



TOWN OF MEDFIELD

Annual Town Report

FOR THE YEAR ENDING DECEMBER 31, 2022



372nd Anniversary

ANNUAL REPORT

IN MEMORIAM

FACTS ABOUT MEDFIELD

SENATORS AND REPRESENTATIVES FOR MEDFIELD

STATE



Senator in General Court

Norfolk, Bristol
Paul R. Feeney
State House Room 507
Boston, MA 02133
(617) 722-1222
paul.feeney@masenate.gov

Governor's Councillor

2nd District
Robert L. Jubinville
State House Room 184
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Representative in General Court

13th Norfolk District, Precinct 1 & 2
Denise Garlick
State House Room 473G
Boston, MA 02133
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Denise.Garlick@mahouse.gov



Representative in General Court

9th Norfolk District, Precinct 3 & 4
Shawn Dooley
State House Room 167
Boston, MA 02133
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Shawn.dooley@mahouse.gov

FEDERAL



U.S. Representative to Congress, 4th District

Jake Auchincloss
29 Crafts Street, Suite 375
Newton, MA 02458
(617) 332-3333
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United States Senator

Elizabeth Warren
2400 J.F.K. Federal Building
15 New Sudbury Street
Boston, MA 02203
(617) 565-3170
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United States Senator

Edward Markey
975 JFK Federal Building
15 New Sudbury Street
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(617) 565 8519
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ELECTED AND APPOINTED OFFICIALS 2022

Elected Officials

Moderator

Scott F. McDermott 2023

Town Clerk

Marion Bonoldi 2024

Board of Selectmen

Gustave H. Murby 2023

Osler L. Peterson 2024

Eileen Murphy 2025

Board of Assessors

Kenneth Manning 2023

Michael Rose 2024

Jeffrey Skerry 2025

School Committee

Jessica Reilly 2023

Anna M. O'Shea Brooke 2023

Leo Brehm 2024

Tim McNight 2025

Michelle Kirkby 2025

Trustees of the Public Library

Jennifer Shaw Cronin 2023

Lauren Feeney 2023

Kiersten Cole 2024

Jessica Razza 2024

Richard White 2025

Philip M. Tuths 2025

Planning Board (5 Years)

Seth Meehan 2023

Paul McKechnie 2024

Sarah Lemke 2024

James Brand 2025

Teresa James 2025

James Sullivan, *Associate* 2023

Park and Recreation Commission

Kirsten Young 2023

Michael Parks 2023

Robert Tatro 2024

Lauren Beitelspacher 2025

Mel Seibold 2025

Housing Authority

Brent Nelson, *State app't.* 2024

Lisa Donovan 2024

Robert Canavan 2025

Paul Hinkley 2027

Trust Fund Commission

Georgia K. Colivas 2023

Mike Pastore 2024

Appointed by the Board of Selectmen

Fire Chief

William C. Carrico II 2025

Chief of Police

Michelle Guerette 2025

Deputy Chief of Police

Larz Anderson 2023

Sergeants

Daniel J. Burgess 2023

Ryan Maxfield, *resigned* 2022

Connor Ashe, *resigned* 2022

Police Officers

Michelle Manganello 2023

Christine DiNatale, *retired* 2022

Robert G. Flaherty 2023

Wayne Sallale	2023	Ann B. Thompson	2023
Garrett Ledbetter	2023	Tina Consentino	2023
Paul Tregiari, <i>resigned</i>	2023	William Carrico	2023
Michael Stanley, <i>resigned</i>	2023	Kristine Trierweiler	2023
Terrence Teehan, <i>resigned</i>	2023		
William Bento, <i>resigned</i>	2023	Animal Control Officer	
Joshua Souza	2023	Jennifer A. Cronin	2023
Francis Thisse	2023	Robert LaPlante	2023
Daniel Neal	2023	Lori Sallee	2023
 School Resource Officer		 Board of Appeals on Zoning (3 yr)	
Michelle Manganello	2023	William McNiff	2023
 Town Administrator		Jack McNicholas	2024
Kristine Trierweiler	2025	Michael W. Whitcher	2025
 Treasurer/Collector		Kristine Barton, <i>Assoc</i>	2023
Georgia K. Colivas	2025	Charlie Peck, <i>Assoc, resigned</i>	2023
		Jared Spinelli, <i>Assoc</i>	2023
		Jared Gustavson, <i>Assoc</i>	2023
 Director of Public Works		 Board of Health (3 yr)	
Maurice Goulet	2025	Holly Rand	2023
 Town Accountant		Melissa Coughlin	2023
Joy Ricciuto, <i>retired</i>	2022	Carol Read	2024
Andrew Foster	2025	Stephen Resch	2025
		Kathleen Thompson	2025
		Jeff Kane, <i>Assoc</i>	2023
 Town Counsel		 Board of Registrars (3 yr)	
Mark G. Cerel	2024	Margaret Vasaturo	2025
 Affordable Housing Trust		Jennifer Keating	2024
Greg Sandormirsky, <i>resigned</i>	2022	Donna Young	2023
Kerry McCormack	2023		
Eileen Murphy	2023	 Board of Water and Sewerage (3 yr)	
Ann Thompson	2023	William Harvey	2023
Michael Marcucci	2024	Claire Meehan	2024
Joseph Hunt	2024	Christian Carpenter	2025
Newton Thompson	2024	David Pucci, <i>Associate</i>	2023
Eric Lavin	2024		
 Americans with Disabilities		 Capital Budget Committee	
Compliance Review Committee		Michael Marcucci	2023
Maurice Goulet	2024	Sharon Tatro	2023
Amy Colleran	2024	Kristine Trierweiler	2023

Andrew Foster	2023	Neal Sanders	2023
Michael LaFrancesca	2023	Betty Sanders	2023
Nassar Ismail	2023	Karen Smith	2023
Megan Sullivan	2023		
Cemetery Commissioners (3 yr)			Conservation Commission (3 yr)
Bob Tannler	2023	Robert Kennedy, Jr.	2024
Frank Iafolla	2024	George Darrell, <i>resigned</i>	2024
Thomas Sweeney	2025	Catherine Scott	2025
David Temple, <i>Associate</i>	2022	Mary McCarthy	2025
Paul Hogan, <i>Associate</i>	2022	Deborah Bero	2023
		Michael Perloff	2023
		Kirsten Poler	2023
Charles River Natural Storage Area Designees		Constable for Election	
Maurice Goulet	2023	Marion Bonoldi	2024
Kristine Trierweiler	2023		
Collective Bargaining Team		Constables and Keepers of the Lockup	
Michelle Guerette	2023	Daniel J. Burgess	2023
Michael Marcucci	2023	Michelle Manganello	2023
William Carrico	2023	Robert G. Flaherty	2023
Michael Pastore	2023	Wayne Sallale	2023
Mark Fisher	2023	Ray Burton	2023
Kathy Vandenboom	2023	Thomas LaPlante	2023
Kristine Trierweiler	2023	Stephen Saulnier	2023
		Sandra Cronin	2023
		Thomas Hamano	2023
		Paul Jordan	2023
		John Cave	2023
		Kailee Lutz	2023
		Stephen Palmer	2023
		Lawrence Fleming	2023
		Lori Sallee	2023
Committee to Study Memorials		Contract Compliance Officer	
Jane M. Lomax	2023	Kristine Trierweiler	2023
David F. Temple	2023		
Michelle Doucette	2023		
Ron Griffin	2023		
Paul Foscaldo	2023		
Mark Bryson	2023		
Committee Choice Aggregation Committee		Council on Aging (3 yr)	
Megan Sullivan	2023	Richard Ryder	2024
Robert Winograd	2023	Kathleen Robinson	2024
Gustave H. Murby	2023	Annette Wells	2025
Nicholas Milano, <i>Ex Officio</i>	2023	Laurel Scotti	2025
		Robert Heald	2023
Community Gardens Committee			

		Historical Commission (3 yr)	
Director of Grave Markers for Veterans	Maria C. Baler	2025	
Frank Iafolla	Kirsten Poler	2025	
	Joe Opiola	2025	
	David F. Temple	2023	
Dog Control Bylaw Review	Peter Fletcher	2024	
Frank Moran	Doug Whitla	2024	
John Thompson	Seth Meehan	2024	
Mark Farrell	Robert Gregg, <i>Associate</i>	2023	
	David R. Sharff, <i>Associate</i>	2023	
Emergency Management Agency	Michael R. Taylor, <i>Associate</i>	2023	
William Carrico	John Day, <i>Associate</i>	2023	
Michelle Guerette	Thomas Connors, <i>Associate</i>	2023	
Maurice Goulet	John A. Thompson, <i>Associate</i>	2023	
Eoin O'Corcora	Marc Eames, <i>Associate</i>	2023	
Dr. Jeffrey Marsden	Cheryl O'Malley, <i>Associate</i>	2025	
Roberta Lynch			
Jeremy Marsette			
Andrew Kelleher			
Enterprise Fund Committee	Inspection Department		
Georgia K. Colivas	Gary Pelletier, Building Comm	2023	
Maurice Goulet	Joseph Doyle, Alternate Building	2023	
Kristine Trierweiler	John Mee, Alternate Building	2023	
Joy Ricciuto	Donald J. Colangelo, <i>Alt Bldg</i>	2023	
Christian Carpenter	John A. Rose, Jr, <i>Plumbing</i>	2023	
William Harvey	Robert Persiak, <i>Alt Plumbing</i>	2023	
Claire Meehan	James Coakley, <i>Alt Plumbing</i>	2023	
	William A. Cooke, Jr., <i>Alt Elec</i>	2023	
	William Mancini, <i>Alt Elec</i>	2023	
	Mike Giampietro, <i>Alt Elec</i>	2023	
Fair Housing Officer	Inspector of Animals		
Kristine Trierweiler	Jennifer A. Cronin	2023	
Field Driver and Fence Viewer	Keepers of the Town Clock		
Gary Pelletier	Marc R. Tishler	2023	
	David P. Maxson	2023	
Historic District Commission (3 yr)	Kingsbury Pond Committee		
Michael Taylor	Richard Judge	2023	
Connie Sweeney	Ann Krawec	2023	
David R. Sharff	George Dealy	2023	
Bradley Phipps	Garrett Graham	2023	
Caitlin E. Struble	Greg Testa	2023	
	Michael Thompson	2023	

