Funds	
Sale of Lots .....	\$59,243.78
Perpetual Care .....	\$117,037.37
Rosanna Robbins.....	\$103,222.56
Open Space Acquisition Fund .....	\$585.40
Federal Forfeiture Fund .....	\$2,162.36
Stabilization Fund.....	\$489,424.89
Police-Law Enforcement Trust.....	\$2,401.48
Library Trust Funds .....	\$330,679.96
Memorial Trusts.....	\$6,142.05

The Town currently has no long-term borrowing.

Respectfully submitted,  
 Kate E. Stacy, *Treasurer*

**TAX COLLECTOR**

These charts summarize calendar year 2021 collection activity.

Respectfully submitted,  
 Kate Stacy, *Collector*

<b>COLLECTION ACTIVITY: January 1, 2021 - December 31, 2021</b>		
Sum Total of "Turned-Over" Deposits		
2022	Real Estate Tax	3,294,166.67
2021	Real Estate Tax	3,311,785.11
2021	Real Estate Supplemental Tax	34,250.92
2021	Personal Property Tax	197,253.91
2019	Personal Property Tax	All Collected
2018	Personal Property Tax	All Collected
2017	Personal Property Tax	All Collected
2016	Personal Property Tax	All Collected
2021	Motor Vehicle Excise Tax	477,484.94
2020	Motor Vehicle Excise Tax	19,280.53
2019	Motor Vehicle Excise Tax	4,619.54
2018	Motor Vehicle Excise Tax	984.08
2017	Motor Vehicle Excise Tax	303.13
2016	Motor Vehicle Excise Tax	213.75
2015	Motor Vehicle Excise Tax	5.52

— chart continued on next page —

— Collection Activity 1/1/21 - 12/31/21, continued —

City of Fitchburg - In Lieu Of Tax	22,998.90
Past Due Interest on Taxes	16,705.56
Demand & Warrant Fees	8,740.23
Deputy Notice & Service Fees	9,356.00
RMV Non-renewal Mark Fees	3,370.96
Municipal Lien Certificate Fees	3,975.00
Duplicate Bill/Tax Service File Fees	967.40
NSF Returned Check Fees	0.00
Title V Liens (amortized w /RE bill)	93.40
Title V Liens (vs. early payoff)	0.00
CDBG Lien (full payoff)	0.00
Other Miscellaneous Receipts	75.00
	<b>\$ 7,406,630.55</b>

COLLECTION ACTIVITY						
REAL ESTATE TAX BILLINGS (3 yrs) includes Title V & Supplemental Taxes						
	Balance on 1/1/2021	Commitments during 2021	Payments (-) Refunds (+)	Exemptions(-) Abatements(-)	Transfer to Tax Title (-)	Balance on 12/31/2021
FY2022	0.00	3,367,799.56	3,294,166.67 0.00	0.00 0.00	0.00	73,632.89
FY2021	3,434,655.48	0.00	3,311,878.51 19,354.45	73,106.79 10,432.54	50,543.39	8,048.70
FY2020	0.00	0.00	0.00 0.00	0.00 0.00	0.00	0.00
PERSONAL PROPERTY TAX BILLINGS (6 yrs)						
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	Balance on 12/31/2021
FY2022		250,357.71	0.00	0.00	0.00	250,357.71
FY2021	197,392.66	0.00	197,253.91	0.00	0.00	138.75
FY2020	0.00	0.00	0.00	0.00	0.00	0.00
FY2019	0.00	0.00	0.00	0.00	0.00	0.00
FY2018	0.00	0.00	0.00	0.00	0.00	0.00
FY2017	0.00	0.00	0.00	0.00	0.00	0.00
MOTOR VEHICLE EXCISE TAX BILLINGS (7yrs)						
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	Balance on 12/31/2021
FY2021	0.00	517,533.80	477,484.94	10,728.89	5,932.81	35,254.78
FY2020	28,818.97	0.00	19,280.53	1,278.30	1,351.92	9,612.06
FY2019	7,604.36	0.00	4,619.54	0.00	0.00	2,984.82
FY2018	2,225.85	0.00	984.08	0.00	0.00	1,241.77
FY2017	956.38	0.00	303.13	0.00	0.00	653.25
FY2016	1,126.35	0.00	213.75	0.00	0.00	912.60
FY2015	885.53	0.00	5.52	0.00	0.00	880.01

**ACCOUNTANT**

Ashby

**Combined Balance Sheet - All Fund Types and Account Groups  
as of June 30, 2021  
(Unaudited)**

	Governmental Fund Types			Proprietary Fund Types	Fiduciary Fund Types	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	(Memorandum Only)
<b>ASSETS</b>						
Cash and cash equivalents	1,891,981.93	752,060.54	3,530,275.50	24,013.93	1,119,681.66	7,318,013.56
Investments						0.00
Receivables:						
Personal property taxes	1,121.40					1,121.40
Real estate taxes	118,462.67					118,462.67
Allowance for abatements and exemptions	(59,952.54)					(59,952.54)
Tax liens	57,871.19					57,871.19
Deferred taxes	11,533.08					11,533.08
Motor vehicle excise	78,826.41					78,826.41
Other excises						0.00
User fees						0.00
Utility liens added to taxes						0.00
Departmental						0.00
Special assessments		612.30				65,081.85
Amounts to be provided - payment of bonds						612.30
Amounts to be provided - vacation/sick leave						0.00
Total Assets	<u>2,164,925.99</u>	<u>752,672.84</u>	<u>3,530,275.50</u>	<u>24,013.93</u>	<u>1,119,681.66</u>	<u>7,591,569.92</u>

**LIABILITIES AND FUND EQUITY**

Liabilities:						
Warrants payable	110,727.61	6,852.51		789.10		118,369.22
Accounts payable						0.00

Accrued payroll	51,702.64	916.48		9.75	52,628.87
Withholdings	6,091.39				6,091.39
Deferred revenue:					
Real and personal property taxes	59,631.53				59,631.53
Tax liens	57,871.19				57,871.19
Deferred taxes	11,533.08				11,533.08
Foreclosures/Possessions					0.00
Motor vehicle excise	78,826.41				78,826.41
Other excises					0.00
User fees					0.00
Utility liens added to taxes					0.00
Departmental	65,081.85	612.30			65,081.85
Special assessments					612.30
Agency Funds				2,350.98	2,350.98
Notes payable			3,500,000.00		3,500,000.00
Bonds payable					0.00
Vacation and sick leave liability					0.00
Total Liabilities	<u>441,465.70</u>	<u>8,381.29</u>	<u>3,500,000.00</u>	<u>2,360.73</u>	<u>3,952,996.82</u>
Fund Equity:					
Reserved for encumbrances	66,539.63				66,539.63
Reserved for continuing appropriations	86,272.92				86,272.92
Reserved for expenditures	621,993.24		6,000.00		627,993.24
Reserved for working deposit					0.00
Undesignated fund balance	948,654.50	744,291.55	30,275.50	1,117,320.93	2,857,767.31
Unreserved retained earnings					0.00
Investment in capital assets					0.00
Total Fund Equity	<u>1,723,460.29</u>	<u>744,291.55</u>	<u>30,275.50</u>	<u>1,117,320.93</u>	<u>3,638,573.10</u>
Total Liabilities and Fund Equity	<u>2,164,925.99</u>	<u>752,672.84</u>	<u>3,530,275.50</u>	<u>1,119,681.66</u>	<u>7,591,569.92</u>

	REVENUE	FY21 ESTIMATE	FY21 ACTUAL	FY21 DIF
	<b>TAXES &amp; EXCISE</b>			
110	Personal Property		\$197,207.38	\$197,207
120	Real Estate Taxation	\$6,787,359.45	\$6,474,429.27	(\$312,930)
	<b>Total Property Taxes:</b>	<b>\$6,787,359.45</b>	<b>\$6,671,636.65</b>	<b>(\$115,722.80)</b>
	<b>STATE AID</b>			
800	Lottery	\$477,978.00	\$464,959.00	(\$13,019.00)
800	State Owned Land	\$103,809.00	\$107,077.00	\$3,268
800	Exemptions: Vets, Blind, Surv Spouse, Eld	\$44,742.00	\$3,514.00	(\$41,228)
800	Veterans Benefit	\$23,414.00	\$23,946.97	\$533
	<b>Total State Aid</b>	<b>\$649,943.00</b>	<b>\$599,496.97</b>	<b>(\$50,446.03)</b>
	<b>TAX LIENS</b>			
	Tax Liens	\$ -	\$52,280.54	\$52,281
	Foreclosures	\$ -	\$144,000.00	\$14,000
	<b>Total Tax Liens</b>		<b>196,280.54</b>	<b>19,280.54</b>
	<b>LOCAL RECEIPTS</b>			
150	MV Excise	\$440,000.00	\$500,473.44	\$60,473
170	Tax Interest	\$12,000.00	\$14,227.64	\$2,228
170	MV Tax Interest	\$7,500.00	\$12,811.17	\$5,311
170	Tax Lien Interest	\$3,500.00	\$37,244.90	\$33,745
180	PILOT	\$12,000.00	\$21,702.82	\$9,703
	<b>Penalties &amp; Interest/MV Exercise</b>	<b>\$475,000.00</b>	<b>\$586,459.97</b>	<b>\$111,459.97</b>
	<b>LICENSES &amp; PERMITS -</b>			
122	Liquor	\$1,825.00	\$1,725.00	(\$100)

122	Common Vic	\$150.00	\$120.00	(\$30.00)
122	Used Car	\$225.00	\$300.00	\$75
122	Junk Car	\$	\$	\$
122	Cable TV Fees		\$398.50	\$399
122	Video Licensing	35	\$35.00	\$0
161	Animal Control/Dog	\$2,000.00	\$2,888.50	\$889
161	Business License	\$300.00	\$520.00	\$220
161	Raffle Permits	\$25.00	\$25.00	\$0.00
241	Building	\$30,000.00	\$56,317.00	\$26,317
243	Gas and Plumbing	\$4,200.00	\$6,085.00	\$1,885
245	Electrical	\$7,000.00	\$8,845.00	\$1,845
510	Board of Health	\$3,000.00	\$6,543.00	\$3,543
	<b>Total Licenses and Permits</b>	<b>\$48,760.00</b>	<b>\$83,802.00</b>	<b>\$35,042.00</b>
	<b>FINES &amp; FORFEITURES</b>			
772	Court Fines/Dog Fines	\$7,000.00	\$4,750.57	(\$2,249)
210	Fines/District Court	\$	0	\$
800	RMV	\$2,500.00	\$3,777.00	\$1,277
800	Fed Gov-Misc Stimulus	\$		
	<b>Total - Fines &amp; Forfeitures</b>	<b>\$9,500.00</b>	<b>\$8,527.57</b>	<b>(\$972.43)</b>
	<b>OTHER DEPARTMENTAL REVENUE</b>			
422	Highway Miscellaneous	\$	433.4	433.4
	<b>Total Other Dept. Revenue:</b>	<b>\$</b>	<b>433.4</b>	<b>433.4</b>
	<b>MISCELLANEOUS</b>			
820	Bank Interest	\$7,500.00	\$8,961.95	\$1,462
	<b>Total Miscellaneous:</b>	<b>\$7,500.00</b>	<b>\$8,961.95</b>	<b>\$1,461.95</b>

	<b>CHARGES FOR SERVICES</b>				
232	Ambulance	\$150,000.00	\$196,552.38	\$46,552	
	<b>Total chgs. For Services</b>	<b>\$150,000.00</b>	<b>\$196,552.38</b>	<b>\$46,552.38</b>	
	<b>RENTALS</b>				
122	Comm Tower Lease Payments	\$16,001.00	\$18,234.32	\$2,233	
691	Historical Lease		\$	-	
	<b>Total Rentals</b>	<b>\$16,001.00</b>	<b>\$18,234.32</b>	<b>\$2,233.32</b>	
	<b>FEES</b>				
122	Selectmen - Public Hearings				
122	Selectmen Misc. Fees	\$200.00	\$406.71	\$207	
135	T Accountant Misc. Rev	\$0.00	\$15,100.99	\$15,101	
141	Board of Assessors-misc	\$100.00		\$100	
141	Board of Assessors-abuttors list	\$50.00	\$180.00	\$130	
145	Treasurer	\$200.00	12825.44	\$12,625	
146	Collector	\$10,000.00	\$18,563.40	\$8,563	
146	Collector - Municipal Liens		\$5,325.00	\$5,325	
161	Substance Citations		\$148.00	(\$52)	
161	Town Clerk Fees/Street Listings	\$200.00			
161	Town Clerk Zoning Variances				
161	Town Clerk Zoning By-laws	\$20.00		(\$20)	
161	Town Clerk Misc Rcpts	\$1,400.00	\$3,646.07	\$2,246	
161	Town Clerk Compost Bin Sales				
175	Planning Board	\$1,200.00	\$850.00	(\$350)	
176	Zoning Board of Appeals	\$500.00	\$200.00	(\$300)	
210	Police FID	\$2,000.00	\$2,700.00	\$700	
210	Police Court	\$300.00		(\$300)	
210	Police Adm chrgs/Detail	\$2,500.00	\$900.00	(\$1,600)	

210	Police-Reports	\$100.00	\$12.10	(\$88)
210	Police-Misc	\$2,500.00	\$121.50	(\$2,379)
220	Fire			
220	Fire Smoke Detector	\$1,500.00	\$4,060.00	\$2,560
220	Fire-Fuel Storage	\$100.00	\$150.00	\$50
220	Fire-Burn Permits	\$400.00	\$800.00	\$400
220	Fire-Propane	\$600.00	\$1,700.25	\$1,100
220	Fire-Black Powder Storage Permit		\$50.00	\$50
220	Fire-Cargo Permit	\$75.00	\$0.00	(\$75)
220	Fire-Open Air	\$3,400.00	\$4,025.00	\$625
220	Fire-Tank Install	\$100.00	\$0.00	(\$100)
220	Fire-Misc	\$50.00	\$200.00	\$150
610	Library-Misc	\$20.00	\$34.21	\$14
	<b>Total Fees</b>	<b>\$27,515.00</b>	<b>\$71,998.67</b>	<b>\$44,683.67</b>
	<b>MISC NON-RECURRING</b>			
121	Supplemental Taxes	\$ -	\$0.00	
118	Chapter 61	\$ -		
900	Sale of Fixed Assets	\$ -		
900	Insurance Recoveries	\$ -	\$0.00	
	<b>Total Misc Non-recurring</b>	<b>\$ -</b>	<b>\$0.00</b>	
	<b>Total Local Recpt's</b>		<b>\$974,970.26</b>	<b>\$240,894.26</b>
	<b>TOTAL</b>	<b>\$8,171,578.45</b>	<b>\$8,442,384.42</b>	

July 1, 2020 - June 30, 2021	ACCOUNT	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
<b>ENCUMBERED</b>							
Accountant Expense Encumbered	01-5-135-900	11,500.00	-	11,500.00	6,000.00	5,500.00	52%
Municipal Bids Encumbered	01-5-198-900	30,043.25		30,043.25	28,975.68	1,067.57	96%
Police Encumbered	01-5-210-900	32,000.00		32,000.00	30,801.38	1,198.62	96%
Fire Encumbered	01-5-220-900	4,117.95		1,134.95	1,134.94	0.01	100%
EMS Encumbered	01-5-232-900	1,450.73		1,450.73	1,385.71	65.05	96%
Highway Expense Encumbered	01-5-422-900	275.69		275.69		275.69	0%
Highway Road Main Encumbered	01-5-422-901	30,000.00		30,000.00	24,403.22	5,596.78	81%
Highway Machinery Encumbered	01-5-422-902	2,552.93		2,552.93	2,522.93	30.00	99%
Highway Overtime Encumbered	01-5-422-903	1,800.00		1,800.00	1,736.14	63.86	96%
Library Encumbered	01-5-610-590	4,703.34		4,703.34	4,703.34	-	100%
Unemployment Encumbered	01-5-913-900	10,000.00		10,000.00	7,028.40	2,971.60	70%
<b>TOTAL ENCUMBERED</b>		<b>128,443.89</b>		<b>125,460.89</b>	<b>108,691.74</b>	<b>16,769.18</b>	
<b>GENERAL GOVERNMENT</b>							
Town Clerical Staff Wages	01-5-122-505	58,602.48		58,602.48	58,602.48	-	100%
Admin & Operations Expense	01-5-122-520	6,550.00		6,550.00	4,979.50	1,570.50	76%
Town Administrator Salary	01-5-123-500	42,788.03		42,788.03	42,788.03	-	100%
Finance Committee Expense	01-5-131-520	500.00	3,200.00	3,700.00	160.00	3,540.00	4%
Reserve Fund	01-5-132-520	32,000.00	(14,200.00)	17,800.00		17,800.00	0%
Town Accountant Salary	01-5-135-500	37,032.02		37,032.02	37,031.97	0.05	100%
Town Accountant Clerical	01-5-135-505	3,000.00		3,000.00	2,403.55	596.45	80%

	Town Accountant Expense	01-5-135-520	3,808.00		3,808.00	3,667.04	140.96	96%
	Audit of Records	01-5-135-530	21,000.00		21,000.00	18,000.00	3,000.00	86%
	Assessor Clerical Wages	01-5-141-505	20,352.44	2,000.00	22,352.44	21,524.08	828.36	96%
	Assessor's Assessing Services	01-5-141-519	25,800.00		25,800.00	25,800.00	-	100%
	Assessor Expense	01-5-141-520	1,850.00		1,850.00	1,376.90	473.10	74%
	Map Maintenance	01-5-141-535	5,800.00		5,800.00	5,800.00	-	100%
	CAMA Expense	01-5-142-545	4,175.00		4,175.00	4,175.00	-	100%
	Treasurer Salary	01-5-145-500	29,748.12		29,748.12	29,748.12	-	100%
	Treasurer Expense	01-5-145-520	6,070.00		6,070.00	5,837.27	232.73	96%
	Tax Title Expense	01-5-145-540	35,000.00		35,000.00	29,780.83	5,219.17	100%
	Collector Salary	01-5-146-500	33,933.43		33,933.43	33,933.43	-	100%
	Collector Wages	01-5-146-505	3,574.87		3,574.87	1,860.54	1,714.33	52%
	Collector Expense	01-5-146-520	11,026.50		11,026.50	9,405.41	1,621.09	85%
	Collector Software	01-5-146-545	2,665.84		2,665.84	2,746.50	(80.66)	103%
	Legal Counsel Services	01-5-151-520	37,000.00	28,300.00	65,300.00	62,844.79	2,455.21	96%
	Technology & Systems	01-5-153-520	53,000.00	(3,000.00)	50,000.00	37,656.14	12,343.86	75%
	Town Clerk Salary	01-5-161-500	35,067.15		35,067.15	35,067.15	-	100%
	Ast. Town Clerk Wages	01-5-161-505	12,043.20		12,043.20	11,418.22	624.98	95%
	Elec and Reg Stipend	01-5-161-510	5,000.00	1,000.00	6,000.00	5,258.59	741.41	88%
	Town Clerk Expense	01-5-161-520	3,250.00		3,250.00	2,634.81	615.19	81%
	Public Records Preservation	01-5-161-555	500.00		500.00	67.88	432.12	14%
	Elec and Reg Expense	01-5-161-558	6,375.00		6,375.00	4,445.14	1,929.86	70%
	Town Reports	01-5-163-520	1,700.00		1,700.00	1,636.00	64.00	96%
	Conservation Commission	01-5-171-520	1,700.00		1,700.00	1,127.48	572.51	66%
	Planning Board Expense	01-5-175-520	1,075.00	294.56	1,369.56	97.34	1,272.22	7%
	Zoning Board Expense	01-5-176-520	1,000.00	577.22	1,577.22	1,577.22	-	100%
	Land Use Agent	01-5-177-500	11,000.00		11,000.00	4,942.50	6,057.50	45%
	Land Use Expense	01-5-177-520	700.00	(294.56)	405.44	-	405.44	0%
	Mont Plan Comm Assessment	01-5-177-060	1,103.55		1,103.55	1,103.55	-	100%

	T. Office Expense	01-5-192-595	16,190.00		16,190.00	11,001.84	5,188.16	68%
	T. Office Custodian	01-5-192-565	2,480.00		2,480.00	2,280.00	200.00	92%
	T. Office Fuel and Electric	01-5-192-590	31,850.00		31,850.00	18,977.30	12,872.70	60%
	Care of Town Clock	01-5-193-520	500.00		500.00	500.00	-	100%
	Municipal Grounds Wages	01-5-198-505	4,283.88		4,283.88	4,283.88	-	100%
	Municipal Building Repair	01-5-198-520	65,442.31		65,442.31	49,141.43	16,300.88	75%
<b>TOTAL GENERAL GOVERNMENT</b>			<b>676,536.82</b>	<b>17,877.22</b>	<b>694,414.04</b>	<b>595,681.91</b>	<b>98,732.12</b>	
	<b>PROTECT PERSONS &amp; PROP</b>							
	Police Chief Salary	01-5-210-500	97,696.91		97,696.91	97,696.91	-	100%
	Police Wages	01-5-210-505	649,440.60	(55,989.52)	593,451.08	494,788.76	98,662.32	83%
	Police Expense	01-5-210-520	172,936.48		172,936.48	144,283.01	28,653.47	83%
	Police Station Fuel/Electric	01-5-210-590	15,601.95		15,601.95	9,110.04	6,491.91	58%
	Police Station Bldg Maint	01-5-210-595	5,212.00		5,212.00	4,640.67	571.33	89%
	Police Cruiser/Lease Purchase	01-5-210-600	32,678.68		32,678.68	32,959.80	(281.12)	101%
	Fire Chief Salary	01-5-220-500	54,979.91		54,979.91	54,979.91	-	100%
	Firefighters' Wages	01-5-220-505	17,900.00	5,000.00	22,900.00	21,364.16	1,535.84	93%
	Firefighter EMT Wages	01-5-220-508	59,038.20	(1,500.00)	57,538.20	56,753.58	784.62	99%
	Firefighter/EMT Overtime Wages	01-5-220-515	2,060.00	7,500.00	9,560.00	9,257.65	302.35	97%
	Fire Dept. Expenses	01-5-220-520	73,150.00		73,150.00	72,786.89	363.11	100%
	Fire Station-Equipment Replacement	01-5-220-610	48,000.00		48,000.00	48,560.85	(560.85)	101%
	Fire Station - Holes/Hydrants	01-5-220-635	3,500.00		3,500.00	76.00	6,407.00	1%
	EMT Wages	01-5-232-505	69,500.00	1,500.00	71,000.00	70,756.50	243.50	100%
	EMT Stipends	01-5-232-510	41,621.80	(12,500.00)	29,121.80	23,270.50	5,851.30	80%
	EMT Expense	01-5-232-520	34,950.00		34,950.00	33,346.81	1,603.19	95%
	EMS ALS Charges & Fees	01-5-232-615	35,000.00		35,000.00	33,977.41	1,022.59	97%
	Emergency Management Stipends	01-5-235-505	654.66		654.66	654.66	-	100%

	Emergency Management Expense	01-5-235-520	2,500.00			2,500.00	2,499.87	0.13	100%
	E-911 Expenses	01-5-238-520	150.00			150.00	150.00	-	100%
	Blgd/Zoning Insp Salary	01-5-241-500	11,968.88			11,968.88	11,968.88	-	100%
	Blgd/Zoning Insp Expense	01-5-241-520	907.74			907.74	50.00	857.74	6%
	Plumbing/Gas Inspect Salary	01-5-243-500	7,079.45			7,079.45	7,079.45	-	100%
	Plumbing/Gas Inspect Expense	01-5-243-520	150.00			150.00	-	150.00	0%
	Electrical Insp Salary	01-5-245-500	7,079.45			7,079.45	7,079.45	-	100%
	Electrical Insp Expense	01-5-245-520	1,300.00			1,300.00	98.00	1,202.00	8%
	Dog Off/Animal Enf Salary	01-5-292-500	16,083.53			16,083.53	16,083.53	-	100%
	Dog Off/Animal Enf Expense	01-5-292-520	1,500.00			1,500.00	911.00	589.00	61%
	Dispatcher Wages	01-5-299-505	22,500.00			22,500.00	22,500.00	-	100%
	Dispatcher Expenses	01-5-299-520	170,000.00			170,000.00	181,397.71	11,102.29	93%
	<b>TOTAL PROTECT PERS &amp; PROP</b>		<b>1,655,140.24</b>	<b>(55,989.52)</b>		<b>1,599,150.72</b>	<b>1,459,082.00</b>	<b>165,551.72</b>	
	<b>EDUCATION</b>								
	Reg Voc Tech School Expense	01-5-300-560	386,291.00			386,291.00	374,257.08	12,033.92	97%
	NMRSD Reg School Assessment	01-5-305-560	3,179,816.00			3,179,816.00	3,179,815.00	1.00	100%
	NMRSD Reg. School Transportation	01-5-305-705	304,706.00			304,706.00	304,706.00	-	100%
	NMRSD Debt Service	01-5-305-710	396,788.00			396,788.00	396,788.00	-	100%
	<b>TOTAL EDUCATION</b>		<b>4,267,601.00</b>			<b>4,267,601.00</b>	<b>4,255,566.08</b>	<b>12,034.92</b>	
	<b>PUBLIC WORKS AND FACILITIES</b>								
	Highway Super. Wages	01-5-422-500	68,300.85			68,300.85	68,300.85	-	100%
	Highway Department Wages	01-5-422-505	208,593.20			208,593.20	198,502.13	10,091.07	95%
	Highway Regular Overtime	01-5-422-515	8,000.00			8,000.00	7,458.87	541.13	93%
	Highway Department Expense	01-5-422-520	41,090.00	20,112.30		61,202.30	36,818.03	24,384.27	103%

	Highway Barn Fuel	01-5-422-590	10,000.00		10,000.00	3,601.59	6,398.41	36%
	Highway Road Maintenance	01-5-422-620	125,450.00		125,450.00	122,957.10	2,492.90	98%
	Highway Machinery Expense	01-5-422-625	51,130.00		51,130.00	49,170.99	1,959.01	96%
	Highway Gas & Diesel	01-5-422-630	32,500.00		32,500.00	18,588.00	13,912.00	57%
	Hwy Winter Operation Overtime	01-5-423-515	13,000.00	17,273.05	30,273.05	30,273.05	-	100%
	Highway Winter Expense	01-5-423-520	87,000.00	82,726.95	169,726.95	165,700.99	4,025.96	98%
	Street Lights	01-5-424-520	1,080.00		1,080.00	735.02	344.98	68%
	Tree Warden Expenses	01-5-425-520	2,000.00		2,000.00		2,000.00	0%
	Cemetery Wages	01-5-491-505	9,763.03		9,763.03	9,763.03	-	100%
	Cemetery Maintenance	01-5-491-520	2,500.00		2,500.00	2,477.03	22.97	99%
	<b>TOTAL PUBLIC WORKS AND FAC.</b>		<b>660,407.08</b>	<b>120,112.30</b>	<b>780,519.38</b>	<b>714,346.68</b>	<b>66,172.70</b>	
	<b>HUMAN SERVICES</b>							
	Board of Health Expense	01-5-510-520	911.00		911.00	216.66	694.34	24%
	Town Nurse Assessment	01-5-510-560	3,978.22		3,978.22	3,978.20	0.02	100%
	Nashoba Board of Health Assess	01-5-510-562	8,717.45		8,717.45	8,717.44	0.01	100%
	Landfill Operations	01-5-510-650	7,000.00		7,000.00	6,013.76	986.24	86%
	Animal Inspector	01-5-515-510	1,000.00		1,000.00	1,000.00	-	100%
	Animal Inspector-Expense	01-5-515-520	400.00		400.00	400.00		0%
	Council on Aging Wages	01-5-541-505	6,564.00	-	6,564.00	6,564.00	-	100%
	Council on Aging Expense	01-5-541-520	1,525.00		1,525.00	1,487.54	37.46	98%
	Veterans Agent Salary	01-5-543-500	1,969.43		1,969.43	1,969.43	-	100%
	Memorial Day	01-5-543-655	2,500.00		2,500.00	1,264.99	1,235.01	51%
	Veterans Benefit Expense	01-5-543-660	39,500.00		39,500.00	28,567.85	10,932.15	72%
	<b>TOTAL HUMAN SERVICES</b>		<b>74,065.10</b>	<b>-</b>	<b>74,065.10</b>	<b>59,779.87</b>	<b>14,285.23</b>	

<b>CULTURE AND RECREATION</b>									
	Librarian Salary	01-5-610-500	29,900.79	355.81	30,256.60	30,256.60	-	100%	
	Library Assist. Wages	01-5-610-505	25,509.07	(280.47)	25,228.60	25,154.31	74.29	100%	
	Library Expenses	01-5-610-520	4,685.00	174.78	4,859.78	4,859.78	-	100%	
	Library Custodial Services	01-5-610-565	2,600.00	(2,400.00)	200.00	200.00	-	100%	
	Library Building Maintenance	01-5-610-595	15,875.00	2,149.88	18,024.88	18,027.24	2.36	100%	
	Library Books	01-5-610-665	20,400.00		20,400.00	20,368.54	31.46	100%	
	Band Concerts Details	01-5-630-505						0%	
	Band Concerts	01-5-630-520						0%	
	July 3rd Band Expense	01-5-632-520						0%	
	Allen Field Expense	01-5-650-520	3,000.00	350.00	3,350.00	3,338.33	11.67	100%	
	Town Common Expense	01-5-651-520	4,650.00	(350.00)	4,300.00	3,460.26	839.74	80%	
	<b>TOTAL CULTURE AND REC</b>		<b>106,619.86</b>	<b>-</b>	<b>106,619.86</b>	<b>105,665.06</b>	<b>959.52</b>		
	<b>DEBT SERVICE</b>								
	Temporary Loan Interest	01-5-752-520	1,000.00	-	1,000.00	550.00	450.00	55%	
	<b>TOTAL DEBT SERVICE</b>		<b>1,000.00</b>		<b>1,000.00</b>	<b>550.00</b>	<b>450.00</b>		
	<b>INTERGOVERNMENTAL EXPENSE</b>								
	RMV Non Renewal Surcharge	01-5-810-560	3,940.00		3,940.00	3,940.00	-	100%	
	Air Pollution Assessment	01-5-811-560	874.00		874.00	874.00	-	100%	
	Mont. RTA Assessment	01-5-812-560	31,462.00		31,462.00	31,462.00	-	100%	
	MBTA Trans Assessment	01-5-813-560	-		-	4,560.00	(4,560.00)	0%	
	<b>TOTAL INTERGOV EXP</b>		<b>36,276.00</b>	<b>-</b>	<b>36,276.00</b>	<b>40,836.00</b>	<b>(4,560.00)</b>		



<b>FY21</b>	STM 05/01/21 BOH PRIOR YEAR BILL	01-5-510-748	40.00		40.00	10.00	30.00	25%
<b>TOTAL SPECIAL ARTICLES</b>			<b>962,336.29</b>		<b>640,265.69</b>	<b>761,536.25</b>	<b>200,800.04</b>	
<b>TOTAL TRANSFERS</b>								
<b>TOTAL EXPENSE</b>			<b>9,505,349.83</b>	<b>92,040.00</b>	<b>9,597,349.83</b>	<b>8,945,935.91</b>	<b>651,413.92</b>	<b>93%</b>

TOWN OF ASHBY COMBINING BALANCE SHEET - ALL SPECIAL REVENUE FUNDS 30-Jun-21						
	CDBG 620 FUND	SPECIAL REVENUE	CDBG 580 FUND	TITLE 5 FUND	CHAPTER 90 FUND	30-Jun-21
	22	24	25	26	30	
ASSETS						
=====						
Cash	\$4,050	\$601,991	\$129,156	\$16,864	\$	\$752,061
Receivables:						
Assessments NYD	-	-	-	584	-	584
TOTAL ASSETS	\$4,050	\$601,991	\$129,156	\$17,448	\$	\$752,645
=====						
LIABILITIES AND FUND EQUITY						
=====						
Liabilities:						
Warrants Payable	-	6,853	-	-	-	6,853
Accrued Payroll	-	916	-	-	-	916
Deferred Revenue - Assessments NYD	-	-	-	584	-	584
Total Liabilities	-	7,769	-	584	-	8,353
Fund Equity:						
Fund Balances:						
Reserved for Special Purposes	4,050	-	129,156	16,864	-	150,070

Unreserved:							
Undesignated	-	594,222	-	-	-	594,222	594,222
Total Fund Equity	4,050	594,222	129,156	16,864	-	744,292	744,292
TOTAL LIABILITIES AND FUND EQUITY	\$4,050	\$601,991	\$129,156	\$17,448	\$	\$752,646	\$752,646

Town of Ashby CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS July 1, 2020 - June 30, 2021						
REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE	
<b>FEDERAL GRANTS - PUBLIC SAFETY</b>						
FEMA - Covid 19 Grant	-157365.45	17,189.43	73,636.15	-	(213,812.17)	
Fed. Assist to Firefighters Grant		2,259.98	2,259.98			
<b>Total Federal Public Safety Grants</b>					<b>(213,812.17)</b>	
<b>FEDERAL GRANTS - COMMUNITY BLOCK GR</b>						
CDBG CDFII - Rehab Grant	4,049.99				4,049.99	
CDBG CDFII - Rehab Grant	129,082.92	72.89			129,155.81	
<b>Total Federal Com Block Grants</b>					<b>133,205.80</b>	
<b>FEDERAL GRANTS - OTHER</b>						
State - Public Health Emerg Response Grnt					922.50	
ARPA		168464.04			168,464.04	
<b>Total Federal - Other Grants</b>					<b>169,386.54</b>	

<b>STATE GRANTS - TITLE V</b>							
Septic Title V Grant	33,173.71	20.82	-	-	-	-	33,194.53
<b>Total State - Title V Grants</b>							<b>33,194.53</b>
<b>OTHER SPECIAL REVENUE - GIFTS &amp; DONATIONS</b>							
Garden Club Donations	154.64	-	-	-	-	-	154.64
PEG Access Fund - Operating	305,807.95	31,987.59	17,941.81	-	-	-	319,853.73
Centennial Commission	128.31	2125.44	-	-	-	-	2,253.75
Police Dept Donation	659.46	-	-	-	-	-	659.46
Fire-General Donation	931.8	-	9.00	-	-	-	922.80
Nashoba Valley Healthcare Fund	-	6,313.00	6,098.00	-	-	-	215.00
Dog/Kennel Donations	55.37	-	-	-	-	-	55.37
Town Common Tree Donations	125	-	-	-	-	-	125.00
Council on Aging Donations	3,995.58	944.00	41.97	-	-	-	4,897.61
Allen Field Donations	584.69	-	-	-	-	-	584.69
Allen Field Playground Donations	229.34	-	-	-	-	-	229.34
Library - Donations/Gifts	2,236.53	714.00	-	-	-	-	2,950.53
Hist Commission - Old Fire House Donations	436.38	0.39	-	-	-	-	436.77
Title V Septic	16,784.45	79.49	-	-	-	-	16,863.94
<b>Other Spec Rev - Gifts &amp; Donations</b>							<b>350,202.63</b>