Sharon Judge	2023	Amy Colleran, <i>Ex Officio</i>	2023
Paul Trumbo	2023	Kristine Trierweiler, <i>Ex Officio</i>	2023
Kristine Trierweiler, <i>Ex Officio</i>	2023	Osler P. Peterson, <i>Ex Officio</i>	2023
Local Auction Permit Agent		Medfield MBTA Advisory Board	
Brittney Franklin	2023	Designee	
 		Kristine Trierweiler	2023
Local Water Resource Management Official		 	
Maurice Goulet	2023	Memorial Day Committee	
 		Lorrie Guindon	2023
Wildlife Management Committee		Michelle Guerette	2023
Frank Perry	2023	Albert J. Manganello	2023
John Newell, Jr.	2023	Ann B. Thompson	2023
 		Gustave Murby	2023
Measurer of Wood and Bark (3 yr)		Michelle Doucette	2023
W. James Allshouse	2025	Ronald C. Griffin	2023
 		Evelyn Clarke	2023
Medfield Cultural Council (3 yr)		Frank Iafolla	2023
Claire Shaw	2024	Martha Moon	2023
Liz Daly	2024	 	
William F. Pope	2024	Metropolitan Area Planning Council/Three Rivers Interlocal	
Susan Parker	2024	Sarah Raposa	2023
Diane Borrelli	2025	 	
David Temple	2025	Municipal Census Supervisor	
Ron Gustavson	2025	Marion Bonoldi	2024
Medfield Energy Committee		Norfolk County Advisory Board Representative	
Cynthia Greene	2023	Gustave H. Murby	2023
David Temple	2023	 	
Penni Conner	2023	Outreach Advisory Board	
George Whiting	2023	Molly Frankel	2023
James Redden	2023	Kathleen Thompson	2023
Andrew Jarrell	2023	Michelle Manganello	2023
Paul Fechtelkotter	2023	Kathleen Cahill	2023
Fred Davis	2023	Kate Thomas	2023
Jim Nail	2023	Abby Bligh	2023
Hildren Passas	2023	 	
Megan Sullivan	2023	Open Space and Recreation Plan Committee	
Robert Winograd	2023	Lauren Beitelpacher	2023
Alex Stevens	2023	Sarah Raposa	2023
Patricia Pembroke	2023		
Eric Shand	2023		

Catherine Scott	2023		
George Lester	2023	Right-To-Know Coordinator	
Jerry Potts	2023	William Carrico	2023
Jessica Reilly	2023		
Corrine Schieffer	2023		
OPEB Trust Committee		Pedestrian and Traffic Safety Advisory Committee	
Georgia Colivas	2023	Michelle Guerette	2023
Michael Pastore	2023	Maurice Goulet	2023
Stephen Callahan	2023	Craig McGary	2023
Gustave Murby, <i>resigned</i>	2023	Steve Caskey	2023
Andrew Foster	2023	Gabriele Harrison	2023
Kristine Trierweiler	2023	Shane Medeiros	2023
Parking Clerk and Hearing Officer		Marie Davis	2023
Marion Bonoldi	2024	Phil Jennings	2023
Permanent Planning and Building Committee		Kristine Trierweiler	2023
Thomas Erb	2023	Sealer of Weights and Measures (3yr)	
Walter Kincaid, <i>resigned</i>	2023	W. James Allhouse	2024
Mike Weber	2024		
Michael Quinlan	2024	Special Police Officers	
Timothy Bonfatti	2025	Ray Burton	2023
Kristine Trierweiler <i>Ex Officio</i>	2023	Christine DiNatale	2023
Police Matrons		Thomas LaPlante	2023
Sandra Cronin	2023	Stephen Saulnier	2023
Jennifer A. Cronin	2023	Sandra Cronin	2023
Pound Keeper		Thomas Hamano	2023
Jennifer A. Cronin	2023	Paul Jordan	2023
Public Weigher (3yr)		John Cave	2023
W. James Allhouse	2025	Kailee Lutz	2023
Representative to Regional Hazardous Waste Committee		Lori Sallee	2023
Maurice Goulet	2023	Robert LaPlante	2023
Representative to Neponset Watershed Initiative Committee		Mark Sterling	2023
Kristine Trierweiler	2023	John McKenna	2023
		State Hospital Building and Grounds Maintenance Committee	
		John Thompson	2023
		Robert E. Meaney	2023
		Michelle Guerette	2023
		William Carrico	2023
		Paul Hinkley	2023
		Maurice Goulet	2023
		Kristine Trierweiler	2023

State Hospital Development Committee		
Mike Metzler, <i>resigned</i>	2023	Cheryl Dunlea
Gus Murby	2023	Barbara Meyer
Todd Trehubenko	2023	Kimberly Schubert
Johnny Martinez	2023	Chris Carlin
Patrick Casey	2023	Annette Wells
Chris McMahon	2023	Maurice Goulet, <i>Ex Officio</i>
Nicholas Milano, <i>Ex Officio</i>	2023	Robert Kennedy, Jr., <i>Ex Officio</i>
		Kristine Trierweiler, <i>Ex Officio</i>
State Hospital Mediation Committee		Tree Warden
John Thompson	2023	Edward M. Hinkley
Ann B. Thompson	2023	Veterans' Service Officer (3)
William Massaro	2023	Mark Bryson
Superintendent of Insect Pest Control		Wireless Communication Advisor
Edward M. Hinkley	2023	David P. Maxson
Three Rivers Interlocal Council Representative (MAPC)		Zoning Enforcement Officer
Sarah Raposa	2023	Gary Pelletier
Town Greeter		Appointed by the Treasurer/Collector
Joseph E. Ryan	2023	Susan Cronin, <i>Assistant</i>
Town Historian		Appointed by the Chairman of the Selectmen, Chairman of the School Committee and the Town Moderator
Richard DeSorgher	2023	
Traffic Supervisors		Vocational School Committee Representative
Jennifer Cronin	2023	David Bento
Joanne O'Rourke	2023	John Rose
Angela Brown	2023	Appointed by the Fire Chief
Lisa Visser	2023	David C. O'Toole, Deputy FC
Jennifer Disinger	2023	Jeffrey Bennotti, Lt
Carmen Nazario	2023	Thomas M. LaPlante, Jr., Lt
Transfer Station and Recycling Committee		Appointed by the Moderator
Nancy Irwin	2023	Deputy Moderator
Jackie Alford	2023	Conrad J. Bletzer
Andrea Costello	2023	

Warrant Committee

Kristine Barton, <i>resigned</i>	2022
Amanda Hall, <i>resigned</i>	2022
Sharon Kingsley Tatro	2023
Jeremy Marsette	2023
Jillian Rafter	2023
Newton Thompson	2024
Robert Sliney	2024
Edward Vozzella	2024
Mather Eldred	2024
Brent Nelson	2025
Peter Michelson	2025
Stephen Callahan	2025

**Appointed by the Town Moderator,
Chairman of the Board of
Selectmen, and Chairman of the
Warrant Committee****Personnel Board**

Robert Conlon	2023
Debra Shuman	2024
Mark Fisher	2025

Appointed by the Planning Board**Sign Advisory Board (3 yr)**

Thomas D. Erb	2025
Matthew McCormick	2025
Jeffrey Hyman	2025
John Messina	2025
Howard Richman	2025

**DEPARTMENT REPORTS
FOR THE YEAR ENDING
DECEMBER 31, 2022**

BOARD OF SELECTMEN

The start of 2022 offered the prospect to the town of being a recovery year with a return to normal operations. In many ways, that prospect came to fruition, but in some other unexpected ways events arose over the course of the year that shook the foundations of the town. While some things that happened in 2022 may not have been good, by the end of the year Medfield was on a course that should see Medfield become a better and stronger community.

Continuing Recovery from Covid-19

By the start of 2022, Medfield had already begun its recovery from the Covid-19 pandemic. Building on the relaxation of restrictions that began in 2021, the town began to plan for activities in 2022 that reflected a return to normal. In the early part of the year, the town began planning for a Memorial Day parade using a revised route in light of the American Legion's sale of its property to developers. The new route was shorter, with an ending point at Dale Street School. In a new activity coming out of the Covid-19 restrictions, the Board of Selectmen approved a series of dates in response to Zelus Brewery's request to have a beer garden at Meetinghouse Park during the months of April and May. Also, in the aftermath of the Covid-19 pandemic, and in light of the town's experience over the course of the crisis, the Board of Health and the town's Public Health Nurse introduced a number of initiatives to better ensure the level and quality of health services available in town. In particular, health clinics were being scheduled, as well as home visits to address people's health needs. Grants were obtained to support virus testing, vaccination clinics, and medical information management, as well as to fund the acquisition of emergency medical equipment. Plans were developed to acquire AED's for the town's sports fields, and the Board of Health was actively looking to strengthen its stormwater management expertise. In short, the town was taking steps to ensure that it would be better prepared to respond to any serious health threats that might emerge in the future.

In the annual town election in March, the Board of Selectmen saw the departure of Michael Marcucci, who had elected not to run for reelection, and the arrival of Eileen Murphy as the newest member of the Board. The election itself featured the use of new voting machines that the town acquired with the support of State Representative Shawn Dooley, who had recognized the need for new machines during the time he served in the role of Medfield's interim Town Clerk. Gus Murby was appointed to the Norfolk County Advisory Board in an effort to ensure close coordination with county government in light of the role the county was expected to play in the distribution of ARPA relief funds to municipalities in the county.

From the standpoint of town departments, the COA began ramping its in-person services back up in 2022. Roberta Lynch reported a slow recovery in participation at the start of the year, but various programs like weekly exercise classes and the Club Program were back up and running in-person at the Center. Parks & Recreation also reported that their programs were returning to normal and that signups quickly filled the programs to capacity – an apparent reflection of pent-up demand during the period of Covid restrictions. The biggest challenge for the Parks and Recreation Department was finding adequate staff to support the programs. Medfield Outreach reported that a community survey had been completed that was designed to give the department a better idea of what the greatest service needs of town residents might be, as well as a better sense of residents' awareness of the range of services Medfield Outreach provides. This was a particularly important question in light of Medfield Outreach's recently broadened mission to serve the needs of all Medfield residents, not just the town's youth.

Internal Town Investigations

On a less positive note, a major breakdowns in town operations were uncovered during 2022. Early in the year, a series of events in town led to a preliminary review of policing practices on the department's night shift. It was discovered that a number of police officers assigned to the night shift were spending a significant portion of their shifts asleep in the Public Safety Building locker room, rather than being out patrolling the streets of Medfield. The subsequent formal investigation that took place over the better part of the year ultimately determined that several, but not all, police officers working the night shift had been shirking their duties by spending significant portions of their shifts sleeping. Making matters worse, the practice was condoned, or at the very least, accepted by the police sergeants responsible for supervising the night shift. In the aftermath of the findings of the formal investigation, a significant portion of the police force resigned or transferred out of the department, leaving the department with the challenge of finding replacements for the departing officers. The effort to rebuild the department continued into 2023.

While it's always disappointing to discover that things in town may not be operating as well as we thought they had been operating, it's important to recognize that the diligence of key leaders in the town led to the problems being discovered and dealt with. While these events have been painful for all involved, Medfield will be a better and stronger town for having recognized and decisively acted on these breakdowns.

Replacement of the Dale Street School

In the aftermath of the failed vote and debt exclusion on the Dale Street School Replacement Project in the fall of 2021 At that point, Medfield faced the challenge of bringing the town back together in the wake of the failed project and developing a revised concept for the new school project that would take the reasons the first project failed into account. While there were divided opinions in town around exactly what the new school project should be, there was broad consensus that the town needed a new school.

While the need for a new school was urgent, the town did not get off to a very fast start at the beginning of the year in working to develop a new concept for the school. This was at least partly due to the fact that a bylaw review committee was formed to review the existing new building construction bylaw and develop recommendations around how a school building committee might be formed that would be better prepared to deal with the issues that arose on the previous project. The proposed bylaw changes had to first be reviewed by the Attorney General's office before the town could use the new bylaw. Beyond this administrative/legal hurdle, there was also a strong view in town that there wasn't a clear understanding of why the previous project failed. A number of people called for some form of a feedback survey to more objectively assess people's views on the question before moving ahead with the formation of a new building committee. As a result of the delay in restarting the project, the new School Building Committee wasn't formed until the fall of 2022 and the challenge of obtaining objective feedback about the reasons the previous project failed was left up to the new building committee.

While the formation of a new building committee took a while, other actions were undertaken in the first part of 2022 to move forward in defining a new school building project. In March, a joint workshop was scheduled with the School Committee and Board of Selectmen to have an open discussion around plans for the revised new school building project as a way to ensure alignment between the School Committee and the Board of Selectmen. In April, a public listening session was jointly hosted by the School Committee and the Board of Selectmen to solicit people's ideas about key considerations that should be taken into account on the new project. An unspoken purpose of this session was to begin the process of bringing people in town back together, as a community, to collaborate on charting the course forward for the project. Also in April, the Board of Selectmen approved the submission of a Statement of Interest to the MSBA, to seek readmission to MSBA's school construction program. Later on in the year, in accordance with the revised School Building Committee Bylaw, the Board of Selectmen accepted a statement of need from the School Committee that triggered the process of forming a New School Building Committee, in accordance with the provisions contained in the revised bylaw. Unfortunately,

although not surprisingly, the MSBA informed the town in November that it had not been accepted for readmission to the MSBA program this year.

Redevelopment of the Medfield State Hospital Property

The major event of the year related to the redevelopment of the Medfield State Hospital property was the near unanimous approval by the voters of a land disposition article that authorized the Board of Selectmen to sell most of the state hospital campus, along with the West Slope of the property to Trinity Financial, the developer whose proposal the town had accepted in 2021. In advance of the town's vote during a Special Town Meeting held in June, the MSH Development Committee conducted a series of public information sessions to promote a fuller understanding of the plans for the property, and to address any questions or concerns town residents might have had about the project. Approval of the article authorizing disposition of the property allowed the developer to proceed with a more in-depth round of due diligence to set up the permitting process expected to start in the summer of 2023.

Beyond the actions taken to advance the redevelopment project, other things happened up at the state hospital during 2022 that were designed to heighten visibility and enthusiasm for the property. The Cultural Alliance of Medfield (CAM) arranged a full schedule of events to be held outside of the Chapel from May through October. Besides doing much to heighten the visibility of the planned development of the Culture and Arts Center on the state hospital property, these events also served as important fund-raising opportunities for CAM. Over the course of the summer, CAM also introduced the name planned for the Arts Center - Bellforge Arts Center.

Also, The Gazebo Players presented performances of "A Midsummer Night's Dream" on the hospital property in July, and the Medfield on the Charles Car Show returned to the state hospital at the beginning of the summer.

Housing Development

The newest 40B Affordable Housing project in Medfield, planned for the Hinkley South property, continued to progress during 2022, although not without some bumps along the way. Nearby neighbors of this project complained about the close proximity of the project to their property lines. Although the town attempted to at least partially respond to their concerns by obtaining land under the control of the COA in exchange for additional developer funds to enable the COA to build a garage for its busses so the buildings could be moved further away from the neighbors, the property owners, as a group, decided to file a lawsuit in an attempt to block the project or otherwise obtain the relief they were seeking. After a

somewhat lengthy period of legal action, the complaint was dismissed and the project proceeded as planned.

On the legislative front, the state legislature passed an MBTA Communities law that established requirements for towns, identified as “MBTA Communities”, to provide a reasonable amount of high density land to support “as of right” multi-family housing. Requirements supporting the specific implementation of the law were left to be defined by DHCD. In the case of Medfield, DHCD’s requirement called on Medfield to zone 50 acres of private land in town to comply with this law. This is seen by the town as a very problematic requirement.

Finally, the Metropolitan Area Planning Council (MAPC) made a presentation to the town to explore the town’s interest in joining a Shared Housing Services Office (SHSO) to oversee ongoing compliance with 40B Affordable Housing provisions. The preliminary response from the Board of Selectmen was positive.

Progress on Energy and the Environment

The town moved ahead on a number of fronts related to energy and the environment during 2022. In the solar area, the Board of Selectmen approved a Lease and Power Purchase Agreement with Solect for a solar installation at the DPW Garage. The Energy Committee also announced its plans to launch a second Solarize Medfield program that will help residents who are interested in installing solar panels on their roofs, as well as heat pumps to heat and cool their houses. Another proposal submitted by the Energy Committee concerned the installation of electric vehicle charging stations using funds that were available through Green Communities and Eversource. The Board of Selectmen voted to approve the Vehicle Charging Site Host Agreement that enabled this particular project to move ahead.

The Board of Selectmen also approved the Medfield Community Electricity Aggregation Plan, designed to encourage residents to choose renewable energy suppliers for their electricity needs. The approved plan has been forwarded to the state DPU for review and approval.

On the environmental front, the town faced an extended period of water restrictions over the course of the summer, triggered at the start of the summer by a pump failure at Well 6 that pushed the town to declare a Tier 4 water restriction (hand watering only) in order to maintain adequate water levels in the town’s two water towers. In August, the state imposed a Tier 5 water restriction (no outdoor watering at all) because of the extreme drought conditions affecting the state. In September, the state relaxed its restrictions and the town returned to Tier 4. The town, as a whole, dealt with these restrictions in a positive manner, but the severity of the restrictions prompted conversations about including private wells that aren’t

currently subject to the restrictions on the public water system that apply to the town's public water system.

Town Finances

For the past couple of years, the town has been working to improve the overall level of discipline applied to the management of its finances. Several actions have been taken to establish more robust reserve accounts to address the town's long-term financial obligations, ranging from long-term OPEB liabilities to funding to address the town's major capital needs. Particularly at a time when the town is anticipating the need to finance a major school construction project, proactively addressing the overall state of the town's capital reserves also has a big impact on the town's bond rating and consequent borrowing costs when the town does go looking for financing to support major construction. In 2022, the Board of Selectmen certified that the town's FY22 budget complied with the town's recently established financial policies – a significant step toward putting the town's finances on an objectively verifiable, and disciplined, financial footing.

From a broader perspective, it's worth noting a few points about trends in the state's financial support for Medfield's overall budget. Overall growth in state financial aid to the town for FY23 grew 1.18% (excluding Covid-19 relief funding). Within this overall growth, Chapter 70 Education Aid only grew 1.15%, which reflects a continuation of a long-term trend in the state's aid to Medfield's schools. From a Proposition 2 ½ budgeting perspective, the implications of the state's diminishing commitment to the town's education system is readily apparent. If Medfield intends to maintain a highly ranked education program in town, we are, to a great degree, on our own to make that happen under current state funding practices.

Improvements to Town Infrastructure

The year saw the DPW take on a number of significant projects intended to maintain, and in some cases, improve the town's road infrastructure. One of these projects was a \$345,000 Chapter 90 funded project for a "bond wearing course" on Main Street, designed to improve the overall condition and longevity of this section of Route 109 running through the center of town. This was done to extend the life of the road to buy more time to get state funding (an estimated \$3 – 3.5M) for a more comprehensive reconstruction of the road. This state funding is anticipated to become available at some point over the next decade or so. Another Chapter 90 funded project was a \$113,000 "mill and overlay" project to improve conditions on North Street between Janes Avenue and Pine Street. Related to these two projects, the town also accepted a \$145,000 grant from the state under the Shared Streets and Spaces Program to identify safety improvements along Main and North Streets. At a time when Medfield is simultaneously trying to stimulate

business growth in the downtown area, while also making its streets more accessible to a broader range of users, beyond motor vehicle operators, this particular study should play an important role in helping the town arrive at responsible, effective solutions for improving the full range of activities that take place in the center of town.

From a planning standpoint, the DPW Director briefed the Board of Selectmen on the results of an intersection study carried out by Nitsch Engineering that looked at a number of intersections in town and developed recommendations around how those intersections might be improved. Specific intersections addressed in this study included the Bridge Street/ Route 109 intersection; the Adams/ West Mill Street intersection; the Harding/ North Street intersection; the Harding/ West Street intersection; and the South Street/ Route 27 (Spring Street) intersection.

Toward the end of 2022, and as the winter season was approaching, residents of Deerfield Drive came before the Board of Selectmen to express their desire to have the town take over responsibility for maintaining Deerfield Drive, currently a private road, as well as the privately owned sewer lines under Deerfield Drive. Over the course of several discussions with the Board of Selectmen, the DPW Director, and the Water and Sewer Board, it was determined that both the road and the sewer line (including the associated pump station) would need to be brought up to town standards before the town could take over responsibility for their maintenance. In the short run, DPW evaluated the current condition of the road to identify immediate short-term repairs that would be needed in order for DPW to be able to safely plow Deerfield Drive this winter. The identified repairs were carried out by the residents on Deerfield Drive prior to the start of the winter. It should be noted that Deerfield Drive is just one of several private roads in town whose residents are directly responsible for maintenance. The town can't take over this responsibility, unless the roads are brought up to town standards and submitted for acceptance by the town as town roads.

On the recreation front, after signing a 99-year lease with the MBTA in 2021, the Grand Opening of the Rail Trail was held in October of 2022. The trail had been informally in use over the past year, but construction of the trail, to include the application of a stone dust surface, wasn't completed until 2022. The trail quickly became a favorite spot for walkers, runners and other recreational users. With deep gratitude the Board of Selectmen officially dissolved the Bay Colony Rail Trail Advisory Committee upon its successful completion of the Rail Trail.

Town Staffing Changes

Town Hall in 2022 saw the departures and arrivals of a number of people, to include the departure of Assistant Town Administrator, Nick Milano, who left to become the Milton Town Administrator. Frank Gervasio was hired as Nick's replacement and quickly settled into his job, shortly after Nick's departure. Joy Ricciuto, our long-standing Town Accountant, retired at the end of the year. Andrew Foster, our Assistant Town Accountant, was promoted to replace Joy upon her retirement.

From an employment contracts perspective, the Board of Selectmen approved a 1-year retroactive employment agreement for FY22, and a 3-year employment contract starting on July 1, 2022 with Fire Chief Carrico, thereby ensuring the stability of leadership in the Fire Department for the next several years. The Board of Selectmen also approved a Memorandum of Agreement with the Medfield Permanent Firefighters Association covering the terms of Fire Department employees for 3 years, starting on July 1, 2022. This is one of the first labor contracts the town has managed to put in place in advance of the starting contract date in a long time!

On the police front, the investigation that took place over the better part of 2022 understandably introduced a significant degree of disruption to Police Department staffing levels, at both the police officer and police leadership levels. In the wake of the high number of departures from the Police Department, the town appointed Officers Daniel Neal, John Plant, Robert Araujo, and John McKenna as full-time officers in the department. The town also reached agreement with the Medfield Police League to establish a 6-month trial for a voluntary 12 hour shift with "two days on, two days off" to help manage shift staffing at a time when overall staffing in the department was down to a significant degree. Finally, at the end of 2022, Deputy Chief Larz Anderson submitted his resignation from the department.