<b>WETLANDS</b>								
Conservation Wetland Act	29,996.95	2,227.50	94.4	-	32,130.05			
<b>Total State - Wetlands</b>	<b>29,996.95</b>	<b>2,227.50</b>	<b>94.4</b>	-	<b>32,130.05</b>			
<b>REVOLVING FUNDS</b>								
Cemetery Revolving Burial Fund	20,150.08	7,900.00	3,112.56	-	24,937.52			
Fire 111F Revolving	936		-	-	936.00			
Library - Book Fine Revolving Fund	346.21	982.81	390.27	-	938.75			
<b>Revolving Funds</b>				-	<b>26,812.27</b>			
<b>OTHER SPECIAL REVENUE</b>								
Insurance Receipts Payable		-	-	-	-			
Landfill Operations/Monitor	13,805.50	-	-	-	13,805.50			
RRA Transportation	6.4	4.9	-	-	11.30			
Insurance Receipts - Police				-	-			
Insurance Receipts - Highway		-	-	-	-			
<b>Total - Other Spec Rev</b>		-	-	-	<b>13,816.80</b>			
<b>STATE - PUBLIC SAFETY</b>								
Public Safety Feasibility Study Grant								
Public Safety Grant	15		15.00	-	-			
Safe Grant	1,014.17		1,014.17	-	-			
Senior Safe Grant		2,180.00	142.91	-	2,037.09			



<b>STATE GRANT - COUNCIL ON AGING</b>							
Council on Aging Grant	71.02	6,000.00	5,771.59	-	299.43		
<b>State Grant - Council on Aging</b>	-			-	<b>299.43</b>		
<b>STATE GRANT - LIBRARY</b>							
State Aid to Libraries	14,676.30	5,840.33	607.49	-	19,909.14		
<b>Total State Grants- Library</b>				-	<b>19,909.14</b>		
<b>STATE GRANTS - OTHER</b>							
Town Clerk - State Extended Polling	5,094.60	1125.12	-294.16		6,513.88		
State Grant - Ballot Boxes			1103.96		(1,103.96)		
Small Communities Conservation Assistance	9,844.33				9,844.33		
Community Compact Grant	100.00				100.00		
Conservation LAND Grant					-		
Green Community Funding	65,872.09		55,779.07		10,093.02		
Recycling Dividend	269.52	4,900.00	5,263.18		(93.66)		
<b>Total State Grants - Other</b>				-	<b>25,353.61</b>		
<b>TOTAL ALL SPECIAL REVENUE</b>				-	<b>744,291.55</b>		

TOWN OF ASHBY COMBINING BALANCE SHEET - ALL CAPITAL PROJECT FUNDS 30-Jun-21		LANDFILL CLOSURE
	ASSETS =====	
	Cash	\$30,276
	TOTAL ASSETS =====	\$30,276 =====
	LIABILITIES AND FUND EQUITY =====	
	Fund Equity:	
	Fund Balances:	
	Reserved for Special Purposes	30,276
	Total Fund Equity	30,276
	TOTAL LIABILITIES AND FUND EQUITY =====	\$30,276 =====

Town of Ashby Ashby Recycling and Transfer Station Enterprise Fund FY2021 Statement of Revenue & Expenses July 1, 2020 - June 30, 2021						
Expense	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE Over/(Under) Budget	
Salary and Wages	6,000.00	3500	9,500.00	7,086.92	\$2,413.08	75%
General Operating Exp	3,000.00		3,000.00	3,017.89	(\$17.89)	75%
Trash Disposal Exp	9,500.00	4500	14,000.00	12,897.80	\$1,102.20	92%
Trucking Services	5,000.00	3000	8,000.00	5,639.62	\$2,360.38	71%
Recycling Exp	8,000.00		8,000.00	12,522.63	(\$4,522.63)	157%
Emergency Reserve Fund	1,000.00			0	\$1,000.00	0%
Devens Collection	1,500.00		1,500.00	1,647.18	(\$147.18)	110%
<b>Total Expenses RCTS</b>	<b>\$34,000.00</b>	<b>\$ -</b>	<b>\$44,000.00</b>	<b>42,812.04</b>	<b>\$2,187.96</b>	
Revenue	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL RECEIPTS	BALANCE Over/(Under) Budget	
Recyclable Fees	6,000.00	-	6,000.00	13,558.30	\$7,558.30	150%
Hauler Fees	3,000.00	-	3,000.00	0	(\$3,000.00)	0%
Trash Disposal Fees	22,432.00	-	22,432.00	23,141.95	\$709.95	101%
Recyclable Sales	1,500.00	-	1,500.00	1865.9	\$365.90	46%
Compost Bins/Pails	582.00	-	582.00	188.16	(\$393.84)	53%
Donation	-	-	-			0%
Interest Earned	50.00	-	50.00		(\$50.00)	0%
<b>Total RCTS Receipts</b>	<b>\$33,564.00</b>	<b>\$ -</b>	<b>\$33,564.00</b>	<b>38,754.31</b>	<b>\$5,190.31</b>	

Other Sources								
Encumbrance	-	-	-	-	-	0	-	
<b>Total All Funding Sources</b>	<b>\$33,564.00</b>	<b>\$</b>	<b>-</b>	<b>\$33,564.00</b>	<b>38,754.31</b>	<b>\$5,190.31</b>		
						<b>Net</b>	<b>\$5,190.31</b>	





Town of Ashby Ashby Free Public Library Trust Funds						
	7/1/2020 BALANCE	CONTRIBUTIONS	EXPENDED	INTEREST	TRANSFER	6/30/2021 BALANCE
<b>Non - Expendable Library Trust Funds</b>						
Library Group Trust	2,814.73			5.85		2,820.58
Alonzo Carr Trust	5,566.46			11.71		5,578.17
Dr. Haskell Trust Fund	2,807.12			6.65		2,813.77
Freida Lyman Library	5,574.15			12.86		5,587.01
Freida Lyman Scholarship	32,924.91			66.28		32,991.19
Ruth Brooks Trust Fund	191,050.07			382.26		191,432.33
Ashby Alumni Trust	9,165.73			18.69		9,184.42
AAW Locke Trust	5,558.13			11.31		5,569.44
Edward & Barbara Lyman Trust	5,589.67			11.87		5,601.54
Grace E. & Everett W. Coats Fund	18,823.19			-		18,823.19
Todd Wright Memorial Fund	30,362.17			463.75		30,825.92
<b>Total Non Exp. Trust Funds</b>	<b>\$310,236.33</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$991.23</b>	<b>\$ -</b>	<b>\$311,227.56</b>
<b>Library Expendable Trust Funds</b>						
Library Group Trust	175.9	-		52.62		228.52
Alonzo Carr Trust	433.23	-		105.49		538.72
Dr. Haskell Trust Fund	625.35	-	105	59.82		580.17
Freida Lyman Library	1,047.98	-	176	115.69		987.67
Freida Lyman Scholarship	887.78	-	179	596.41		1,305.19

Ruth Brooks Trust Fund	3,913.16	-	837.00	3,440.39	6,516.55
Ashby Alumni Trust	374.83	-		168.1	542.93
AAW Locke Trust	216.36	-		101.77	318.13
Edward & Barbara Lyman Trust	494.81	-	86	106.91	515.72
Todd Wright Memorial Fund	1,997.16	-	357.00	573.76	2,213.92
Francis Marston General	2,573.89	-	419	50.57	2,205.46
Grace E. & Everett W. Coats Fund	2,832.85	-	483	421.21	2,771.06
<b>Total Expendable Trust Funds</b>	<b>\$15,573.30</b>	<b>\$</b>	<b>\$2,642.00</b>	<b>\$5,792.74</b>	<b>\$18,724.04</b>
<b>Expendable Memorial Funds</b>					
Barbara Lyman Memorial	3,983.41	-	649	72.57	3,406.98
Edward Connor Memorial	30.94	-		0.55	31.49
General Library Memorial	515.15	-	9	9.39	515.54
<b>Total Memorial Funds</b>	<b>\$4,529.50</b>	<b>\$</b>	<b>658</b>	<b>\$82.51</b>	<b>\$3,954.01</b>
<b>Total Expendable Trust Funds</b>	<b>\$20,102.80</b>	<b>\$</b>	<b>\$3,300.00</b>	<b>\$5,875.25</b>	<b>\$22,678.05</b>
<b>Total Trust Funds in Custody of Library Trustees</b>	<b>\$345,912.43</b>	<b>\$</b>	<b>\$5,942.00</b>	<b>\$6,829.97</b>	<b>\$333,905.61</b>

Town of Ashby Trust Funds - Statement of Activity July 1, 2020 - June 30, 2021						
Expendable Trust Funds in Custody of Treasurer Account	7/1/2020					
	BALANCE	CONTRIBUTIONS	EXPENDED	INTEREST	TRANSFER	6/30/2021 BALANCE
Summer Taylor School Fund	447.4			60.56		507.96
Jesse Foster School Fund	167.92			22.97		190.89
Samuel P Gates School Fund	3,317.60			458.08		3,775.68
Rosanna Robbins Chapel Fund	100,268.34			1,969.74		102,238.08
Stabilization Fund	465,425.55			9,143.10		474,568.65
Cemetery Perpetual Care Interest	5,176.20			2,191.91		7,368.11
Cemetery Sale of Lots Fund	52,928.86	4,100.00				57,028.86
Open Space Land Aquis Trust Fund	568.66			11.14		579.8
John Forbes Memorial Clock Fund	405.6			27.63		433.23
Federal Forfeiture Police	2,100.58			41.21		2,141.79
Law Enforcement Trust Fund	2,391.77	-		-		2,391.77
<b>Total Expendable Trust Funds</b>	<b>\$633,198.48</b>	<b>\$4,100.00</b>	<b>\$-</b>	<b>\$13,926.34</b>	<b>\$0.00</b>	<b>\$651,224.82</b>

Non-Expendable Trust funds in Custody of Treasurer									
Cemetery Perpetual Care Principal	105,154.50	2,400.00	-	-	-	-	-	-	107,554.50
Sumner Taylor School Fund Principal	2,636.00	-	-	-	-	-	-	-	2,636.00
Jesse Foster School Fund	1,000.00	-	-	-	-	-	-	-	1,000.00
Samuel P Gates School Fund	20,000.00	-	-	-	-	-	-	-	20,000.00
John Forbes Memorial Clock Fund	1,000.00	-	-	-	-	-	-	-	1,000.00
<b>Total Non-Expendable Trust Funds</b>	<b>\$129,790.50</b>	<b>\$2,400.00</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$132,190.50</b>
<b>Total Trust Funds in Custody of Treasurer</b>	<b>\$762,988.98</b>	<b>\$6,500.00</b>	<b>\$</b>	<b>-</b>	<b>\$13,926.34</b>	<b>-</b>	<b>\$</b>	<b>-</b>	<b>\$783,415.32</b>

Town of Ashby Agency Funds July 1, 2020 - June 30, 2021					
	7/1/2020 BALANCE	RECEIPTS	EXPENDED TRANSFERRED	6/30/2021 BALANCE	
BID DEPOSIT					
PLANNING BRD - DLR Realty Trust	134.5	-	-		134.5
	<b>\$134.50</b>	<b>\$</b>	<b>\$</b>		<b>\$134.50</b>
<b>OTHER AGENCY</b>					
Due to Commonwealth - Firearms	2,150.00	6,750.00	8,775.00		125.00
Due to Commonwealth - Sales Tax	15.05	11.84	0		26.89
Due to Assist Town Clerk	122	378.88	322		178.88
Due to Town Clerk	82.5	228.62	209		102.12
Due to Deputy Collector	-470.5	9,022.00	5,730.00		2,821.50
Police Special Detail	-1,377.42	9,220.00	10,077.58		-2,235.00
Police Evidence	1,006.84				1,006.84
Big Yellow School Bus Grant Due to AES	200		-		200
	<b>\$1,728.47</b>	<b>\$25,611.34</b>	<b>\$25,113.58</b>		<b>\$2,226.23</b>
<b>TOTAL</b>	<b>\$1,862.97</b>	<b>\$25,611.34</b>	<b>\$25,133.08</b>		<b>\$2,360.73</b>

**TOWN CLERK'S FINANCIAL REPORT**

2021 DOG LICENSES ISSUED:

	EACH	TOTAL
74 MALES/ FEMALES .....	\$10.00 .....	\$740.00
358 SPAYED/ NEUTERED .....	6.00 .....	2148.00
5 KENNEL \$25.00 .....	25.00 .....	125.00
2 KENNEL \$50.00 .....	50.00 .....	100.00
5KENNEL \$75.00.....	75.00 .....	375.00
19 LATE FEES .....	10.00 .....	190.00
TOTAL.....		\$3678.00
MISCELLANEOUS .....		\$7152.47
PAYMENTS TO TOWN TREASURER .....		\$10830.47

**REGISTRARS REPORT**

The Town Clerk's office was open Wednesday, December 23rd (2020) from 8:00 AM to 8:00 PM to register new voters for the Special Town Election held Tuesday, January 12, 2021.

The Town Clerk's office was open Tuesday, April 6th from 8:00 AM to 8:00 PM to register new voters for the Annual Town Election held Monday, April 26, 2021.

The Town Clerk's office was open Wednesday, April 21st from 8:00 AM to 8:00 PM to register new voters for the Special and Annual Town Meetings held Saturday, May 1, 2021.

The Town Clerk's office was open Wednesday, November 17th from 8:00 AM to 8:00 PM to register new voters for the Special Town Election held Tuesday, December 7, 2021.

Angela M. Jack, *Town Clerk*

**ELECTED TOWN OFFICIALS 2021**

		TERM
MODERATOR	Nancy E. Chew	2022
TOWN CLERK	Angela Jack	2022
SELECTBOARD	Michael McCallum	2021
	Scott Sweeney	2022, res.
	Cathy Biliouris	2022

2021 Annual Reports

	David Nadeau	2023
	Matthew Leonard	2024, res.
ASSESSORS	Charles Perna	2022
	Kevin Sierra	2023, res.
	Jeff Childs	2024
TREASURER	Kate Stacy	2022
TAX COLLECTOR	Kate Stacy	2024
NORTH MIDDLESEX SCHOOL DISTRICT COMMITTEE		
	June McNeil	2022
NORTH MIDDLESEX SCHOOL DISTRICT SCHOOL COMMITTEE AT-LARGE		
	Michael L Morgan	2023
	Randee J. Rusch	2023
	Lisa M Martin	2023
LIBRARY TRUSTEES	John Mickola	2021
	Mark Lapham	2021
	Murray Cox	2022
	Deb Moylan	2022
	Timothy McLaughlin	2022
	Dwight F. Horan	2023
	Claire Hutchinson-Lavin	2023
	Geraldine Zagarella	2023
	Roberta Flashman	2024
	Christina Ewald	2024
	Lynne Carpenito	2024
CONSTABLE	Stewart Paquet	2022
TREE WARDEN	Cathy Kristofferson	2023
BOARD OF HEALTH	Cedwyn Morgan	2022
	Dan Ewald	2023
	Eric Moeller	2024
PARK COMMISSIONERS	William Stecchi	2021
	Jared Quigley	2022
	William Ladue	2023
	Robert Burnham	2024
CEMETERY COMMISSIONERS		
	Jesse Walker	2021
	Rebecca Thatcher	2022
	Raymond Godin	2023
PLANNING BOARD	Alan W. Pease	2022
	Jean Lindquist	2023
	James H. Hargraves	2024
	Patricia Foster	2025
	Terri Cantor	2026
FINANCE COMMITTEE	Robin McCrae	2022
	Rebecca Walsh	2022

Alan Ewald	2023
Kathleen Panagiotos	2023
Eldon Garhart	2024

**APPOINTED TOWN OFFICIALS 2021**

TOWN ADMINISTRATOR	Robert Hanson, res.
INTERIM TOWN ADMINISTRATOR	Michael Bussell
ASSISTANT TOWN ADMINISTRATOR	Jennifer Collins
ACTING TAX COLLECTOR	Kate Stacy, res.
ASSISTANT TOWN CLERK	Christina Ewald, res.
Joyce Hopkins, res.	Jill Blood
TOWN ACCOUNTANT	Terry Walsh, res.
	Laurie Dell'Olio
ASSISTANT TOWN ACCOUNTANT	Jennifer Collins
ACCOUNTING CLERK	Lisa O'Brien
REGIONAL ASSESSOR	Harald Scheid
ASSOC. REGIONAL ASSESSOR	Michael Saltsman
ADMINISTRATIVE ASSESSOR	Maureen Cauvel
ASSESSOR CLERICAL SUPPORT	Lois Raymond, res.
	Brenda Keep
	Rebecca Burnham
COLLECTOR CLERICAL SUPPORT	Rebecca Burnham
ADA COORDINATOR	Peter Niall
AGRICULTURAL COMMISSION	
William Duffy, Jr.	John Mickola
Paula Packard	Heather Leonard
Charles Perna, alt.	Matthew Leonard, alt., res.
Lee Gadway, res.	Susan Chapman, alt.
ASHBY CULTURAL COUNCIL	
John McKendry	Maureen Davi
Chris Erban	Catherine Foster
Deb Dancause	Peggy Mosher
CEMETERY GROUNDSKEEPERS	
Raymond Godin	Wayne Stacy
Richard Foresman	
CERTIFIED WATER OPERATOR	Michael Bussell
CONSERVATION COMMISSION	
Tim Bauman	Robert Leary
Roberta Flashman	Cathy Kristofferson
COUNCIL ON AGING	
Corey Harju, Director	Nancy Catalini
Linda Mikkola	Jo Helander
Gary Asher	Linda Stacy

2021 Annual Reports

Nadine Callahan	Peggy Vanhillo
Deb Dancause	
COA COORDINATOR	Lisa Lavargna
DOG OFFICER/ANIMAL CONTROL OFFICER	Mary Letourneau
E-911 COORDINATORS	Ian Martin
	Alan Pease
EARTH REMOVAL BOARD	
James Hargraves	David Nadeau
Gary Baer	Robert Leary
Cedwyn Morgan	
ELECTION OFFICERS	
Betty Tiilikkala	Debbie Moylan
Deb Theall	Angie Godin
Tiffany Call	Mary-Sarah O'Hanlon
Linda Stacy	Cathy Kristofferson
Kathy Panagiotes	Emma Jack
Joyce Hopkins	
EMS DIRECTOR	Michael Bussell
EMERGENCY MANAGEMENT DIRECTOR	Michael Bussell
DEPUTY MANAGEMENT DIRECTOR	Patrick Roy
ENERGY EFFICIENCY COMMITTEE	
James Hubert	Veijo Kopsala
Michael Bussell	Alan Pease
Joseph Cantor	
ETHICS COMMISSION LIASON OFFICER	Robert Hanson, res.
FIELD DRIVER	Mary Letourneau
FINANCE COMMITTEE	
Kevin Stetson, res.	Sharon Stetson, res.
Keith Maynard, res.	Patrick McPhee, res.
Eldon Garhart, res.	Rebecca Walsh, res.
Robin McRae, res.	
FIRE CHIEF	Michael Bussell
FULL TIME FIREFIGHTER/EMT	Cameron Milewski
HARRIS ROAD PROPERTY MANAGEMENT COMMITTEE	
Cedwyn Morgan	Alfred Crocker
Brendan McNeil	Rebecca Day
Roberta Flashman	
HEALTH AGENT	
Nashoba Board of Health	Rick Metcalf
HIGHWAY SUPERINTENDENT	Steven Beauregard
HISTORICAL COMMISSION	
Claire Hutchinson-Lavin	Alice Bauman
Florence Bryan	Alan Pease

Doug Leab	
HISTORIC DISTRICT COMMISSION	
Paul Lieneck	Claire Hutchinson-Lavin
Mark Haines	
INSPECTORS:	
ANIMAL	April Alden
BUILDING/ZONING OFFICER	Peter Niall
BUILDING INSP. ALTERNATE	Richard Hanks
ELECTRICAL	Stephen Dubois Jr.
ASSISTANT ELECTRICAL INSP.	Harry Parviainen
PLUMBING & GAS	Richard Kapenas
PLUMBING & GAS ALTERNATE	Gary Williams
KEEPER OF THE TOWN CLOCK	Bill Arnold
LEGAL COUNSELS:	
TOWN COUNSEL	KP Law
SPECIAL COUNSEL	COPPOLA & COPPOLA, P.C.
SPECIAL COUNSEL	Mirick O'Connell
LIBRARY DIRECTOR	Tiffany Call, res.
INTERIM LIBRARY DIRECTOR	Heather Brodie Perry
LIBRARY ASSISTANTS	Jaclyn Quigley, res.
Catherine Foster, res.	Penny Cole
Erin Testagrosa, res.	Connor Murphy, Children's
Librarian	
LIBRARY PAGE	
Sarah Pierce, res.	James Porter
Jillian Clark, res.	
MART ADVISORY BOARD	Corey Harju
MONTACHUSETT JOINT TRANSPORTATION COMMITTEE	Alan Pease
MONTACHUSETT METRO PLANNING ORG. (MPO)	
	Vacant
MONTACHUSETT REGIONAL PLANNING COMMISSION	
	Alan Pease
	Wayne Stacy, alt.
MONTACHUSETT REGIONAL TECH SCHOOL COMMITTEE	
	Peter Capone
MOTH SUPERINTENDENT	Charles E. Pernaa
MUNICIPAL GROUNDSKEEPER	William Ladue
MUNICIPAL HEARINGS OFFICER	Michael McCallum, res.
	Cathy Biliouris
NORTH MIDDLESEX AREA EMERGENCY PLANNING COMM. (NMAEPC)	
Michael Bussell	Ashton Bosch, res.
Jim Martin	Patrick Roy

NMRSD REGIONAL AGREEMENT SUBCOMMITTEE

Janet Flinkstrom

Michael McCallum

PEG BROADCAST TECHNICIANS

Joseph Laszlo

Samuel Laszlo, res.

PLANNING BOARD ASSOC. MEMBER

Wayne Stacy

POLICE CHIEF

Fred Alden

POLICE MATRON

Bonnie Murray

PUBLIC SAFETY BUILDING COMMITTEE

Mark Haines

Garry Baer

Mike Reggio

Cathy Biliouris

Matthew Alford

PUBLIC SAFETY BUILDING COMMITTEE LIASON

Michael McCallum

REGISTRARS OF VOTERS

Deborah Vogt

Carleton Mountain

Edward Jack

Krishnabai (assistant)

SENIOR TAX WORK-OFF PROGRAM

Corey Harju

Angie Godin

Joan Chandley

SOLID WASTE DEPT SUPERINTENDENT

Brendan McNeil

SOLID WASTE DEPT ATTENDANT

Linda Stacy

Daniel Ewald

Rick Raymond

RECORDS ACCESS OFFICERS

Robert Hanson, res.

Angela Jack

Fred Alden

Michael Bussell

RIGHT-TO-KNOW-LAW COORDINATOR

Michael Bussell

SUPERINTENDENT OF SCHOOLS

Brad Morgan

TELLERS

Deborah Pillsbury

Pamela Peeler

Tiffany Call

Rick Shaw

Michelle Berube

Joan Chandley

Kathy Panagiotes

Garry Baer

Angie Godin

Roberta Flashman

Neal Marshall

Cathy Kristofferson

Patricia Wayrynen

Susan Creighton

Debbie Moylan

Nancy Richards

Martha Morgan

Kevin Stetson

John Margsosiak

Keith Maynard

Lee Gadway

Dominic Kidwell

Deb Theall

Dawn Roy

Daniel Dufour

Katie Marsh

June McNeil

Brenden McNeil

Brian Mohan

Claire Hutchinson-Lavin

John Hutchinson-Lavin	Brenda Swift
Cynthia Zwicker	
VETERANS' AGENT	Joe Mazzola
BACKUP VETERANS' GRAVES AGENT	Angela Jack
WIITA CONSERVATION LAND MANAGEMENT COMMITTEE (BLOOD HILL MANAGEMENT COMMITTEE)	
Cedwyn Morgan	Matthew Leonard, res.
Cathy Kristofferson	Roberta Flashman
Paula Packard	Bob Leary
ZONING BOARD OF APPEALS	
Alan Pease	Garry Baer
Justin Baer	Matt Johnson, assoc.
ADDITIONAL INFORMATION:	
ASHBY'S JUSTICE OF THE PEACE	Carleton J. Mountain

## **POLICE DEPARTMENT**

*Mission Statement: Our mission is to provide excellent service and protection through leadership and partnership with the community.*

Protecting the community is at the core of what we do, but we also provide a variety of traditional and non-traditional services. We will accomplish our mission by being leaders in the community and working hand-in-hand with the public and area resources to help our residents and to make Ashby a great place to live.

The Ashby Police Department provides primary law enforcement to the Town of Ashby 24/7 365 days/year. Ashby Police officers responded, or were involved in, 6332 incidents (including directed patrols, house watches and building checks), criminal investigations, traffic enforcement and community policing events.

Staffing: When fully staffed, the Police Department is staffed as follows;  
Police Department: 8 sworn Full-time officers, 3 Part-time officers, and 1 civilian Administrative Assistant.

Senior Patrolman John Dillon retired from the Department on 08/05/2021 after serving with the Department for 21 years. We wish him well in his post law enforcement pursuits.

The Department operated short staffed for the entire 2021 calendar year operating with only five (5) patrol officers, two (2) less than budgeted. Staffing remains a significant challenge with the number of people seeking employment in the law enforcement career field at an all-time low. Changes established through the recent police reform bills have eliminated any new Reserve Police Academies within the Commonwealth.

## 2021 Annual Reports

As a result, there is an even smaller pool of trained applicants seeking careers in the law enforcement field. This will necessitate sending new recruits through a full-time police academy which requires a six (6) month commitment.

Police training standards imposed upon Massachusetts communities will require any current Reserve Police Officers to attend and complete additional academy training to maintain their certifications. This training is in addition to the required in-service training that is mandated for all police officers within the Commonwealth.

During 2021 just as the rest of the world was still coping with COVID, the department was not immune to the challenges brought by the pandemic. Work absences due to illness and quarantine affected the department, and our officers worked tirelessly and should be commended for their commitment to the department and Town. Through their selfless efforts and commitment, the department continued to maintain 24-hour police services to the community. The work of only five (5) patrol staff cannot be recognized enough in these trying times.

We continue to partner with the Community Outreach Initiative Network (COIN) with the goal of providing or connecting those who are affected by mental health or substance use with services. We continue to see increases with calls for service where mental health issues co-exist. As we move to 2022 we are looking forward to increasing the level of services that can be provided through this partnership.

The Department has three (3) Crisis Intervention Team (CIT) trained officers and all others have received training in Mental Health First Aid. Mental health and de-escalation training are a commitment of this department and we look forward to enhancing our partnerships with other resources in the area.

We would like to remind our residents there is a drop box in the lobby of the police station where unused medications and syringes can be safely and properly disposed in partnership with the DEA.

In February the Department changed our Records Management System (RMS) to IMC which was required to fully integrate with the Patriot Regional Emergency Communications Center (RECC). This conversion was not easy and resulted in discrepancies comparing activity reports between the old and new system.

Activity	2017	2018	2019	2020	2021 *1
Computer Aided Dispatch - Incidents	8093	8912	9342	8310	6332
E911 Calls Received	926	828	957	346 *	RECC
Directed Patrols	6036	6703	7107	6145	4923
MV Crashes (All Types)	76	74	57	58	61

MV Related Complaints	104	93	145	129	87
B&E / Larceny (All Types)	43	21	24	19	65
Fraud / ID Theft Reports	24	31	36	63	--
Domestic Incidents	41	21	20	27	24
Sex Offenses (Incl Rape) Investigations	4	3	6	8	4
Homicide	0	0	0	0	0
Suspicious Activity Reports	153	160	139	160	84
Prescription Drugs Disposed (lbs)	4.7	43	23.8	67	18.2
Arrests	16	32	23	15	16
MV Stops	771	947	1131	787	501

\*1 Implementation of IMC Records Management System. Recorded data discrepancy result of system compatibility.

### Significant Projects in 2021

Upgrading of Town's Radio Infrastructure - Grant Funding through the State 911 Department was realized with regionalization. FY22 is the second year of three, in which this grant funding is allowing Ashby to make much needed upgrades to our communications systems for both the Police and Fire Departments.

The Police, Fire and Highway Departments continued to participate in meetings with MassDOT regarding the intersection of Greenville Rd at Turnpike Rd. MassDOT is proceeding with a project to improve the safety of the intersection and further details can be found on the Commonwealth's website at;

<https://hwy.massdot.state.ma.us/ProjectInfo/Main>.

[as?ACTION=ViewProject&PROJECT\\_NO=609314](https://hwy.massdot.state.ma.us/ProjectInfo/Main?ACTION=ViewProject&PROJECT_NO=609314)

Police station – Public Safety Building. Construction is well underway as of the writing of this report. The new building will permit the department to move into its first purposely built facility to support modern police operations. Information relevant to this project can be found on the Town of Ashby Website under the “Departments” section or at the following link;

<https://ci.ashby.ma.us/departments/public-safety-building-committee/>

In closing, as always, we must acknowledge the support we receive from the residents of the community. Without the community's support we could not be successful in our mission. We also thank the town departments including; the Patriot RECC, Ashby Fire/EMS, Ashby Highway, and the Administrative Offices of Town Hall for their continuing support and cooperation.

Additional information, safety tips, and current activity can be viewed on the police

department's webpage at [www.AshbyPolice.org](http://www.AshbyPolice.org) or on our Facebook page.

## **DEPARTMENT ROSTER**

### **Police Department**

Fred Alden	Chief of Police
Katherine Bezanson	Administrative Assistant
Derek Pepple	Sergeant
John Dillon	Sr Patrolman (Retired Aug 2021)
Brian Vautour	Patrolman
Erik Salo	Patrolman
Corin Campbell	Patrolman
Dylan Denis	Patrolman
Vacant	Patrolman

Respectfully submitted,  
Fred Alden, *Chief of Police*

## **FIRE AND EMS DEPARTMENT**

### **General update and future outlook:**

Ashby Fire and EMS Department responded to Approximately 369 medical calls, 68% of which resulted in a patient being transported to the hospital, 24% resulted in treatment with refusal of transport or refusal of care. A final 8% resulted in other dispositions such as assistance to the disabled or no patient found. The department responded to 213 fire, hazard-related and service calls in 2021. In addition to these emergency calls, Fire Prevention has been busy conducting inspections. The slight decrease in medical calls that was seen at the start of the COVID-19 pandemic reversed course and we are seeing higher medical call volume, in addition to an increase in the severity of calls noted by an increased utilization of ALS intercept resources from surrounding communities this year. Medical emergencies and motor vehicle collisions continue to be the most common types of incidents we respond to. This year also included three structure fires in town, several small brush fires, one chimney fire, as well as mutual aid provided to surrounding departments. Unsurprisingly, our volume of total calls increased once again. One ongoing challenge this year has been the impact of the COVID-19 virus that continues to batter our nation and the world. A huge effort has been necessary to manage the department through the threat of COVID in order to provide sufficient PPE in order to keep our EMT's, police officers, and firefighters safe and able to respond through the pandemic without interruption. The Department would like the residents of the town to know that their first responders are

ready to respond to any emergency, despite the challenges of the last two years. The fire-response component of the department continues to struggle with an aging fleet of apparatus, with some relief this year coming from a new leased fire engine. The remainder of the fleet, some of which are significantly beyond their NFPA designed life span, continue to result in rising repair costs. With the continued increase in calls for service, it is more important than ever that the town's emergency response vehicles and equipment are reliable and up to current-day standards. The department looks forward to a promising future as new growth within the community allows us to provide improved services to the town as a whole.

### **Membership:**

The department is pleased to report that call and volunteer membership has increased this year as the department has brought on and trained several enthusiastic local residents motivated to serve their community, including multiple EMT's and new call Firefighters. Three of the department's members attended the Mass Fire Academy Firefighter I and II training program and are on the road to Pro Board certification. Additionally, some of our EMS providers have been pursuing higher levels of certification. Our full time Firefighter-EMT has obtained Paramedic certification, and other EMS providers are enrolled in AEMT programs. The additional individuals are helping us further our mission of exceptional community service and protection.

### **EMS, Keeping up with the times:**

As mentioned above COVID-19 has continued to pose a significant challenge to EMS service across the nation, but we are pleased to report that the Ashby Fire Department has provided uninterrupted service to our residents since the start of the pandemic. The department has been able to secure adequate PPE for our first responders with the support of MEMA, FEMA, CARES Act and other grant programs at little to no financial cost to our community. Our BLS ambulance service continues to provide expanded treatment options as they are approved by our medical director and in accordance with the state treatment protocols, including intramuscular epinephrine (for anaphylaxis and severe difficulty breathing), intramuscular glucagon (for diabetic emergencies), administration of CPAP (continuous positive airway pressure used for respiratory distress), administration of nebulized medications (for bronchospasm associated with Asthma and COPD) and 12-Lead ECG acquisition and transmission which will allow us to improve and expedite cardiac care and shorten Paramedic-intercept times, providing ECG tracings to intercepting paramedics on arrival. Our ambulance service has also renewed our medical control and hospital agreement with Leominster Hospital and are working with our new medical director, as previously mentioned, to implement additional improvements in service.

### **Regular Training:**

Over the past year there has been regularly scheduled monthly training as well as several special training exercises. Department training covered all aspects of firefighting and emergency services. Training is held nearly every week, year round, to introduce new members to the craft of firefighting and emergency services and to keep veteran members' skills sharp. Some of the additional training this year has been impacted by COVID-19 restrictions and safety measures. Some EMS training has needed to be remote to keep our responders safe utilizing Google Meets and online training. However, we are currently back to a fairly normal schedule of in-person training with the appropriate safety measures in place. Additionally, the department maintains regularly scheduled monthly EMS training approved for continuing education credit by the regional EMS council. Our regular training helps our EMTs maintain and refine their skills while earning credit towards their bi-annual recertification.

### **Fire Prevention and Community Programs:**

The Department's Fire Prevention Team conducted fire safety awareness education with children at Ashby Elementary in person once again. This year's presentation included fun videos, demonstrations and activities for all the students at AES. The Fire Prevention Group also conducted fire prevention awareness sessions with senior citizens assisting with smoke detector installations. The department has continued to provide our senior population with a smoke detector installation program placing new safety equipment in the homes of senior citizens free of charge. The department submitted a grant application to the Department of Fire Services for funding to continue this program into the future.

This year saw the return of some local events in town and the members of the Ashby Fire Department were excited to get back to serving food at band concerts, handing out candy on Halloween and engaging with the community whenever possible. We hope to see the return of the annual bonfire in 2022.