Service to the Town

As is the case every year, 2022 saw departures and arrivals of residents who have stepped forward to serve the town. After 30 years of service, Charlie Peck submitted his resignation from the ZBA in 2022 with the town's deep gratitude for his long-standing service. At the start of 2022, the Vine Lake Preservation Trust announced its intent to dissolve the trust and transfer the balance in its fund to the town (DPW) to be used for the continuing preservation of the memorials in the old section of Vine Lake Cemetery. The Trust's decision arose from its conclusion that the work to preserve these memorials that first led to the trust being created was pretty much complete at this point. There was not a pressing need for the Trust to remain in place.

During the year, the Friends of the Dwight-Derby House met with the Board of Selectmen to renew their 10-year lease on the property, and to confirm their

continuing commitment to maintaining the site for the overall benefit of the town. This commitment is no small thing, both in terms of the financial commitment the group made, and in terms of the volunteer hours required to maintain the property.

Even as the Vine Lake Preservation Trust went out of existence, another volunteer group arose! The Hinkley Helpers was established by a group of residents who wanted to accelerate the process of renovating the playground at Hinkley Pond to modernize the equipment, and to make the playground more readily available to everyone who would like to use it. The project cost was estimated to be approximately \$500,000, and the group already had the support of the Medfield Foundation. When the Hinkley Helpers came before the Board of Selectmen to present their plans for the playground update, they received immediate encouragement and support. Perhaps of far greater significance, shortly after their presentation to the Board of Selectmen, the Town Administrator proposed the idea of tapping the town's ARPA funds to support the project. The town was subsequently able to obtain Norfolk County's approval to use ARPA funds for this project and the group ultimately received a total of \$250,000 from this source to support the project.

Finally, the town lost residents over the course of the year who, in a number of ways, had an impact on the town's operations. Among these, past Fire Chief, Joe Ryan, passed away on July 30th at the age of 98. Besides having been the Fire Chief, Joe served for a number of years as the Town Greeter. In June, the town was saddened to learn of the passing of Rachel Brown, a long-time volunteer and adviser on personnel and compensation matters important to the town. While these people, by no means, were the only losses the town experienced during 2022, they are two examples of the people who have stepped forward over the years with a personal commitment to work to make Medfield a great place to live.

* * * * *

2022 turned out to be a “bumpier” year than any of us probably expected back in January. But, like tempered steel that requires heat to become stronger, Medfield’s ability to grapple with the challenges that arose during this year will undoubtedly, in the long run, strengthen the fiber that makes this a great community to live in. Onward to 2023!

PUBLIC WORKS DEPARTMENT

To the Honorable Board of Selectmen
and the Residents of Medfield:

We hereby submit our 7th Annual Report of the Medfield Department of Public Works under my tenure.

The mission of the Public Works Department is to provide the Town residents with quality public services, utilizing the Department's talents, professionalism, and dedication, balanced through efforts to preserve the Town's infrastructure, maintain a cost effective operation, and to provide these services in a responsible and efficient manner.

HIGHWAY DIVISION:

Snow and Ice Operations:

The Town experienced 54 inches of snow, which is just over the annual average of 45-50 inches.

Pavement Management Projects:

Holcim Inc. (formerly known as Aggregate Industries) from Waltham, MA continues as our paving contractor, utilizing a SuperPave mix design with a warm mix additive, which allows pavement to be more pliable for installation. This was used to reconstruct West Street from North Meadows Road to the Millis Town Line and North Street from Pine Street to Janes Avenue. Also, All States Asphalt of Sunderland, MA conducted a Bonded Wearing Course on the entire length of Brook Street and Main Street from Brook Street to the Dover Town Line. Rubber Chip Seal was installed on Longmeadow Road, Evergreen Way, Kamark Drive, Spring Valley Road, Stonybrook Road, Woodfall Road and Surrey Run.

Pavement Maintenance

The Medfield Highway Division maintains and repairs sections of Town roadways where the asphalt starts to deteriorate to the point it may develop, or has already developed, into potholes. These sections are ground down approximately 1-1/2 – 2 inches, and then hot mix asphalt is compacted into these prepared areas for the roadway to hold its integrity until the roadway is scheduled for reconstruction or another method of maintenance.

Infrared Process

The Highway Division contracted with Firehouse Infrared Asphalt Repair of Franklin, MA to rehab asphalt defects to ensure a smoother riding surface throughout Town. This process is very effective when used on newly paved roads as it makes the trench or defect seamless to the top course pavement.

Sidewalk Rehabilitation/Overlays

Many of the Town sidewalks are aging and in need of repair. The Highway Division is actively upgrading existing sidewalks throughout the Town. This past year we have completed over 7,000 linear feet of sidewalk rehabilitation in the locations of Kenny Road, Frairy Street, Dale Street, and Main Street.

Bay Colony Rail Trail

The Medfield Highway Division assisted with the installation of the 1.30 miles of Rail Trail, which extends from Ice House Road along the abandoned rail line to the Dover Town Line. The project involved clearing and grubbing of all trees and other organic materials that were in the rail line right-of-way.

Once the rails had been exposed by the Town, R. Zoppo of Stoughton, MA with specialized equipment, was contracted to remove all the rails and wooden ties from the rail bed and separated the materials for reconditioning and disposal. The Highway Division then worked on the rail bed as it needed to be boxed out and graded with a dozer and a road grader to prepare the trail for the final surface. M.J. Tuttle of Holliston was then contracted to install a 4" layer of stone dust that was hauled in from the Kimball Sand Company in Blackstone, MA.

The project continues with the Bay Colony Rail Trail Study Committee overseeing the installation of crossing signals, visual vegetation and fencing buffers and many other amenities to help make the trail a safe, pleasant recreation activity.

Stormwater Management

The Medfield Highway Division continues to make upgrades to the drainage system by creating stormwater detention and drywells in the system. The maintenance of the existing system involved repairing multiple catch basins and manholes. There are many more responsibilities for our Department to comply with our Stormwater Management Permit. This includes, but is not limited to, wet and dry weather sampling at our drainage outfalls, catch basin cleaning and measuring/removing of spoils, street sweeping our roadways, and multiple public outreach efforts to educate the community. The Town is working with the Neponset Stormwater Partnership on these initiatives and developing Best Management Practices (BMPs) through our MassDEP 604b grant.

TRANSFER STATION:

The Medfield Highway Division hauled 2,574.41 tons of solid waste to the Millbury incinerator. Fluorescent bulbs continue to be collected at the Transfer Station, as there is a shed in the recycling area for this purpose. The Mercury Collection Program is ongoing at the Public Works Department at Town Hall. Residents are encouraged to drop off items containing mercury (e.g. thermometers and thermostats).

Single Stream Recycling:	811.07 tons	Textiles	16.75 tons
Organic Waste	26.25 tons	Rigid Plastics	34.93 tons
E-Waste	10 tons	Brush and Leaves	2375 tons
Mattresses	49 units		

Mattress collection at the Transfer Station has been re-established as they have been determined as a waste ban item starting in November 2022.

The residential vehicle sticker program has continued at the Transfer Station. The program was instituted to allow Medfield residents to utilize the Transfer Station for solid waste and recycling services. Stickers are continually available at the Town Hall in the Public Works office on the lower level.

There are new Gate Attendants at the Transfer Station to assist residents with information about the services and to explain any of the rules and regulations. Special thanks to the Transfer Station and Recycling Committee for their commitment and efforts throughout the year.

CEMETERY DIVISION:

The Cemetery Division continued its weekly maintenance of the grounds including mowing grass, pruning trees and bushes; slice seeding, as well as Spring and Fall cleanup of leaves.

Internments:

In 2022, there were 81 internments including 34 cremations and 38 burials along with 9 inurnments at the Columbarium.

Sale of Lots:

65 lots were sold as well as 10 Columbarium niches.

Trees and Shrubs:

There were 2 trees and 4 shrubs removed due to storm damage, age or disease. Two stumps were removed by grinding, then loam and seed. We planted 6 trees throughout the Cemetery. Due to the drought in the summer, the Cemetery employees watered trees and shrubs in the Cemetery, using the Fire Department's repurposed Forest Fire Brush Truck and the Highway Division's Water Wagon.

Foundations:

We prepared 21 specific lots upon request by digging, pouring, and finishing concrete foundations for headstone installation. We also installed 5 Veteran flat markers provided by the Veteran Administration by forming, pouring and finishing concrete. We would like to thank the Cemetery Commissioners for all their work, support and dedication to the Vine Lake Cemetery.

WATER & SEWER DIVISION:

The Medfield Water & Sewer Division continues its maintenance of the Town's water and sewer system including mains, gravity lines, hydrants, services, gate valves, meters, curb stops, storage tanks, pumping stations, and lift stations. The following statistics have been accomplished in 2022:

Hydrants Replaced:	6
Hydrants Repaired:	4
Services Re-laid:	5
Service Leaks Replaced:	4
Water Main Leaks Repaired:	4
New Water Services Installed:	3
New Sewer Services Installed:	21
Gate Boxes Replaced	24
Gallons of Water Pumped: (in millions)	407.03
Meters Installed:	41
MXU's (Radio Transmitter for Meter) Installed:	1,235

Hydrant Flushing and Leak Detection is conducted semi-annually. All Water Division personnel are up-to-date on their required Drinking Water Treatment and Distribution licenses.

The Water Division prepared many roadways for resurfacing by replacing/repairing water and sewer infrastructure components on Main Street, Brook Street, West Street, Longmeadow Road and North Street.

The new Water Treatment Facility behind the Wheelock School property to remove manganese, a naturally occurring mineral that discolors the potable water, is entering its final stages of construction. Initially slated for completion in early February 2023, completion is now moved out to May 2023 due to supply chain issues in acquiring vital parts for operation. The General Contractor for the project is Biszko Building Systems Corporation (Fall River, MA), the Owner's Project Manager (OPM) is Woodard and Curran (Canton, MA) and the Design Engineer/Clerk of the Works is Environmental Partners (Quincy, MA). We would like to recognize the Water and Sewerage Board for their dedication and support throughout the year.

WASTE WATER TREATMENT PLANT:

The following major projects were conducted during 2022:

1. Primary Tank chain replacement and clarifier drain valve were excavated and repaired.
2. Return building tank sluice gate repair.

3. UV System Bulbs and Ballasts were replaced.
4. DynaSand Filter media was removed. New media was delivered on site, awaiting fiberglass repairs.

- The primary clarifier had a chain malfunction due to wear and tear. Once the chain was replaced, it was determined that the drain valve (used to service / empty the tank) would not close, causing influent flow to be returned to the beginning of the process. These issues have been resolved.
- New sluice gates have been installed allowing for regulating flow from each clarifier for higher solids / blanket level so the rate of return can be increased.
- The UV system is essential for disinfection required for the WWTP permit. Given the nature of the high voltage bulbs being submerged in water and running constantly, several bulbs and ballasts needed to be replaced.
- The existing media was removed via a vactor-truck from the DynaSand filter so that the media could be replaced. Upon removal and tank / filter inspection, it was determined that there were fiberglass repairs needed to be performed prior to placing the new media into the filter. The new media was ordered and is on-site currently.

Sludge removal for 2022 = 437.670 dry tons

Plant Discharge for 2022 = 2,873,500 gallons

PUBLIC WORKS APPRECIATION:

I would like to thank the Medfield residents, Selectmen, Town Administration, Boards and Committees, and all Town Departments for their support throughout the year. Exceptional appreciation is given to Robert Kennedy, Jr. (Highway Supervisor), David O'Toole (Water Supervisor), Paul Hinkley (Highway Crew Chief), David Mullen (Water Crew Chief), William Donovan (WWTP Assistant Chief Operator), George Malonson (WWTP Consultant - Acting Chief Operator), Sean O'Brien (WWTP Consultant - Acting Chief Operator) and to each one of our Division employees for their extraordinary dedication: Troy Arthur, William Bennett, James Callaghan, Kevin Chabot, Conner Corrigan, Drew Dauphinee, Steven DellaCamera, Scott Ficco, Joseph Gorman, Javier Hernandez, Jonathan Hill, Edward Hinkley, Robert LaPlante, John Miner, Edward Murray, James Nicholson, Jason O'Brien, Jean Ouellette, and Joseph Rebola.

Special thanks to our Administrative Assistant, Tracey Klenk, for her continued excellence, and outstanding support who has taken a position as Assistant Town Clerk within the Town. Best of luck to Tracey in her new position.

Also, special thanks to Joseph Rebola who is starting a new career in Information Technology. He will be truly missed as an extraordinary member of our Cemetery staff. We would also like to welcome Matthew Donovan to the Water Division as our new Water Operator.

Welcome to our new Office Manager, Megan Rogers and our new Administrative Assistant, Sarah Downs. Looking forward to utilizing their skills in moving our Department forward.

Lastly, we have two new Gate Attendants at our Transfer Station, Mark Robbins and Jack McBrien. Welcome to our team Mark and Jack.

Respectfully submitted,

Maurice Goulet
Director of Public Works

BOARD OF WATER AND SEWERAGE

To the Honorable Board of Selectmen
and Residents of Medfield:

The Town of Medfield owns and operates its own drinking water sources, infrastructure, and also its own sewerage processing plant and related infrastructure. It serves approximately 3,900 customers for water and 2,700 customers for sewerage.

These services operate as stand-alone accounts that are funded only by the services provided to customer base, and not from the Town's tax base. Operating budgets and capital investments are planned several years in advance to harmonize income to cover fixed costs and variable costs. However, revenues are not guaranteed, as the volume of water pumped and amount of sewerage processed is variable. Hence, retained are conservatively managed, and rates for services are adapted accordingly. Sewerage revenues are derived principally from the volume of water sold. Funding for capital projects can come from a variety of sources, such as from retained earnings, bonds, state revolving loan vehicles, and grants.

Our drinking water comes from five wells, and withdrawals are governed by permits issued by the Massachusetts Department of Environmental Protection (MassDEP). It is often the case that due to low precipitation in our and surrounding areas, we may be forced to institute different levels of water conservation measures, as per our water withdrawal permits.

Water System Operations

In 2022, an unusually early and very dry period settled into Southern New England. This eventually triggered water use restrictions much earlier than in the least last ten years. When normal rainfall resumed, we the restrictions were relaxed and then removed back to the baseline Tier 1 levels. During FY 2022 ending June 2022, our expenses were approximately 2% under the budget.

The amount of water pumped during 2022 continues to track similarly to the last few years. With the last five years, we have pumped approximately 25% below our DEP permitted maximum, so we feel that our water sources are more than adequate for the Town's population and reasonable growth in water demand. We will continue to be vigilant in water conservation measures and operational best practices to be noble stewards of this valuable and essential resource for the Town.

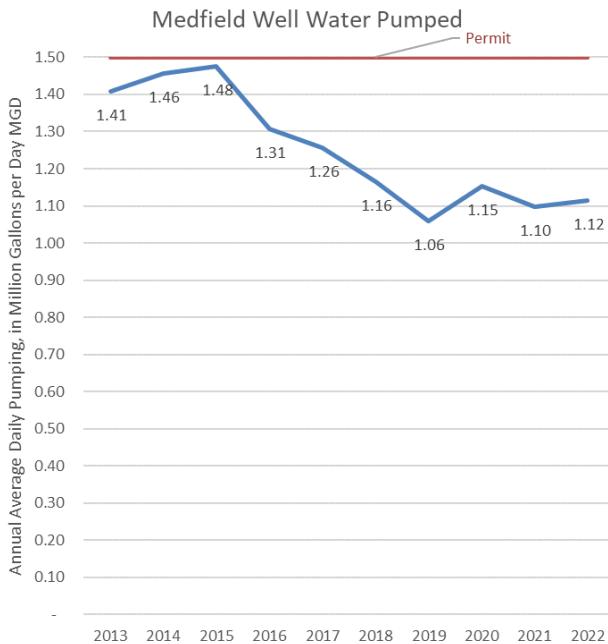


Figure: Average of Annual Well Water Pumped, in million gallons per day

The new manganese removal facility and the re-development of Wells 3 and 4 is nearly complete, and it is expected to be on-line in approximately June 2023. It is a modern industrial designed facility, that will be open to tours and serve as educational beachhead for general public and school children, special to support of STEM education in both water technology and public policy. This project was budgeted at \$12 M, in it is pacing to come at least \$1M under budget.

As part of the water master plan, we have engaged a consultant to create a priority list and cost estimate for water main replacement. We expect to use unused bond proceeds from the filter project to pay for some of these water main replacements.

The DPW staff continues to sample our wells for the emergent chemical family known as PFAS. Some wells are showing undetectable levels, while our two smallest wells (#1 and #2) do have measurable levels of PFAS compounds, but they are compliant with MA DEP requirements and USEPA guidelines. We expect the USEPA to finalize its maximum contaminant levels for these compounds by the end of 2023. For those wells that do currently have trace levels of PFAS, we have already completed risk assessment and preliminary treatment scheme in case we are compelled to integrate treatment.

Sewerage Operations

Like the water FY2022 operations, the sewerage expenses were very close to the budgeted value, coming in approximately 1% under the budget.

In 2022, we expanded the search for causes to Infiltration/Inflow (I/I) that affects the wastewater treatment plant operations. These I/I flows are commonly a result of cracks in underground sewerage lines and connections, which during high underground water levels, the underground water flows into the sewerage pipe. This ultimately presents itself as unexpected high flows to the wastewater treatment plant, creating challenges in dealing with the high inbound flow, and also the dilution of the wastewater that disrupts treatment operations, costs and effectiveness. We expect the final study by the consulting firm to be completed in 2023, and then we will create a project plan to address these I/I causes.

We had a temporary plant non-conformity instance in September which was identified during a USEPA regular inspection. We replaced certain equipment and changed certain operating procedures to bring the plant into compliance. We benefitted from several Federal ARPA grants to pay for many of the items identified by the plant rehabilitation, dramatically reducing impact to rate payers which also facilitated quick access to suppliers and partners resources.

We continue to believe that through sound fiscal management, infrastructure maintenance, and an extended outlook, the supply of drinking water and sewerage services are key assets to the Town.

We will be enhancing our conservation education programs in 2023, and also education of the water resources and their connectivity to the overall environment.

Respectfully submitted,

William Harvey, Chairman
Medfield Board of Water and Sewerage

PLANNING BOARD

To the Honorable Board of Selectmen
and Residents of Medfield:

In 2022, public meetings continued virtually; the Planning Board reviewed:

- **Site Plan Approvals:**
 - There was one (1) new Site Plan Approval application for a Chipotle restaurant to be located in the northwest corner of the plaza at 230 Main Street site which was approved with conditions.
- **Special Permits:**
 - There were no Special Permits applications for two-family dwellings in the RU zoning district.
 - There were no Special Permit applications for multi-family residential dwelling in the RU zoning district.
- **Subdivisions of Land:**
 - There were no Approval Not Required (ANR) plans pursuant to the Subdivision Control Law.
- **Scenic Roads**
 - There were no Scenic Road hearings. When necessary, the Planning Board holds such hearings in conjunction with the Tree Warden.
- **Change of Uses:**
 - The Planning Board reviewed one (1) Change of Use request as required by § 300-14.12.A.
 -

In addition, the Planning Board held several informal discussions with landowners, potential affordable housing proposals, and debriefing on planning related activities from other boards and committees, etc.

TOWN MEETING ACTION

At the Annual Town Meeting, the Planning Board voted to recommend passage of the following Zoning Bylaw amendments:

- Amend the Table of Use Regulations to allow “food pantry” uses by Site Plan Approval from the Planning Board in Business, Business Industrial, and Industrial Extensive zoning districts and by Special Permit in all Residential zoning districts.
- Amend the Town of Medfield Zoning Map, adopted pursuant to Medfield Town Code Chapter 300, Zoning, Section 3.2, by:
 - locating new Well 3A and adding the 2,000 linear foot dimension as defined by Medfield Zoning Bylaw Article 16.2

- definition of Well Protection District and 400' public well or wellpoint no construction radius per § 300-16.5
- fixing a display error so that the boundary of the Well Protection District coincides with the 2,000 linear foot dimension as defined by Medfield Zoning Bylaw Article 16.2 definition of Well Protection District.

There were no Street Acceptances proposed at Annual Town Meeting 2022.

At the Special Town Meeting, the Planning Board voted to recommend passage of two Medfield State Hospital District Zoning Bylaw Amendment to allow for the development of Building 13 in the buildable area of the North Field. The Master Plan called for that building to be demolished so the zoning did not account for reuse. Trinity Financial intends on rehabilitating Building 13 and as such needs a zoning amendment to allow for multi-family development with ancillary infrastructure.

SIGN ADVISORY BOARD

Under Section 13 of the Town of Medfield Zoning Bylaw the Sign Advisory Board reviews sign applications for their compliance with the Bylaw. The Advisory Board also assists applicants in understanding the Sign Bylaw and works with them to obtain results in keeping with the character of the Town. In addition Sign Advisory Board members make recommendations to the Planning Board for changes in the Bylaw. The Board is comprised of both local business people and residents.

In 2022 the Sign Advisory Board acted on 8 sign applications with 7 new permanent sign approvals.

The Planning Board would like to thank the Sign Advisory Board for its ongoing diligent work: Matt McCormick, Chair, Jeff Hyman, Thomas Erb, Howard Richman, and John Messina.

BOARD COMPOSITION

Teresa James was re-elected to her second term. Blake McDermott and James Sullivan were re-appointed by the Board of Selectmen to serve as associate members of the Planning Board; McDermott resigned in October.

TOWNWIDE MASTER PLAN

The Planning Board worked on several projects that implement further the goals of the 2021 Townwide Master Plan:

Zoning Diagnostic: The purpose of a Zoning Diagnostic is to assess the readability and general content of the Medfield Zoning Bylaw and to make recommendations for future changes.

Mixed Use Overlay District: A new zoning bylaw was prepared which supports Master Plan Recommendations 1.1.1, 2.2.3, and 4.1.3; along the Route 109 business corridor; which incorporates a new approach to building types & lot standards, use & density standards, parking & access standards, and includes new residential components and attention to publically-oriented open space.

Route 109 Sidewalk Concept: A conceptual layout of a new sidewalk was prepared between the Shaw's Plaza and Pound Street (approximately .5 miles on the south side of Route 109) using existing and available plans and aerial photography.

Opportunity Test Sites: Two locations along Main Street (Route 109) (one downtown and one along the eastern end of the business district) were selected to assess the implementation of the draft Mixed Use Overlay District bylaw. In each scenario, residential units were added, parking analyzed, façade improvements, as well as, amenities such as rooftop patios and outdoor dining.