### **Facilities and buildings:**

The department continues to struggle with sufficient space for offices, safe storage of important equipment, and adequate parking for Fire and EMS apparatus. That being said the Public Safety Building Committee continues to work diligently as the construction of the town's new public safety building is under way. Construction has been underway since late summer and is expected to continue until fall of 2022. In the interim the department continues to operate out of our existing facilities and do our best to work around the needs of the construction crews. Until the construction is completed the department will continue to have to store a Forestry truck and several other pieces of vital equipment in unheated sheds over the winter. This year the department was awarded a generous AFG (Assistance to Firefighters Grant) for the

installation of a vehicle exhaust capture system for the existing part of the fire station. This important improvement is a vital tool in protecting the health and wellbeing of the department members and was not originally included in the public safety building project.

### **Vehicle Update:**

The department is pleased to report that the ambulance has been running well and has been serving the community without issue. The older 1999 ambulance that was purchased as an interim measure over two years ago, has continued to prove useful and is dispatched while the primary ambulance receives regular maintenance such as tire rotation or is engaged on another call. The fire apparatus receive preventative maintenance, but continue to be plagued with mechanical problems and breakdowns. The Department was forced to procure a new engine on a lease to replace one that failed several points on state inspection and was no longer safe to operate on the road. The Department continues to have other fire apparatus that are over 20 years old and showing their age. The Department continues to repair this equipment and the costs associated with these repairs continue to rise. Within the coming years it is anticipated that at least one additional piece of fire apparatus will require replacement due to mechanical failure and/or safety concerns. It is important to note that our fire apparatus did all pass the pump testing this year, primarily due to significant repairs this past spring. Unfortunately, it is not likely that we will be able to continue indefinitely to repair the pumps, plumbing, and electrical systems on these older vehicles as availability of replacement parts is reduced.

### **Alternative funding sources:**

In addition to the funding provided by the town, the Fire and EMS Department continues to seek alternative funding sources to reduce the burden on the taxpayer, while still improving services. This year the department has received multiple grants. The department, in partnership with Emergency management at the state and local level, has been able to offset the cost of response to the COVID pandemic with equipment from MEMA, and funding from FEMA, CARES ACT and a grant program from EOPS. The CARES Act has allowed the department to purchase much needed PPE to keep our EMTs and patients safe. Funding secured from MIIA has allowed for the town to purchase new step ladders for multiple town departments that meet current safety standards. The department has also received funding from the Department of Fire Services for the purchase of new fire attack line nozzles, replacing old and worn out pieces of equipment at no cost to the Town. Additionally, the department has applied for grant-funding through the Nashoba Valley Healthcare Fund to purchase EMS training equipment to help EMTs train in more realistic situations and was awarded funding as requested. The department intends to apply to the Nashoba Valley Healthcare fund for additional funding this year for training courses to improve service to the community. The department applied for and received an emergency

management grant, EMPG, from the state of Massachusetts, to provide PPE for our auxiliary members. Finally, as always, the department continues to apply for and seek funding from FEMA's Assistance to Firefighters grant program on an annual basis to help offset the costs of operating the department.

**Messages to the community:**

The Ashby Fire Department regrets that we were not able to hold the annual July 3<sup>rd</sup> bonfire at Allen field due to the COVID-19 pandemic once again this past year. We hope to bring back this wonderful tradition to the community when it is safe to do so in 2022. We hope that the community will be excited to continue this tradition when the pandemic comes to an end.

The Fire Department would like to remind all homeowners to dispose of ashes from a wood stove or fireplace properly by placing them in a metal container with a lid and putting them outside away from buildings. As a reminder, never place hot ashes/coins on a porch, deck, or in a cardboard box as they can stay hot for days and possibly ignite a fire. Please keep in mind that hot ashes and coals also give off carbon monoxide (CO) and should never be stored inside a building. Each year we respond to many CO (carbon monoxide) related calls that are a result of wood burning stoves.

The Fire Department would like to ask any residents that are interested in joining the department as a Firefighter or an EMT to please either stop into the station or call 978-386-5522 for more details. We always welcome new members and are always in need of their help to support our community.

Finally, I would like to thank the Department's Firefighters and EMTs for their continued support and professionalism. I would also like to thank all of the other town departments and committees for their continued support as we work to improve services and provide protection to the community.

Respectfully submitted,  
Michael Bussell, *Fire Chief*

**EMERGENCY MANAGEMENT**

The Emergency Management Department continues to support the emergency planning and preparedness functions for the Town of Ashby. The department provides planning for and mitigation of potential higher risk hazards in the event of a large-scale disaster event, whether it be a natural or man-made incident. Emergency management communicates and coordinates with all town departments to update these plans each year.

This past year has been extremely challenging for all due to the COVID-19 Pandemic that currently holds our nation in its grip. Since the beginning of the pandemic Ashby Emergency Management has partnered directly with the Fire and EMS Department staff to plan for and respond to incidents. The department has worked diligently and found success procuring sufficient PPE for EMS, Fire and Police, as well as for the Highway Department and other essential town employees through a variety of state and federal grant programs. The Emergency Management Department has been working tirelessly to also secure federal and state funding to cover the costs of equipment and building modifications that are needed to keep emergency services uninterrupted through the continuing pandemic. The Department also has provided assistance to other town departments such as the Council on Aging, the Ashby Free Public Library, the Highway Department, and the Town Clerk's office to ensure continuity of services.

The Emergency Management Department will continue to work closely with the Public Safety and other essential town services in order to ensure that resource coordination and deployment can occur quickly. The Emergency Management department maintains a comprehensive plan to respond to emergencies based on Ashby's needs and resources despite the impact of COVID-19. Ashby Emergency Management continues to participate in Regional and State disaster planning groups and maintain Ashby's eligibility for grant funding and is currently in the process of researching additional grant opportunities.

The Department continues to analyze large-scale weather events to determine if FEMA funding may be available to help offset mitigation costs.

As always, I would like to recognize the Ashby Police, Fire and EMS Department, Highway Department, and Town Hall personnel for their continued support and the essential roles they play in our community.

Thank you,  
Michael Bussell, *Emergency Management Director*

## HIGHWAY DEPARTMENT

This report covers work performed by the Ashby Highway Department between January 1, 2021 and December 31, 2021.

### **Road Mileage Breakdown for the Town of Ashby:**

Unaccepted .84, State 11.62, Local 53.21, Total 65.67.

### **Road Maintenance and Construction:**

General cold patching was done on all town roads this year as many times as potholes made it necessary. Hot top was used for patching beginning in April and continued

until December when the asphalt plant closed for winter. This is less expensive and longer lasting than cold patch. Spring, midsummer, and fall gravel road grading was completed on all gravel roads. Roadside drainage edging was done on various roads in town.

**Sign Installation/Replacement:**

New flashing stop signs and “stop ahead” signs were replaced at Bennett rRd and Pillsbury Rd. intersection as well as a street light.

**Guard Rail Replacement:**

None at the time of this report.

**General Brush Cutting:**

Roadside mowing and brush cutting was done by an outside contractor, throughout town this year at a cost of \$19,694.50.

**Equipment:**

None to report.

**Personnel:**

The Highway department currently has 6 employees including the superintendent.

**Winter Operations**

All town snow removal equipment was repaired and prepared for service during the summer months. We have also stockpiled 792.95 tons of winter sand in anticipation of storms this year. We didn’t have to order as much as usual due to the amount leftover from last year. Note: The types and numbers of storms may make it necessary to bring in more materials. At the beginning of the winter season salt and sand pile breaks down as follows.

<b>Materials</b>	<b>Quantity</b>	<b>Costs</b>
Sand	792.95 tons	\$15,859.00
Salt	462.07 tons	\$29,757.31
Total Stockpile	1,255.02 tons	\$45,616.31

**Cross Culverts Replaced, Installed:**

Cross culverts and drainage were installed at the following locations in town:

4 Cross culvert on County rd.

1 on Crocker rd.

1 on Mason rd.

**Bridge Repairs:**

None

**Materials hauled this year at time of this printing:**

3/4 inch gravel: 1,071.03 tons  
2-4 inch erosion stone: 223.93 tons  
1 1/2 inch erosion stone: 149.58 tons  
3/4 inch stone : 86.20 tons  
Hot top waste hauled out: 23.03 tons

**Catch Basin and Dropped Inlet Structure Repairs, Replacements, New Installations:**

Structure	Quantity	Location	Action
Drop Inlet	2	County Rd.	Replaced
Catch Basin	2	West Rd.	Repaired Catch
Catch Basin	1	New Ipswich Rd.	Repaired
Catch Basins	7	County Rd.	Raised

**New Side Drain Installations:**

240 feet on County Rd.

**Drainage Maintenance:**

All town drainage structures were cleaned in the spring.  
At a cost of \$8430.00

**Road Shimming:**

Road shimming was done on Erickson rd. this year.

**Road Sealing:**

None performed this year

**State Funded Chapter 90 Projects:**

County road was reclaimed and paved this year at a cost of \$313,739.61

**Town Resurfacing Projects:**

None funded

**Pavement Marking:**

None

**Assist Other Departments:**

- Installed all town hall ac units in the spring and removed them in the fall.
- Assisted with perc holes for highway department new well.
- Assisted with perc holes at Allen field, Maja Hall, and Historical society.
- Installed some erosion stone at transfer station.

- Cleaned up tree work at the common and Glenwood cemetery.

**General Information:**

At this time, I extend my thanks to all local contractors who have assisted the town this year by loaning the Highway Department equipment which it does not possess. I thank all Town “Boards and Departments” for their cooperation throughout the year. I also thank the Highway Personnel, themselves for their year of service.

Respectfully, at your service,  
Steven Beauregard, *Highway Superintendent*

**TREE WARDEN**

Term for this report: January 1, 2021 to December 31, 2021.

There were eight citizen reports concerning tree issues made to the Tree Warden this year. One multi-tree issue reported to Unitil for risk to electric lines. One citizen unpermitted impact to a public shade tree. One citizen inquired about deploying wasps for EAB. Began review with Unitil of their periodic Hazard Tree Reporting work.

Due to the ongoing COVID-19 pandemic restrictions and the Town’s overall 52% vaccination rate, meeting with landowners in-person to discuss tree issues was limited again this year. Some tree inspections were done by the Tree Warden alone.

Monitoring of invasive forest pests continues. Both the Hemlock Woolly Adelgid and the Emerald Ash Borer are ongoing serious threats to Ashby trees including public shade trees. Increased budget funding needs for removal of dead and dying trees presenting public danger will become necessary in the near future. Many trees along the roadsides in the public way can be seen as heavily impacted. More information about the forest threats of Emerald Ash Borer can be found at <https://www.mass.gov/service-details/current-forest-health-threats>.

Respectfully submitted, Cathy Kristofferson, *Tree Warden*  
[treewarden@ashbyma.gov](mailto:treewarden@ashbyma.gov).

**DOG OFFICER/ANIMAL CONTROL OFFICER**

*No Report Submitted*

## **ANIMAL INSPECTOR**

Covid 19 restrictions were lifted this year allowing for animal inspections again. 75 homes were counted with farm animals. Residents are much more open to having their animals checked and are taking great care of animals in their care. We did have a case of a rabid raccoon and a rabid feral cat this year. Residents need to remember to get their dogs and cats vaccinated. Dogs need to be licensed every year with the town clerk. If anyone needs assistance with their animals please call.

Respectfully,  
April Alden

## **PLANNING BOARD**

The Board brought three articles to Annual Town Meeting in May. One was an update to the Flood Plain District Boundaries and Regulations bylaw; a second was to amend the marijuana bylaw and definition. Both of these warrant articles passed. The third warrant article was withdrawn on the Town Meeting floor.

During 2021 the Planning Board continued to meet online due to the risks from Covid-19. The primary work of the Planning Board was the development of a Natural Resources Protection Bylaw. The Board held public meetings and hearings to give information, answer questions, and gather comments. We appreciate the involvement of the public in this process. In May, the Planning Board hired Jeff Lacy of Rural Planning Associates as a consultant to assist us with preparing the bylaw for the 2022 Town Meeting.

In August, the Board hired Elizabeth Wood as our new part time Land Use Agent. Ms. Wood brings over eleven years of experience as a Planner to the position and we are pleased to have her.

The Board signed nine building permits this year and conducted a formal Site Plan Review of the new Public Safety Building.

Respectfully submitted,  
Jean Lindquist, Chair (2023)  
Alan Pease, Clerk (2022)  
Terri Cantor, Secretary (2026)  
James Hargraves, (2024)  
Tricia Foster (2025)

## CONSERVATION COMMISSION

The Ashby Conservation Commission meets on the first and third Wednesday of each month with additional meeting needs being posted as prescribed. In 2021, all Commission meetings were virtual meetings on Zoom under Governor Baker's COVID-19 Open Meeting Law directive. This practice will continue until further notice. Additionally, site visits have been modified to limit the number of persons in actual attendance in recognition of the Covid19 guidelines.

The Commission is charged with the protection the Town's wetland resources. Generally speaking, this requires anyone who intends to alter wetland areas, that is: land within 100 feet of any wetland or within 200 feet of any stream, must apply to the Conservation Commission, along with the State DEP, prior to such activity. This application is done through written application of a Notice of Intent or a Request for Determination Applicability. In each case a public hearing is held and site inspections made before decision is rendered. In all cases State Regulations provide the guiding principles for best practices.

The statues and regulations for wetlands protection are available on line within the MassDEP website. Additionally, the Commission has a number of self-help brochures for those interested in engaging in their own projects. If in doubt, it is always better to seek help through inquiries with the Commission.

The Commission remains committed to meeting the high expectations and fulfilling the legal duties entrusted to them by the Town.

Ashby's Commission members are as follows:

Robert Leary - Vice Chair  
Roberta Flashman - Secretary  
Tim Bauman - Chair  
Cathy Kristofferson – Treasurer  
(With currently one open seat)

Respectfully submitted,  
George A. "Tim" Bauman

## CEMETERY COMMISSION

Since the past 2 years of being on the cemetery commission. I have seen many changes for the cemetery. During the summer of July 2021, we were able to purchase 2 new tractor mowers which we desperately needed and one air compressor. This equipment has made our job successful in our grounds keeping. Tree removal was a success. We had 5 sugar maples removed from Glenwood cemetery. A big shout out thank you to

George of the jungle tree service. Also thank you to Steve Beauregard and the highway crew for making tree removal possible. I also want to thank Richard Forsman for his service and his repair skills on several cemetery monuments. And I would like to thank Wayne Stacy for all that he does. Lastly, thank you to Linda Stacy and Matt Peeler for all they do during the summer to help.

Respectfully submitted,  
Raymond Godin

## **NASHOBA ASSOCIATED BOARDS OF HEALTH**

Nashoba Associated Boards of Health continues to serve the Ashby Board of Health in meeting the challenges of environmental and public health needs in your community. As your Health Agent, entering the second year of the pandemic, this office continued our adaptation to the changes brought on by COVID-19 while we continued to provide the normal public health services for your communities.

- Informed, educated and stayed current with the information from the Department of Public Health to assist residents, schools and businesses.
- We inspected businesses for compliance, upon complaint, in accordance with the ever- changing guidance from the Governor, Department of Labor Standards and Executive Office of Environmental Affairs and provided interpretation and education to improve compliance.
- We provided guidance to our existing licensed businesses to help them operate safely during the pandemic.
- We added additional public health nursing staff and contact tracers to help with contact tracing and outreach.
- We have provided COVID-19 vaccination clinics, along with our well adult and flu clinics.
- Our VNA continued their home health activities throughout the pandemic adjusting to the requirements imposed by COVID-19

We look forward to continuing our work with **Ashby's Board of Health** to meet the public health, environmental and nursing needs of your community as the pandemic continues, including assistance with the roll out of the COVID-19 vaccine.

Included in highlights of 2021 are the following:

### **Environmental Health Department**

The Nashoba Sanitarian is available in the Ayer office and as Town Hall have re-opened we have returned to office hours.

Food Service Licensing and Inspections 6

This office licenses, inspects, responds to complaints and conducts follow up on concerns in licensed operations. Many of the inspections done this year were in response to COVID complaints; also affecting inspections: some businesses were closed or closed part of the year (schools). As more businesses opened this office has increased inspections.

Recreational Permitting and Inspections 3

This office licenses, inspects and responds to complaints for recreational camps for children, bathing, beaching and public and semi-pools. We provide for the sampling of bathing beaches on a weekly basis. Though COVID-19 restrictions were being reduced, and ultimately lifted in June, many camps didn't open. Many of the town beaches and public & semi-public pool resumed operation.

Housing & Nuisance Investigation 9

This office inspects dwellings for compliance with the State Sanitary Code, upon compliant and prior to occupancy. We issue orders to corrective actions, reinspect and initiate legal action if necessary. Similarly, complaints from residents concerning unsanitary conditions or pollution are investigated.

Title 5 related work – On-site Sewage Disposal

Application for soil testing	
(testing necessary for the design of a sewage disposal system)	18
Tests performed (perc tests and soil evaluation holed witnessed)	90
Applications for sewage disposal plans filed	22
Sewage disposal system plans reviewed	27
Sewage disposal system permits issued	21
New construction	11
Existing construction	10
Sewage disposal system inspections	57
Sewage disposal system consultations	79

Private Well related services

Well permit issued	19
Water Quality/ Well Construction	75
<i>(Private wells are regulated by local regulations: construction plans are reviewed, wells sampled and results reviewed/interpreted)</i>	

Rabies Clinics – Animals Immunized

(Due to COVID-19, clinics were limited in 2021)

**Nashoba Nursing Service & Hospice**

Nashoba's Certified Home Health Registered Nurses visits provide skilled services to

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

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

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

<u>Nursing Visits</u>	173
<u>Home Health Aide Visits</u>	48
<u>Rehabilitative Therapy Visit</u>	88

### **Community Health Nursing**

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

Our staff serves as a resource to the community, addressing questions and concerns from the public on a variety of health and safety issues (immunizations, head lice, chronic disease management, safe drug/sharps disposal etc.) in a variety of ways. This year was very different due to COVID-19. This office provided the following services for District.

- We conducted contact tracing for our member communities and managed the contact tracing efforts of the Contact Tracing Collaborative.
- We served as a resource for individuals and businesses interpreting the everchanging information on the disease and the State's response to the pandemic.
- We instructed individuals who tested positive and those who were close contact on the processes of Isolation and Quarantine, providing release letters for those who completed each process.
- We worked with the State laboratory to identify and manage clusters of disease/exposures in the District.
- We served as a resource for daycare facilities regarding infections in their facilities and interpreting the ever-changing guidance.
- We worked with the school nurses in the District to provide information, offer advice and supporting contact tracing in the schools.

- We are available to collaborate with all municipal staff, including Councils on Aging to address questions on COVID-19, exposures and actions which may be necessary to address these exposures.
- Conducted flu clinic your community, the State didn't require vaccinations for school children this year.
- We administered 32 flu shots through our annual clinics.
- We conducted COVID-19 vaccination clinics open for all Ashby residents.

Nashoba reviewed, investigated and reported on the following cases of communicable diseases from your community. Though the daily reporting and investigating work is not always visible it is vital to protect the public from the spread of disease. In addition to the cases listed below the nurse investigate suspect and probable cases of communicable diseases to provide education for individuals and information for the State.

Communicable Disease Number of Cases:

Babesiosis	1
Campylobacteriosis	1
Group B streptococcus	1
Hepatitis C	1
Human Granulocytic Anaplasmosis	2
Influenza	1
Lyme Disease	3
Novel Coronavirus (SARS, MERS, etc.)	317

### **ASHBY BOARD OF HEALTH**

The Ashby Board of Health consists of Daniel Ewald, Eric Moeller, and Cedwyn Morgan. We are assisted by our agent Rick Metcalf of Nashoba Board of Health, and currently meet on the fourth Thursday of every month at 7 pm. All meetings in 2021 meetings were held via Zoom due to the pandemic. Additional or alternative meetings are occasionally scheduled as needed.

The Board's agent, Nashoba Associated Boards of Health, has taken a lead role in coordinating response to the COVID 19 pandemic with state agencies and local boards. Nashoba and the Board have provided information and status updates to citizens and relevant local boards. Nashoba has performed contact tracing for infections in Ashby. The primary regulatory activities performed by the board involve septic and well permitting. Permits for solid waste transport, tobacco, and food services are also processed. There were no housing code issues of note this year.

Monitoring and mowing of the closed landfill are performed under Board supervision. Damage to the landfill cap was caused by motorized dirt bike/off-road vehicle traffic this year and was repaired by the Highway Department. Additional repairs will be needed in the spring. Our thanks to the Highway Dept for the work, MP Landscaping for the mowing, and Paul Bergquist for monitoring and sampling.

The Board provided testimony and assisted other Boards in requesting an opt-out for Ashby from the new state mosquito spraying program. The request was denied, and we have assisted in attempts to revise the opt-out program.

The Board assisted in managing response to several rabies bites in town (one animal).

### BUILDING COMMISSIONER

The building department issued 156 permits in 2021. This is an increase of 20 permits over last year. The following is a summary of the year's activities.

#### Permits

New Homes.....	9
Garages .....	2
Barns & sheds .....	4
Remodel, repair and additions .....	88
Wood stoves, pellet stoves & chimneys.....	6
Pools.....	2
Demolition .....	7
Solar Panels.....	29
Temp homes .....	2
Tents.....	2
Sheet Metal .....	4
Commercial.....	<u>1</u>
Total Permits .....	156
Annual Inspections.....	4
Yearly Inspection fees .....	\$0.00
Total permit fees .....	\$52,310.00
Total Work Value.....	\$16,327,310.24

Respectfully Submitted,  
Peter Niall, *Building Commissioner*

**ELECTRICAL DEPARTMENT**

We had an increase in electrical permits pulled as compared to last year. Revenue also increased by a total of \$578.50. The projects completed this year included solar projects, amp service upgrades, remodels and new construction.

Permits pulled for 2021 = 106 for total revenue of \$8088.50

Respectfully submitted,  
Stephen Dubois Jr, *Wiring Inspector*

**PLUMBING AND GAS INSPECTOR**

Number of permits for the year 2021 .....	67
Plumbing permits .....	27
Gas permits .....	40
Number of inspections (approximately) .....	85
Plumbing inspections .....	38
Gas inspections .....	47
Total revenue generated .....	\$ 4161.00

Respectfully submitted,  
Richard Kapenas, *Plumbing and Gas Inspector*

**ASHBY COUNCIL ON AGING**

**Mission Statement:** The mission of the Ashby Council on Aging is to enhance the quality of life for Ashby’s residents by offering services that strive to promote each resident’s healthy, successful aging.

**Meetings:** Council on Aging meets on the second Thursday of each month at 11:00am. Meetings are held on the first floor of the Ashby Town Hall (Land Use Room). Meetings are open to the public.

**Overview:** The Ashby COA’s sole purpose is to meet the needs of Ashby’s older residents with a focus on those most vulnerable. The COA serves any resident experiencing aging in Ashby by providing information, guidance and services. Special focus and attention are given to the most vulnerable of the town’s older population.

**Population served:** Based on the most recent census data available, there are approximately 992 residents over the age of 60 in Ashby.

**Location:** The Ashby COA Director currently has an office on the 3rd floor of the Ashby Town Hall. The Coordinator is temporarily located in the Land Use Room on the first floor of Town Hall. Most COA gathering's and functions are held there due to the 3rd floor being accessible by stairs and 1 single working elevator only. Also there is no accessible bathroom or functioning kitchen on the 3rd floor, for COA functions.

**Community:** The COA works directly with other community organizations to help facilitate their efforts to meet the needs of Ashby's older citizens. Here are some of these organizations: Massachusetts Executive Office of Elder Affairs, Nashoba Nursing Service & Hospice and the Nashoba Associated Boards of Health, Aging Services of North Central Massachusetts, SHINE (Serving the Health Information Needs of Elders), Making Opportunity Count (Meals on Wheels), Community Legal Aid, Ashby Highway Department, Ashby Free Public Library, Townsend Ecumenical Outreach (Food & Clothing Pantry), Ashby Police Department, Ashby Fire & EMS .

**Current COA Initiatives:** The COA continues to serve as a "resource connector" in order to help meet the needs of Ashby's elders. During the Covid-19 Pandemic and still to this day, due to the rising food prices, the COA has been integral in linking older adults with much needed resources, particularly food resources. Since the COA was unable to hold events in person as usual, we began new initiatives in order to help meet the needs. Some of those initiatives include Grab-N-Go lunches and free Drive- through coffee and donuts. Now that the pandemic is slowing down, the COA is cautiously implementing more in-person scheduled events. Those events include sit down lunch, newsletter folding, Social Hour twice a month which includes light snacks and beverages, Wellness Clinics with our Town Nurse and information sessions with guest speakers from town, county and state level professionals. Information topics range from health care and insurance coverage to resources and scam awareness. Below is some of the initiatives the COA continues to work on since March of 2020:

**Sand Delivery:** The Ashby COA coordinates volunteers to deliver sand to older residents in town that are unable to get to the town shed in the winter months. The number of residents receiving sand delivery for winter 2021-2022 is currently 40.

**MART Shuttle Bus Services:** to adjoining communities for health-related service - MART Shuttle Service is available to all eligible (60 years or older, or ADA qualified) individuals. Ashby residents may use the van Monday - Friday for medical appointments, social day care, and shopping. The van is available from 8:00 a.m. to 5:00. Riders must be scheduled by 2:30 p.m. the day before. To APPLY and schedule use please call: Jennifer Collins, Monday – Thursday, 386-2501, ext. 11

**Meals on Wheels:** At the start of the Covid-19 pandemic, the COA saw requests for Meals on Wheels more than triple. This increased volume has continued to slowly rise over the course of 2021 and then continue into 2022. The Meals on Wheels Program

is a crucial food safety net and helps decrease social isolation among homebound residents. We now deliver Monday -Thursday. A suggested donation for this meal is \$3.00 per meal. Call the COA or Montachusett Opportunity Council at 978-345-8501 extension #2 to apply and register.

**Medical equipment loans:** The COA has medical equipment available for loan at no cost to residents. Items include walkers, canes, shower chairs, crutches, and wheelchairs and more. The COA can also assist residents in finding other types of medical equipment and recovery-related items. During the Covid-19 pandemic, the COA has seen an increase in the need for medical recovery-related equipment and items. If you need equipment, please reach out to the Ashby COA.

**Newsletter:** The COA's Scoop Newsletter is a free, monthly, informative, newsletter sent to over 656 homes in Ashby. The newsletter informs readers of available services and resources, keeps readers updated on relevant news and information, and keeps readers connected with community of Ashby. A monthly newsletter helps create connection with the community and helps reduce social isolation. The newsletter is made possible through a grant from the Massachusetts Office of Elder Affairs.

**Community Outreach:** The COA Director makes visits to older homebound residents when needed, with the client's permission. The visits are meant to determine the client's needs and to facilitate the connection between resources and needs.

**Information Sessions:** The COA and COA Director organize monthly community speakers and presenters on a wide range of topics of interest to older residents such as health, nutrition, healthcare, legal issues, & community topics.

**Medicare Counseling:** SHINE Counseling (Serving Health Information Needs of Elders) - Ashby's SHINE Counselor meets with individuals to help them with Medicare related questions and concerns. SHINE Counseling is by request via phone or email. Contact the COA to make an appointment with our SHINE Counselor.

**Outings:** The Ashby COA and COA Director coordinate outings for older residents such as theater events, shows, informational seminars and dinners.

**Exercise:** The Ashby COA along with the Ashby Land Trust holds a "Monthly Senior Hike up Jewell Hill". Those hikes are on the 3rd Wednesday of each month. Start time is 11:00am and usually last around 90 minutes.

**File of Life Magnets:** The Ashby COA provides free File of Life Magnets to Ashby residents. The magnets are a place to keep all important medical information in one, easily accessible spot on the refrigerator. This allows easy access for older residents, as well as for EMS personnel in the case of a health-related emergency.

**Social Hour:** The COA holds Social Hour twice a month for a one to two hour gathering. Light snacks and refreshments are provided while the seniors of Ashby have a chance to mingle, chat and receive much needed human interaction. During this time, the COA is able to learn more about the needs and how we can help the elders of Ashby more.

**Pats Puzzle Club:** As a way to help fight dementia and Alzheimer's, while strengthening eye-hand coordination, that tends to diminish as we age, the COA offers a large variety of Jigsaw puzzles for Ashby seniors. They take their choice of puzzle home and after it's complete they exchange it for a different one of their choosing.

**Thank you to Ashby's Volunteers!** It would be impossible for the Ashby COA to accomplish its goals without the help of many volunteers! The Ashby COA sincerely appreciates and thanks everyone in Ashby that generously donates their time and energy to help our older citizens. From our dedicated team of Meals on Wheels drivers, to our friendly home visitors, to our awesome sand delivery volunteers, to the newsletter folders, to the Ashby Police Department, Ashby Fire & EMS, and the Ashby Highway Department., to those that just lend a neighbor a helping hand, your generosity and kindness is sincerely appreciated by the Ashby COA and Ashby's elder citizens that we serve.

Respectfully submitted,

Peggy Vanhillo, *Chair*  
Nancy Catalini, *Vice-Chair*  
Jo Helander, *Treasurer*  
Linda Mikkola, *Secretary*

Nadine Callahan, *Second Vice-Chair*  
Deborah Dancause, *Council Member*  
Neal Marshall, *Council Member*

Lisa Lavargna, *Interim Director*

## CULTURAL COUNCIL

The Ashby Cultural Council is a committee of at least 5 members appointed by the Board of Selectmen to serve 2 three-year terms. At that point, you must leave the ACC for 1 year, then you may rejoin the Council, if you wish. The primary responsibility of the Council is to disburse funds received from the Massachusetts Cultural Council for the Arts whose purpose is to support public programs that promote access, education, diversity, and excellence in the arts, humanities, and interpretive sciences in all the communities across Massachusetts.

The Massachusetts Cultural Council granted the ACC \$5,400 for 2022. We had \$525. in our budget from grants that did not perform in 2021, for a total of \$5,925. We had a total of 34 grant requests, approved 13 grants and had to pay 1 grant that performed

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and put in their paperwork late for a total of \$5,921, leaving \$4.00 in the budget as our current balance.

The approved grant requests and amounts to be disbursed for 2022:

Friends of the Ashby Library	Animal Survival Man	\$310.
Ashby Elementary School	Spreading Kindness	\$600.
Davis R Bates III	The Places You'll Go.	
	A Summer Reading Program	\$200.
Ashby Council on Aging	Beatles For Sale Band Concert	\$600.
Ashby Council on Aging	Antique Appraisal Day Event	\$300.
Ashby Council on Aging	Comedian Michael Fahey	\$415.
Henry Lappen	Henry the Juggler	\$450.
Ann-Marie La Bolita	Botanical Prints	\$350.
Stephen Lewis	Green Politics- Poster Exhibit	\$121.
Hawthorne Brook MS	Playful Engineers/Space	\$300.
Hawthorne Brook MS	Animal Adventures	\$635.
Peter Stickel	Cool Classics/Nissitissit	
	String Quartet	\$690.
Project Graduation NMRHS	Magician/Hypnotist	\$500.

Ashby Cultural Council members: Peggy Mosher, Chairperson; Catherine Foster, Publicist; Deborah Dancause, Treasurer; Maureen Davi, Secretary, and Chris Erban, member.

Respectfully submitted,  
Peggy Mosher, *Chairperson*

### **ASHBY FREE PUBLIC LIBRARY BOARD OF TRUSTEES**

2021: The only thing constant is change.

The Trustees of the Ashby Free Public Library met on a monthly basis (4th Wed) during the year, meeting on Zoom pretty much for the entire year. The board consisted of: Roberta Flashman, Dwight Horan, Claire Lavin, Deb Moylan, Murray Cox, Geraldine Zagarella, and Tim McLaughlin. In April, 2 new members were elected by the Town to the Board, Lynne Carpenito and Chris Ewald. Mark Lapham and John Mikola ended of their terms. John had been on the Board since being elected by the Board in July of 2005 to fill a vacancy, including many, many years as Chair.

The following officers were elected by the Board in July: Roberta Flashman, Chair;

Claire Lavin, Vice-chair; Deb Moylan, Secretary; and Tim McLaughlin, Treasurer.

Dwight Horan and Tim McLaughlin serve as the scholarship committee and 16 scholarships were awarded from the library scholarship funds in February. Lynne Carpenito serves as the Friends of the Library liaison.

Tiffany Call served as our Library Director through the end of October. At that time she left to take a position in the Ashburnham Library as Children's Librarian. We wish her well and thank her for guidance through the difficulties posed by COVID and reconfiguring the internal spaces as well as her innovative crafts programs. She also did the research to back up the Board's decision to suspend the practice of charging overdue fines for all patrons, having tested the policy on patrons 0 – 18 yrs. old without any adverse effects. She also recommended the award for Outstanding Service to the Library be given to Hannalore Colosanto for her more than 10 years of preparing new books for circulation. The Board confirmed the recommendation and held a small celebration in August.

The Library Director completed the filing of all the financials, circulation and other information required to keep the library certified with the Mass Board of Library Commissioners. The Library was fully funded this year and that resulted in the Library being awarded the largest State Aide amount ever! The 1st half of the payment, \$3,227.30, was received in December and the 2nd half will be received in March. The State Aide can be used for anything that the Library needs, except salaries and wages. This year we hope to combine those accumulated funds with funds that remain from the building fund trust to tackle a very large project: scraping and painting the exterior of the new building, as well as scraping and painting all the windows in the old.

At the end of October, through a number of happy coincidences, we hired Heather Brodie Perry as our Acting Director. Heather not only holds an MLS in Library Science, but she also holds a PhD in Library Sciences! This is the first time that Ashby will have a degreed Director. People who have met Heather or worked with her are favorably impressed with the difference. We hope that the community will introduce themselves to Heather and begin to see changes in the Library.

This year we're attempting to renovate the basement of the old building. Tiffany started and Heather is completing a thorough cleaning and decluttering of the spaces, with assistance of Board members volunteering their time and energies. In addition, the final recovery of the library from the leak on the roof, expertly repaired by Bob Bedard, is scheduled to be painted in 2022, starting with the old building exit hallway downstairs and the study room upstairs. We eventually want to complete cleaning out one of the back rooms. Our plan is to then scrape, waterproof and paint the space so that we have a dry storage area for so many of the seasonal displays and materials for the Library and Friends of the AFPL.

The Library reopened for browsing in July. COVID numbers in Ashby have soared since then to their highest level. The Library has remained open this time, assuming all necessary precautions and extending curbside pickup to those who request it.

The Library has also remained open despite a number of staffing issues. We lost both of our assistants in October, through resignation and a medical issue, in addition to losing our Director. Jackie Quigley, Jeanne Lindquist and Chris Ewald stepped up to assist in that short-handed time. Our regular volunteers also made the transition in staffing easier, lending a hand in shelving, searching for books, learning how to process new books and even learning to run the circulation desk. Thanks to all.