Open Space Neighborhood Development: A revised Open Space Residential Zoning Bylaw was prepared which supports Master Plan Recommendation 4.2.3; incorporates “best practices” tools for natural resource protection and housing choice. Dimensional requirements were removed and more housing types with new design standards were included.

Wayfinding: The Planning Board worked with a group of residents to work on a community branding and wayfinding project. Supports Master Plan Recommendation 1.1.2, 2.2.2 and serves to welcome visitors to Medfield and orient them to the town’s historic and cultural amenities; provide clear and concise signage to indicate parking regulations and restrictions for on-street and off-street locations; and, provide wayfinding signage to inform and guide motorists to parking areas and pedestrians to Downtown destinations and back to their vehicles. The Working Group, however, did not decide upon an

image or tagline by the conclusion of the contract with the external consultant. The work will continue to 2023.

OTHER BUSINESS

Member Seth Meehan serves as the Board's representative on the Historical Commission. He maintains communication regarding demolition requests particularly as they affect the Residential-Urban (RU) Zoning District and other historic preservation related activities.

The Planning Board recognizes the continued working relationship with other boards and committees such as the Townwide Master Plan, Affordable Housing Trust, Zoning Board of Appeals, Medfield State and Hospital Development Committee in discussing overlap and priorities for potential future zoning bylaw amendments to meet the needs of this dynamic community.

The Planning Board acknowledges with thanks the cooperation and assistance of multiple town boards and departments with special thanks to: Sarah Raposa, AICP, Town Planner; Director of Public Works, Maurice Goulet; Tree Warden, Edward Hinkley; Principal Assessor Yvonne Remillard, Town Counsel Mark G. Cerel; and Gary Pelletier, CBO, Building Commissioner/Zoning Enforcement Officer.

Respectfully submitted,

Paul D. McKechnie, Chair (term exp. 2024)

James Brand, Vice Chair (term exp. 2025)

Sarah T. Lemke, Clerk (term exp. 2026)

Teresa James, Member (term exp. 2027)

Seth Meehan, Member (term exp. 2023)

James Sullivan, Associate (annual appointment)

BOARD OF APPEALS ON ZONING

To the Honorable Board of Selectmen
and Residents of Medfield:

During 2022 the Board of Appeals met on 29 occasions for public meetings, hearings, or site visits and received the following applications (some applications had multiple requests for relief from the Town of Medfield Zoning Bylaw). Applications reviewed and approved, *except where noted*:

- Four (4) Special Permits to allow a recreational structure within the setback and/or to exceed lot coverage with one (1) modification;
- Two (2) Special Permit Findings that renovations/additions to houses would not be detrimental to the neighborhood
- Two (2) Special Permits for teardowns on preexisting nonconforming lots
- One (1) Finding under MGL Chapter 40A Section 6 that a lot retains buildable status per 1961 Zoning Bylaws
- Two (2) Special Permits to increase a preexisting nonconforming use or structure
- Two (2) Special Permits for dog-related businesses
- One (1) Special Permits review to determine if closed loop geothermal systems in the Secondary Aquifer Protection Overlay District are subject to the requirements of the Bylaw
- Three (3) Special Permits to allow a family apartment with one (1) modification to a previously issued Special Permit
- One (1) Special Permit to allow a colocation on an existing cell tower
- One (1) Special Permit to allow a home occupation
- Two (2) Special Permits to allow new food-based businesses with two (2) modifications to existing Special Permits
- Four Appeals of the Building Commissioner determinations; One (1) was withdrawn, One (1) was overturned finding in favor of the owner/applicants; One (1) was overturned because a special permit was issued, and One (1) was upheld.
- Comprehensive Permits:
 - One (1) 24 unit, age-restricted ownership development known as "Hinkley South"
 - Five (5) insubstantial modification findings in accordance with the factors set forth in 760 CMR 56.07(4) to existing Comprehensive Permits

Several of the approved applications included provisions associated with the Aquifer Protection District. The Board received no requests for Special Permits to allow work in the Flood Plain District and/or Watershed Protection District.

Charles H. Peck, served on the Medfield Zoning Board of Appeals from 1985 through 2022 as both a Member and Associate Member. The Board is grateful for his many years of service and the insight he brought in deliberating on each application.

Kristine Barton was appointed as an Associate Member in October and brings experience in land use law.

The Board expresses its sincere thanks for all the support and consideration it has received this past year from other Town Boards and the residents of the Town of Medfield. Finally, in another year where a remote environment made Zoom meetings the new normal, we are particularly grateful for the expertise and assistance provided by Town Planner, Sarah Raposa, AICP.

Respectfully submitted,

John J. McNicholas, Chair
William McNiff, Member
Michael Whitcher, Member
Kristine Barton, Associate
Jared Spinelli, Associate
Jared Gustafson, Associate

BOARD OF ASSESSORS

To the Honorable Board of Selectmen
and Residents of Medfield:

The Massachusetts Department of Revenue in November, 2022 approved the Assessors' values for Fiscal Year 2023. The Board of Selectmen voted to maintain a uniform tax rate of \$15.43, which was approved by the DOR in December, 2022. The tax rate significantly decreased from last year's tax rate of \$17.42. The net town tax levy commitment, which is primarily the result of monies appropriated at Town Meeting, was \$53,481,479. This was an increase of 1,410,878, or 2.71% over last year (\$52,070,601). Tax bills were mailed early in December, 2022 for third quarter actual tax payments. The real estate market increased significantly due to the sales market during calendar year 2021. Assessed valuations of single-family homes in Medfield increased on average of 16.5% between January, 2021 and December, 2021. Overall total valuations (all classes) for fiscal year 2023 increased to 3,466,071,241 from 2,989,127,491 for fiscal year 2022.

Taxpayers may access information online via the town of Medfield's website <https://ma-medfield.civicplus.com/>. The Board of Assessors' online database section can be accessed from the main page. Other information available includes: Geographic Information System (GIS), exemption information / applications, Chapter Land information / applications, forms, links, and information on excise tax. The Board continues to update the Assessors' webpage as needed.

The Board wishes to thank their 2022 staff: Field Appraiser Diane Clancy, MAA, Administrative Assistant Kathy Mills, Principal Assessor Yvonne Remillard, RMA, MAA, Senior work-off employees Marty Gellerman and Glenda Neary for pulling together the facts, figures, and documentation which enables the Assessing Department to fulfill its role as part of Medfield's financial team.

Respectfully submitted,

Kenneth L. Manning, Chairman
Michael G. Rose, Clerk
Jeffrey J. Skerry



MEDFIELD POLICE DEPARTMENT

To the Honorable Board of Selectmen
and Residents of Medfield:

I am pleased to present the 2022 Medfield Police Department's Annual Report which highlights our activities throughout the calendar year.

The Police Department continued to advance our vision of being a community focused agency with active and visible traffic enforcement posts, patrols and property checks. This year our department had some personnel turnover as Medfield, like many agencies across the State and Nation, struggled to maintain staffing levels. We now find ourselves competing against larger agencies such as the Massachusetts State Police and urban departments like Boston Police which recently opened their recruitment to lateral transfers – an option the Boston Police Department has not utilized in decades. Despite this competitive hiring environment, we experienced genuine interest from over 25 qualified candidates whose focus on delivering small town, community based policing drew them to Medfield. The Department has 3 new candidates who are scheduled to begin the academy or directly hire in the upcoming months.

While the Department experienced some challenges, we have grown as a cohesive organization and introduced new officers who, with their peers, share an emphasis on proactive policing. This year, we welcomed Officer Daniel Neal after completing his academy, Officer John "Jake" McKenna, Officer John Plant, and Communications Officer John Costello. We would also like to congratulate Special Police Officers Sandra Cronin and Thomas Hamano who attended the MPTC Bridge Academy and received their full academy exemption thus meeting the enhanced Police Reform requirements. Ms. Cronin also became a full-time dispatcher after 17 years of part-time employment. Due to state-wide police staffing shortages, Governor Baker permitted retirees to return to the profession working as fill –in officers. We were excited to have Sgt. Ray Burton return and mentor some of our newest officers.

As we continuously look for adjustments to retain personnel and offer a work/life balance for our officers, we opted to explore an innovative schedule change with the majority of our officers moving to 12 hour shifts. This schedule provided greater shift coverage while allowing more personal time off for officers to spend with families and friends. To date, 7 officers chose to move to this schedule as Traffic Safety Officers with a focus on visible traffic enforcement. While it is too soon to determine what impacts the shift will have on officer well-being, retention and satisfaction, I was proud to see the willingness of our members to entertain change – something that is traditionally difficult in policing.

In our continuing effort to increase road safety, we purchased a speed tracking device. This device allows us to monitor traffic at specific locations 24 hours a day. The device is portable and retrieves valuable data for us to narrowly target our enforcement efforts.

The Department also expanded its internship program for individuals who wish to become police officers or simply give back to their community. We have two interns scheduled this spring as part of their Senior Project for MHS.

Although inflation affected our operational budget, we were able to maintain our financial goals and remain under budget for a third straight year. This was in no short part the hard work of our administrative staff keeping on top of our daily spending and looking for cost savings through new vendors and contracts.

The Department has also been working closely with town officials on the newest residential development projects to ensure we understand and anticipate the needs of these new and upcoming neighborhoods.

In closing, I would first like to thank the Board of Selectmen, Town Administrator, and many other town departments for their continued support of our agency and initiatives. I would also like to commend our officers who remained committed to this community and agency during a difficult year.

Moreover, I want to express my gratitude to the citizens of Medfield who repeatedly demonstrate a willingness to work together to maintain our community standards. We look forward to serving you again in the coming year.

Respectfully Submitted,

Michelle D. Guerette
Police Chief

Offenses (IBR)

Forcible Fondling	2	Aggravated Assault	7
Simple Assault	2	Intimidation	3
Extortion/Blackmail	3	Burglary/Breaking and Entering	3
Theft from Building	2	Theft from Motor Vehicle	3
Theft of Motor Vehicle Parts	1	All Other Larceny	26
Motor Vehicle Theft	3	Counterfeiting/Forgery	4
False Pretenses/Swindling	8	Impersonation	3
Identity Theft	11	Embezzlement	0
Stolen Property offense	0	Destruction/Damage/Vandalism	15
Drug/Narcotics Violation	3	Pornography/Obscene Material	1
Disorderly Conduct	2	Driving Under the Influence	2
Liquor Law Violations	3	Trespass of Real Property	4
All Other Offenses	9	Traffic/Town Bylaw Offenses	38
Bad Checks	1	Total	159

Calls for Service

Total Calls for Service	16418
Calls Requiring Police Action/Assistance	15809

Motor Vehicle/Enforcement Data

	2022	2021
Traffic Complaints	316	267
Traffic Enforcement Posts	870	547
Motor Vehicle Stops	823	897
Motor Vehicle Accidents	215	210

Community Outreach Services

	2022	2021
Building/Property Checks	9143	4581
Park Lock and Walk (Community Engagement)	442	59
Courtesy Escorts	52	48

ANIMAL CONTROL/ANIMAL INSPECTOR YEAR-END REPORT

TOTAL CALLS FOR 2022	1,299
Calls for dogs running loose	108
Barking dog complaints	9
Dog attacks/fights	7
Dogs left in hot cars	9
Calls for animals removed from a resident's homes (includes squirrels, chipmunks, birds, opossums, and snakes)	21
Calls regarding foxes and coyotes, woodchucks, turkeys, rabbits, turtles, etc.)	63
Bats removed from resident's homes	16
Animals hit by cars	
Dogs	2
Cats	5
Raccoons	26
Skunks	8
Deer	17
Injured or sick wildlife euthanized by the ACO	
Raccoons	6
Skunks	2
Deer	7
Other	8
Calls related to squirrels, chipmunks and birds	41
Calls related to raccoons, skunks and opossums	56
Calls related to foxes and coyotes	24
Dog bites in 2022	13
Cat bites in 2022	3
Animals quarantined for wounds of unknown origin in 2022	12

Medfield Animal Shelter:

Dogs abandoned in Medfield	5
Number of stray cats brought to the shelter	18

This year 383 cats, 84 dogs, 8 rabbits, 49 guinea pigs, 15 birds and some other small animals were adopted from the Medfield Animal Shelter! Total animals adopted – 539!

Rabies:

One of the four specimens sent to the State Lab for tested positive for rabies. If there is no human or animal contact, the sick wildlife is not tested.

Barn Inspections:

All barns and livestock inspected passed the requirements of the Town of Medfield and the Commonwealth of Massachusetts. All of the animals are in the best of condition.

I counted the following animals in Medfield in 2022:

Horses	80
Poultry	180
Goats	8
Donkeys	2
Ponies	4
Alpacas	8
Emu	1

I truly appreciate the continuing support and cooperation of the Town of Medfield, the Medfield Police Department, West Street Veterinary Hospital, Millis Animal Hospital, Main Street Veterinary Clinic and the two Traveling Veterinarians, Heather Cochran, DVM and Kate Pittman, DVM. I also want to thank current Assistant ACO's, Lori Sallee and Robert LaPlante, for their coverage when I am off work and on weekends. I want to acknowledge all of the Medfield Animal Shelter's dedicated volunteers that care for the animals every day and the biggest thank you to the Medfield residents for their ongoing donations and support of the Medfield Animal Shelter. Without all of you, we would not have been able to save all the cats, dogs, rabbits, birds and other small animals adopted this year!

Respectfully submitted:

Jennifer Shaw Cronin
Animal Control Officer
Animal Inspector



MEDFIELD FIRE DEPARTMENT

To the Honorable Board of Selectmen
and the Residents of Medfield:

I hereby submit my Annual Report as Chief of the Fire Department for the year ending December 31, 2022. It is the mission of the Medfield Fire Department is to provide efficient, effective, and professional emergency response to the citizens of Medfield and its visitors, to ensure community safety and enhance our quality of life. We have established department values which are the standards of behavior for overall success, these are:

- Teamwork: Working together to achieve common goals
- Integrity: Committed to the highest standard of moral and ethical conduct
- Excellence: Demanding the best from ourselves and others

COVID Response

The impacts of the global pandemic continue to challenge the way the department operates and how we interact with the public. Every response requires that masks are worn when out in the public. Every call that's comes into the public safety answering point requires screening for flu like symptoms. We will continue to deliver emergency services 24/7 without fail and without hesitation.

Administration

The administrative functions of the department ensures proper delivery of fire and EMS services, but also include budget preparation, revenue collection, preparation of warrants, and extensive human resource management. Financial responsibility is key in the preparation and expenditures of the \$1.59 million dollar budget, capital requests / purchases, and short & long term business planning. All of our department members play key roles in the delivery of services, and are called upon to fill different roles within our organization.

We continue our goal to become completely paperless. I have established the following goals for the upcoming year.

Goal 1 - Evolve as an organization to continually meet the needs and demands of our community, citizens and visitors.

Goal 2 – Improve communication throughout the organization including internal and external customers.

Goal 3 – Control program costs through management techniques while maintaining efficiency.

To achieve our goals we must:

- Provide positive leadership and support to enable the department to accomplish its mission.
- Monitor trends within and throughout the fire service to improve efficiency and effectiveness
- Continue to discuss opportunities for consolidation with neighboring agencies
- Measure our performance against established standards and adjust to meet the standards
- Reward personnel for completion of duties related to valor, expertise, etc.
- Develop and implement “Customer Service Survey”
- Recruit, prepare and mentor employees for future assignment within the organization

Personnel

The Medfield Fire & Rescue Department consists of 13 full-time firefighters and 16 part-time firefighters. Our staff includes 1 Fire Chief, 1 Deputy Fire Chief, 4 Captains, 2 Lieutenants, 6 Firefighter/Paramedics, 9 Firefighter/EMT's, and 6 firefighter/First Responders.

2022 Retirements and Resignations

Michael Curran Call FF/EMT (Left to become a fulltime FF/EMTP in Walpole)
Matthew Reinemann FT FF/EMTP (Left to become a Physician's Assistant)

2022 New Hires

Christopher Becker FT FF/EMTP

Fire Operations

We respond to all fires, emergency medicals, technical rescue, water rescues, and hazardous materials calls in our community. In calendar year 2022, we responded to 1,405 calls for service. There has been a significant increase in the number of second medical calls and the frequency of non-EMS related calls has

also increased. Every time we respond for a call for service we now track that activity through dispatch.

Goal 1- Provide rapid response and aggressive intervention for all emergencies to which the department is called.

Goal 2 – Provide current training and mentoring for personnel to meet growing demands of the Town and Fire Department.

Goal 3 – Improve EMS delivery

Incident Responses by Type Category	2022
Fire - NFIRS Series 100	30
Overpressure Rupture, Explosion, Overheat (No Fire) - NFIRS Series 200	0
Rescue & Emergency Medical Service Incident - NFIRS Series 300	840
Hazardous Condition (No Fire) - NFIRS Series 400	90
Service Call - NFIRS Series 500	161
Good Intent Call - NFIRS Series 600	71
False Alarm & False Call - NFIRS Series 700	202
Severe Weather & Natural Disaster - NFIRS Series 800	1
Special Incident Type - NFIRS Series 900	10
	1405

Mutual Aid Given	
Town	Occurrences
Dover	51
Medway	2
Millis	23
Norfolk	3
Walpole	5
Westwood	1

Mutual Aid Received	74
Mutual Aid Given	95
Automatic Aid Received	5
Automatic Aid Given	2

Grants

The department was awarded \$148,795 in grants during 2022.

2022 Department of Fire Service Firefighter Safety Equipment Grant in the amount of \$18,200.00. This grant was used to purchase wildland/brush PPE for all members.

2021 FEMA DHS Assistance to Firefighters Grant in the amount of \$94,867.00. This grant was used to purchase 27 portable radios for department members.

2022 Department of Fire Service Fire Prevention grant in the amount of \$7,430.00. This grant is used to deliver fire prevention training to school age children and older adults.

2023 Department of Fire Service Firefighter Safety Equipment Grant in the amount of \$18,697.00. This grant was used to purchase two thermal imaging cameras, structural firefighting gloves and wildland/EMS boots for all members.

2023 Department of Fire Service Fire Prevention grant in the amount of \$5,858.00. This grant is used to deliver fire prevention training to school age children and older adults.

Emergency Medical Services

Our EMT's and Paramedics are required to recertify every two years. This process consists of completing 60 hours of training broken down between a 30 hour national core competency program, and an additional 30 hours of continuous educational classes. This continuous training and education allows

our members to always be up to date on the newest teachings and practices in EMS.

In order to ensure that the EMS system is of the highest quality, we are required to meet Massachusetts Office of Emergency Management Service (OEMS) standards. We have an aggressive Quality Assurance and Quality Improvement (QA/QI) program to improve our EMS service delivery. We continue to improve on the following goals for the upcoming year.

Medical Calls by General type						
Year	BLS Transports	ALS Transports	Total Ambulance Calls	Fire Calls	% Of EMS calls	Total
2022	194	635	840	565	60%	1405

The Medfield Fire Department responded to 840 medical emergencies in 2022. Approximately 635 were calls that required “Advanced Life Support”. This might mean that the patients require cardiac monitoring, IV therapy, airway management or in some cases medication administration. In 2022, there were 64 second medicals and 1 third medicals.

Goal 1 - Continuously provide an excellent level of EMS to the citizens of Medfield.

Goal 2 – Continue to develop our EMS staff through an extensive QA/QI mentoring program

Future Needs

Going forward we will have to look at hiring a fourth fulltime member on each shift for ambulance coverage. We currently can staff one ALS ambulance. The second ambulance was made ALS in September and is available for second calls, however we do not have enough full-time paramedics to maintain this second unit ALS fulltime. We still have to rely on mutual aid to come to provide advanced life support for second medicals. If we had a second ALS ambulance staffed, our reliance on mutual aid would decrease. There are no paramedics on the On-call staff.

Community Risk Reduction

It is Captain William DeKing’s role to provide Fire prevention and Code Enforcement for the town of Medfield. Fire Prevention works to provide a safe community for the citizens and visitors of Medfield by applying the principles of

engineering, enforcement and education. The department utilizes the current Massachusetts Fire and Safety codes. These codes help to protect property from the hazards of fire, explosion or dangerous conditions in new or existing buildings and ensure firefighter and agency responder's safety during agency operations. The prevention section also coordinates with the building inspector's office to review potential incoming projects, periodic commercial occupancies, and plan review of all residential building plans. We also provide education and outreach to at-risk populations in our community as well as public information and resources.

Fire Prevention and Code Enforcement ensures that the requirements of Massachusetts law, codes and standards are engineered into future projects in our community. The prevention officer conducts plan review and approval as well as providing technical expertise to developers, architects, and contractors, general public and operational personnel. The section saw an increase from this past year and anticipates further increases in 2023. Going forward we have to start thinking about staffing a full-time Fire Prevention Officer. The demands of the position and the ever evolving code requirements have become too much for those of us who are not trained on current standards. Fire Prevention and Code Enforcement activities focus on ensuring that existing buildings and facilities are operated and maintained to state codes providing a safe environment for the employee, citizens, and visitors of Medfield and for agency response personnel. The primary tool for this is annual fire inspections. Inspections are conducted in both commercial and industrial buildings to ensure they meet standards and up to code.

2022 Inspections – 399

2022 Standard Permits - 96

2022 Brush Burning Permits - 218

Public Education provides education and community outreach keeps all of Medfield's temporary and full time resident's fire safe. Last year the MFD conducted station tours, school presentations, fire safety talks, evacuation drills, participated in major events (Medfield Day and the Holiday Stroll), and outreach campaigns. Through these educational opportunities the prevention staff was able to educate both children in schools and elders in their homes. I have established the following goals for the upcoming year.

Goal 1 – Proactively improve life safety, minimize losses and reduce the risks from fire through; education, application of codes and investigation.

Goal 2 – Implement a Community Wellness Program working with all stakeholders

To achieve our goals we must:

- Develop and update our preplans
- Develop and update policies and procedures for Fire Prevention
- Host an Open House again in 2023
- Implement new fire safety programs for Medfield Schools
- Implement new fire safety programs for the COA and seniors

Facilities & Equipment Management

We will continue to ensure that all department apparatus and facilities are in a safe and proper working order and equipped to meet industry standards. I have established the following goals for the upcoming year.