The Board of Trustees is so delighted by the Acting Library Director's abilities that we have entered into discussions with Heather about taking on the permanent position. Stay tuned.

The Board of Trustees was heartened and honored by the citizenry's strong support at the Annual Town Meeting in June that restored the Library's budget to the Board's recommended level. The support, both financial and emotional, make a world of difference to the atmosphere in the building, the maintenance of the building and, most importantly, the ability to meet the community's requests for books, DVD's, Audio Books, electronic download of eBooks and audio books, inter-library loans, programs, and services that are at the heart of a library and its community. Thank you. We hope to be able to delight you by exceeding your expectations with new and expanding ideas this year.

Respectfully Submitted,  
Roberta Flashman, *Chair*

### **LIBRARY DIRECTOR**

It is the mission of the Ashby Free Public Library to provide free and equal access to meet the informational, educational, and cultural needs of the community in order to support lifelong learning. In light of the ongoing pandemic the library became more important than ever in filling these essential roles. The library staff continued to innovate to support the community in new ways.

In 2021, Ashby library patrons checked out 14,075 books, videos, audio recordings and other items. They also borrowed 3793 digital items. Eighty-three programs, both virtual and live, were offered.

The library remained closed to the public until June 2021. When a new wave occurred in October, the Library required the wearing of masks as required the Ashby Board of Health and resumed some curbside pickup. Regular browsing hours resumed after

Thanksgiving.

From January to June the library offered curbside pickup during regular library hours, as well as weekly virtual craft classes and cooking programs for children, teens, and adults, Storytime Live, and Farm Field Trips. Special library bundles were also offered during this time: Movie Bundles that included 3 DVDs, popcorn, & candy; Storytime Bundles included picture books and activities, Teen/Tween Book Boxes that included 2 books and a few treats, weekly Craft-Kits-To-Go, 100 Snowman Surprise Bags were given out in January and included craft kits, hot cocoa, & snacks.

The Ashby Free Public Library was certified at the MBLC board meeting on March 4 to receive FY 2021 State Aid to Public Libraries grant awards. The Ashby Free Public Library is in good company, with 347 total libraries in Massachusetts approved for State Aid grants.

After its hiatus the volunteer program resumed. The library is fortunate to have many wonderful volunteers including seniors from the Senior Tax Work-Off program, teens, former AFPL employees, trustees, and other members of the Ashby community.

In April the AFPL joined many other libraries in ending overdue fines for late items, and eliminating past overdue fines. Patrons are still charged for the replacement cost of damaged or lost items. Patrons have responded positively to this change.

The Friends of the Library held a very successful Spring Book Sale on the library lawn in May and were able to raise funds for Summer Reading 2021. They also held the Annual Pumpkin Festival in the fall on the Common. The Festival was well attended and was fun for all. The book sale at the festival raised money for the library and enabled many books to find new homes.

This year saw physical changes in the library. In May the Young Adult space moved downstairs to the Moulton Room. This was a huge undertaking to move the entire space, but we know Ashby teens will love having a dedicated room for themselves. The Friends were instrumental in facilitating this project. Their fundraising supported the purchase of the furniture and rugs. The Friends also painted the space. To further decorate the space, an art challenge was put out, and we had over 10 teens contribute artwork for the new YA room.

In the Ashby Library Art Gallery, the artwork of Nancy French, Ashby Historical Society's Maps of Ashby, and Stephen Lewis' Human Rights Poster Exhibit were featured.

The library partnered with Ashby Council on Aging to offer a monthly Coffee Drive-Thru for Seniors in front of the library, January-June 2021, once the library reopened the Senior Socials were held twice a month in the library.

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The library's technology was upgraded in 2021 partially due to COVID relief funding. In June 2021 the library expanded the wifi range so that patrons could use free wifi outside the library 24/7. Through a grant we were able to acquire 10 Google Chromebooks for patrons to use while in the library or borrow with their library card. In July the library received a telescope thanks to the generosity of an anonymous patron partnered with the Aldrich Astronomical Society. In December the telescope was taken out so that patrons could use it to look at the stars. It will continue to be available for use. The library's website has gotten a major update, it will be unveiled in the new year.

As 2021 drew to a close, the library saw changes in the library staff. Over the summer Cathy Foster, Sarah Pierce, and Jill Clark moved on to new opportunities after several years at the library. In October, Director Tiffany Call moved on to a new role in the CW/Mars Network. In November, Circulation Assistant Jacki Quigley also moved on to new opportunities and Circulation Assistant Penny Cole took some time off to recuperate from a fall. Heather Brodie Perry joined the library staff as Interim Director and Connor Murphy joined as a Circulation Assistant with a focus on Children's and Young Adult services.

As the year came to an end the library worked to prepare the atrium and the quiet study room for repainting and additional shelving was brought upstairs to accommodate collection expansion. As we move into 2022, we look forward to resuming programming and adding additional programming and collections to meet the changing needs of our patrons.

Respectfully submitted,  
Heather Brodie Perry, *Interim Director*

### Library Trustees:

Roberta Flashman-Chair

Claire Lavin

Murray Cox

Dwight Horan

Timothy McLaughlin-Treasurer

Deb Moylan-Secretary

Geraldine Zagarella

Lynne Carpenito

Christine Ewald

### Library Staff:

Heather Brodie Perry-Interim Director

Connor Murphy-Library Assistant

Penny Cole-Library Assistant

James Porter-Page

Tiffany Call-Director (January-October 2021)

Jacki Quigley-Library Assistant (January-November 2021)

Cathy Foster-Library Assistant (January-August 2021)

Sarah Pierce-Page (January- August 2021)

Jill Clark- Page (January- October 2021)

### **FRIENDS OF THE ASHBY LIBRARY**

The Friends continued to support the library in a variety of ways despite the ambiguity of the COVID pandemic. The Friends started the year restocking the little food pantry at the library and moved it inside when our friendly bears started to visit. The pantry has since closed, but Townsend Ecumenical Outreach has food available for our residents in need. Even though the year started out with the library still closed (offering curbside pick-up), we took this time to work on the inside in preparation of the opening. The Friends donated furniture, a rug, and time to create a new dedicated teen room in the library. With its freshly painted walls, bright comfortable furniture, and colorful decor the room offers this segment of our population a welcoming place that is their own.

The Friends continued to meet via Zoom posting meetings on Facebook pages and the library website. The Friends also continued with the annual purchasing of passes to different local parks in hopes people could use them in-person this year. In May the Friends had their first event of the year on the library's front lawn by conducting a book sale offering gently used, donated books at very low prices. This earned the Friends almost \$548 in profit.

The spring was spent coordinating raffles and prizes to support the Summer Reading Program with the goal to have prizes for all ages of people in our community. The first in-library event of the year was a hip-hop dance demonstration in June. Then later in the summer was a visit from Animal World Experience which the friends sponsored with a grant from the Ashby Cultural Council. Then later in July Cosmic Kelly was at the library entertaining and educating children. The rest of the summer was focused on planning for our long awaited 30th annual Pumpkin Festival.

In an effort to make it easier for people to donate or make purchases with the Friends, this year the Friends created a Venmo account.

The Pumpkin Festival was held on the common on September 25th. This is the largest fundraising event sponsored by the Friends. There were T-shirts with our sponsors and local entertainers The Flying Irish Dancers and Roadworm Ramblers. The festival offered the traditional craft fair, bake sale, raffles, children's game, pumpkin decorating contest, and beloved tractor parade. This event could not have been done without support from other groups/businesses in our community like the Boy Scouts, the Historical Society, the Congregational and Unitarian churches who supplied concessions, the teens who ran the children's game, plus Sheldon's who donates portable toilets, and Murray and Sons who handled the waste. It was a beautiful day and a great turn out of people from our community. The friends ended up raising over

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\$5000 to use for library programming.

In October the Friends also sponsored a family magic show at the library. The Friends continued to support the Ashby Halloween tradition of providing donuts and cider to trick or treaters, but this year was the first year that on Halloween children could get their treats on the library front lawn instead of going inside the library. This proved a great success!

In November the friends worked with the Ashby Cultural Council to have Henry the Juggler at the library. In lieu of a Christmas event at the library the Friends again offered the book and letter from Santa program. People could purchase an age-appropriate book for their child and the Friends would deliver a wrapped book with a letter from Santa. This program resulted in fundraising of \$571 in profits.

The Friends had a busy year supporting the library and look forward to another year supporting the library and our community.

Respectfully Submitted by  
Michelle Thomas, *Volunteer Coordinator*

### **PARKS DEPARTMENT**

*No Report Submitted*

### **NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT**

Craig Hansen, Chair, Pepperell      Michael Morgan, Vice-Chair, At-Large  
Lisa Martin, Member, At-Large Member      Randee Rusch, At-Large Member  
David Carney, Member, Pepperell      Thomas Casey, Member, Pepperell  
June McNeil, Member, Ashby      Jessica Funairole, Member, Townsend  
Susan Robbins, Member, Townsend  
Brad Morgan – Superintendent of Schools  
Student Representative to the School Committee  
2021-2022 School Year  
Charlie Desjardins

#### **Report of School Committee Chairperson**

The North Middlesex Regional School District School Committee is an elected board of nine members consisting of three representatives from Pepperell, two from Townsend, one from Ashby, and three at-large representatives. Each member serves for three-year terms.

The committee is charged with setting educational goals, reviewing and approving the district budget, monitoring expenditures throughout the year, reviewing and setting district policies, and hiring and evaluating the Superintendent. Our full committee meets approximately 18 times per year, with subcommittees and liaisons established to support our work. Our meetings are open to the public, and we encourage community members to attend.

At the start of 2021, the committee was deep in budget development for FY22. We voted to establish a stabilization fund, which will help ease some pressure on our annual budget and allow the district to set money aside for larger expenditures, and wrapped up our annual series of budget summits. These summits provide town and district leadership an opportunity to have an open dialog regarding the financial health of each town and which investments into our community's education the towns can support fiscally. Each town is represented by a Selectboard member, Finance Committee member, and Town Administrator. The primary goal of these sessions is to provide background on the budget early in the process so questions and concerns can be more effectively addressed ahead of budget season and annual town meeting votes. Preliminary as well as approved budget details are available at: <https://www.nmrtd.org/Page/686>.

On March 15, 2021, the committee fulfilled one of its core obligations, reviewing and approving a district budget of \$59.7M for the 2021-22 school year, reflecting a 2.45% increase over the previous year. This was followed by the passage of the FY22 budget and approval of the establishment of the district stabilization fund at town meetings in all three member towns - thank you!

Our negotiation subcommittee had a busy year, hard at work with negotiations to support the shift in learning models as well as contract renewals for our Custodians, Nurses, Secretaries, and Teachers. The subcommittee successfully negotiated through May and June, and the School Committee approved new three-year contracts for our Custodians, Nurses, Secretaries, and Teachers. The committee thanks all those involved with negotiations for the tremendous efforts in coming to these agreements, which are available online at: <https://www.nmrtd.org/Page/122>

The committee congratulates Jessica Funairole on her election, David Carney on his re-election, and Craig Hansen on his re-election to the school committee. At the committee's annual organizational meeting on May 3, Craig Hansen was re-elected Chair, and Michael Morgan was re-elected Vice-Chair of the committee. In addition, the committee thanks Rob Templeton, who did not seek re-election, for his years of service to the district, including as chair of the High School Building Committee and long-time school committee member.

For the 2021-22 school year, the following subcommittees were appointed:

- **Finance:** Lisa Martin (chair), Craig Hansen, Randee Rusch, William Hackler (citizen)
- **Negotiation & Personnel:** Thomas Casey (chair), David Carney, Jessica Funaiole, Susan Robbins
- **Policy:** Randee Rusch (chair), Lisa Martin, June McNeil, Michael Morgan
- **Warrant Signatories:** Michael Morgan, Lisa Martin

Our subcommittees are appointed to carry on the work of the committee further. They meet regularly and make recommendations back to the full committee.

The committee also appointed liaisons to engage with various departments and officials in the following areas:

- **Equity Advisory:** David Carney, June McNeil
- **Facilities:** Susan Robbins
- **Food Service:** Lisa Martin, June McNeil
- **Safety:** Michael Morgan
- **Technology:** Lisa Martin, David Carney
- **Selectboards:** June McNeil (Ashby), Craig Hansen (Pepperell), Jessica Funaiole (Townsend)

Committee liaisons provide a School Committee member's perspective in relevant discussions and bring relevant issues raised by these groups to the School Committee or Superintendent. More information about our subcommittees and liaisons is available online at: <https://www.nmrso.org/Page/684>.

It was a pleasure and an honor to participate in various activities celebrating the successes of the Class of 2021. The perseverance shown by the students of our community has been inspiring, and getting to see their smiling faces at graduation was genuinely moving. Congratulations, graduates!

The committee maintains an Annual Pacing Guide which provides a high-level view of topics the committee intends to discuss throughout the year, a set of Meeting Norms to outline how we conduct ourselves during meetings, and Operating Protocols to demonstrate a commitment to enhancing teamwork. For the 2021-22 school year, the committee established the following two goals:

- Establish a quarterly School Committee newsletter, including a recap of past meetings, policies/procedures reviewed/under review, and voting/discussion results.
- Conduct a professional development retreat for School Committee members

to allow team building, establish guiding principles, goals, and objectives, and strategize current steps as the committee planned for the future.

Additional details about the committee, including meeting notices, agendas, and more, are available online at: <https://www.nmrtd.org/domain/309>. The committee values input from the community and encourages anyone with questions or feedback to contact the committee at [info@nmrtd.org](mailto:info@nmrtd.org).

In November, the Massachusetts Association of School Committees (MASC) held its annual conference in a hybrid setting, consisting of nationally known guest speakers, networking opportunities, panel sessions offering professional development opportunities, and in-depth discussion on the critical education issues today. In addition, a delegate assembly is held where resolutions are presented for discussion and vote. Committee chair Craig Hansen represented NMRSD at the assembly, casting votes for each resolution as directed by the committee.

As 2021 comes to a close, we end as we began - with the budget season upon us. The committee has started budget planning for the 2022-23 school year and, as in past years, continues to hold budget summits with representatives from our member towns.

This has been another challenging year on many fronts, with added burdens and stresses on all of us. I am honored to be serving our district on the School Committee. I thank all teachers, staff, students, and committee members who continue to help ensure the health and safety of everyone in our district while maintaining an exceptional level of education. Your efforts continue to be noticed and appreciated.

Lastly, a heartfelt thank you to the parents/guardians and community members of Ashby, Pepperell, and Townsend. Your continued and active support of the district is very much appreciated.

Respectfully Submitted,  
Craig Hansen, *Chair, NMRSD School Committee*

### **Report of the Superintendent of Schools**

Each year, it is the Superintendent's job to advance the district with a strategic plan and budget that puts in place people, programs, and buildings; that supports energized instruction and engaged learning; that pushes innovation in all aspects of the school experience; that remains aligned with our core values; and provides sufficient resources to ensure compliance with all federal, state, and locally mandated educational programs and requirements.

The Strategic Plan of the North Middlesex Regional School District provides a road

map for our work, with goals and strategies tied to our mission and vision:

Mission: *"To provide a comprehensive educational experience focused on students becoming contributing members of society."*

Vision: *"The North Middlesex Regional School District is dedicated to working with students, families, and the community to ensure that every student is achieving at their potential. The social-emotional health of all students is supported in an engaging, inspiring, and challenging learning environment necessary for student success."*

As we are now in the third year of our 5-Year Strategic Plan, we will continue to address our three (3) objectives:

1. Consistent & Rigorous Curriculum: Implement a rigorous and relevant curriculum while strengthening instructional practices that promote purposeful student engagement in learning.
2. Meeting the Needs of All Students: Develop and expand educational experiences to ensure all students are provided with high-quality learning opportunities for academic, social, and emotional needs.
3. Culture & Community: Create various opportunities to foster a cohesive district-wide climate, culture, and sense of community that benefits all stakeholders.

Additionally, we will continue to measure the value and success of our work towards our five (5) Core Values:

1. The well-being of our students is at the heart of what we do.
2. Learning is a lifelong process for both students and staff.
3. A safe and supportive school environment is essential to student success.
4. All members of the North Middlesex community have the capacity to grow and develop their character.
5. We respect diversity in all forms.

2021 presented unique challenges returning to school and transitioning through three different instructional models due to numerous mitigation strategies and the guidance of the Department of Elementary and Secondary Education. Through all of this, our students, staff, families, and the Ashby community supported the NMRSD through these unprecedented times. It was evident that the core values of the Ashby community are strong and the students are a top priority.

To that end, and in accordance with the United States Office of Civil Rights, Massachusetts Department of Elementary & Secondary Education, the Massachusetts

Association of School Superintendents, and the New Superintendent's Induction Program, the district continues to progress through our initiatives within our strategic plan which include initiatives that focus on issues of student learning, community, equity, anti-racism, and social justice.

In the fall of 2021, we reopened with all students. Although mitigation strategies are still in place, all staff and students stepped up to be back in session. The shift back from remote and hybrid learning had its challenges with students and staff reacclimating to our expectations and outcomes this fall. However, our schools have supported our students' social, emotional, and academic needs. This was accomplished by utilizing the federal ESSER funds strategically. These funds will continue through 2024.

With 2021 in the past, we reflect on our accomplishments and prepare to continue to move NMRSD forward.

### **Volunteerism and Donations**

North Middlesex Regional School District is a community of volunteers. The school committee and administration are grateful to all the individuals and groups who have made contributions to programs throughout the district. The committee is also thankful to those who have donated thousands of hours to help deliver services to the students of North Middlesex.

### **Personnel**

The North Middlesex Regional School District saw 14 of its staff retire over the last year: Deborah Baird, Alan Beauchemin, Michelle Blake, Coreen Chenelle, Elizabeth Gill, Mary Grise, Donna Leary, Julie McIntyre, Sharon Paquette, Alice Riportella, Lynne Shaw, Sandra Shepherd-Gay, Joan Siskind and Debra Warrington.

These staff members have left their positive mark on education in Ashby, Pepperell, and Townsend through their dedication to the North Middlesex Regional School District students.

### **School District Budget**

Highlights of the Fiscal 2021 Budget:

- The district's FY2021 operating budget consisted of \$56.2 million in current year appropriations. There were no additional votes to increase or decrease the operating budget during the year. The district closed the year with 3.75% remaining in expenditures related to the COVID pandemic shutdown beginning in March 2020.
- Revenues came in \$1,111,016 higher than budgeted. These revenues included

one-time receipts of surplus funds from the Valley Collaborative. State aid revenue came in higher than projected by \$791,291. This was mainly due to Chapter 70 State aid and Chapter 71 transportation funds. With the uncertainty of the FY21 state budget, the revenue projections for FY21 were reduced in June 2020. The district received \$555,405 in school choice funds, which was short of the original budget. The Medicaid reimbursement came in \$44,581 above the original estimate.

- The School Committee approved several budget transfers through the year to move technology lines to instructional hardware per DESE function code changes and to transfer out to the capital project for Crosswalk upgrades.
- The salary shifts in FY21 due to new hires and leave of absences resulted in available funds in the active employee health insurance lines. Additionally, both regular and special education transportation expenses were lower due to the pandemic and remote learning models.

### Capital Costs

Completed capital projects in FY2021 include:

- Ashby Elementary School - Energy efficient lighting retrofits completed with funding from the Ashby Green Community Grant
- Multiple locations-AHERA management plan study and remediation of Asbestos
- Spaulding Memorial School - New security system panel replaced
- Varnum Brook Elementary School - Replacement of cafeteria tables
- Hawthorne Brook Middle School - Flooring renovations
- Hawthorne Brook Middle School - Removal of underground Oil Tank.
- Hawthorne Brook Middle School - Painting work in the lobby
- Nissitissit Middle School - Curb and sidewalk repairs
- Nissitissit Middle School - 5-year lease John Deere Tractor

Debt Service:

- The district continues to borrow using short-term notes for the Hawthorne Brook/Squannacook Septic project, the ongoing Accelerated Repair Projects, and the final costs of the High School Construction project. The district continues to maintain its Aa3 general obligation bond rating. The following bond anticipation notes were issued in FY2021:
  - Hawthorne Brook Septic Project \$305,868
  - Accelerated Repair Feasibility Study Varnum Brook Elementary and Hawthorne Brook Middle School \$185,710
  - Hawthorne Brook Middle School \$2,928,571, Varnum Brook

Elementary School 6,157,142. and Squannacook Early Childhood Construction \$2,910,744, North Middlesex Regional High School \$9,792,850

The long-term debt outstanding as of 6/30/2021:

- Nissitissit Middle school construction refunding \$950,000
- North Middlesex Regional High School construction \$32,050,000

The General Fund expenditures for the school year were as follows:

Personnel Services .....	\$29,554,113
Contractual Services .....	\$ 1,347,815
Transportation, Regular ed .....	\$ 1,505,814
Supplies, Other .....	\$ 2,235,907
Utilities .....	\$ 1,245,466
Insurance & Retirement .....	\$ 8,667,205
Out of District Tuition & Transportation & Assess. ....	\$ 5,929,644
Transfer to Other Post Employment Trust .....	\$ 150,000
Transfer to Capital Project .....	\$ 300,000
Debt Service .....	\$ 4,327,331
Prior Year Encumbrances paid.....	\$ 358,417
<b>Total .....</b>	<b>\$55,621,712</b>

#### 2021 Federal and State Grants Received

##### Federal Grants:

140 Title IIA: Improving Educator Quality .....	\$ 68,598
240 IDEA Special Education Allocation .....	\$ 875,057
262 SPED Early Education Allocation .....	\$ 36,822
305 Title I .....	\$ 304,782
309 Title IV (part A) .....	\$ 22,500
274 SPED Program Improvement .....	\$ 25,901
298 Early Childhood Program improvement.....	\$ 2,524
113 ESSER I - Emergency Relief.....	\$ 254,114
115 ESSER Grant II.....	\$ 977,524
119 ESSER Grant III .....	\$2,258,260
Municipal Cares--Subrec.via Town of Pepperell.....	\$ 142,555
118 CvRF Remote Learning Technology .....	\$ 110,735
102 CvRF School Reopening Grant .....	\$ 697,950
103 CvRF Food Service Grant .....	\$ 5,569
104 CvRF Prevention .....	\$ 128,013

##### State Grants:

117 SOA Evidence Based EL .....	\$ 41,500
134 DLCS Student Learning Devices.....	\$ 9,848

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152 Digital Literacy Now .....\$ 3,500

**Total (FY21 grant awards) ..... \$5,965,752**

Respectfully submitted,  
Brad Morgan, *Superintendent of Schools*

**North Middlesex Regional High School Building Committee**

The district would like to extend its sincere thanks to the NMRHS Building Committee members for their commitment to the children of North Middlesex. The committee is comprised of members from each town, administration, teachers, and town officials.

- Robert Templeton, Chair, Townsend
- Gary Shepherd, Vice-Chair, Townsend
- Susan Robbins, Alternate School Committee Representative (Townsend)
- Nancy Haines, Business Manager
- Oscar Hills, Director of Buildings & Grounds
- Jeremy Hamond, Director of Technology
- Brad Morgan, Superintendent
- James Landry, Teacher, NMRHS
- Nancy Milligan, Assistant Superintendent
- Stephen Themelis, Town Official, Pepperell
- Heide Messing, Member, Townsend
- David Amari, Member, Ashby
- Craig Hansen, Member, Pepperell
- Ronald Scaltreto, Member, Townsend

**Special Education**

As the district returned to a full day of in-person learning to start the 2021-2022 school year, the focus for the special education and student services department was to provide in-person instruction and remediation to the district's 700 students who receive special education services. As we welcomed students back full time into the buildings to start the 2021-2022 school year, it was evident that many of our students struggled with engaging in appropriate adaptive behavior and coping skills, socialization with peers, academic engagement, and the return to 'normal' school. In response to this, the special education department engaged with the general education teachers to provide these students with the supports and interventions necessary to assist them in building the confidence and skills necessary to engage in learning. In addition to the special education teachers and staff, members of the district's mental health team (school psychologists, counselors, behavioral analysts) also worked closely with these students and staff to provide these services.

While it has been a busy school year thus far, it has been an incredibly rewarding experience to work closely with these dedicated educational professionals as we navigate the nuances of teaching and learning during a pandemic. As the Director of Student Support Services, I am immensely proud of the collective work we have done and continue to do for our students.

Respectfully submitted,  
Brad Brooks, *Director of Student Support Services*

### **Curriculum and Instruction**

The curriculum and instruction department focuses on ensuring every student receives a guaranteed and viable curriculum experience that supports the district's strategic mission. The North Middlesex Regional School District's mission sets out "(t)o provide a comprehensive educational experience focused on students becoming contributing members of society."

Over the course of the year, students, teachers, families, and the community have worked extremely hard to transition from a hybrid year to a full return this fall. Our teaching and learning have been fluid and flexible to meet the needs of students both academically and for their social/emotional needs through this pandemic.

Reviewing our student data, anecdotal records, and observations of students, North Middlesex provided its students with opportunities to grow and develop over the course of the year. Evidence showed that students and staff adapted to constantly evolving situations and continued to learn despite the world around them. While we know that it will be a multi-year effort to help students with any unfinished learning, the state has provided many resources for districts around effective acceleration strategies to support our students.

Our District Strategic Plan (located on our website) continues to address the three strategic objectives set out for our students, which include:

- Implement a rigorous and relevant curriculum while strengthening instructional practices that promote purposeful student engagement in learning.
- Develop and expand educational experiences to ensure that all students are provided with high-quality learning opportunities.
- Create a variety of opportunities to foster a district-wide climate, culture, and sense of community that benefits all stakeholders.

As the assistant superintendent, I thank the administrative team and teacher teams for the hard work they put in daily on behalf of our students and families. This year has

been challenging for everyone, yet our staff have gone above and beyond for students academically, socially, and emotionally daily.

Respectfully submitted,  
Nancy Milligan, *Assistant Superintendent of Schools*

## **SQUANNACOOK EARLY CHILDHOOD CENTER**

The NMRSD Preschool (Squannacook Early Childhood Center - SECC) serves Ashby, Townsend, and Pepperell. SECC is located at 66 Brookline Street in Townsend. We have a beautiful facility and playground nestled at the center of our three-town district that offers a variety of programming options for children ages 3-5 yrs. SECC follows the NMRSD school calendar.

Squannacook Early Childhood Center currently has six classrooms, which offer various programming opportunities to meet our students' individual needs. Our classrooms promote each child's emotional, social, physical, and cognitive development. In addition to our integrated preschool, we also house our +STEPS (Positive Social Thinking Executive Planning Strategies) Program and LEAP classroom (Learning Enrichment Autism Program).

Our integrated preschool program adheres to the Massachusetts Curriculum Standards, which emphasizes a range of developmentally appropriate, open-ended, hands-on activities. We incorporate Lively Letters, which is a multiple sensory reading program, as well as the social curriculum, We Thinkers. We Thinkers is a multiple-sensory social-emotional learning program. SECC continues to utilize a grant-funded reading app, Footsteps2Brilliance. Footsteps2Brilliance allows students access to games and e-books through a free app, which is easily accessed on families' home devices. Students participate daily in choice time, circle time, structured learning activities, snack time, music, storytime, movement, and social skill development. Each classroom has an Eno Board and a ceiling-mounted projector. The daily program often includes expressive activities such as art, music, and dramatic play. Children also have numerous opportunities to work on independent decision-making, group cooperation, collaborative problem-solving, social skill development, and classroom responsibility. Children are instructed in activities that develop fine motor, gross motor, and communication skills. Children are treated with respect and are encouraged to learn about their world through exploration and discovery. SECC provides a safe and accepting environment where preschoolers have fun while being encouraged to learn the cooperation/socialization skills necessary for beginning their school career.

Each of our classrooms is taught by a certified special education teacher and has a minimum of one paraprofessional. The special education program at SECC has a team that consists of special education teachers, a speech/language pathologist, an

occupational therapist, a physical therapist, a School Psychologist, and a BCBA (Board Certified Behavior Analyst). A full-time nurse and secretary complete the team. A unique feature of our program is the integration of therapists into our daily schedule. At the end of a student's preschool experience, our teachers work with the kindergarten staff at each district's elementary schools (Ashby, Spaulding, and Varnum Brook) to ensure a smooth transition for student success into kindergarten.

Thank you for the opportunity to share our preschool program with the NMRSD community.

Respectfully Submitted,  
John Judge, *Assistant Director of Special Education*

### **ASHBY ELEMENTARY SCHOOL**

It is an ongoing privilege as Principal of Ashby Elementary School to present you with my seventeenth annual report for Ashby Elementary School. Our school community partners with town officials and community members to provide an outstanding environment where all students can achieve their full potential every day.

In 2021, the district initiated an Adopt-A-Spot. Currently, we have AES PTC, Girl Scout Troop # 65019, Volunteers of Ashby, and Magnolia Landscaping with an Adopt-A-Spot. This year, Ashby Elementary School also gained another Chrome cart of 30 Chromebooks for students to utilize. This year, North Middlesex Regional School District opened a before and after-school child care program for students K-6. I'm the Director of the program, which operates at each of the three elementary schools. Check out our website for more information, cost and registration, Extended Day Program / Before and After School Care (<https://www.nmrtd.org/domain/426>).

Ashby Elementary School continues to have a small student population of kindergarten to grade four students (145). Our student population does include students who choose school choice from Fitchburg. We offered a free breakfast and lunch program for all our students via Fresh Picks Cafe, which started on July 31. We house seven classrooms in our elementary school. Students continue to enjoy the benefit of participating in physical education, art, library, computers, or music once a day. Title I (Interventionist) provides targeted assistance to students through small group instruction in English Language Arts and/ or Math. We have two special education teachers and two special education paraprofessionals that support each of the different grade levels. We also offer speech and language services, occupational therapy, and physical therapy. We have a full-time school counselor and a full-time nurse. We have a valuable partnership with Franklin Pierce University and Fitchburg State University to welcome student teachers with fresh ideas for best practices in delivering curriculum into our school environment.

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Our school climate is based; on safety, responsibility, and respect for all students and staff. Ashby Elementary School Council members include Mrs. Johnson, Mrs. Dancause, Mrs. Lyden, Mrs. Haigh, who meet on the second Tuesday of each month to create our Elementary School Improvement Plan, which aligns with our District Strategic Plan.

Ashby Elementary School has a Parent-Teacher Cooperative, which provides the students with cultural and curriculum-based assembly programs throughout the school year. The Parent-Teacher Cooperative continues to organize; our Ashby Elementary School family events for us all to enjoy. There are numerous opportunities for parents/guardians to be involved. Please, contact the principal at [agapp@nmrs.org](mailto:agapp@nmrs.org) or 978-743-1005 to submit your name for volunteering.

We have long-standing annual traditions; such as the fourth-grade digital yearbook, fourth grade "Wall of Fame," Dr. Seuss' Book Give-Away, various clothing, food, and toy drives for local organizations (Ashby Cultural Council, Townsend Ecumenical Outreach, and Project 351), Elementary School Spirit weeks/ Friday Ashby/North Middlesex Day, Field Day, music concerts, and our annual Wednesday Walk to School Days from the Town Common area. Other traditions include our annual dictionary giveaway to all third graders from the Gardner Elks Club and our first-grade book presentation of "The Kissing Hand" by Audrey Penn from the Ashby Alumni Associations. Our school partnerships with the Ashby Community Council donate food and gifts during the holiday season to families in need. We partner with the Ashby Fire Department to provide information and training during our annual June field day and Fire Safety Awareness Week during October.

There is a weekly email Smores Newsletter; that goes out to families for communication purposes. This year we also have a school Facebook page located at [https://www.facebook.com/Ashby-Elementary-School.-101960362254828/?ref=pages\\_you\\_manage](https://www.facebook.com/Ashby-Elementary-School.-101960362254828/?ref=pages_you_manage).

AES has an Instructional Support Services Team to process and utilize District Curriculum Accommodation Plan with all students. We use the Expeditionary Learning program, including I-Ready, an integrated blended online learning program available for all students K-4 regarding English Language Arts and Math. Math pilots include Ready Math, Illustrative Math, and Into Math. Then lastly, Foundations, a phonics program for students K-3. We use Pearson for science and social studies. We continue our partnership with Footsteps2Brilliance for students K-3 to access educational reading games and eBooks through a home component. We follow CASEL for Social and Emotional Learning (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making) and MARC (Massachusetts Aggression Reduction Center) bullying and cyberbullying curriculum with grade-level lessons delivered weekly.

We encourage you to become involved in our school community! To find out what is happening at our school, please visit our school website at [www.nmrtd.org](http://www.nmrtd.org). Some of the ways you can become involved at Ashby Elementary School are encouraging your child's learning at home, attending parent-teacher meetings and informational meetings, and participating in school events/projects. Please, contact Anne Cromwell-Gapp, Principal @ [agapp@nmrtd.org](mailto:agapp@nmrtd.org) or 978-743-1005 to submit your name for volunteering.

We continue with fundraising for the needed funds to replace our gym bleachers. If you would like to donate to the school, please, contact the school Principal for more details. Any amount is greatly appreciated!

Thank you for the opportunity to share our continuous and our accomplishments with the Ashby community.

Respectfully Submitted,  
Mrs. Cromwell-Gapp., M.Ed., CAGS in Ed. Leadership  
*Principal, Ashby Elementary School*

## **HAWTHORNE BROOK MIDDLE SCHOOL**

HBMS heads into 2022 with 479 middle school students currently enrolled, and we are thankful to be back in person for our teaching and learning. We have also reignited our after-school clubs & activities, providing our students opportunities to expand and showcase their talents. Our theatre program recently presented the musical "Annie Junior" with great success. The first games of our boys and girls basketball teams were well-attended, and our talented band program is planning its first concert in the new year. Our faculty remains dedicated to delivering a quality middle school education while fostering a safe learning environment that encourages students to actively participate and take ownership of their learning.

We have bolstered our Science, Technology, Engineering, and Math program for this school year with a new middle school STEM class and a revamped Computer Science class, both of which are now taught to grades 5-8. These courses feature exciting hands-on units developed by Project Lead The Way, including coding, design & modeling, creating apps, and automation & robotics. In addition, our faculty continues to utilize online technology through platforms like Google to enhance student learning and utilize Chromebook technology as we prepare our students for the world ahead.

We continue fostering a positive, supportive climate at Hawthorne Brook Middle School through collaboration with our teachers, support staff, and families. Our focus remains on the importance of maintaining connections with students and families, encouraging students to do their best, actively participate through remote learning,

and embrace the new responsibilities that come with social distancing in the current educational setting. We are so grateful for the support HBMS families have provided for our students, and this support will be crucial as we work together through the rest of our school year!