Respectfully submitted,



Fire Chief William C. Carrico II

INSPECTION DEPARTMENT

To the Honorable Board of Selectmen
and Residents of Medfield:

The following is our annual report for the year ending December 31, 2022:

	Permits		Inspections		Income (\$)		Expenses (\$)	
	2021	2022	2021	2022	2021	2022	2021	2022
Building	815	922	1,190	1,310	571,544	639,034	106,805	109,296
Wiring	532	573	1,062	1,217	95,065	91,495	37,751	43,764
Plumbing/Gas	564	498	555	712	42,310	50,020	19,695	25,474

Total revenue from the issuance of permits and fees for inspections for the calendar year 2022 was \$780,549 as compared to \$708,919 in 2021. Direct expenses for 2022 were \$178,534 as compared to \$164,251 in 2021.

BUILDING INSPECTION

A breakdown of building permits issued is listed below:

New single family dwellings	15
New Multi-family (# units) & Apartment (# units) bldgs	0
Complete partially finished single dwellings	0
Additions to private dwellings	22
Renovations to private dwellings	224
Additions & renovations to business/industrial buildings	34
New industrial/business buildings	1
Family apartments	0
New Mixed Use buildings	0
Shingling roof & installation of sidewalls	152
Private swimming pools	12
Swimming pool demolition	1
Accessory buildings	9
Demolition	8
Tents (temporary) & construction trailers	16
Signs	8

Stoves (solid fuel burning/chimneys)	17
New windows	88
Solar Systems	78
Sheet Metal	80
Insulation	131
Decks	26
Foundations	0
Total	922

Occupancy certificates were issued for 16 new residences in 2022, as compared to 23 in 2021.

Inspections for certification of business, schools, multi-family dwellings, nursing homes and pre-schools amounted to 40 inspections for 2022.

Estimated construction costs on permits issued:

	<u>2021</u>	<u>2022</u>
New dwellings	\$9,977,070	\$7,010,000
Renovations and additions, pools, shingling, sidewalls, windows, etc. on residential	22,148.720	26,750,895
Solar Systems - Residential	732420	2,727,911
New construction - business and industry	8,200,000	600,000
Solar Systems – Commercial	924059	1,622,655
Renovations and additions business and industry	2,733,897	3,551,810
Multi-family dwellings/Apt Buildings	11,088,000	0
Two family dwellings	0	0
Family apartments	0	0

Whether you are planning to renovate a kitchen or bath, finish a basement, add a pool, a deck, re-shingle, apply siding or install replacement windows, most changes to your home require a building permit. These comprehensive building code requirements may seem cumbersome, but they are meant to benefit us all by monitoring the building and development activities in our community. Please also remember that the placement of any type of structure, as simple as a tool shed (accessory building) on your property must adhere to the rules and regulations of the Medfield Zoning Bylaws, and in most cases a building permit is required. Before you proceed with any changes to your home or property, please call the Building Department at the Town Hall (508-906-3005) and we will help you get started in the process of applying for a permit.

Enforcement of the State Building Code (780 CMR – 9th Edition) continues to be the responsibility of the Building Commissioner and Inspectors. Legislation effective 7/1/92 requiring contractors to be registered with the Commonwealth became the responsibility of the Building Department staff to institute procedural changes for compliance. The office of the Building Department also keeps an accurate registration of builders holding State Construction Supervisor's licenses in order to assure compliance with Section 110.R5 of the State Building Code. The Building inspectors continue the enforcement of the code by making Inspections of schools, churches and rest homes, as well as other places of assembly on a periodic basis.

The Building Commissioner also serves the town in the capacity of Enforcing Officer for Zoning and, as such, made 70 inspections to investigate complaints and inquiries brought to his attention by residents as well as other town boards and departments.

The assistance and cooperation of Fire Chief Carrico and Captain Bill Deking during inspections was greatly appreciated. The Fire Department and the Inspectors continue to inspect smoke detectors and carbon monoxide detectors in new construction and in additions and renovations, as well as inspecting the installation of solid fuel burning appliances. Residents are reminded of the importance of having their wood/pellet stove installations inspected and certified in accordance with the requirements of the Massachusetts State Building Code.

Thank you to Scott Allison, Department Assistant. Also, a special thanks again this year to Margaret Warren for her continued help in this office.

PLUMBING AND GAS INSPECTION

The purpose of the position of the Plumbing and Gas Inspector is to administer, investigate and enforce the Uniform State Plumbing Code and State Fuel Gas Code. Homeowners cannot be issued plumbing or gas permits. Permits can only be issued to a licensed Journeyman or a Master Plumber. Plumbing or gas cannot be installed, altered, removed, replaced, or repaired until the Inspector of Plumbing or Gas has issued a permit. The Inspection Department will be glad to help you make the determination concerning the need for plumbing and gas permits. When a citizen of the town requires the plumber or gas fitter to apply for a permit, he is getting the assurance that the installation will be completed correctly and safely by a trained professional.

The Plumbing Code is constantly being changed and upgraded to try to give the consumer and the plumber a direction that will assure a safe installation. Of great concern lately is the installation of backflow prevention devices, where necessary, to insure the continuance of the good clean potable water of which we are very proud in Medfield.

WIRING INSPECTION

The Wiring Inspector continues to enforce the Massachusetts Electric Code as well as the National Electric Code in his inspections of wiring installations for which permits are issued. Residents are reminded that the permitting process is in effect to assure safe and correct installations.

Thank you this year to Don Colangelo, Local Building Inspector, Michael Mancini, Assistant Wiring Inspector, and Robert Piersiak, Assistant Plumbing & Gas Inspector.

Respectfully submitted,

Gary D. Pelletier, Building Commissioner
William C. Cooke Jr., Inspector of Wires
John A. Rose Jr., Plumbing & Gas Inspector

CONSERVATION COMMISSION

To the Honorable Select Board
and Residents of Medfield:

The Conservation Commission is pleased to submit its annual report for 2022.

The Conservation Commission was formed under the Conservation Commission Act of 1957 (M.G.L. Chapter 40, Section 8C). It is comprised of seven Commissioners who are appointed by the Select Board. The Commission administers the Massachusetts Wetlands Protection Act (WPA), M.G.L. Chapter 131, Section 40, as well as the Department of Environmental Protection's Stormwater Management Policy and the Medfield Wetlands Bylaw (the Bylaw), Chapter 290. These laws protect the wetlands and waterways of Medfield.

Protected wetland resource areas in Medfield include the inland wetlands as listed in the WPA and defined at 310 CMR 10.04. These inland wetlands include areas where water is at or near the ground surface, such as marshes, wet meadows, bogs, and swamps. The WPA also protects other inland resource areas in Medfield, such as land subject to flooding (100-year floodplains), the riverfront area (typically the area within 200 feet from the banks of a perennial stream), land under water bodies (land under lakes, ponds, rivers, etc.), and the banks of rivers, streams, lakes and ponds.

In addition to areas protected under the WPA, the Medfield Wetlands Bylaw protects vernal pools. The vernal pool resource area includes both the vernal pool and the surrounding land 100 feet from the vernal pool. This resource area provides critical wildlife habitat. The Medfield Wetlands Bylaw also protects a 50-foot no-disturb buffer zone to wetlands as a resource area.

Anyone proposing to alter a resource area or land subject to flooding, or to perform work within 100 feet of a wetlands or bank, or within 200 feet of a river or perennial stream must file for a permit with the Conservation Commission. Anyone intending to work within these protected areas must satisfy the Commission that the proposed work will not significantly harm the resources.

In keeping with its regulatory permitting responsibilities, the Commission in 2022 opened twenty-four public meetings to administer the WPA and the Medfield Wetlands Bylaw, including hearings on five Requests for Determination of Applicability, two Notices of Intent, seven Requests for Certificates of Compliance and three Requests for Amended Orders of Conditions. Some of these hearings were continued for multiple meeting dates. The Commission did not take any Enforcement Actions or undertake any emergency permitting in 2022. The Commissioners did hold a publicly posted, site-visit meeting in early 2022 to tour Medfield State Hospital and inspect

invasive species monitoring areas. The Commission also participated in various, posted interdepartmental open meetings and forums, including an interdepartmental stormwater training session, Medfield State Hospital Redevelopment discussion and Open Space and Recreation Plan (OSRP) public forum.

In addition to its regulatory permitting responsibilities, the Commission is charged by the Conservation Commission Act, M.G.L. Chapter 40, Section 8C, to promote and develop the natural resources of the Town, to protect its watershed resources, to conduct research into local land areas and coordinate the activities of unofficial bodies organized for similar purposes. The Commission may generate, advertise, and distribute books, maps, charts, plans and pamphlets to support its work, including a conservation and passive outdoor recreation plan not inconsistent with Town and regional planning. The statutory authority granted to the Conservation Commission allows it to receive gifts, bequests or transfers of personal property or interests in real property in the name of the Town. The Commission may purchase interests in land with sums available, including funds authorized at Town Meetings, to acquire, maintain, improve, protect and/or limit the future use of land or otherwise conserve and properly utilize open spaces in land and water areas within the Town, and is charged with managing and controlling the properties it has received and/or acquired. The Commission also may adopt rules and regulations governing the use of land and waters under its control and prescribe penalties for violations.

The statutory charges to the Commission are many; the Commission's work is varied and complex and, when successful, is so because of the support of volunteers and dedicated land stewards, as highlighted by several of the following examples of the Commission's work in 2022.

The Commission continued its working relationship with Medfield's Community Gardens program, which is an organized, mentored community gardening program licensed to use the Holmquist Land on Plain St., one of the many properties under the Commission's custody and management. Medfield's Community Gardens Managers, Betty and Neal Sanders, encouraged gardeners to plant in otherwise unassigned and/or unexpectedly inactive plots in 2022 to grow produce for donations to local food cupboards. The Sanders' regular updates with photographs of the abundant harvests were testament to the efforts of the gardeners, the generosity of many volunteers and the rich rewards that come from connecting committed stewards with valued lands. The Commission is, as always, grateful for and indebted to Betty and Neal Sanders.

The Commission in 2022 also partnered with Scout Troop 89 and one of its Eagle Scout candidates, Alex Munz, who assisted with bridge repair work on the Bay Circuit Trail in Medfield. Troop 89 Eagle Scout candidates historically step forward with regularity to address conservation land maintenance issues that

can support their Eagle Scout projects and badges. The Commission looks forward to further conversations with Troop 89 in 2023 and to strengthening this working relationship. The Commission thanks Troop 89, Scout Alex Munz and Commissioner Bobby Kennedy who is the Commission's on-the-ground support for Eagle Scout projects.

The Commission in 2022, as in years past, licensed the use of portions of Noon Hill Conservation Land for limited conservation/passive recreation events. These events included orienteering challenges and trail races. In advance of permitting these events, the Commission consulted Police, Fire, Board of Health and other town departments. Activities were conditioned to protect participants and the sensitive resources on site.

The Commission in 2022 for the first time formalized a vernal pools project. The project seeks to identify in early 2023 potentially certifiable vernal pools on Town-owned land in preparation for spring 2023 field work to certify the vernal pools. The Commission expects this project to heighten awareness of our valuable vernal pool resources which are specially protected by the Town Wetlands Bylaw.

The Commission continued its monitoring of the