Communication is an essential component of a successful middle school. Feel free to contact the school with questions, comments, or concerns. Families can stay updated through our weekly S'MORES newsletter. You can reach us via email at [HBadmin@nmrsd.org](mailto:HBadmin@nmrsd.org) or through our website at: <https://ma50000503.schoolwires.net/Domain/9>

Respectfully submitted,  
Jason Webster  
*Principal, Hawthorne Brook Middle School*

## **NORTH MIDDLESEX REGIONAL HIGH SCHOOL**

In my third year as principal of North Middlesex Regional High School, there's nothing more that I wish for than to have staff and students have a complete return to normalcy. Though mask-wearing, social distancing, and other mitigation measures are still in place, our school community continues to thrive and face our challenges head-on. The continued collective grit and perseverance of our dedicated teachers and outstanding students have become defining qualities that genuinely embody our school and community.

North Middlesex Regional High School currently provides a robust learning environment for our 789 students. Our overall enrollment numbers have bounced back a bit since last year's remote learning and, based on current 8th-grade numbers, we hope to get back over the 800 mark for next year. Our devoted staff supports our students academically and socially/emotionally and provides them with all the tools necessary for life after high school.

While we have been able to offer our students the opportunity to participate in athletics, music, band, and other extracurricular activities, we are still dealing with a number of protocols and procedures that are in place to ensure student and staff safety. Our fall athletics seasons were overwhelmingly successful, and participation rates were higher than in previous years. Additionally, our choral groups put on an outstanding fall performance, and, later this month, all of our band and choral students will be performing in our performing arts center. More recently, our students put on two plays (outdoors) in front of some very chilly attendees who were well supplied with hot chocolate. Our students continue to impress us with their intestinal fortitude.

Despite the pandemic's impact on our community, we were again able to give our graduating class of 2021 a proper send-off last spring. We hosted both prom and

graduation on campus and were fortunate to have beautiful weather for both events. Moving forward, we intend to hold our future graduation ceremonies on campus and continue to utilize our stadium to host such events.

The overwhelming majority of our clubs and organizations have resumed having regular meetings and planning community and/or school-based events. Our Giving Tree program once again has taken the challenge of providing gifts to well over 100 local families that need a little extra help this holiday season. Additionally, our Garden Club has done some impressive work with our outdoor gardens and will soon be adding a small greenhouse in the rear of the building; thus, allowing our students to continue their agricultural efforts throughout the winter months. A multitude of other clubs and organizations have continued to meet and offer events that truly celebrate the selflessness and civic-mindedness of our students.

We continue to celebrate the energy and enthusiasm of our staff and students. We are confident that NMRHS is a place where all school community members continue to feel welcome, valued, and appreciated.

Warmest regards,

Tim McMahon

*Principal, North Middlesex Regional High School*

## **MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL**

When schools across the country shuttered in March of 2020, no one could imagine the long-term effects the pandemic would have on our school systems. The summer of 2020 was spent purchasing and installing air filtration systems and plexiglass barriers, sourcing mass quantities of PPE and working with local departments of public health to determine how to safely bring students and staff into the building. When guidance from the state's Department of Elementary and Secondary Education was released, school leaders were faced with rolling out a learning and instruction model that had never been attempted before. We would offer a Hybrid Learning Model, and a rotating daily schedule that would allow half of the student body to come into the building, while the other half would learn from home.

Still, the beginning of the 2020-2021 school year was fraught with concern for student, faculty and staff safety and a deep-rooted knowledge of how students learn best – in-person. School leaders worked tirelessly to develop a schedule that would bring as many students back into the building as possible, safely, while attempting to balance academic and vocational in-person learning time. Instructors were provided with additional technology supports and added professional development days, to write and create curriculum that could be delivered remotely. This, in itself, would be a challenge. How do you teach a student how to prepare and present a meal, or demonstrate fine-

motor skills required to give a haircut, in a virtual learning environment? How do you assess a student's understanding of residential electrical wiring, without having the ability to observe and manipulate his/her work? How can you teach students to safely restrain an animal, with no pet interaction? I am proud to say that the Monty Tech instructors rose to this incredible challenge, and for much of the 2020-2021 school year, delivered an effective educational program, using the resources that were available to them.

While face-to-face instruction was provided, that, too, looked and felt different to students and staff. On those days when students were scheduled to attend in-person lessons, they found things had changed. Traffic patterns were rerouted, and signage on floors, hallways and doors reminded them to wear a mask and maintain distance. Seating on busses and in the cafeteria was assigned and closely monitored. A place that had always encouraged connection with fellow classmates was now insisting on distance. Though it may have been uncomfortable for both students and staff, the school wide adherence to these new rules seemed to be a quiet demonstration of their understanding. And on May 3, 2021, their compliance was rewarded - Monty Tech was allowed to return to full, in-person learning. With just over a month remaining in the 2020-2021 school year, students and staff welcomed the change, anxious for the halls and classrooms to return to a more normal capacity. While masks, social distancing and numerous hand sanitizing stations were still present, the return of students into the building was a welcome sight for all.

In 2020-2021, it was disappointing that so many traditional annual events had to be cancelled, including VIP, Tour Day, College Fair, and Career Awareness Night; however, where possible, the district continued to operate at a high level. Examples include:

- To help our faculty and staff return to work, daycare issues had to be addressed, and, as a result, an important relationship with the Boys and Girls Club of Fitchburg and Leominster developed. The club provided daycare and homework help, Monday through Friday, to school age children of Monty Tech faculty and staff.
- Thanks to more than \$670,000 in competitive grant awards, Monty Tech was able to renovate and expand the welding/metal fabrication shop and retrofit one science lab. The school launched an all new evening training program that provided no-cost training and job placement to qualified participants. With grant funds, we also established a Safe and Supportive Schools Team to review school policies and procedures and target those in need of improvement, with an overarching goal of providing all students with safe and appropriate learning environments.
- In an effort to build connections with our school supporters and to “show off” the talents of our students, we held our first Holiday Sale, which quickly

sold out! More than 400 charcuterie trays, designed and handcrafted by our Cabinetmaking students were sold, and all proceeds went to the Class of 2021 Scholarship Fund.

The 2020-2021 school year was unexpected, challenging, and at times, disappointing, yet there were so many moments to be proud of. I remain humbled and honored to lead such an outstanding organization, and thank you for your continued support.

Respectfully submitted,  
Sheila M. Harrity, Ed.D., *Superintendent-Director*

### **Our Mission**

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

### **Our District**

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton
Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

### **Leadership**

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

*Sheila M. Harrity, Superintendent-Director*  
*Tom Browne, Principal*  
*Dayana Carlson, Assistant Principal*  
*Tammy Crockett, Business Manager*  
*Christina Favreau, Director of Academic Programs*  
*Jim Hachey, Director of Vocational Programs*

*Michael Gormley, Director of Facilities*  
*Donald Kitzmiller, Director of Technology*  
*Katy Whitaker, Development Coordinator*  
*Victoria Zarozinski, Director of Student Support Services*

## **Enrollment**

On June 1, 2021, student enrollment at Monty Tech included 1,389 students in grades nine through twelve, representing each of the district's eighteen sending communities. Each class of students is comprised of a relatively equal balance of male vs. female students, and each student attending Monty Tech has elected to do so, prepared to explore an interest in one of the school's twenty-one rigorous vocational-technical programs. While the school currently offers only five programs non-traditional for male students, and twelve programs non-traditional for female students, we are proud to have a student population that is well- balanced by gender and a variety of academic interests and achievements.

## **Class of 2021 Awards**

Members of the Class of 2021 were awarded approximately \$200,000 in scholarships, tools, and equipment. The Monty Tech Foundation generously provided \$35,500 in scholarships to graduating seniors, ranging in amounts of \$250 to \$2,000. The Foundation also awarded \$3,250 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 36% of the graduating class of 2021 reported plans to enroll at a 4-year college/university upon graduation. By earning college credits while still in high school, these students will save both time and money as they pursue advanced educational programs.

## **Financial Report**

In an effort to develop a cost-effective budget for the fiscal year 2020-2021, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2020-2021 Educational Plan totaled \$28,814,865 which represents a 0.19% increase over the 2019-2020 Educational Plan. The District's FY21 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$899,640 or 3.5%.

The District was audited in December 2021 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and expects to receive a good report.

### **Grants and Contracts**

Monty Tech continues to pursue grant funding on an annual basis. These funds help provide many educational and social services to the student population. For fiscal year 2021, state and federal grant sources provided the school with \$2,037,076. Programs funded by these grants include: Coronavirus Prevention and Relief, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Vocational Capital Equipment initiatives, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

### **Academic Achievement**

During the spring of 2021, administration of MCAS examinations was disrupted due to the pandemic and changes to educational delivery across the Commonwealth. Here at Monty Tech, 284 Freshman students qualified to take the Biology MCAS exam, having successfully completed the Grade 9 Biology course - 3 of whom were classified as Remote Learning Only. 349 students in Grade 10 took only the ELA and Math MCAS exam - 39 of those students were classified as Remote Learning Only. Finally, 32 Juniors opted to complete both the English and Math MCAS exams, in order to qualify them for scholarship opportunities such as the John and Abigail Adams Award.

Monty Tech remains committed to providing students with rigorous STEM learning opportunities, and so when an opportunity to apply for a Massachusetts Life Science Center grant presented itself, instructors were eager to apply. Working closely with the school's Development Coordinator, science instructors proposed the addition of an all-new science course that would introduce students to Microbiology and career pathways that are emerging in this recent health crisis. After developing a comprehensive proposal, and soliciting (and acquiring) support from business partner Bristol Meyers Squibb, the school's MLSC application was approved for funding, infusing the Monty Tech science department with approximately \$110,000. These funds will be used to renovate a science lab (replicating a biomedical facility), purchase all new course materials, equipment and technology, and provide opportunities for instructors to attend the National Science Teachers Association's national conference in 2022.

During the spring of 2021, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable scores on AP exams, though we did see our first decline in students who scored a 3 or better on the exam. It is important to remember that these exams took place during a difficult year of Hybrid Learning and Instruction. We anticipate a return to improved performance in the coming years, as students return to full-time, in-person learning.

The school is in its 9th year of administering Advanced Placement exams, and students enrolled in AP courses continue to improve their performance.

- In the spring of 2021, 70 out of 188 (37%) exams earned qualifying credit - the highest number of test takers the school has ever seen.
- This year, more than half of the students who tested in the following subjects received qualifying scores: Computer Science Principles, AP Language and Composition, and AP US History. Qualifying scores by these students exceeded the “state” averages in Massachusetts. In addition, students who completed the AP US History exam exceeded “global” averages.
- The AP subject with the highest number of students with qualifying scores was AP Language & Composition with 26 out of 44 students (59%).

### **Vocational Projects in the District Communities**

2020-2021 challenged vocational instructors to rewrite curriculum, so that any lesson may be delivered effectively remotely. For so many years, the value of a Monty Tech vocational education has been our commitment to hands-on learning, which, due to the pandemic and an inability to safely have all students in the building, was limited. However, instructors across the school worked with local municipalities, community service agencies, and within the building to find meaningful opportunities for students to demonstrate their technical skills and proficiency. While projects may have been smaller and even taken a bit longer to complete in 2020-2021, their educational value was immense, and we are forever grateful to our vocational instructors for their diligence in reimaging vocational education under these challenging and unforeseen circumstances.

Advanced Manufacturing: Beginning 2020-2021, what was formerly known as Machine Technology would now be called Advanced Manufacturing, a name that better aligns with local workforce needs, job titles and qualifications, and may aide in job placement for qualified students and program graduates. In FY21, program instructors also adopted the newly revised frameworks, and reviewed and developed curriculum to address any changes noted. 124 NC3 Certifications were earned by students, now skilled in Advanced & Precision Measuring Instrument (PMI). Advanced fusion CAD/CAM software training was completed, and Makerbot Method Carbon was also added to the training program. All Freshman students successfully completed safety training, earning an OSHA 10-hour general industry certification. Eight Seniors earned co-op placements, working and learning in area machine shops. (Total student enrollment: 46)

Auto Body Collision Repair Technology: Monty Tech Auto Body students and instructors prioritized earning valuable credentials in 2020-2021. Students earned the OSHA 10 hour general industry card, EPA 6H Rule spray certification, I-Car Pro Level One in Refinishing and I-Car Pro Level One in Non-Structural Repair. Five Seniors

also earned co-op placements, and were reported to be valuable contributors in local repairs shops in the area. Due to the pandemic, the program restricted shop work to that of Monty Tech staff, but remained surprisingly busy throughout the year. Students performed quite well at the SkillsUSA District competition, earning a gold medal and a bronze in Collision Repair; which several students for the State competition. (Total student enrollment: 62)

Automotive Technology: Automotive Technology students benefited from the addition of two new certification opportunities (digital multimeters and scan tool applications) that were made available to students, using the newly purchased Snap-On NC3 certified training equipment. These industry-recognized credentials and the new equipment will enhance the students' level of competency within the automotive industry for years to come. Due to the pandemic, hands-on learning opportunities and in-house repairs were limited to faculty, staff, school, and student vehicles only; yet, surprisingly, the shop remained very busy. Students performed repairs that included transmission replacements, intake manifolds, brake work, and various other technical repairs, demonstrating technical skills that are required for any service technician in our area. Three Seniors and two Juniors earned co-op placements, while instructors continued to utilize e-learning program options to keep the remaining students on track and engaged during the hybrid schedule. (Total student enrollment: 66)

Business Technology: Monty Tech's Business Technology program continues to benefit from a unique partnership with Workers Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from students, who completed nine modules and earned a financial literacy certificate. Instructors, in collaboration with their post-secondary colleagues, continue to refine and develop new articulation agreements. The agreement with Mount Wachusett Community College will provide qualified students with college credits at no cost to the student. Students are eligible to receive 24 credits from Mount Wachusett Community College. Unfortunately, due to the pandemic, the Gear House School Store and the Monty Tech Greenhouse were not operational. Program instructors hope to reopen these important training facilities in the coming year, allowing all freshmen, sophomores, and juniors to be successfully trained in the day-to-day operations of retail sales. Four Seniors and three Juniors were out on co-op placements during the 2020-2021 school year. (Total student enrollment: 64)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects small and large, across the campus and beyond. During the 2020-2021 school year, students completed projects that included: designing and constructing Barre Cemetery arches, manufacturing button chairs for the town of Royalston's Phineas S. Newton Library, and designing and installing cabinetry for the Fitchburg Fire Department kitchen. Student work was featured during the school's first-ever Holiday Sale, where 400 charcuterie trays that were designed and handcrafted by our students were sold to community members. The items were so well received that they

sold out quickly, and community members have requested similar sales in the future, so that they may benefit from the creative and beautiful work done by these students. Eight Seniors and seven Juniors earned co-op placements, representing the program so well. A sophomore student also won gold in the SkillsUSA District Competition. (Total student enrollment: 62)

CAD/Drafting & Design: In 2020-2021, Monty Tech CAD/Drafting & Design students adjusted quite well to the Hybrid Learning Model, and were able to complete the curriculum easily through the online platform. Students were also able to achieve a number of valuable industry-recognized certifications, including AutoCAD, Inventor, Revit, and Solidworks. While the school's COVID protocol curtailed the number of community service jobs that these students could complete, the senior class was able to work on an important community design project for the Town of Lunenburg. One student competed in the SkillsUSA States competition, representing the program well, while two Senior students were proud to earn coveted co-op placements. (Total student enrollment: 62)

Cosmetology: The Monty Tech Cosmetology program is one of the only programs that students may leave and directly enter the industry, fully-licensed and ready for a career. The state-approved program is rigorous and provides students with countless opportunities to refine their cosmetology skills on clientele who understand and appreciate the learning environment. During the 2020-2021, instructors collaborated with college partners to develop and sign articulation agreements with Mount Wachusett Community College & Quinsigamond Community College that will grant qualified students with college credits, should they choose to pursue advanced training and education. 17 out of 22 Seniors earned their cosmetology licenses, as the Juniors look forward to scheduling their own exams. Seniors also earned certifications in COVID Barbicide, and Pravana. Two Seniors were out on co-op, which was beneficial to their training, as COVID prohibited the opening of our own on-site Salon until May 2021. (Total student enrollment: 82)

Culinary Arts: In a typical year, Monty Tech Culinary Arts students and instructors operate a full-service restaurant and bakery, serving 90-120 patrons daily. They might also showcase their talents at regional events and fundraisers, working side-by-side with some of the area's finest chefs. But 2020-2021 was a different year. Due to COVID, and the hybrid schedule, the school's Mountain Room Restaurant opened to offer take-out meals only to faculty and staff, three days per week. This also included bakery items and desserts. In April, the restaurant was approved to open to the public, though on a very limited basis. Students and instructors found creative ways to keep busy, applying their talents. In February 2021, Culinary Arts students baked more than thousand cookies and chocolates for the Monty Tech Foundation Valentine fundraiser. These "cookie boxes" were extremely popular, providing community members with an opportunity to support the school and students, while also enjoying a sweet treat. All proceeds benefitted student scholarships. The program also continued to donate

leftover baked goods to Our Father's House in Fitchburg. Curriculum was reimaged, from a traditional in-person format to the required virtual platform, which proved to be challenging for the culinary trade. Instructors were dedicated to their craft and their students and performed well with the resources that were available to them, seeking meaningful opportunities for students to continue to develop in their chosen trade. Junior Students had an opportunity to earn ServSafe Certifications, Sophomores earned the Massachusetts Allergen Training, and Freshmen earned their OSHA 10 hour Culinary certification. (Total student enrollment: 93)

Dental Assisting: Monty Tech Dental Assisting instructors have emphasized the need for students to earn valuable industry-recognized credentials, as a means to demonstrate technical skill and proficiency. As a result, all students work and prepare for Dental Assisting National Board (DANB) certification exams. In 2020-2021, 93% of Sophomores passed the DANB Infection Control exam, and 100% of the class passed the DANB Radiology exam. This excellent pass rate is a true testament to the high quality instruction in the Monty Tech Dental Assisting program, and something the school continues to be so proud of. A total of 14 students (nine Seniors and five Juniors) earned co-op placements, while the remaining Juniors and Seniors remained in-house, due to COVID restrictions; affiliation/externship experiences in area dental clinics and offices were postponed due to the pandemic. All Seniors & Sophomores received the American Red Cross CPR/AED certification. One Senior won the gold medal at SkillsUSA districts and went on to compete at the state competition. (Total student enrollment: 61)

Early Childhood Education: Students and instructors in the Monty Tech Early Childhood Education program are committed to community service activities, but due to the pandemic, were only able to work on in-house on student-centered projects. Three students earned co-op placements, gaining valuable experience working with young children in area daycare and educational centers. Six Seniors earned the National Child Development Associate credential, while all 13 seniors qualified and applied for the Massachusetts Department of Early Education and Care Teacher certification. One student was awarded a Gold medal in the SkillsUSA district competition. In 2020-2021, the Monty Tech Child Care Center continued to operate on a much smaller scale (due to enrollment protocols), providing meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 55)

Electrical: Throughout 2020-2021, students and instructors in the Monty Tech Electrical program wired numerous machines, equipment, computers, and lights throughout the school. Students and instructors successfully transitioned lighting in the Auto Body welding stations and the Welding/Metal Fabrication shop to all LED lights. Students also successfully wired a new sand blaster and car lift in Automotive Technology, helping complete a much-needed update in that shop. Students worked in Lunenburg, installing, servicing and adding lighting and electrical plugs to the garage associated

with the town's cemetery. With guidance from program instructors, students also began wiring the Habitat for Humanity house being built in Athol. Sixteen Seniors and seven Juniors earned co-op placements, which allowed them to gain important on-the-job skills and additional training in the industry. The Freshman class was filled with 24 first choice students, and all successfully completed the 10-hour OSHA training and certification. (Total student enrollment: 93)

Engineering Technology: The Engineering Technology program at Monty Tech is a rigorous program, infused with a nationally certified curriculum provided by Project Lead the Way, and countless hands-on learning opportunities that provide students with opportunities to demonstrate creativity, make connections with prior learning, and earn college credits. Engineering Technology students continue to benefit from the new technology available in the A.R.M. Lab, including three Amatrol tabletop mechatronics learning systems with Pegasus robots, one Fanuc LR Mate 200ID/4S robot, one Festo MPS 203 mechatronics system, and one Stratasys F270 3D printer. New lessons and training available because of the added technology will only open additional career pathways for students interested in pursuing engineering as an occupation. All Freshmen student completed the OSHA 10-hour General Industry training and certification program, while five Seniors participated in meaningful co-op placements. (Total student enrollment: 54)

Graphic Communications: Throughout the 2020-2021 school year, students in the Graphic Communications program produced numerous projects for our district cities and towns, and a variety of non-profit organizations within the district. As the COVID-19 pandemic continued, hands-on learning opportunities and time spent in the school were limited by the change to a Hybrid Learning Program, so students were unable to complete all community service projects that were requested of them. One Senior and one Junior pursued and earned co-op placements, which allowed them to continue their on-the-job training in a real world work setting. Of the twenty-one talented Seniors who graduated from the Graphic Communication program in 2021, 17 were accepted to college, and four entered the workforce in related careers. Graphics students consistently perform well at SkillsUSA competitions, and 2020-2021 was no exception, with students taking gold, silver & bronze medals at the state competition in screen printing; a gold medal was also earned in photography, a bronze was awarded in Advertising Design, and silver and bronze medals were achieved in Graphic Imaging Sublimation, making program instructors quite proud. (Total student enrollment: 85)

Health Occupations: The Health Occupations program continues to be one of the more competitive programs here at Monty Tech, providing a rigorous education grounded in current medical knowledge and practice, balanced by hands-on learning opportunities in the on-site Sim Lab and through the use of state-of-the-art Anatomage technology. As our shop continues to utilize the Skills Capital Grant of \$180,246 that was awarded in the summer of 2019, we continued to improve the instructional spaces, technology

and equipment for student training purposes. 14 Seniors were partnered with area clinics, through the co-op program, where they continued to learn and flourish in their chosen field, while back on campus, students focused on achieving important industry-recognized credentials. All Juniors and Sophomores obtained their CPR and First Aid certifications. 29 Sophomores and 26 Juniors received Centers for Medicare & Medicaid Services, CMS targeted Covid-19 training for Frontline Nursing Home Staff certifications. Eight Seniors obtained their Home Health Aide Certification, and 19 seniors took the NHA Clinical Medical Assistant Certification (CCMA) exam and passed. (Total student enrollment: 108)

House Carpentry: Though the school has shifted to a Hybrid Learning Model, opportunities to support communities in the district were ever-present. The Monty Tech House Carpentry program completed a number of projects, large and small during this challenging time, that included: constructing and installing the little free library for Ruggles Lane School, and building an 8'x12' cooling shed for the Harvest Community Project – both projects were completed by Sophomores. These Sophomore students also handcrafted a number of beautiful Adirondack chairs, which will be used for charitable donations in the months to come. Juniors and Seniors, meanwhile, completed the Habitat for Humanity building project in Ashburnham, and also framed, installed a roof, and sided the equipment garage for the Town of Lunenburg Cemetery Department. Students and instructors assisted with framing of the Habitat for Humanity house in Athol, installed a complete truss roof system, all exterior trim details, and roofing and siding materials. 13 Juniors received their HotWorks certifications, while four Senior students earned co-op placements, and enjoyed working with area businesses representing the carpentry and construction trades. (Total student enrollment: 56)

HVAC & Property Maintenance: To complement the programs theory and technical skill lessons, Monty Tech HVAC and Property Maintenance students and instructors participate in the home building project each year, installing the HVAC system and a number of other tasks associated with residential construction efforts. In 2020-2021, Monty Tech HVAC students and instructors works with other trades at the school to complete the Ashburnham Habitat for Humanity community service project. In addition, the venting was completed in the Habitat for Humanity house in Athol. On campus, students removed and installed the mini split system in the school's Bakery. Four Seniors and three Juniors were placed in area businesses through the school's popular co-op program. All Juniors earned EPA 608 Certification, and two Sophomores and one Junior performed well, earning honors at the SkillsUSA State competition. (Total student enrollment: 55)

Information Technology: The Information Technology program continues to offer students opportunities to earn a wide range of industry-recognized certifications that affirm the technical skill proficiency needed for entry-level careers in networking and information technology. In 2020-2021, all Freshmen completed the OSHA 10-hour

General Industry training. Sophomore students passed the Test-out PC Pro Certificate exam, the Cisco IT Essential course for computer repair and maintenance, and the Introduction to Networking course. All Juniors completed the CIW Web Curriculum, and Seniors completed the Cisco Python Programming curriculum. Seven seniors completed the AP-CSP curriculum, and five took the finishing exam. Juniors in the program participated and did quite well in the Cyberpatriot and CyberStart America cybersecurity competitions. Two Seniors were on co-op placements applying their technical skills in area businesses. In total, approximately 100 hours of technical support were completed at the program's Help Desk, where students worked on hardware and software troubleshooting on desktops, laptops, printers, and mobile devices. (Total student enrollment: 31)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as projects that were completed during the 2020-2021 school year include: constructing scaffolding at the Habitat for Humanity house in Athol, replacing a concrete walk at Hubbardston Council on Aging, and repairing a granite wall at the Fay Club in Fitchburg. A creative solution to restrictive in-person guidelines, Monty Tech Masonry students and instructors designed, placed and finished a 24 'x 24' concrete slab outside, creating an outdoor classroom so that students could continue to work on important projects, yet remain socially distant and safe. Students continued to maintain the OSHA silica standard, in a program that operates in compliance with all trade regulations. Three Seniors earned co-op placements, and continued to refine their skills working with business partners through the school's co-op program. One Senior won a silver medal at the SkillsUSA State competition, and all juniors completed the industry-standard HotWorks Certification. (Total student enrollment: 45)

Plumbing: Like programs across the school, the Monty Tech Plumbing program struggled with delivering hands-on lessons that would rival their in-person instruction. However, talented instructors in the school's popular shop worked diligently to rewrite curriculum and design lessons that could be adapted. With a focus on theory and technical knowledge, instructors aimed to embed certification opportunities where possible. To that end, students in grades 10, 11 and 12 successfully completed their HotWorks safety training and earned that important credential. Freshmen also completed the 10-hour OSHA general industry safety training, while Sophomore students completed the 10-hour OSHA Construction safety training and certification. Students and instructors collaborated with other trades to complete two single family house building projects, both located in Ashburnham. Students and instructors also began rough plumbing for the Habitat for Humanity single family home in Athol. Back on campus, students replaced three water coolers with combination filtered bubbler/bottle filler units. Seven students (four Seniors and three Juniors) earned co-op placements, which allowed them to continue to grow in the trade, working with plumbing professionals in the area. All graduates received either a Tier 1 or Tier 2 completion toward MA plumbing licensure. (Total student enrollment: 67)

Veterinary Science: 2020-2021 was the 4<sup>th</sup> year for the school's newest vocational training program - Veterinary Science. Unfortunately, due to COVID restrictions, traffic in the community clinic was somewhat limited. The clinic did, though, provide low cost veterinary care to 421 families with 635 pets within our district. 14 Seniors earned the CVA (Certified Veterinary Assistant) certification; 20 Seniors achieved their Recover CPR Certification; 21 Juniors achieved their Fear Free Certification; and 22 Freshman successfully completed OSHA 10-hour Healthcare training and certification. Freshmen and Sophomores learned about the use of animals, anatomy, disease, laboratory skills and client service. Junior and Senior lessons in pharmacology, surgical and nursing care, and anesthesiology proved to be invaluable to the students working in the clinic, applying their knowledge with purpose alongside veterinarians and veterinary technicians. (Total student enrollment: 85)

Welding/Metal Fabrication: The 2020-2021 school year brought some exciting news to the Welding/metal Fabrication program. Thanks to a partnership developed while working on a Skills Capital Grant, the Monty Tech Welding/Metal Fabrication program became the first pre-apprenticeship program in the school's history. This 5-year agreement with the Plumbers & Pipefitters Union #4 will help create a meaningful pathway for students to enter into a registered apprenticeship program leading them into high-wage, high-skill career opportunities. Numerous projects were completed by talented students, including more than fifty requests for individual projects from community members residing in the school's sending district. Students also fabricated and installed copper inlay on two archways for the Barre cemetery, fabricated an aluminum cupola for the Town of Royalston gazebo, fabricated two art display racks for Fitchburg Riverfront Park, and fabricated and welded three clothing racks for the Town of Hubbardston Senior Center. Five Seniors and four Juniors participated in the popular co-op program, and eight Seniors earned the AWS D1.1 Structural Welding Code Qualification Test. All grade 9 students completed 10 Hour OSHA training. (Total student enrollment: 57)

### **Co-operative Education and Student Placement**

The Cooperative Education Program is an extension of the student's technical education that combines classroom instruction with on-the-job-training. The Co-op Program provides students with an opportunity to further develop academic, technical and employability skills in an industry work environment. All students are eligible to participate in the Co-op Program, provided they satisfy state and school grade, attendance and performance requirements. All Co-op students have completed the OSHA recognized Career Safe online health and safety course.

The Cooperative Education Program is beneficial for both student and employer. For the student, it is a chance to gain on-the-job training that improves both their technical and employability skills. Additionally, making industry connections enhances post-

graduate employment opportunities. The Co-op Program allows students to earn while they learn.

Employer benefits include addressing workforce needs in an efficient manner. Co-op students provide a pool of temporary and potential full-time employees who are already trained, thus reducing employer training costs. Co-op work hours may be tailored to suit the needs of partnering employers. While overall co-op placements experienced a slight decline, due primarily to business closures in response to the recent pandemic, qualified students (Juniors and Seniors) continue to work, learn and apply their technical skills in businesses across North Central Massachusetts.

### **Student Support Services**

The 2020-2021 school year forced the world to respond to a pandemic with ripple effects to be felt for years to come. It goes without saying that we needed to pull together, respond, and unite as partners in order to ensure our special populations, and all students regardless of identified disability, remained at the center of decisions. Individuals needed to be met where they were at and all services provided needed to allow for individual needs to be met in new and innovative ways. The health and safety of our school community and their families dictated our decisions and actions. As the district responded to the unforeseen COVID-19 related closure, the hybrid model, and reopening events that occurred throughout the 2020-2021 school year, it did not go unnoticed that our Student Support Service staff, students, and families displayed great resilience as they worked together to address individual needs and tackle these challenging times. While we hope to never experience these events again, we did share a number of experiences that have proven to increase communication and collaboration. Some of our greatest lessons learned came from this experience and we want to extend our sincere gratitude for the efforts put forth during such unprecedented times.

During the 2020-2021 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students. The department includes a full-time nursing staff that responded to, and continues to respond to, COVID-19 data, administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker that participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. During the 2020-2021 school year, the department

in conjunction with our School Social Worker, doubled down on our efforts to address food insecurity and ensure community agency supports were extended to families in need. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions, mental health emergency treatment, medical/mental health re-entry and transition support services, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

During the 2020-2021 Montachusett Regional Technical School District's Department of Student Support Services made a concerted effort to increase social, emotional, and community based supports. In addition to our current re-entry and school based counseling services, Monty Tech and LUK, Inc. joined forces with the help of the Department of Public Health to provide services to at-risk students and their families. Further, the district partnered with LUK to create a direct pipeline for Telehealth referrals and access to counseling supports. Couple this with the further expansion of our partnership with the SHINE Initiative, it has allowed the district to build upon our mission to provide opportunities for all students to be engaged, lead, and access the supports necessary to improve their social and emotional wellbeing. The Department of Student Support Services has taken the necessary measures to ensure Social Emotional Learning (SEL) is in the forefront of conversations when supporting students as they acclimate to returning to school full time after lengthy periods of time experiencing various educational models throughout the pandemic. As we establish a full time school routine, we recognize the experiences all students have had over the past few years has varied. Courses and activities designed to promote mindfulness, understanding, and social emotional wellness are part of the many course offerings. Yoga and Meditative Art, Visual Arts, Directed Studies with Social Emotional Learning lessons are all part of the efforts being implemented to ensure we address the needs of all students and support their individual growth and development in a post pandemic world. More about tiered interventions can be found on our website. However, it is worth noting that we continue to build and refine our services for all students as we recognize the importance of developing the whole student and ensuring they are equipped with the necessary to become productive citizens that can compete and adapt in a rapidly changing economy.

## **Technology**

The 2020-2021 school year proved to be a test in many ways for the Monty Tech educational community, requiring flexibility as students and instructors balanced both in-person and remote learning expectations. The shift in instructional delivery, however, was no match for the school's Technology Department. Because of forward thinking on the part of the department's Director and the school's leadership team, 2020-2021 was the school's 5<sup>th</sup> year for the 1:1 Chromebook initiative, so students and instructors had previous experience with the tools and technology needed to learn in a remote or hybrid setting. To support the additional and now required use of this technology, the Technology Department spent countless hours during the school year upgrading the network and increasing the bandwidth coming into the school to sustain video and audio conferencing.

Department personnel upgraded the learning experience for students, by purchasing laptops for students and teachers, building new iMacs for the Graphic Communications program, and rebuilding surplus computers for full remote students in CAD Drafting & Design, Graphic Communications, Business Technology, and Engineering, so that they may work from home on their vocational assignments. A ZOOM license was purchased, and the Instructional Technologist worked diligently to purchase and deploy software for all teachers. Camcorders, wireless headsets, interactive displays and a variety of apps were purchased, installed, and put into the hands of our educators to engage learners at all levels.

Finally, to ensure "business as usual," we invested in Splashtop, VPN client and configured the firewall, so that faculty and staff laptops could be fixed remotely if a software issue presented itself, and so that the Business Office would have remote access into the school to maintain a secure working environment, even when the building was closed.

## **Marine Corps JROTC**

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) remains one of the school's most worthwhile and engaging programs available to our students. This outstanding leadership program, based on the foundations of instilling a value of citizenship, service to the United States, personal responsibility, and a sense of accomplishment, provides students with countless opportunities to serve as ambassadors in their communities, through the routine demonstration of student leadership development, volunteerism, perseverance, and dedication.

Due to outstanding performance throughout the year, Monty Tech's Marine Corps Junior Reserve Officers' Training Corps program was, once again, designated as a Marine Corps Honor School. Selection for the Marine Corps Honor School means

that the school's Marine Corps JROTC program was in the top 15% of the 68 other programs in Region 1, which includes schools from the mid-Atlantic and Northeast U.S. The selection is based on several criteria including:

- *Inspector General's inspection results*
- *Number of cadets in the program*
- *Number of community service hours conducted*
- *Number of public affairs events attended by cadets*
- *Number of academic awards presented to cadets*
- *Participation in drill team competitions, marksmanship competitions, physical fitness competitions, and field trips that support the growth and development of the cadet*

During the 2020 - 2021 school year, MCJROTC Cadets participated in more than 5,000 hours of community service and volunteerism. Cadets assisted the Salvation Army by collecting more than \$25,000 in donations, which were used to countless families in need during the holiday season. These donations will go on to support community members that are in need of assistance, especially during the holiday season.

The Monty Tech MCJROTC has assisted with color guards and participation in community parades, which provides the cadets and community members the opportunity to be involved with civic and veteran ceremonies.

Finally, the Monty Tech Cadet Corps provided 11 Color Guards for local civic and veteran ceremonies, a highlight for students and instructors alike.

### **Monty Tech School of Continuing Education**

The Monty Tech School of Continuing Education had an exciting FY21, receiving the program's first-ever training grants. School leaders applied for and received Career Technical Initiative Grants (Rounds 1 & 3), totaling \$290,000, as well as a \$30,000 Rapid Reemployment Grant. These grants allowed the School of Continuing Education to rollout new training programs, offered to qualified participants (must be unemployed or underemployed) at no charge. In addition, each participant who successfully completed the training would be offered job placement with a business partner. Comprehensive 200-300 hour programs that culminated in industry-recognized credentials in Welding, HVAC and Allied Health were developed and advertised. While the Allied Health (CNA) program did not see enough interested participants to field a cohort, HVAC and Welding were successful in their initial endeavor. Program leaders continue to track student progress and placements, and expect to pursue additional funding for future offerings.

As we continue to monitor workforce needs and skills gaps, the School of Continuing Education works closely with the MassHire North Central Career Center to determine specific training programs that are most in-demand. Our overarching goal to support the North Central Massachusetts workforce readiness pipeline with an increase in career and licensure courses is evident in new programs that are developed, existing programs that are refined and in traditional journeyman/apprenticeship programs that remain a hallmark of our institution.

The pivot to a hybrid learning model seemed to be beneficial to both our career/licensure students as well as our personal enrichment students. During the Fall 2020 and Spring 2021 sessions, we realized the resiliency of our students and their willingness to persevere with their training despite the challenges. Our instructors worked tirelessly to maintain training programs timelines.

Our medical students' skill set was and continues to be in high demand due to the pandemic. We were able to support our local medical facilities with newly licensed healthcare workers, to include Pharmacy Technicians, Medical Billing and Coding Specialists, EKG Technicians, Phlebotomists, and Patient Care Technicians. We hope to offer another CNA training program in the future, as the need for trained Assistants remains great.

### **Practical Nursing Program**

The Monty Tech Practical Nursing Program is designed to prepare graduates to practice safely and ethically in a caring manner for patients who are experiencing common variations in health status in diverse health care settings.

On June 24, 2021 a graduating class of 28 students completed the Practical Nursing Program and entered the nursing profession. The class has thus far achieved a pass rate of 75% graduates passing the NCLEX-PN exam (National Council Licensure Examination for Practical Nurses). Program graduates are currently employed in the health care profession throughout Massachusetts, working in various health care settings, such as long-term care, sub-acute care, mental health/substance abuse facilities, physician's offices and correctional medicine.

The Monty Tech Practical Nursing Program continues to strengthen the “LPN to BSN (Bachelor of Science in Nursing) Bridge” relationship with Fitchburg State University (FSU). Former graduates have successfully transferred into seats in the LPN to BSN Bridge program at FSU and will continue their education to a Bachelor's of Science in Nursing (BSN). Many class applicants cited their attraction to Monty Tech as the opportunity to complete a ten-month accelerated program and then bridge to Fitchburg State University. In the seven -year history of the Bridge Program, all of Monty Tech's Practical Nursing graduates reaching graduation at FSU have passed their NCLEX-

RN exam. These former graduates have gone on to work in hospital settings including Lahey, Beth Israel, and Baystate Medical Center, while others have pursued advanced degrees as Critical Care Nurse Practitioners, Nurse Educators, and Family Practice Nurse Practitioners.

In 2020-2021, Monty Tech Practical Nursing students were asked to complete patient scenarios in the Sim Lab on a weekly basis in Terms 2 and 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios and authored several others consistent with the National Council of State Board of Nursing Detailed Test Plan. Instructors have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting.

By successfully developing and implementing a vast library of scenarios reflecting INASCAL Standards (International Association for Clinical Simulation and Learning), we hope to prepare our students for any experience they may encounter as a newly licensed Practice Nurse. In Maternity Sim Lab Boot Camp, for example, students utilize the simulation models to imitate the birthing process, from obstetric office visits through labor and common postpartum complications. Well newborn care is also taught. Student feedback has been positive regarding these maternity scenarios, stating it better prepares them for an unexpected outcome during a delivery. This expanded content also better prepares students for NACE (Nursing Acceleration Challenge Exam) success at FSU.

Substance abuse and the mental health setting job opportunities have increased with more funding being provided to combat the opiate crisis. In addition to having specialty clinical rotations, students participate in simulation scenarios involving substance abuse and mental health clients, to help to prepare our graduates to work in a substance abuse clinical setting.

The Monty Tech practical Nursing Program recently completed an accreditation visit from the Massachusetts Board of Registration in Nursing, highlighting goals that include stabilization of faculty positions and pursuance of ACEN (Accreditation Commission for Education in Nursing) accreditation to more accurately reflect the changing environment in nursing education.

### **Looking Ahead**

Undoubtedly, the 2020-2021 school year was challenging and difficult for students and staff, yet the school community demonstrated a remarkable resilience and commitment to education and service that proves, yet again, that Monty Tech is truly a special place to work and learn. While adapting curriculum to the needs of all students both at home and in-person, adhering to state and federal safety and health guidelines, and finding opportunities for students to demonstrate their creativity and technical skills, certainly

kept staff busy, there was always an element of improvement, vision, and forward-thinking that kept moving the school forward. Successful grant applications, new coursework, and increased school-to-business partnerships that came about during this difficult year are a few of the more notable initiatives that we expect to have a positive impact on our school and students in the coming years:

Grant funding to improve and expand training programs: Monty Tech has applied for and received six Skills Capital Grants, totaling \$2,029,686. School officials anticipate a FY22 application may be forthcoming, and as a result, have met to determine which program is in need of a shop renovation, updated equipment, and/or new technology that reflects current industry standards. The school's Dental Assisting program, which effectively prepares students to enter the dental field may be the next vocational program to benefit from grant funding, should an application be approved. Instructors have advocated for a renovated instructional space, as well as new chairs, tools, and equipment, so that students are trained using the exact instruments and technology found in area clinics. This improved facility would certainly benefit our high school students, and would also allow Monty Tech's School of Continuing Education to develop an all-new evening training program, which would help address the critical shortage for trained Dental Assistants in North Central Massachusetts. We look forward to an opportunity to apply for grant funding that would allow us to extend this training opportunity to young adults in our area, who may not have had the benefit of a vocational high school experience.

New coursework that aligns to STEM career pathways: With the successful application of the FY21 Massachusetts Life Science Center Grant, school officials have been working to renovate an outdated science lab to create a more state-of-the-art instructional space that replicates a microbiology laboratory. As the school looks to update classrooms and vocational areas, it is critical that we do so in a manner that will allow our instructors to deliver information and train students in careers that present high-skill, high-wage job opportunities. The proposed Microbiology course, which was developed by Monty Tech science instructors as a means to engage students in the sciences, may be more critical now than ever before. Seeking partnerships with biomedical companies in our area, so that our instructors may work and learn from skilled scientists will not only benefit our students and strengthen the Monty Tech academic educational program, it may also help feed a struggling STEM workforce pipeline. Whether learning from our industry-immersed colleagues, or gaining new instructional resources and techniques from colleagues attending the National Science Teachers Association's national conference, Monty Tech science instructors are prepared to deliver new course materials that engage students in important and timely science concepts.

Building partnerships for improved job placement: 2020-2021 brought the school's first-ever approval for a Pre-Apprenticeship program – a designation that we expect may improve our graduates' chances of retaining employment with a framework for

upward mobility. While Welding/Metal Fabrication students already enjoy this new appellation, school officials may consider seeking approval for other programs in the coming years. To do so, we must first seek and acquire an approved Apprenticeship Sponsor. This sponsorship and collaboration will serve as a testimony to the strength of Monty Tech's vocational programming, and will increase student opportunities for employment and continued education and training. Business partners that serve on Program Advisory Boards, as Co-Op employers, or who even graduates who now own and operate their own businesses may be interested in such a unique collaboration. In an effort to prepare students for careers, it is incumbent on us to ensure that training does not stop when a student leave Monty Tech, and an approved apprenticeship would ensure students will have continued support and training as they enter a competitive and demanding workforce.

### **The Monty Tech School Committee**

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2020-2021 School Committee for their outstanding service.

Eric Olson, Phillipston  
*Chair*

Melanie Weeks, Fitchburg  
*Vice Chair*

Julie Marynok  
*Secretary*

Norman J. LeBlanc  
*District Treasurer*

Diane Swenson, Ashburnham  
Peter Capone, Ashby  
Toni L. Phillips, Athol  
Whitney Marshall, Barre  
Robert Campbell, Fitchburg  
Dr. Ronald Tourigny, Fitchburg  
Brian J. Walker, Fitchburg  
Matthew Vance, Gardner  
James S. Boone, Gardner  
Amy Morton, Harvard

James Cournoyer, Holden  
Kathleen Airoidi, Hubbardston  
Barbara Reynolds, Lunenburg  
Edward Simms, Petersham  
John P. Mollica, Princeton  
Mary C. Barclay, Royalston  
William Brassard, Sterling  
John Columbus, Templeton  
Ross Barber, Westminster  
Dr. Maureen Ward, Winchendon

**TOWN ELECTIONS AND MEETINGS  
COMMONWEALTH OF MASSACHUSETTS  
SPECIAL TOWN ELECTION  
January 12, 2021**

Middlesex, ss:

To: Constable of the Town of Ashby in said County:

GREETING:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, who are qualified to vote in elections and town affairs, to meet at the Maja Hall, 47 Erickson Road, Tuesday, the 12th day of January next, 12:00 PM, to give in their votes on one ballot for the following officer and question:

- SELECTMAN, unexpired term to end April 2022
- DEBT EXCLUSION

QUESTION 1

Shall the town of Ashby be allowed to exempt from the provisions of proposition two and one-half, so called, the amounts required to pay for the bond issued in order to design and construct a Public Safety Building, including any incidental or related costs?

YES \_\_\_\_\_ NO \_\_\_\_\_

The polls will be open at 12:00 PM and shall close at 7:30 PM.

And you are hereby directed to serve this warrant by posting an attested copy in three (3) public places in said Ashby at least seven days before holding of said election.

Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of election aforesaid.

Given under our hands this \_\_\_\_\_ day of December, 2020.

\_\_\_\_\_  
Michael McCallum

\_\_\_\_\_  
David Nadeau

ASHBY BOARD OF SELECTMEN

**RESULTS OF SPECIAL TOWN ELECTION**

**January 12, 2021**

The warrant was returned to the Town Clerk at 11:15AM on Tuesday, January 12, 2021.

Election officers on duty and duly sworn in were as follows: Betty Tiilikkala, Debbie Moylan, Deb Theall, Angie Godin, Tiffany Call, Mary-Sarah O’Hanlon, Linda Stacy and Cathy Kristofferson.

The polls opened at 12:00 PM.

The following is a list of candidates, question and the votes and blanks each received as they appeared on the official ballot.

	VOTES
SELECTMAN, Unexpired term to end April 2022	
Cathy Biliouris .....	652
Paul F. Lasorsa .....	352
All others .....	0
Blanks .....	<u>52</u>
Total ballots cast .....	1056

QUESTION 1

Yes .....	597
No .....	457
Blanks .....	<u>2</u>
Total ballots cast .....	1056

The polls closed at 7:30 PM.

Tellers on duty and duly sworn in were as follows: Deborah Pillsbury, Pamela Peeler, Tiffany Call, Rick Shaw, Michelle Berube, Joan Chandley, Kathy Panagiotes, Garry Baer, Angie Godin, Roberta Flashman, Neal Marshall, Cathy Kristofferson, Patricia Wayrynen, Susan Creighton, Debbie Moylan, Nancy Richards, Martha Morgan, Kevin Stetson, John Margosiak, Keith Maynard, Lee Gadway, Dominic Kidwell, Deb Theall and Dawn Roy.

At the close of the polls the ballot box read 1056 voters had cast a ballot: the checker's tally sheet read 1056 voters had cast a ballot.

Angela Jack, *Town Clerk*

**COMMONWEALTH OF MASSACHUSETTS  
ANNUAL TOWN ELECTION  
APRIL 26, 2021**

Middlesex, ss:

GREETING:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, qualified to vote in elections and town affairs, to meet at the Maja Hall, 47 Erickson Road in said Ashby, Monday, the twenty-sixth day of April, 2021 at 12:00 PM, to give their votes on one ballot for the following officers:

- SELECTMAN, Three Years
- COLLECTOR, Three Years
- ASSESSOR, Three Years
- BOARD OF HEALTH, Three Years
- PLANNING BOARD, Five Years
- CEMETERY COMMISSIONER, Three Years
- PARK COMMISSIONER, Three Years
- 3 LIBRARY TRUSTEES, Three Years

The polls will be open at 12:00 PM and shall close at 7:30 PM.

And you are hereby directed to serve this warrant by posting an attested copy in three (3) public places in said Ashby at least seven days before holding of said election.

Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of election aforesaid.

Given under our hands this \_\_\_\_\_ day of March 2021.

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Michael McCallum, *Chair*                      David Nadeau                      Cathy Biliouris

**ASHBY BOARD OF SELECTMEN**

By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in said Ashby seven days at least before time of said Annual Town Election.

DATE: \_\_\_\_\_  
Stewart Paquet, *Constable*

**RESULTS OF ANNUAL TOWN ELECTION**

**April 26, 2021**

The warrant was returned to the Town Clerk at 11:00AM on Monday, April 26, 2021.

Election officers on duty and duly sworn in were as follows: Betty Tiilikkala, Angie Godin, Deb Theall, Kathy Panagiotes, Cathy Kristofferson, Linda Stacy.

The polls opened at 12:00 PM.

The following is a list of candidates and the votes and blanks each received as they appeared on the official ballot.

**VOTES**

**SELECTMAN, Three Years**

Matthew Leonard .....	358
G. Lillian Whitney .....	76
All others.....	2
Blanks .....	<u>2</u>
Total Ballots Cast.....	438

**COLLECTOR, Three Years**

Kate Stacy .....	394
G. Lillian Whitney .....	44
All others.....	0
Blanks .....	<u>0</u>
Total Ballots Cast.....	438

**BOARD OF ASSESSORS, Three Years**

Jeff Childs .....	350
All others.....	0
Blanks .....	<u>88</u>
Total Ballots Cast.....	438

**BOARD OF HEALTH, Three years**

Eric Moeller .....	355
All others.....	0
Blanks .....	<u>83</u>
Total Ballots Cast.....	438

**PLANNING BOARD, Five Years**

Terri Cantor .....	356
--------------------	-----

All others.....	0
Blanks .....	82
Total Ballots Cast.....	438

CEMETERY COMMISSIONER, Three Years

All others.....	12
Blanks .....	<u>426</u>
Total Ballots Cast.....	438

PARK COMMISSIONER, Three Years

Robert Burnham (write-in) .....	71
All others.....	11
Blanks .....	<u>356</u>
Total Ballots Cast.....	438

LIBRARY TRUSTEES, Three Years

Roberta Flashman .....	300
Christina Ewald.....	340
Lynne Carpenito.....	340
All others.....	0
Blanks .....	<u>334</u>
Total Ballots Cast.....	1314

The polls closed at 7:30 PM.

Tellers on duty and duly sworn in were as follows: Pam Peeler, Deborah Pillsbury, Cathy Kristofferson, Kathy Panagiotes, Nancy Richards, Garry Baer, Martha Morgan, Daniel Dufour, Angie Godin, Debbie Moylan, Deb Theall, Joan Chandley, Katie Marsh, June McNeil, Brenden McNeil, Brian Mohan, Claire Hutchinson-Lavin, John Hutchinson-Lavin, and Dawn Roy

At the close of the polls the ballot box read 438 voters had cast a ballot: the checker's tally sheet read 438 voters had cast a ballot.

Angela Jack, *Town Clerk*

**COMMONWEALTH OF MASSACHUSETTS  
SPECIAL TOWN MEETING**

Middlesex ss:

To the Constable of the Town of Ashby in said County:

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby qualified to vote in elections and town affairs, to meet at the Ashby Elementary School Parking Lot, 911 Main Street in said Ashby, Saturday, May 1, 2021 at 9:30 AM, to act on the following articles:

**ARTICLE 1:** To see what sum of money the Town will vote to transfer from available funds to extinguish the deficit incurred in the Winter Operations budget in the current fiscal year; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 2:** To see if the Town will vote to transfer from available funds the sum of \$130.00 for payment of unpaid bills of prior fiscal years, as follows:

- \$90.00 for ARCTS to be paid from ARCTS Enterprise Fund Free Cash
- \$40.00 for electric billing to the Board of Health, to be appropriated from Free Cash; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 3:** To see what sum of money the Town will vote to transfer from RCTS Free Cash to augment the appropriation for RCTS expenses for FY21; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 4.** To see if the Town will vote to authorize the Board of Selectmen to grant temporary and permanent utility easement(s) in, on, or over a portion or portions of the property located at 1093 Main Street, for the purpose of constructing, installing, and providing utility services at the Town's Public Safety Building to be located on said property; and further to authorize the Board of Selectmen to enter into agreements and execute documents and instruments as necessary to effectuate the purposes of this article; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

And you are hereby directed to serve this warrant by posting an attested copy in at least three (3) public places in said Ashby, fourteen (14) days at least before the holding of said meeting. Hereof fail not, and make due return of this warrant with your doings thereon to the Town Clerk at the time and place of meeting aforesaid.

Given under our hands this 15<sup>th</sup> day of April, 2021.

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Michael McCallum, *Chair*      Cathy Biliouris, *Member*      David Nadeau, *Clerk*

ASHBY BOARD OF SELECTMEN

By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in said Ashby at least fourteen days before the time of said Special Town Meeting.

DATE: \_\_\_\_\_  
Stewart Paquet, *Constable*

**COMMONWEALTH OF MASSACHUSETTS  
ANNUAL TOWN MEETING**

Middlesex ss:

To: Constable of the Town of Ashby in said County:

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby qualified to vote in elections and town affairs, to meet at the Ashby Elementary School Parking Lot, 911 Main Street in said Ashby, Saturday, May 1, 2021 at 9:30 AM, to act on the following articles:

**ARTICLE 1.** To see if the Town will vote to elect all other town officers not required to be elected on the official ballot; or take any other action relative thereto.

Finance Committee Action:  Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 2.** To see if the Town will vote to hear the reports of the various town officials and committees; or take any other action relative thereto.

Finance Committee Action:  Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 3.** To see if the Town will vote to authorize the Treasurer to borrow funds as necessary in anticipation or revenue, in accordance with MGL Chapter 44, Sections 23-27; or take any other action relative thereto.

Finance Committee Action:  Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 4:** To see if the Town will vote to accept the following sums in trust, the income therefrom to be expended for the perpetual care of cemetery lots, as follows:

**Glenwood Cemetery**

Amount	Name	Avenue	Lot	Section
\$400	Joyce A. Fors	F	4	Lyman II
\$400	William T. McQuade	F	5	Lyman II
\$600	Paul & Peggy Mosher	A	8	Lyman 1
\$200	Peggy & George VanHillo	F	6	Lyman II
\$400	Brian Nielsen	F	7	Lyman II;

or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 5.** To see what sum of money the Town will vote to appropriate from available funds for the purpose of operating the Ashby Recycling Center & Transfer Station for FY22; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 6.** To see what sum of money the Town will vote to appropriate from available funds for the purpose of operating the Ashby PEG Access Department for FY22; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 7.** To see if the Town will vote to set the following spending limits for the revolving funds authorized by Article XXXV of the Town By-laws:

- Library Books Revolving Funds \$3,000
- Cemetery Burial and Foundations Revolving Fund \$15,000;

or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 8.** To see if the Town will vote to appropriate all funds received from the Commonwealth under the provisions of the “Chapter 90” program, to provide for eligible road resurfacing and/or other improvements or activities benefiting Town roads, as allowed by statute; said sum to be 100% reimbursable by the Commonwealth; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 9.** To see what sum of money the Town will vote to raise and appropriate

or transfer from available funds to defray the expenses of the Town for the fiscal year commencing July 1, 2021, and to set the salaries of elected officials; or take any other action relative thereto.

*Amounts shown for prior fiscal years may include funds received through warrant articles, reserve fund transfers, etc. as well as transfers out and do not necessarily reflect budget amounts voted initially by Town Meeting.*

<b>TOWN OF ASHBY</b>					
<i>Budget ATM 22</i>		<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY22</b>
	<b>LINES</b>	<b>SPENT</b>	<b>BUDGET</b>	<b>SELECTMEN RECOMMEND</b>	<b>FINCOM RECOMMEND</b>
<i>Administration</i>					
1	Salary	\$55,924.74	\$58,602.48	\$59,466.52	\$ -
2	Expenses	\$2,914.12	\$6,550.00	\$6,550.00	\$ -
		<b>\$58,849.03</b>	<b>\$65,152.48</b>	<b>\$66,016.52</b>	<b>\$ -</b>
<i>Town Administrator</i>					
3	Salaries & Wages	\$41,541.78	\$42,788.03	\$130,000.00	\$ -
		<b>\$41,541.78</b>	<b>\$42,788.03</b>	<b>\$130,000.00</b>	<b>\$ -</b>
<i>Finance Committee</i>					
4	Expense Budget	\$ 160.00	\$ 500.00	\$ 600.00	\$ -
5	Reserve Fund	\$5,000.00	\$32,000.00	\$32,000.00	\$ -
		<b>\$5,160.00</b>	<b>\$32,500.00</b>	<b>\$32,600.00</b>	<b>\$ -</b>
<i>Town Accountant</i>					
6	Salaries & Wages	\$35,982.54	\$37,032.02	\$37,572.50	\$ -
7	Clerical	\$2,261.18	\$3,000.00	\$3,000.00	\$ -
	Expenses	\$12,726.26	\$24,808.00	\$24,907.37	\$ -
		<b>\$52,969.98</b>	<b>\$64,840.02</b>	<b>\$65,479.87</b>	<b>\$ -</b>
<i>Board of Assessors</i>					
10	Wages	\$18,937.32	\$20,352.44	\$23,196.68	\$ -
11	Assessing Services	\$25,000.00	\$25,800.00	\$26,500.00	\$ -
	Expenses	\$10,632.34	\$11,825.00	\$11,025.00	\$ -
		<b>\$54,569.66</b>	<b>\$57,977.44</b>	<b>\$60,721.68</b>	<b>\$ -</b>
<i>Treasurer</i>					
15	Treasurer Salary	\$27,939.92	\$29,748.12	\$30,164.34	\$ -
	Expenses	\$25,283.14	\$41,070.00	\$51,070.00	\$ -
		<b>\$53,223.06</b>	<b>\$70,818.12</b>	<b>\$81,234.34</b>	<b>\$ -</b>
<i>Tax Collector</i>					

2021 Annual Reports

18	Tax Collector Salary	\$32,945.08	\$33,933.43	\$34,442.43	\$	-
18a	Wages	\$3,440.64	\$3,574.87	\$2,626.32	\$	-
	Expenses	\$13,295.11	\$13,692.34	\$13,873.00	\$	-
		<b>\$50,577.84</b>	<b>\$51,200.64</b>	<b>\$50,941.75</b>	<b>\$</b>	<b>-</b>
<i>Legal Services</i>						
21	Expenses	\$41,324.06	\$37,000.00	\$37,000.00	\$	-
		<b>\$41,423.43</b>	<b>\$37,000.00</b>	<b>\$37,000.00</b>	<b>\$</b>	<b>-</b>
<i>Technology and Systems</i>						
22	Expenses	\$44,836.08	\$53,000.00	\$53,000.00	\$	-
		<b>\$57,897.94</b>	<b>\$53,000.00</b>	<b>\$53,000.00</b>	<b>\$</b>	<b>-</b>
<i>Town Clerk</i>						
23	Town Clerk Salary	\$34,045.78	\$35,067.15	\$35,593.16	\$	-
24	Clerical	\$10,423.78	\$12,043.20	\$12,346.88	\$	-
25	Election & Registrar Stipend	\$2,351.66	\$5,000.00	\$5,000.00	\$	-
	Expenses	\$5,567.24	\$10,125.00	\$9,425.00	\$	-
		<b>\$52,388.46</b>	<b>\$62,235.35</b>	<b>\$62,365.04</b>	<b>\$</b>	<b>-</b>
<i>Town Reports</i>						
30	Expenses	\$1,605.75	\$1,700.00	\$1,900.00	\$	-
		<b>\$1,605.75</b>	<b>\$1,700.00</b>	<b>\$1,900.00</b>	<b>\$</b>	<b>-</b>
<i>Conservation Commission</i>						
31	Expenses	\$1,048.58	\$1,700.00	\$1,700.00	\$	-
		<b>\$1,113.88</b>	<b>\$1,700.00</b>	<b>\$1,700.00</b>	<b>\$</b>	<b>-</b>
<i>Planning</i>						
32	Expenses	\$322.90	\$1,075.00	\$1,075.00	\$	-
		<b>\$322.90</b>	<b>\$1,075.00</b>	<b>\$1,075.00</b>	<b>\$</b>	<b>-</b>
<i>Zoning</i>						
33	Expenses	\$1,015.75	\$1,000.00	\$1,000.00	\$	-
		<b>\$1,166.03</b>	<b>\$1,000.00</b>	<b>\$1,000.00</b>	<b>\$</b>	<b>-</b>
<i>Land Use</i>						
34	Agent Budget	\$8,312.50	\$11,000.00	\$11,000.00	\$	-
	Expenses	\$1,076.64	\$1,803.55	\$1,831.14	\$	-
		<b>\$9,389.14</b>	<b>\$12,803.55</b>	<b>\$12,831.14</b>	<b>\$</b>	<b>-</b>
<i>Town Office</i>						
	Expenses	\$25,364.90	\$50,520.00	\$50,520.00	\$	-
		<b>\$26,268.50</b>	<b>\$50,520.00</b>	<b>\$50,520.00</b>	<b>\$</b>	<b>-</b>
<i>Town Clock</i>						

*Town Elections and Meetings*

40	<i>Stipend</i>	\$500.00	\$500.00	\$500.00	\$	-
		<b>\$500.00</b>	<b>\$500.00</b>	<b>\$500.00</b>	<b>\$</b>	<b>-</b>
<i>Municipal Buildings/Grounds</i>						
47	<i>Wages/Stipend</i>	\$3,349.84	\$4,283.88	\$4,342.40	\$	-
48	<i>Buildings/Grounds Expenses</i>	\$36,056.75	\$65,442.31	\$65,500.00	\$	-
		<b>\$112,655.95</b>	<b>\$69,726.19</b>	<b>\$69,842.40</b>	<b>\$</b>	<b>-</b>
<i>Police</i>						
49	<i>Police Chief Salary</i>	\$95,781.28	\$97,696.91	\$99,650.85	\$	-
50	<i>Wages - Coverage</i>	\$531,782.14	\$649,440.60	\$676,928.87	\$	-
	<i>Expenses</i>	\$190,536.55	\$226,429.11	\$230,791.46	\$	-
		<b>\$1,044,130.29</b>	<b>\$973,566.62</b>	<b>\$1,007,371.18</b>	<b>\$</b>	<b>-</b>
<i>Fire</i>						
54	<i>Chief Salary</i>	\$53,378.55	\$54,979.91	\$62,000.00	\$	-
55	<i>Firefighters Wages</i>	\$20,768.00	\$17,900.00	\$18,168.00	\$	-
56	<i>FF/ EMT Wages</i>	\$53,442.19	\$59,038.20	\$59,925.60	\$	-
57	<i>Firefighter Stipends</i>	\$ -	\$ -	\$6,200.00	\$	-
58	<i>FF/EMT Overtime</i>	\$11,838.33	\$2,060.00	\$7,000.00	\$	-
	<i>Expenses</i>	\$111,250.07	\$124,650.00	\$125,050.00	\$	-
		<b>\$250,705.91</b>	<b>\$258,628.11</b>	<b>\$278,343.60</b>	<b>\$</b>	<b>-</b>
<i>EMS</i>						
64	<i>Wages - Coverage</i>	\$67,696.49	\$69,500.00	\$70,542.50	\$	-
65	<i>Stipends</i>	\$28,826.66	\$41,621.80	\$43,500.00	\$	-
	<i>Expenses</i>	\$58,337.18	\$69,950.00	\$69,950.00	\$	-
		<b>\$154,938.58</b>	<b>\$181,071.80</b>	<b>\$183,992.50</b>	<b>\$</b>	<b>-</b>
<i>Emergency Management</i>						
67(2)	<i>Stipend</i>	\$250.00	\$654.66	\$654.66	\$	-
68	<i>Expenses</i>	\$2,027.00	\$2,500.00	\$2,500.00	\$	-
		<b>\$2,277.00</b>	<b>\$3,154.66</b>	<b>\$3,154.66</b>	<b>\$</b>	<b>-</b>
<i>E-911</i>						
69	<i>Expenses</i>	\$150.00	\$150.00	\$150.00	\$	-
		<b>\$150.00</b>	<b>\$150.00</b>	<b>\$150.00</b>	<b>\$</b>	<b>-</b>
<i>Building Inspector</i>						
70	<i>Salaries &amp; Wages</i>	\$11,620.27	\$11,968.88	\$12,148.41	\$	-
71	<i>Expenses</i>	\$109.94	\$907.74	\$907.74	\$	-
		<b>\$11,730.21</b>	<b>\$12,876.62</b>	<b>\$13,056.15</b>	<b>\$</b>	<b>-</b>
<i>Plumbing Inspector</i>						

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72	Salaries & Wages	\$6,873.25	\$7,079.45	\$7,185.64	\$	-
73	Expenses	\$ -	\$150.00	\$150.00	\$	-
		<b>\$6,873.25</b>	<b>\$7,229.45</b>	<b>\$7,335.64</b>	<b>\$</b>	<b>-</b>
<i>Electrical Inspector</i>						
74	Salaries & Wages	\$6,873.25	\$7,079.45	\$7,185.64	\$	-
75	Expenses	\$859.95	\$1,300.00	\$1,300.00	\$	-
		<b>\$7,733.20</b>	<b>\$8,379.45</b>	<b>\$8,485.64</b>	<b>\$</b>	<b>-</b>
<i>Dog Officer</i>						
76	Salaries & Wages	\$15,615.08	\$16,083.53	\$16,324.78	\$	-
77	Expenses	\$1,166.40	\$1,500.00	\$1,500.00	\$	-
		<b>\$16,781.48</b>	<b>\$17,583.53</b>	<b>\$17,824.78</b>	<b>\$</b>	<b>-</b>
<i>Emergency Dispatch</i>						
78	Salaries & Wages	\$207,647.55	\$22,500.00	\$ -	\$	-
79	Expenses	\$7,947.81	\$170,000.00	\$202,920.00	\$	-
		<b>\$215,595.36</b>	<b>\$192,500.00</b>	<b>\$202,920.00</b>	<b>\$</b>	<b>-</b>
<i>Monty Tech</i>						
80	Assessment	\$331,686.88	\$386,291.00	\$395,655.00	\$	-
		<b>\$331,686.88</b>	<b>\$386,291.00</b>	<b>\$395,655.00</b>	<b>\$</b>	<b>-</b>
<i>NMRSD</i>						
	Assessment	\$3,781,587.00	\$3,881,310.00	\$4,056,661.00	\$	-
		<b>\$3,781,587.00</b>	<b>\$3,881,310.00</b>	<b>\$4,056,661.00</b>	<b>\$</b>	<b>-</b>
<i>Highway</i>						
83	Superintendent Salary	\$65,340.63	\$68,300.85	\$69,310.36	\$	-
84	Wages - Regular	\$167,727.79	\$177,793.20	\$219,093.84	\$	-
85	Wages -Overtime	\$1,607.93	\$8,000.00	\$8,000.00	\$	-
	Expenses	\$199,949.10	\$260,170.00	\$354,895.00	\$	-
		<b>\$466,587.23</b>	<b>\$514,264.05</b>	<b>\$651,299.20</b>	<b>\$</b>	<b>-</b>
<i>Snow &amp; Ice</i>						
92	Winter Overtime	\$26,268.85	\$13,000.00	\$13,000.00	\$	-
93	Winter Expenses	\$181,335.00	\$87,000.00	\$87,000.00	\$	-
		<b>\$207,603.85</b>	<b>\$100,000.00</b>	<b>\$100,000.00</b>	<b>\$</b>	<b>-</b>
<i>Street Lights</i>						
94	Expense	\$720.10	\$1,080.00	\$1,080.00	\$	-
		<b>\$777.01</b>	<b>\$1,080.00</b>	<b>\$1,080.00</b>	<b>\$</b>	<b>-</b>
<i>Tree Warden</i>						
95	Expenses	\$1,000.00	\$2,000.00	\$2,000.00	\$	-
		<b>\$1,000.00</b>	<b>\$2,000.00</b>	<b>\$2,000.00</b>	<b>\$</b>	<b>-</b>

Town Elections and Meetings

<i>Cemetery</i>						
96	<i>Wages - Coverage</i>	\$8,801.99	\$9,763.03	\$9,909.48	\$	-
97	<i>Expense</i>	\$1,997.00	\$2,500.00	\$2,500.00	\$	-
		<b>\$10,798.99</b>	<b>\$12,263.03</b>	<b>\$12,409.48</b>	<b>\$</b>	<b>-</b>
<i>Board of Health</i>						
	<i>Expenses</i>	\$17,279.39	\$20,606.67	\$21,741.45	\$	-
		<b>\$17,289.39</b>	<b>\$20,606.67</b>	<b>\$21,741.45</b>	<b>\$</b>	<b>-</b>
<i>Animal Inspector</i>						
102	<i>Stipend</i>	\$1,000.00	\$1,000.00	\$1,000.00	\$	-
102A	<i>Rabies Testing</i>	\$ -	\$400.00	\$400.00	\$	-
		<b>\$1,000.00</b>	<b>\$1,400.00</b>	<b>\$1,400.00</b>	<b>\$</b>	<b>-</b>
<i>Council on Aging</i>						
103	<i>Wages</i>	\$6,770.25	\$6,564.00	\$17,472.00	\$	-
103A	<i>Expense</i>	\$1,125.85	\$1,525.00	\$4,875.00	\$	-
		<b>\$7,896.10</b>	<b>\$8,089.00</b>	<b>\$22,347.00</b>	<b>\$</b>	<b>-</b>
<i>Veterans' Services</i>						
104	<i>Salaries &amp; Wages</i>	\$1,912.07	\$1,969.43	\$1,998.97	\$	-
	<i>Expenses</i>	\$29,968.96	\$42,000.00	\$42,000.00	\$	-
		<b>\$31,881.03</b>	<b>\$43,969.43</b>	<b>\$43,998.97</b>	<b>\$</b>	<b>-</b>
<i>Library</i>						
107	<i>Librarian Salary</i>	\$24,870.00	\$28,540.79	\$31,200.00	\$	-
108	<i>Library Wages</i>	\$26,163.74	\$25,509.07	\$25,891.71	\$	-
	<i>Expenses</i>	\$43,276.57	\$43,560.00	\$50,525.00	\$	-
		<b>\$94,310.31</b>	<b>\$97,609.86</b>	<b>\$107,616.71</b>	<b>\$</b>	<b>-</b>
<i>Band Concerts</i>						
113	<i>Expenses</i>	\$6,250.00	\$ -	\$7,500.00	\$	-
113A	<i>Police Detail Wages</i>	\$543.60	\$ -	\$1,271.28	\$	-
		<b>\$6,793.60</b>	<b>\$ -</b>	<b>\$8,771.28</b>	<b>\$</b>	<b>-</b>
<i>July 3rd</i>						
114	<i>Expenses</i>	\$1,200.00	\$ -	\$1,200.00	\$	-
		<b>\$1,200.00</b>	<b>\$ -</b>	<b>\$1,200.00</b>	<b>\$</b>	<b>-</b>
<i>Allen Field</i>						
115	<i>Expenses</i>	\$817.64	\$3,000.00	\$3,000.00	\$	-
		<b>\$850.44</b>	<b>\$3,000.00</b>	<b>\$3,000.00</b>	<b>\$</b>	<b>-</b>
<i>Town Common</i>						
116	<i>Expenses</i>	\$2,691.71	\$4,650.00	\$4,650.00	\$	-
		<b>\$3,011.33</b>	<b>\$4,650.00</b>	<b>\$4,650.00</b>	<b>\$</b>	<b>-</b>

2021 Annual Reports

<i>Debt Service</i>					
118	<i>Temporary Loan Interest</i>	\$ -	\$1,000.00	\$1,000.00	\$ -
		<b>\$ -</b>	<b>\$1,000.00</b>	<b>\$1,000.00</b>	<b>\$ -</b>
<i>Middlesex Retirement</i>					
123	<i>Middlesex Retirement System</i>	\$237,579.00	\$251,979.00	\$240,126.00	\$ -
		<b>\$237,579.00</b>	<b>\$251,979.00</b>	<b>\$240,126.00</b>	<b>\$ -</b>
<i>Unemployment</i>					
124	<i>Unemployment Compensation</i>	\$ -	\$10,000.00	\$20,000.00	\$ -
		<b>\$ -</b>	<b>\$10,000.00</b>	<b>\$20,000.00</b>	<b>\$ -</b>
<i>Employee Ins. Benefits</i>					
125	<i>Employee Benefits Expense</i>	\$536,863.51	\$560,689.57	\$644,308.86	\$ -
		<b>\$536,863.51</b>	<b>\$560,689.57</b>	<b>\$644,308.86</b>	<b>\$ -</b>
<i>Workers Compensation</i>					
126	<i>Insurance Not Health</i>	\$8,668.00	\$11,000.00	\$11,000.00	\$ -
		<b>\$8,668.00</b>	<b>\$11,000.00</b>	<b>\$11,000.00</b>	<b>\$ -</b>
<i>Insurance P &amp; C</i>					
127	<i>Liability P&amp;C, E,F&amp;P</i>	\$70,100.63	\$75,000.00	\$75,000.00	\$ -
		<b>\$70,100.63</b>	<b>\$75,000.00</b>	<b>\$75,000.00</b>	<b>\$ -</b>
<i>FICA</i>					
128	<i>Employee Costs</i>	\$25,016.83	\$28,254.98	\$25,781.49	\$ -
		<b>\$25,016.83</b>	<b>\$28,254.98</b>	<b>\$25,781.49</b>	<b>\$ -</b>
	<b>Total</b>	<b>\$8,175,039.74</b>	<b>\$8,346,133.65</b>	<b>\$8,952,408.33</b>	<b>\$ -</b>

Elective Salaries:

Town Clerk: \$35,593.16

Town Treasurer: \$30,164.34 (includes \$1,000 certification stipend for Treasurer)

Town Tax Collector: \$34,442.43

Finance Committee Action: \_\_\_ Approved \_\_\_ Disapproved \_\_\_ No Action

For Finance Committee recommendations see last page of this document.
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**ARTICLE 10.** To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$14,979, to provide for a new position in the Council on Aging; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 11.** To see if the Town will vote to amend the Town’s Zoning Bylaw, section 3, definition # 41 (“Manufacture”), by inserting the word “Marijuana” before the word “Manufacture” and to amend section 7.2.12.4 by adding the words “, including licensed early education programs such as pre-school, day care center, family day care home, nursery school” following the words “private school”; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 12.** To see if the Town will vote to amend the Ashby Zoning By-law by deleting section 9.4 (“Open Space Development”) in its entirety, and replacing it with the following:

### **9.4 Natural Resource Protection Development**

#### 9.4.1 Purpose and Intent:

The objectives of this bylaw are to:

1. Preserve community character in the face of increasing development and create fewer and shorter roads to maintain in the future;
2. Institutionalize the goals and policies of the most recent Ashby Community Development Plan (CDP) and Open Space and Recreation Plan (OSRP);
3. Provide for the by-right construction of Natural Resource Protection Zoning (NRPZ) in the Residential-Agricultural (RA) and Residential (R) Districts;
4. Encourage a less sprawling and more efficient form of development that takes the existing topography and natural resources into consideration while minimizing the total amount of disturbance and alteration on the site;
5. Encourage the permanent preservation of natural resources.
6. Enable landowners to realize equity from development of a portion of their site while keeping the majority of the site in its natural or current undeveloped state;
7. Expedite permitting for projects that meet the requirements of the NRPZ bylaw;
8. Facilitate the construction of housing, driveways, streets, utilities, and public services that have less environmental impact and are more economical and efficient to maintain.
9. Promote Low Impact Development and Green Infrastructure tools and techniques into development designs.

#### 9.4.2 Definitions:

- a. “Natural Resources” shall mean undeveloped land, open space, passive

recreation areas, agricultural land, forested land, wildlife habitat, Massachusetts Department of Conservation and Recreation (DCR) areas of critical environmental concern (ACECs), Massachusetts Division of Fisheries & Wildlife, Natural Heritage and Endangered Species Program (NHESP) certified vernal pools, potential vernal pools, other resources including but not limited to aquifers, water supply protection areas, water bodies and wetlands, and historical and archaeological resources.

- b. “Conservation” shall mean the protection, preservation, management, or restoration of natural environments and the ecological communities that inhabit them.
- c. “Homeowners’ Association” (HoA) shall mean the unit owners’ organization within the NRPZ and used by them to manage and regulate their affairs, including any commonly owned land or facilities.
- d. “Natural Resource Protection Zoning” (NRPZ) shall mean a process for the development of land that:
  - (a) calculates the amount of development allowed up-front by formula;
  - (b) requires a Conservation Analysis to identify the natural resources, environmental, cultural, and historic features of the land;
  - (c) concentrates development, through design flexibility and reduced dimensional requirements, in order to preserve those identified features; and
  - (d) permanently preserves at least 60% percent of the land in a natural, scenic or open condition or in agricultural, farming or forest use.
- e. “Open Space Design” (OSD) - A process that begins with mapping natural resources followed by identifying the building areas in order to minimize roads and driveways, preserve natural drainage pathways, condense the area developed, and preserve natural resources.
- f. “Site” shall mean the parcel(s) of land to be developed under this section of the bylaw.

#### 9.4.2 Applicability

9.4.2.1 Natural Resource Protection Zoning (NRPZ) is allowed by right under zoning in the Residential-Agricultural (RA), Residential (R), and Residential-Commercial (RC) Districts subject only to the requirements of the subdivision regulations or site plan review, as applicable and all other applicable non-zoning land use regulations.

Natural Resource Protection Zoning shall comply with the provisions of this section, unless the Planning Board allows a development that deviates from the requirements of this section by Special Permit. Such deviations may be approved if the applicant demonstrates that the proposed alternative development configuration provides:

- a. adequate protection of the site’s natural resources,

- b. fulfills the purposes of this Section as well as or better than, the NRPZ bylaw,
- c. is desirable or essential to the public convenience and welfare,
- d. will not create undue traffic congestion or unduly impair pedestrian safety and
- e. will not adversely impact any public drainage system or any other municipal system to such an extent that the requested use or any existing use in the immediate area or in any other area of town will be unduly subjected to hazards affecting health, safety or the general welfare, and will not be detrimental to the established or future character of the neighborhoods and town, nor be detrimental to health or welfare.

9.4.2.1.1 The above does not apply to construction of homes on individual lots that existed prior to the date of the first publication of notice of the public hearing on the adoption of this section or to lots created under Chapter 41, section 81P, "Approval Not Required" process, with frontage on existing ways that meet the standard specified in the Town of Ashby Rules and Regulations Governing the Subdivision of Land (Town of Ashby Subdivision Regulations).

An applicant may choose to apply for an Open Space Design under this section. In such a case, prior to lot creation via the ANR process the application shall be subject to site plan review as described in Section 2.1 of the Town of Ashby Subdivision Regulations.

9.4.2.2 If the proposed Open Space Design involves more than one special permit, or site plan review for lot configuration or any other purpose, the proceedings for all such special permits and the Site Plan review shall occur in one consolidated public hearing before the Planning Board.

#### 9.4.3 Yield: Allowable Residential Units

The base maximum number of residential units in an Open Space Design is calculated by a formula based upon the net acreage of the site. This formula takes into account site-specific development limitations that make some land less suitable for development than other land. This calculation involves two steps, calculating the net acreage; and dividing the acreage by the required acreage (allowed density) for a dwelling unit in the district under this bylaw.

##### 9.4.3.1 Net Acreage Calculation

The factors named below are included for net acreage calculation purposes only and do not convey or imply any regulatory constraints on development siting that are not contained in other applicable provisions of federal, state,

and local laws and regulations, including this zoning bylaw. To determine net acreage, subtract the following from the total (gross) acreage of the site:

- a. Sixty percent of the acreage of land with slopes of 15% or greater;
- b. The total acreage of land subject to easements or restrictions prohibiting development, lakes, ponds, NHESP certified, and potential vernal pools, 100-year floodplains as most recently delineated by FEMA, Zone I and II Water Supply Protection Areas (determined by the Massachusetts Department of Environmental Protection (Mass DEP), mapped public water supply areas, all wetland resource areas as defined in Chapter 131, Section 40 of the General Laws and any state or local regulations adopted there under, as delineated by an professional wetlands scientist and reviewed by the Conservation Commission and a buffer area around such wetland resource areas of one hundred (100) feet, areas mapped as Priority or Estimated Habitat by the Massachusetts Natural Heritage and Endangered Species Program (NHESP), and designated Areas of Critical Environmental Concern (ACECs); and
- c. Ten percent of the remaining site acreage after the areas a. and b. of this section are removed to account for subdivision roads and public utility and stormwater infrastructure.

#### 9.4.3.2 Unit Count Calculation:

The base maximum number of allowable residential dwelling units on the site is determined by dividing the net acreage by the required acreage (allowed density) for a dwelling unit in the district under this bylaw. Fractional units of less than 0.5 shall be rounded down and 0.5 or more shall be rounded up.

The required acreage for each district is:

Residential (R) Districts: 40,000 sq. ft.

Residential/Commercial (R/C): 40,000 sq. ft.

Residential/Agricultural (RA) Districts: 80,000 sq. ft.

#### 9.4.3.3 Lots in More than One District

For lots in more than one district, the allowable unit count and required open space for each district shall comply with the requirements of the more restrictive district.

#### 9.4.4 General Requirements:

- a. Housing Types; as allowed in the underlying district.
- b. Parking; as required in the underlying district.

#### 9.4.5 Dimensional Requirements:

Lot size and shape, dwelling placement, and other dimensional requirements within an Open Space Design are subject to the following limitations:

- a. Objectives: Dwellings shall be located and arranged to advance the resource conservation objectives of the Ashby Open Space and Recreation Plan and Community Development Plan and to maintain views from roads and other publicly accessible points, farmland, wildlife habitat, large intact forest areas, hilltops, ponds, steep slopes, and other sensitive resources. Conserved land should be contiguous to promote the Town's conservation goals.
- b. Monumentation: Granite boundary stones shall clearly delineate the boundaries of the protected open space in a manner that facilitates monitoring and enforcement.
- c. Area: Minimum lot size is 20,000 sq ft for Residential and Residential/Commercial districts and 40,000 sq ft for Residential/Agricultural district. Developers may present plans with smaller lot sizes by special permit.
- d. Frontage: The minimum frontage for NRPZ properties is 50 feet. Each lot must have frontage on a public way or on a shared driveway approved by special permit.
- e. Setbacks: The minimum setbacks for any building from a property line shall be 10 feet.

#### 9.4.6 Open Space Requirements

9.4.6.1 Minimum: A minimum of 60% of the land area of the site shall be set aside as permanently conserved open space. A greater percentage may be set aside voluntarily or in exchange for additional housing units as authorized by a Planning Board approved special permit. All lands set aside shall be subject to a Restrictive Covenant under G.L. Chapter 184, Sections 26 - 29 31-33, which shall be approved by the Planning Board and Board of Selectmen and enforceable by the Town of Ashby. Said land may be utilized for common water supply wells and associated infrastructure, common subsurface leaching fields and other underground components of wastewater systems, and rain gardens, constructed wetlands, and other decentralized stormwater management systems consistent with Low Impact Development (LID) that serve the Open Space Design. Treated stormwater may be discharged into upland area(s) of the protected open space or land subject to a Restrictive Covenant. All protected land must be shown on approved plans with the boundaries of the protected land clearly identified and labeled "land held in conservation, restrictive covenant under G.L. Chapter 184, Sections 26 - 29, 31-33 or such other means as provided in section 9.4.7 of this bylaw". The approved plan must be recorded at the Registry of Deeds with proof of recording filed with the Planning Board prior to issuance of Building Permit(s).

9.4.6.2 Contiguity of Open Space: Preserved open space shall be contiguous to the greatest extent practicable. While noncontiguous pockets of open

space can also be used to protect conservation areas, applicants shall attempt to connect these resource areas to the greatest extent practicable through the use of trails and/or vegetated corridors. Open Space will still be considered contiguous if it is separated by a shared driveway, roadway, or an accessory amenity (such as a barn, paved pathway or trail, or shed for the storage of recreational equipment).

#### 9.4.7 Permanent Conservation of the Required Open Space:

Any land required to be set aside as open space, voluntarily preserved in excess of that required, conserved as a condition of site plan approval, or protected in exchange for additional density pursuant to a special permit, shall be permanently protected pursuant to Article 97 of the Articles of Amendment to the Constitution of the Commonwealth of Massachusetts or a perpetual restriction under G.L. Chapter 184 Section 31 - 33. Unless conveyed to the Ashby Conservation Commission, the required open space shall be subject to a permanent Conservation, Watershed, or Agricultural Preservation Restriction conforming to the standards of the Massachusetts Executive Office of Energy and Environmental Affairs, Division of Conservation Services, or Department of Agricultural Resources in accordance with G.L. Chapter 184 Section 31 - 33, approved by the Planning Board and Board of Selectmen and held by Ashby, the Commonwealth of Massachusetts, or a non-profit conservation organization qualified to hold conservation restrictions under G.L. Chapter 184, Section 31 - 33. Any proposed open space that does not qualify for inclusion in a Conservation Restriction, Watershed, or Agricultural Preservation Restriction or that is rejected from inclusion in these programs by the Commonwealth of Massachusetts shall be subject to a Restrictive Covenant under G.L. Chapter 184, Sections 23 - 30, which shall be approved by the Planning Board and Board of Selectmen and held by or for the benefit of the Town of Ashby, or by other means acceptable to the Planning Board that achieve the conservation goals of this section. Such means may include recorded easements or covenants under earlier sections of Chapter 184, recorded zoning or subdivision conditions, or ownership by a conservation organization as described above.

The restriction shall specify the prohibited and permitted uses of the protected land, which would otherwise constitute impermissible development or use of the open space, consistent with the Allowable and Prohibited Uses subsections of this bylaw. The restriction may allow, but the Planning Board may not require, public access or access by residents of the development to the protected land.

9.4.7.1 Timing: Any restriction or other legal document necessary to permanently conserve open space as required herein shall be recorded at the Registry of Deeds before lots are released or building permits are issued, whichever comes first.

9.4.7.2 Allowable Use of the Open Space: Such land shall be perpetually

kept in an open state, preserved exclusively for the purposes set forth herein and in the deed restriction, and maintained in a manner which will ensure its suitability for its intended purposes. Proposed use(s) of the open space consistent with this section shall be specified in the application.

- a. The open space shall be used for wildlife habitat and conservation and the following additional purposes: historic preservation, outdoor education, passive recreation, aquifer protection, agriculture, horticulture, forestry, or a combination of these uses, and shall be served by suitable access for such purposes.
- b. The Planning Board may permit a small portion of the open space, not to exceed 5%, to be paved or built upon (preferably using permeable pavement and other means of retaining natural hydrology) for structures accessory to the dedicated use or uses of such open space (i.e. barns or other farm structures, parking to facilitate public access for passive recreation, informational kiosks, pedestrian walks, American Disability Act access, and bike paths) so long as the conservation values of the open space are not compromised.
- c. The open space may be used as the land subject to a restriction for the purpose of an aggregate calculation under Title V.
- d. Up to 10% of the upland area of open space may be used for stormwater management systems and/or subsurface sewage disposal systems.

9.4.7.3 Prohibited Use of the Open Space: The open space within an OSD shall be perpetually kept in an open state, preserved exclusively for the purposes set forth in the Allowed Uses section of this bylaw, and maintained in a manner that will ensure its suitability for its intended purposes. The following uses, at a minimum, are expressly prohibited except in conformance with an allowed use:

- a. Constructing or placing of any temporary or permanent building, tennis court, landing strip, mobile home, swimming pool, fences, asphalt or concrete pavement, sign, billboard or other advertising display, antenna, utility pole, tower, conduit, line or other temporary or permanent structure or facility on, above, or under the open space that is not in conformance with an authorized use of the open space (e.g. a barn or other structure associated with agriculture);
- b. Mining, excavating, dredging, or removing soil, loam, peat, rock, gravel or other mineral resource or natural deposit;
- c. Placing, filling, storing, or dumping of soil, refuse, trash, vehicles or parts thereof, rubbish, debris, junk, waste, or other substance or material whatsoever or the installation of underground storage tanks;
- d. Cutting, removing, or destroying of trees, grasses or other vegetation unless in conformance with an authorized use such as agriculture, forestry, or recreation;

- e. Subdivision; neither further division of the protected open space into lots or the use of the protected open space toward any further building requirements on this or any other lot is permitted;
- f. Activities detrimental to drainage, flood control, water conservation, water quality, erosion, soil conservation, or archeological conservation;
- g. Purposefully introducing or allowing the introduction of species of plants and animals recognized by the Executive Office of Energy and Environmental Affairs to pose a substantial risk of being invasive or otherwise detrimental to the native plant and animal species and plant communities on the property;
- h. The storage or use of toxic or hazardous materials in quantities greater than associated with normal household use;
- i. The use, parking or storage of motorized vehicles, including all-terrain vehicles (ATVs), motorcycles, and campers, except in conformance with an authorized use of the open space or as required by the police, firefighters, or other governmental agents in carrying out their duties; and
- j. Any other use or activity which would materially impair conservation interests unless necessary in an emergency for the protection of those interests.

9.4.7.4 Ownership of the Open Space: At the applicant's discretion the open space may be owned by:

- a. The Town of Ashby and held by the Ashby Conservation Commission; or
- b. A non-profit land conservation organization, with their consent, whose principal purpose is the conservation of open space for any of the purposes set forth herein; or
- c. An agency of the Commonwealth, with their consent, whose principal purpose is the conservation of open space for any of the purposes set forth herein; or
- d. A Homeowners' Association (HoA) as defined herein owned jointly or in common by the owners of lots or units within the project. If this option is selected the following shall apply:
  - (a) The documents organizing the HoA shall be drafted and approved by the Planning Board before final approval of the OSD development, recorded prior to the issuance of building permits, comply with all applicable provisions of state law, and pass with conveyance of the lots or units in perpetuity. Each individual deed, and the deed, trust, or articles of incorporation, shall include language designed to affect these provisions.
  - (b) Membership must be mandatory for each property owner, who must be required by recorded covenants and restrictions to pay

- fees to the HoA for taxes, insurance, and maintenance of common open space, private roads, and other common facilities.
- (c) The HoA must be responsible in perpetuity for liability insurance, property taxes, the maintenance of recreational and other facilities, private roads, and any shared driveways.
  - (d) Property owners must pay their pro rata share of the costs in subsection C above, and the assessment levied by the HoA must be able to become a lien upon individual properties within the OSD.
  - (e) The HoA must be able to adjust the assessment to meet changed needs.
  - (f) The applicant shall make a conditional grant to the Town of Ashby, binding upon the HoA, of the fee interest to all open space to be conveyed to the HoA. Such offer may be accepted by the Town of Ashby, at the discretion of the Board of Selectmen, upon the failure of the HoA to take title to the open space from the applicant or other current owner, upon dissolution of the association at any future time, or upon failure of the HoA to fulfill its maintenance obligations hereunder or to pay its real property taxes.
  - (g) Ownership shall be structured in such a manner that real property taxing authorities may satisfy property tax claims against the open space lands by proceeding against individual property owners in the HOA and the dwelling units they each own.
  - (h) Town of Ashby Counsel must find that the HoA documents presented satisfy the conditions in Subsections (a) through (g) above, and such other conditions as the Planning Board shall deem necessary.

Selection of ownership option a, b or d above requires:

- a. The conveyance of a conservation restriction as outlined herein; and
- b. The granting of an access easement over such land sufficient to ensure its perpetual maintenance as agricultural, conservation, or recreation land. Such easement shall provide that in the event the trust or other owner fails to maintain the open space in reasonable condition, the Town of Ashby may, after notice to the lot owners and public hearing, enter upon such land to maintain it in order to prevent or abate a nuisance. The cost of such maintenance by the Town of Ashby shall be assessed against the properties within the development and/or to the owner of the open space. Pursuant to G.L. Chapter 40 Section 58, the Town of Ashby may file a lien against the lot or lots to ensure payment for such maintenance. Pursuant to G.L. Chapter 40 Section 57 the Town of Ashby may also deny any application for, or revoke or suspend a building

permit or any local license or permit, due to neglect or refusal by any property owner to pay any maintenance assessments levied.

#### 9.4.8 Maintenance:

The Planning Board shall require the establishment of ongoing maintenance standards as a condition of development approval to ensure that utilities are properly maintained and the open space land is not used for storage or dumping of refuse, junk, or other offensive or hazardous materials. Such standards shall be enforceable by the Town against any owner of open space land, including an HoA. If the Board of Selectmen finds that the maintenance provisions are being violated to the extent that the condition of the utilities or the open land constitutes a public nuisance, it may, upon 30 days written notice to the owner, enter the premises for necessary maintenance, and the cost of such maintenance by the Town shall be assessed ratably against the landowner or, in the case of an HoA, the owners of properties within the development, and shall, if unpaid, become a property tax lien on such property or properties.

#### 9.4.9 Submission Requirements:

In order to enable the Planning Board to determine whether or not a proposed open space design satisfies the purposes and standards of the NRPZ section of the Zoning Bylaw, an applicant must present sufficient information on the environmental and natural resources for the Board to make such as determination. The required information shall be provided in the form of a “conservation analysis” as described in the Subdivision Regulations. Proposed use(s) of the open space consistent with this section shall be specified in the application;

or take any other action relative thereto.

Finance Committee Action: \_\_\_\_\_ Approved  \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 13.** To see if the Town will vote to amend the Zoning By-law by deleting section 9.1 (“Flood Plain Districts Boundaries and Regulations”) in its entirety and replacing it with the following:

### **9.1 Floodplain District Boundaries and Regulations**

9.1.1 The purpose of the Floodplain Overlay District is to:

1. Ensure public safety through reducing the threats to life and personal injury.
2. Eliminate new hazards to emergency response officials.
3. Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding.
4. Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the

community beyond the site of flooding.

5. Eliminate costs associated with the response and cleanup of flooding conditions.
6. Reduce damage to public and private property resulting from flooding waters.

9.1.2 Definitions:

1. **DEVELOPMENT** means any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59]
2. **FLOOD BOUNDARY AND FLOODWAY MAP** means an official map of a community issued by FEMA that depicts, based on detailed analyses, the boundaries of the 100-year and 500-year floods and the 100-year floodway. (For maps done in 1987 and later, the floodway designation is included on the FIRM.)
3. **FLOOD HAZARD BOUNDARY MAP (FHBM.)** An official map of a community issued by the Federal Insurance Administrator, where the boundaries of the flood and related erosion areas having special hazards have been designated as Zone A or E. [US Code of Federal Regulations, Title 44, Part 59]
4. **FLOODWAY.** The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Code, Chapter 2, Section 202]
5. **FUNCTIONALLY DEPENDENT USE** means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]
6. **HIGHEST ADJACENT GRADE** means the highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59]
7. **HISTORIC STRUCTURE** means any structure that is:

- (a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
  - (b) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;
  - (c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or
  - (d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:
    - (e) By an approved state program as determined by the Secretary of the Interior or
    - (f) Directly by the Secretary of the Interior in states without approved programs.
8. NEW CONSTRUCTION. Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. *New construction includes work determined to be substantial improvement.* [Referenced Standard ASCE 24-14]
9. RECREATIONAL VEHICLE means a vehicle which is:
- (a) Built on a single chassis;
  - (b) 400 square feet or less when measured at the largest horizontal projection;
  - (c) Designed to be self-propelled or permanently towable by a light duty truck; and
  - (d) Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use.
10. REGULATORY FLOODWAY - see FLOODWAY.
11. SPECIAL FLOOD HAZARD AREA. The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, AE, A1-30, A99, AR, AO, AH, V, VO, VE or V1-30.
12. START OF CONSTRUCTION. The date of issuance for new

construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

13. Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual “start of construction” means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building.
14. STRUCTURE means, for floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home.
15. SUBSTANTIAL REPAIR OF A FOUNDATION. When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR.
16. VARIANCE means a grant of relief by a community from the terms of a flood plain management regulation.
17. VIOLATION means the failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3(b)(5), (c)(4), (c)(10), (d)(3), (e)(2), (e)(4), or (e)(5) is presumed to be in violation until such time as that documentation is provided.

18.

9.1.3 Flood District:

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of Ashby designated as Zone A on the Middlesex County Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The map panels of the Middlesex County FIRM that are wholly or partially within the Town of Ashby are panel numbers 25017C0010E, 25017C0030E, 25017C0035E, 25017C0040E, 25017C0042E and 25017C0045E effective June 4, 2010. The exact boundaries of the District may be defined by the 100-year base flood elevations shown on the FIRM and further defined by the Middlesex County Flood Insurance Study (FIS) report effective June 4, 2010. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board and Building Inspector.

9.1.3.1 Floodway Data. In Zone A, the best available Federal, State, local or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the occurrence of the base flood discharge.

9.1.3.2 Base Flood Elevation Data: Base flood elevation data is required for subdivision proposals or other developments greater than 5 lots or 5 acres, whichever is lesser, within Zone A.

9.1.4 The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes.

9.1.5 Development Regulations:

All development in the District including structural and non-structural activities, whether permitted by right or by special permit must be in compliance with Chapter 131, Section 40 of the Massachusetts General Laws and with the following:

- a. Section(s) of the Massachusetts State Building Code which address floodplain areas;
- b. Wetland Protection Regulations, Department of Environmental Protection;
- c. Inland Wetlands Restriction, Department of Environmental Protection;
- d. Regulations of the Ashby Board of Health and the Minimum Requirements for the Subsurface Disposal of Sanitary Sewage, Department of Environmental Protection;
- e. Any variances from the provisions and requirements of the above referenced state regulations may only be granted in accordance with

the required variance procedures of the state regulations.

9.1.5.1 Subdivision proposals:

All subdivision proposals and development proposals in the floodplain overlay district shall be reviewed to assure that:

- a. Such proposals minimize flood damage.
- b. Public utilities and facilities are located & constructed so as to minimize flood damage.
- c. Adequate drainage is provided.

9.1.5.1.1 Base flood elevation data for subdivision proposals. When proposing subdivisions or other developments greater than 5 acres, the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

9.1.6 Watercourse alterations or relocations in riverine areas:

In a riverine situation, the Flood Plain Administrator shall notify the following of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream
- Bordering States, if affected
- NFIP State Coordinator  
Massachusetts Department of Conservation and Recreation  
251 Causeway Street, 8<sup>th</sup> floor  
Boston, MA 02114
- NFIP Program Specialist  
Federal Emergency Management Agency, Region I  
99 High Street, 6th Floor  
Boston, MA 02110

9.1.7 Variances to local Zoning Bylaws related to community compliance with the National Flood Insurance Program (NFIP):

A variance from these floodplain bylaws must meet the requirements set out by State law, and may only be granted if: 1) Good and sufficient cause and exceptional non-financial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief.

9.1.8 Permits are required for all proposed development in the Floodplain Overlay District:

The Town of Ashby requires a permit for all proposed construction or other development in the floodplain overlay district, including new construction or changes to existing buildings, placement of manufactured homes, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving

and any other development that might increase flooding or adversely impact flood risks to other properties.

9.1.9 Assure that necessary permits are obtained:

The development proponent must acquire all necessary permits, and must submit the completed checklist demonstrating that all necessary local, State and Federal permits have been acquired. The Flood Plain Administrator will review the checklist for any known deficiencies.

9.1.10 Unnumbered A Zones:

In A Zones, in the absence of FEMA BFE data and floodway data, the building department will require from the development proponent, base flood elevation and floodway data available from a Federal, State, or other source and review and reasonably utilize same as criteria for requiring new construction, substantial improvements, or other development in Zone A as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

9.1.11 Floodway encroachment:

In Zones A, A1-30, and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

9.1.12 Recreational vehicles:

In Zone A and A1-30, AH, and AE Zones, all recreational vehicles to be placed on a site must be elevated and anchored or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

9.1.13 Disclaimer of liability:

The degree of flood protection required by this bylaw is considered reasonable but does not imply total flood protection.

9.1.14 Designation of community Floodplain Administrator:

The Town of Ashby hereby designates the position of Building Inspector to be the official floodplain administrator for the Town.

9.1.15 Requirement to submit new technical data:

If the Town acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Town will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to: FEMA Region I Risk Analysis Branch Chief, 99 High St., 6<sup>th</sup> floor, Boston, MA 02110; and

copy of notification to: Massachusetts NFIP State Coordinator, MA Dept. of Conservation & Recreation, 251 Causeway Street, Boston, MA 02114.

9.1.16 Severability:

If any section, provision or portion of this bylaw is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective;

or take any other action relative thereto.

Finance Committee Action: \_\_\_\_\_ Approved  Disapproved \_\_\_\_\_ No Action

**ARTICLE 14.** To see if the Town will vote to amend the Town By-laws by deleting the existing Article IV (“Finance Committee”) in its entirety, and replacing same with the following new text:

ARTICLE IV  
FINANCE COMMITTEE

Section 1. There shall be a Finance Committee, which shall consist of five (5) members, elected to staggered three-year terms. Upon the effective date of this revised Article IV, the terms of all existing members of the Finance Committee shall immediately terminate, and the Board of Selectmen shall call for a Special Election to fill the resulting vacancies, with two (2) members to be elected to one-year terms, two (2) members to be elected to two-year terms, and one (1) member to be elected to a three-year term.

Section 2. Said committee shall choose its own officers, shall serve without pay, and shall keep a true record of its proceedings.

Section 3. The Board of Selectmen, having finalized a Town Meeting warrant, shall forward a copy thereof to the members of the Finance Committee. After due consideration of the articles included in said warrant, the Finance Committee shall report in writing such recommendations as relate to matters included in the warrant, which the committee deems to be in the best interest of the Town and its citizens. Failure, for any reason, of the Finance Committee to make such report or recommendations shall not affect the legality of any action taken at any Town Meeting.

Section 4. The Finance Committee may annually review the expenditures of the Town no further back than the two prior fiscal years, as well as the estimated requirements of the several Boards, Departments, Officers, and Committees of the Town for the following fiscal year, as presented in the budget prepared by the Town Administrator. The said budget shall be formatted to include a final, parallel column in which the Finance Committee may present the amounts which, they recommend for appropriation

for the following fiscal year.

Section 5. In discharge of its duties, the Finance Committee may have access to financial records, accounts, bills and vouchers on which money has been paid from Town funds, to the extent that such access is permitted by law and this By-law. The Finance Committee may request that Town Officers, Boards, and Committees provide facts, figures, and financial information, but such request shall not obligate the responding party to create documents that do not already exist, or become involved in extended research, analysis, or commentary. The Finance Committee shall not function or act as an investigative board.

Section 6. It shall be the duty of the Finance Committee to prepare a report on its doings in the prior calendar year, with recommendation (if any) relative to financial matters and the Town's financial systems, for inclusion in the Annual Town Report.

**AND FURTHER**

to amend Article III of the Town By-laws "Town Officers" by deleting Section 2 therefrom in its entirety, and re-numbering the succeeding sections accordingly [existing text, Section 2: "*The Finance Committee shall annually prepare a budget for the Town, which shall be reviewed by the Board of Selectmen, and include their recommendations when presented for approval at Annual Town Meeting.*"]; or take any other action relative thereto.

Finance Committee Action: \_\_\_\_\_ Approved  Disapproved \_\_\_\_\_ No Action

**ARTICLE 15.** To see if the Town will vote to amend Article III, Town Officers, of the Town By-laws, the current text of which states: "*The Selectmen shall, upon behalf of the Town, enter into the necessary contract or contracts for the publication of the Annual Town Report*", by deleting the word "Selectmen" therein and inserting in place thereof the phrase "Town Clerk"; or take any other action relative thereto.

Finance Committee Action:  Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 16.** To see if the Town will vote to amend the Town By-laws to rename the Board of Selectmen as the Selectboard, and, for such purposes, to replace the words "Board of Selectmen" or "Selectmen" with "Selectboard"; and "Selectman" with "Selectboard member", and to authorize the Town Clerk to make non-substantive ministerial revisions to ensure that gender and number issues in related text is revised to properly reflect such change in title; or take any other action relative thereto.

Finance Committee Action:  Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ No Action

**ARTICLE 17.** To see if the Town will vote to amend the Town By-laws by deleting

Article VI, Town Contracts, in its entirety, and inserting in place thereof, the new Article VI, Procurement, as follows:

ARTICLE VI  
PROCUREMENT

Section 1. Procurement functions for the Town of Ashby shall be performed, directed, or approved solely by the Procurement Officer, in conformity with the requirements of MGL, Ch 30B, Ch. 149, C. 39, and all other relevant and applicable laws, statutes, by-laws, regulations, and requirements for municipal procurement.

Section 2. Unless the duties of Procurement Officer shall be assigned by the Board of Selectmen to some other party, the Town Administrator shall serve as Procurement Officer for the Town. In either case, the Procurement Officer shall be or shall become certified by the Commonwealth in that capacity.

Section 3. The Procurement Officer shall be responsible for the disposal of surplus Town property (exclusive of real property), under the provisions of MGL Ch 30B, s. 15, as amended from time to time. The subject items may be offered for sale through competitive sealed bid, public auction, or established markets.

And further, to delete Article XII, not titled but relating to disposition of surplus property in its entirety, and re-number succeeding Articles as appropriate; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 18.** To see if the Town will vote to amend the Town By-laws by deleting the language contained in Article V, Financial Affairs, in its entirety, and inserting in place thereof:

ARTICLE V  
FINANCIAL AFFAIRS

Section 1. An audit of the accounts of the Town shall be made annually, under the direction of the Town Accountant, who shall engage a qualified, professional firm with at least five (5) years' experience in municipal auditing in Massachusetts, to perform the work.

Section 2. The Town Accountant shall prescribe the methods of accounting and the forms to be used by the several Officers, Departments, Boards, and Committees of the Town, pertaining to their receipts and disbursements, and shall ascertain that such methods and forms shall conform to the requirements prescribed by law, or any rule,

regulation, or procedure established thereunder.

Section 3. The Town Treasurer shall receive all accounts due to the Town, except interest on investments for Trust funds. All accounts coming due to the Town shall be committed forthwith by the several Officers, Departments, Boards, and Committees of the Town to the Town Treasurer. Every Officer shall pay into the Town Treasury all amounts received by him or her, and shall make a true return thereof to the Town Accountant, stating the accounts upon which such amounts were received.

Section 4. The Town Treasurer shall, at least once in each week, pay into the Town Treasury all amounts received by him or her on behalf of the Town, except as otherwise provided by law, and shall make a true return thereof to the Town Accountant, stating the accounts upon which said amounts were received;

or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

**ARTICLE 19.** To see what sum of money the Town will vote to transfer from available funds for deposit into the Stabilization Fund; or take any other action relative thereto.

Finance Committee Action:  Approved  Disapproved  No Action

And you are hereby directed to serve this warrant by posting an attested copy hereof in at least three (3) public places in Ashby seven (7) days at least before the holding of said meeting. Hereof fail not, and make due return of this warrant, with your doings thereon, to the Town Clerk at the time and place of meeting aforesaid.

Given under our hands this 15<sup>th</sup> day of April, 2021.

\_\_\_\_\_  
Michael McCallum, *Chair*

\_\_\_\_\_  
Cathy Biliouris, *Member*

\_\_\_\_\_  
David Nadeau, *Clerk*

ASHBY BOARD OF SELECTMEN

By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in said Ashby at least fourteen days before the time of said Special Town Meeting.

DATE: \_\_\_\_\_  
Stewart Paquet, *Constable*

**RESULTS OF ANNUAL TOWN MEETING**

**May 1, 2021**

The warrant was returned to the Town Clerk at 9:00 AM.

With a quorum present, the Moderator Nancy Chew called the meeting to order at 10:08 AM.

The motion was made and seconded to allow the moderator to use a hand vote, and so voted.

The motion was made and seconded to waive the reading of the warrant, and so voted.

The moderator stated that the rules of the meeting are to be the same as the Special Town Meeting.

The motion was made and seconded to allow the moderator to declare a two-thirds vote, and so voted.

**Article 1.** The motion was made and seconded to take no action on this article.

VOTE: PASSED

**Article 2.** The motion was made and seconded to waive the reading of the reports of the various Town officials and committees.

VOTE: PASSED

**Article 3.** The motion was made and seconded that the Town authorize the Treasurer to borrow funds as necessary in anticipation of revenue, in accordance with MGL Chapter 44, ss 23-27.

VOTE: PASSED

**Article 4.** The motion was made and seconded that the Town accept the sums as printed in the Warrant, in trust, the income therefrom to be expended for perpetual care of cemetery lots.

VOTE: PASSED

**Article 5.** The motion was made and seconded that the Town appropriate \$31,000 from the ARCTS Enterprise Fund Revenues and \$6,000 from RCTS Free Cash for the purpose of operating the Ashby Recycling and Transfer Station for FY22.

VOTE: PASSED

**Article 6.** The motion was made and seconded that the Town appropriate \$25,000 from the PEG Access Fund for the purpose of operating the Ashby PEG Access

Department for FY22.

VOTE: PASSED

**Article 7.** The motion was made and seconded that the Town set the spending limits for Revolving Funds authorized by Article XXV of the Town By-laws, as printed in the Warrant.

VOTE: PASSED

**Article 8.** The motion was made and seconded that the Town appropriate all funds received from the State under the provisions of the “Chapter 90” program, to provide for qualifying road resurfacing and other eligible projects for the benefit of Town Roads, as allowed by statute; said sum to be 100% reimbursable by the State.

VOTE: PASSED

**Article 9.** The motion was made and seconded that the Town approve the budget for the expenses of the Town for the Fiscal Year commencing July 1, 2021, as printed in the “Selectmen Recommend” column of the Warrant, with the exception of two changes not affecting the final total:

- Reduce the sum shown in Line 48 (“Buildings/Grounds Expenses”) by \$17,000, making the new total for the line \$48,500 and the new total for the section \$52,842.40
- Increase Line 118 (“Temporary Loan Interest”) by \$17,000, making the new total for the line \$18,000

and that to fund said budget, \$ 8,369,652.36 be raised and appropriated, and \$582,755.97 be appropriated from Free Cash; and, further, that the Town set the salaries of elected officers as printed in the Warrant.

A motion was made and seconded to replace the original budget mailed to all residences by the Selectmen with the Finance Committee budget printed on the last page of the Warrant.

VOTE ON AMENDMENT: DEFEATED

A motion was made and seconded to decrease Line 1 (Assistant Town Administrator Salary) of the original budget mailed to all by the Selectmen to \$37,000.

VOTE ON AMENDMENT: DEFEATED

A motion was made and seconded to vote on Article 9.

VOTE: PASSED

VOTE ON ORIGINAL MOTION: PASSED

<i>Amounts shown for prior fiscal years may include funds received through warrant articles, reserve fund transfers, etc. as well as transfers out and do not necessarily reflect budget amounts voted initially by Town Meeting.</i>					
<b>TOWN OF ASHBY</b>					
Budget ATM 22		<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY22</b>
	<b>LINES</b>	<b>SPENT</b>	<b>BUDGET</b>	<b>SELECTMEN RECOMMEND</b>	<b>FINCOM RECOMMEND</b>
<i>Administration</i>					
1	Salary	\$55,924.74	\$58,602.48	\$59,466.52	\$ -
2	Expenses	\$2,914.12	\$6,550.00	\$6,550.00	\$ -
		<b>\$58,849.03</b>	<b>\$65,152.48</b>	<b>\$66,016.52</b>	<b>\$ -</b>
<i>Town Administrator</i>					
3	Salaries & Wages	\$41,541.78	\$42,788.03	\$130,000.00	\$ -
		<b>\$41,541.78</b>	<b>\$42,788.03</b>	<b>\$130,000.00</b>	<b>\$ -</b>
<i>Finance Committee</i>					
4	Expense Budget	\$ 160.00	\$ 500.00	\$ 600.00	\$ -
5	Reserve Fund	\$5,000.00	\$32,000.00	\$32,000.00	\$ -
		<b>\$5,160.00</b>	<b>\$32,500.00</b>	<b>\$32,600.00</b>	<b>\$ -</b>
<i>Town Accountant</i>					
6	Salaries & Wages	\$35,982.54	\$37,032.02	\$37,572.50	\$ -
7	Clerical	\$2,261.18	\$3,000.00	\$3,000.00	\$ -
	Expenses	\$12,726.26	\$24,808.00	\$24,907.37	\$ -
		<b>\$52,969.98</b>	<b>\$64,840.02</b>	<b>\$65,479.87</b>	<b>\$ -</b>
<i>Board of Assessors</i>					
10	Wages	\$18,937.32	\$20,352.44	\$23,196.68	\$ -
11	Assessing Services	\$25,000.00	\$25,800.00	\$26,500.00	\$ -
	Expenses	\$10,632.34	\$11,825.00	\$11,025.00	\$ -
		<b>\$54,569.66</b>	<b>\$57,977.44</b>	<b>\$60,721.68</b>	<b>\$ -</b>
<i>Treasurer</i>					
15	Treasurer Salary	\$27,939.92	\$29,748.12	\$30,164.34	\$ -
	Expenses	\$25,283.14	\$41,070.00	\$51,070.00	\$ -
		<b>\$53,223.06</b>	<b>\$70,818.12</b>	<b>\$81,234.34</b>	<b>\$ -</b>
<i>Tax Collector</i>					
18	Tax Collector Salary	\$32,945.08	\$33,933.43	\$34,442.43	\$ -
18a	Wages	\$3,440.64	\$3,574.87	\$2,626.32	\$ -
	Expenses	\$13,295.11	\$13,692.34	\$13,873.00	\$ -

2021 Annual Reports

		<b>\$50,577.84</b>	<b>\$51,200.64</b>	<b>\$50,941.75</b>	<b>\$</b>	<b>-</b>
<i>Legal Services</i>						
21	<i>Expenses</i>	\$41,324.06	\$37,000.00	\$37,000.00	\$	-
		<b>\$41,423.43</b>	<b>\$37,000.00</b>	<b>\$37,000.00</b>	<b>\$</b>	<b>-</b>
<i>Technology and Systems</i>						
22	<i>Expenses</i>	\$44,836.08	\$53,000.00	\$53,000.00	\$	-
		<b>\$57,897.94</b>	<b>\$53,000.00</b>	<b>\$53,000.00</b>	<b>\$</b>	<b>-</b>
<i>Town Clerk</i>						
23	<i>Town Clerk Salary</i>	\$34,045.78	\$35,067.15	\$35,593.16	\$	-
24	<i>Clerical</i>	\$10,423.78	\$12,043.20	\$12,346.88	\$	-
25	<i>Election &amp; Registrar Stipend</i>	\$2,351.66	\$5,000.00	\$5,000.00	\$	-
	<i>Expenses</i>	\$5,567.24	\$10,125.00	\$9,425.00	\$	-
		<b>\$52,388.46</b>	<b>\$62,235.35</b>	<b>\$62,365.04</b>	<b>\$</b>	<b>-</b>
<i>Town Reports</i>						
30	<i>Expenses</i>	\$1,605.75	\$1,700.00	\$1,900.00	\$	-
		<b>\$1,605.75</b>	<b>\$1,700.00</b>	<b>\$1,900.00</b>	<b>\$</b>	<b>-</b>
<i>Conservation Commission</i>						
31	<i>Expenses</i>	\$1,048.58	\$1,700.00	\$1,700.00	\$	-
		<b>\$1,113.88</b>	<b>\$1,700.00</b>	<b>\$1,700.00</b>	<b>\$</b>	<b>-</b>
<i>Planning</i>						
32	<i>Expenses</i>	\$322.90	\$1,075.00	\$1,075.00	\$	-
		<b>\$322.90</b>	<b>\$1,075.00</b>	<b>\$1,075.00</b>	<b>\$</b>	<b>-</b>
<i>Zoning</i>						
33	<i>Expenses</i>	\$1,015.75	\$1,000.00	\$1,000.00	\$	-
		<b>\$1,166.03</b>	<b>\$1,000.00</b>	<b>\$1,000.00</b>	<b>\$</b>	<b>-</b>
<i>Land Use</i>						
34	<i>Agent Budget</i>	\$8,312.50	\$11,000.00	\$11,000.00	\$	-
	<i>Expenses</i>	\$1,076.64	\$1,803.55	\$1,831.14	\$	-
		<b>\$9,389.14</b>	<b>\$12,803.55</b>	<b>\$12,831.14</b>	<b>\$</b>	<b>-</b>
<i>Town Office</i>						
	<i>Expenses</i>	\$25,364.90	\$50,520.00	\$50,520.00	\$	-
		<b>\$26,268.50</b>	<b>\$50,520.00</b>	<b>\$50,520.00</b>	<b>\$</b>	<b>-</b>
<i>Town Clock</i>						
40	<i>Stipend</i>	\$500.00	\$500.00	\$500.00	\$	-
		<b>\$500.00</b>	<b>\$500.00</b>	<b>\$500.00</b>	<b>\$</b>	<b>-</b>
<i>Municipal Buildings/Grounds</i>						

Town Elections and Meetings

47	Wages/Stipend	\$3,349.84	\$4,283.88	\$4,342.40	\$	-
48	Buildings/Grounds Expenses	\$36,056.75	\$65,442.31	\$65,500.00	\$	-
		<b>\$112,655.95</b>	<b>\$69,726.19</b>	<b>\$69,842.40</b>	<b>\$</b>	<b>-</b>
<i>Police</i>						
49	Police Chief Salary	\$95,781.28	\$97,696.91	\$99,650.85	\$	-
50	Wages - Coverage	\$531,782.14	\$649,440.60	\$676,928.87	\$	-
	Expenses	\$190,536.55	\$226,429.11	\$230,791.46	\$	-
		<b>\$1,044,130.29</b>	<b>\$973,566.62</b>	<b>\$1,007,371.18</b>	<b>\$</b>	<b>-</b>
<i>Fire</i>						
54	Chief Salary	\$53,378.55	\$54,979.91	\$62,000.00	\$	-
55	Firefighters Wages	\$20,768.00	\$17,900.00	\$18,168.00	\$	-
56	FF/ EMT Wages	\$53,442.19	\$59,038.20	\$59,925.60	\$	-
57	Firefighter Stipends	\$ -	\$ -	\$6,200.00	\$	-
58	FF/EMT Overtime	\$11,838.33	\$2,060.00	\$7,000.00	\$	-
	Expenses	\$111,250.07	\$124,650.00	\$125,050.00	\$	-
		<b>\$250,705.91</b>	<b>\$258,628.11</b>	<b>\$278,343.60</b>	<b>\$</b>	<b>-</b>
<i>EMS</i>						
64	Wages - Coverage	\$67,696.49	\$69,500.00	\$70,542.50	\$	-
65	Stipends	\$28,826.66	\$41,621.80	\$43,500.00	\$	-
	Expenses	\$58,337.18	\$69,950.00	\$69,950.00	\$	-
		<b>\$154,938.58</b>	<b>\$181,071.80</b>	<b>\$183,992.50</b>	<b>\$</b>	<b>-</b>
<i>Emergency Management</i>						
67(2)	Stipend	\$250.00	\$654.66	\$654.66	\$	-
68	Expenses	\$2,027.00	\$2,500.00	\$2,500.00	\$	-
		<b>\$2,277.00</b>	<b>\$3,154.66</b>	<b>\$3,154.66</b>	<b>\$</b>	<b>-</b>
<i>E-911</i>						
69	Expenses	\$150.00	\$150.00	\$150.00	\$	-
		<b>\$150.00</b>	<b>\$150.00</b>	<b>\$150.00</b>	<b>\$</b>	<b>-</b>
<i>Building Inspector</i>						
70	Salaries & Wages	\$11,620.27	\$11,968.88	\$12,148.41	\$	-
71	Expenses	\$109.94	\$907.74	\$907.74	\$	-
		<b>\$11,730.21</b>	<b>\$12,876.62</b>	<b>\$13,056.15</b>	<b>\$</b>	<b>-</b>
<i>Plumbing Inspector</i>						
72	Salaries & Wages	\$6,873.25	\$7,079.45	\$7,185.64	\$	-
73	Expenses	\$ -	\$150.00	\$150.00	\$	-
		<b>\$6,873.25</b>	<b>\$7,229.45</b>	<b>\$7,335.64</b>	<b>\$</b>	<b>-</b>

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<i>Electrical Inspector</i>						
74	<i>Salaries &amp; Wages</i>	\$6,873.25	\$7,079.45	\$7,185.64	\$	-
75	<i>Expenses</i>	\$859.95	\$1,300.00	\$1,300.00	\$	-
		<b>\$7,733.20</b>	<b>\$8,379.45</b>	<b>\$8,485.64</b>	<b>\$</b>	<b>-</b>
<i>Dog Officer</i>						
76	<i>Salaries &amp; Wages</i>	\$15,615.08	\$16,083.53	\$16,324.78	\$	-
77	<i>Expenses</i>	\$1,166.40	\$1,500.00	\$1,500.00	\$	-
		<b>\$16,781.48</b>	<b>\$17,583.53</b>	<b>\$17,824.78</b>	<b>\$</b>	<b>-</b>
<i>Emergency Dispatch</i>						
78	<i>Salaries &amp; Wages</i>	\$207,647.55	\$22,500.00	\$ -	\$	-
79	<i>Expenses</i>	\$7,947.81	\$170,000.00	\$202,920.00	\$	-
		<b>\$215,595.36</b>	<b>\$192,500.00</b>	<b>\$202,920.00</b>	<b>\$</b>	<b>-</b>
<i>Monty Tech</i>						
80	<i>Assessment</i>	\$331,686.88	\$386,291.00	\$395,655.00	\$	-
		<b>\$331,686.88</b>	<b>\$386,291.00</b>	<b>\$395,655.00</b>	<b>\$</b>	<b>-</b>
<i>NMRSD</i>						
	<i>Assessment</i>	\$3,781,587.00	\$3,881,310.00	\$4,056,661.00	\$	-
		<b>\$3,781,587.00</b>	<b>\$3,881,310.00</b>	<b>\$4,056,661.00</b>	<b>\$</b>	<b>-</b>
<i>Highway</i>						
83	<i>Superintendent Salary</i>	\$65,340.63	\$68,300.85	\$69,310.36	\$	-
84	<i>Wages - Regular</i>	\$167,727.79	\$177,793.20	\$219,093.84	\$	-
85	<i>Wages -Overtime</i>	\$1,607.93	\$8,000.00	\$8,000.00	\$	-
	<i>Expenses</i>	\$199,949.10	\$260,170.00	\$354,895.00	\$	-
		<b>\$466,587.23</b>	<b>\$514,264.05</b>	<b>\$651,299.20</b>	<b>\$</b>	<b>-</b>
<i>Snow &amp; Ice</i>						
92	<i>Winter Overtime</i>	\$26,268.85	\$13,000.00	\$13,000.00	\$	-
93	<i>Winter Expenses</i>	\$181,335.00	\$87,000.00	\$87,000.00	\$	-
		<b>\$207,603.85</b>	<b>\$100,000.00</b>	<b>\$100,000.00</b>	<b>\$</b>	<b>-</b>
<i>Street Lights</i>						
94	<i>Expense</i>	\$720.10	\$1,080.00	\$1,080.00	\$	-
		<b>\$777.01</b>	<b>\$1,080.00</b>	<b>\$1,080.00</b>	<b>\$</b>	<b>-</b>
<i>Tree Warden</i>						
95	<i>Expenses</i>	\$1,000.00	\$2,000.00	\$2,000.00	\$	-
		<b>\$1,000.00</b>	<b>\$2,000.00</b>	<b>\$2,000.00</b>	<b>\$</b>	<b>-</b>
<i>Cemetery</i>						
96	<i>Wages - Coverage</i>	\$8,801.99	\$9,763.03	\$9,909.48	\$	-
97	<i>Expense</i>	\$1,997.00	\$2,500.00	\$2,500.00	\$	-

Town Elections and Meetings

		<b>\$10,798.99</b>	<b>\$12,263.03</b>	<b>\$12,409.48</b>	<b>\$ -</b>
<i>Board of Health</i>					
	<i>Expenses</i>	\$17,279.39	\$20,606.67	\$21,741.45	\$ -
		<b>\$17,289.39</b>	<b>\$20,606.67</b>	<b>\$21,741.45</b>	<b>\$ -</b>
<i>Animal Inspector</i>					
102	<i>Stipend</i>	\$1,000.00	\$1,000.00	\$1,000.00	\$ -
102A	<i>Rabies Testing</i>	\$ -	\$400.00	\$400.00	\$ -
		<b>\$1,000.00</b>	<b>\$1,400.00</b>	<b>\$1,400.00</b>	<b>\$ -</b>
<i>Council on Aging</i>					
103	<i>Wages</i>	\$6,770.25	\$6,564.00	\$17,472.00	\$ -
103A	<i>Expense</i>	\$1,125.85	\$1,525.00	\$4,875.00	\$ -
		<b>\$7,896.10</b>	<b>\$8,089.00</b>	<b>\$22,347.00</b>	<b>\$ -</b>
<i>Veterans' Services</i>					
104	<i>Salaries &amp; Wages</i>	\$1,912.07	\$1,969.43	\$1,998.97	\$ -
	<i>Expenses</i>	\$29,968.96	\$42,000.00	\$42,000.00	\$ -
		<b>\$31,881.03</b>	<b>\$43,969.43</b>	<b>\$43,998.97</b>	<b>\$ -</b>
<i>Library</i>					
107	<i>Librarian Salary</i>	\$24,870.00	\$28,540.79	\$31,200.00	\$ -
108	<i>Library Wages</i>	\$26,163.74	\$25,509.07	\$25,891.71	\$ -
	<i>Expenses</i>	\$43,276.57	\$43,560.00	\$50,525.00	\$ -
		<b>\$94,310.31</b>	<b>\$97,609.86</b>	<b>\$107,616.71</b>	<b>\$ -</b>
<i>Band Concerts</i>					
113	<i>Expenses</i>	\$6,250.00	\$ -	\$7,500.00	\$ -
113A	<i>Police Detail Wages</i>	\$543.60	\$ -	\$1,271.28	\$ -
		<b>\$6,793.60</b>	<b>\$ -</b>	<b>\$8,771.28</b>	<b>\$ -</b>
<i>July 3rd</i>					
114	<i>Expenses</i>	\$1,200.00	\$ -	\$1,200.00	\$ -
		<b>\$1,200.00</b>	<b>\$ -</b>	<b>\$1,200.00</b>	<b>\$ -</b>
<i>Allen Field</i>					
115	<i>Expenses</i>	\$817.64	\$3,000.00	\$3,000.00	\$ -
		<b>\$850.44</b>	<b>\$3,000.00</b>	<b>\$3,000.00</b>	<b>\$ -</b>
<i>Town Common</i>					
116	<i>Expenses</i>	\$2,691.71	\$4,650.00	\$4,650.00	\$ -
		<b>\$3,011.33</b>	<b>\$4,650.00</b>	<b>\$4,650.00</b>	<b>\$ -</b>
<i>Debt Service</i>					
118	<i>Temporary Loan Interest</i>	\$ -	\$1,000.00	\$1,000.00	\$ -

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		\$ -	\$1,000.00	\$1,000.00	\$ -
<i>Middlesex Retirement</i>					
123	<i>Middlesex Retirement System</i>	\$237,579.00	\$251,979.00	\$240,126.00	\$ -
		<b>\$237,579.00</b>	<b>\$251,979.00</b>	<b>\$240,126.00</b>	<b>\$ -</b>
<i>Unemployment</i>					
124	<i>Unemployment Compensation</i>	\$ -	\$10,000.00	\$20,000.00	\$ -
		<b>\$ -</b>	<b>\$10,000.00</b>	<b>\$20,000.00</b>	<b>\$ -</b>
<i>Employee Ins. Benefits</i>					
125	<i>Employee Benefits Expense</i>	\$536,863.51	\$560,689.57	\$644,308.86	\$ -
		<b>\$536,863.51</b>	<b>\$560,689.57</b>	<b>\$644,308.86</b>	<b>\$ -</b>
<i>Workers Compensation</i>					
126	<i>Insurance Not Health</i>	\$8,668.00	\$11,000.00	\$11,000.00	\$ -
		<b>\$8,668.00</b>	<b>\$11,000.00</b>	<b>\$11,000.00</b>	<b>\$ -</b>
<i>Insurance P &amp; C</i>					
127	<i>Liability P&amp;C, E,F&amp;P</i>	\$70,100.63	\$75,000.00	\$75,000.00	\$ -
		<b>\$70,100.63</b>	<b>\$75,000.00</b>	<b>\$75,000.00</b>	<b>\$ -</b>
<i>FICA</i>					
128	<i>Employee Costs</i>	\$25,016.83	\$28,254.98	\$25,781.49	\$ -
		<b>\$25,016.83</b>	<b>\$28,254.98</b>	<b>\$25,781.49</b>	<b>\$ -</b>
	<b>Total</b>	<b>\$8,175,039.74</b>	<b>\$8,346,133.65</b>	<b>\$8,952,408.33</b>	<b>\$ -</b>

Elective Salaries:

Town Clerk: \$35,593.16

Town Treasurer: \$30,164.34 (includes \$1,000 certification stipend for Treasurer)

Town Tax Collector: \$34,442.43

A motion was made and seconded to adjourn the Annual Town Meeting.

VOTE: DEFEATED

A motion was made and seconded to take Article 14 next, out of order.

VOTE: PASSED

**Article 14.** The motion was made and seconded that the Town amend Article III, s. 2 and Article IV of the Town Bylaws, as printed in the Warrant.

A motion was made and seconded that in the event of a failure to elect a Finance

Committee member, the Moderator would appoint until the next annual election.

VOTE: DEFEATED

A motion was made and seconded to add “except when speaking with department heads while discussing fiscal year budgets” after “to go back no more than 2 fiscal years” to section 4 of the proposed amendment to the Town Bylaws, as printed in the Warrant.

VOTE: PASSED

A motion was made and seconded to eliminate Section 4 from the article.

VOTE: DEFEATED

A motion was made and seconded to amend Section 4 of the proposed amendment to the town Bylaws by removing the phrase “no further back than the 2 prior fiscal years.”

VOTE: PASSED (Note: This vote made the vote to add “except when speaking to department heads while discussing fiscal year budgets” moot.)

VOTE ON AMENDED MOTION: PASSED

**Article 10** The motion was made and seconded that the Town appropriate from Free Cash the sum of \$14,979, to provide for a new position with the Council on Aging.

VOTE: PASSED

**Article 11.** The motion was made and seconded to amend the Town’s Zoning Bylaw, section 3, definition # 41 (“Manufacture”), by inserting the word “Marijuana” before the word “Manufacture” and to amend section 7.2.12.4 by adding the words “, including licensed early education programs such as pre-school, day care center, family day care home, nursery school” following the words “private school.”

VOTE: PASSED (2/3 VOTE DECLARED BY MODERATOR)

**Article 12.** The motion was made and seconded to take no action on this article.

VOTE: PASSED

**Article 13.** The motion was made was made and seconded to amend the Zoning Bylaw by deleting section 9.1 (“Flood Plain Districts Boundaries and Regulations”) in its entirety and replacing it with the text as written in the Warrant.

VOTE: PASSED (2/3 VOTE DECLARED BY MODERATOR)

**Article 15.** The motion was made and seconded to amend Article III, as printed in the Warrant.

VOTE: PASSED

**Article 16.** The motion was made and seconded to amend the Town By-laws as necessary, to reflect a change in terminology regarding the words “Board of Selectmen”, “Selectmen”, “Selectman”, as printed in the Warrant.

VOTE: PASSED

**Article 17.** The motion was made and seconded to amend Article VI and delete Article XII of the Town By-laws as printed in the Warrant, with the correction of the reference in the new text for Article VI, section 1 from “MGL Ch. 39”, to “MGL Ch 30, s.39M”.

A motion was made that the Procurement Officer shall provide detailed report to public.

VOTE ON AMENDMENT: DEFEATED

VOTE ON ORIGINAL MOTION: PASSED

**Article 18.** The motion was made and seconded to amend Article V of the Town By-laws, as printed in the Warrant.

VOTE: PASSED

**Article 19.** The motion was made and seconded that the town transfer the sum of \$10,197.03 from Free Cash to the Stabilization Fund.

VOTE: PASSED

The motion was made and seconded to dissolve the May 1, 2021 Annual Town Meeting at 12:56 PM.

VOTE: PASSED

Angela Jack, *Ashby Town Clerk*

**COMMONWEALTH OF MASSACHUSETTS  
SPECIAL TOWN ELECTION  
December 7, 2021**

Middlesex, ss:

To: Constable of the Town of Ashby in said County:

GREETING:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, who are qualified to vote in elections and town

affairs, to meet at the Maja Hall, 47 Erickson Road, Tuesday, the 7th day of December next, 12:00 PM, to give their votes on one ballot for the following officers:

- 2 FINANCE COMMITTEE MEMBERS -- Term to end April 2022
- 2 FINANCE COMMITTEE MEMBERS -- Term to end April 2023
- FINANCE COMMITTEE MEMBER -- Term to end April 2024

The polls will be open at 12:00 PM and shall close at 7:30 PM.

And you are hereby directed to serve this warrant by posting an attested copy in three (3) public places in said Ashby at least seven days before holding of said election.

Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of election aforesaid.

Given under our hands this \_\_\_\_\_ day of November 2021.

\_\_\_\_\_  
David Nadeau

\_\_\_\_\_  
Cathy Biliouris

**TOWN OF ASHBY SELECTBOARD**

By virtue of this precept, I have posted three (3) copies of the foregoing warrant in three (3) public places in said Ashby seven days at least before time of said Special Town Election.

DATE: \_\_\_\_\_  
Stewart Paquet, *Constable of Ashby*

**RESULTS OF SPECIAL TOWN ELECTION  
December 7, 2021**

The warrant was returned to the Town Clerk at 11:15AM on Tuesday, December 7, 2021.

Election officers on duty and duly sworn in were as follows: Betty Tiilikkala, Deb Theall, Tiffany Call, Linda Stacy, Emma Jack, Joyce Hopkins and Cathy Kristofferson.

The polls opened at 12:00 PM.

The following is a list of candidates, votes and blanks each received as they appeared on the official ballot.

FINANCE COMMITTEE MEMBER	VOTES
Term ending at the 2022 Annual Town Election	
Robin McRae .....	209
Rebecca Walsh .....	232
All others.....	0
Blanks .....	<u>89</u>
Total ballots cast .....	530

FINANCE COMMITTEE MEMBER	VOTES
Term ending at the 2023 Annual Town Election	
Alan Ewald.....	206
Kathleen Panagiotes.....	229
All others.....	0
Blanks .....	<u>95</u>
Total ballots cast .....	530

FINANCE COMMITTEE MEMBER	VOTES
Term ending at the 2024 Annual Town Election	
Eldon Garhart.....	196
G. Lillian Whitney .....	65
All others.....	0
Blanks .....	<u>4</u>
Total ballots cast .....	265

The polls closed at 7:30 PM.

Tellers on duty and duly sworn in were as follows: Deborah Pillsbury, Pamela Peeler, Tiffany Call, Roberta Flashman, Neal Marshall, Cathy Kristofferson, Nancy Richards, Martha Morgan, June McNeil, Brendan McNeil, Dan Dufour, Katie Marsh, Brenda Swift, Dawn Roy and Cynthia Zwicker.

At the close of the polls the ballot box read 265 voters had cast a ballot: the checker's tally sheet read 265 voters had cast a ballot.

Angela Jack, *Town Clerk*

**COMMONWEALTH OF MASSACHUSETTS  
SPECIAL TOWN MEETING**

Middlesex ss:

To the Constable of the Town of Ashby in said County

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby qualified to vote in elections and town affairs, to meet at the Ashby Elementary School Gymnasium, 911 Man Street in said Ashby, Saturday, December 11, 2021 at 9:30 AM, to act on the following articles:

ARTICLE 1. To see the Town will vote to authorize the Town to enter into a lease-purchase agreement to procure a new dump truck for the Highway Department; or take any other action relative thereto.

ARTICLE 2. To see if the Town will vote to transfer from available funds the sum of \$1995.15 for payment of outstanding bills from prior fiscal years, as follows:

- \$12.00 for Fire Department January Quarterly Contractual Email Archiving Services
- \$6.00 for RCTS January Quarterly Contractual Email Archiving Services
- \$600 for Fire Department January Quarterly Contractual IT Services
- \$300 for Fire Department April Quarterly Contractual IT Services
- \$660 for Highway Department April Quarterly Contractual IT Services
- \$169 for Library August, 2020 Expenses
- \$248.15 for July, 2020 Town Hall Fire Extinguisher maintenance;

or take any other action relative thereto.

ARTICLE 3. To see what sum of money the Town will vote to transfer from available funds to augment the appropriation for the Town Accountant in the current fiscal year; or take any other action relative thereto.

ARTICLE 4. To see if the Town will vote to transfer from available funds the sum of \$10,000 into the Reserve Fund; or take any other action relative thereto.

ARTICLE 5. To see what sum of money the Town will vote to transfer from available funds to provide for contractual obligations for the Police and Highway bargaining units for FY22, as negotiated in the current fiscal year; or take any other action relative thereto.

And you are hereby directed to serve this warrant by posting an attested copy in at least three (3) public places in said Ashby, fourteen (14) days at least before the holding of said meeting. Hereof fail not, and make due return of this warrant with your doings thereon to the Town Clerk at the time and place of meeting aforesaid.

\_\_\_\_\_  
David Nadeau, *Chair*

\_\_\_\_\_  
Cathy Biliouris, *Clerk*

ASHBY SELECTBOARD

By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in Ashby at least fourteen days before the time of said Special Town Meeting.

DATE: \_\_\_\_\_  
Stewart Paquet, *Constable*

**THE SPECIAL TOWN MEETING SCHEDULED FOR SATURDAY,  
DECEMBER 11, 2021 WAS CANCELLED BY A SELECTBOARD VOTE ON  
WEDNESDAY, DECEMBER 8, 2021.**

**BALLOT FOR ANNUAL TOWN ELECTION**

**April 25, 2022**

**Moderator, Three years**

Nancy E. Chew  
775 Piper Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Selectboard, Three Years**

Catherine A. Biliouris  
366 Erickson Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Selectboard, Two Years**

Mary E. Calandrella  
320 New Ipswich Rd.

**VOTE FOR ONE**

G. Lillian Whitney  
119 County Rd.

**Town Clerk, Three Years**

Angela M. Jack  
98 Heywood Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Treasurer, Three Years**

Kate E. Stacy  
75 Frost Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Board of Assessors, Three Years**

Charles E. Perna  
571 Jones Hill Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Board of Assessors, One Year**

**VOTE FOR ONE**

**Board of Health, Three Years**

Cedwyn D. Morgan  
593 Erickson Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**North Middlesex Regional School District Committee**

**Three Years**

June M. McNeil  
920 Piper Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Constable, Three Years**

Stewart P. Paquet  
296 Fitchburg State Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Planning Board, Five Years**

Alan W. Pease  
328 Richardson Rd.

**VOTE FOR ONE**

Candidate for Re-Election

**Cemetery Commissioner, Three Years**

**VOTE FOR ONE**

**Cemetery Commissioner, Two Years**

**VOTE FOR ONE**

**Park Commissioner, Three Years**

**VOTE FOR ONE**

**Library Trustee, Three Years**

Joseph A. Cantor  
663 County Rd.

**VOTE FOR THREE**

Jane E. Pankosky  
51 Piper Rd.

**Finance Committee, Three Years**

Rebecca H. Walsh

912 Erickson Dr.

**VOTE FOR TWO**

Candidate for Re-Election



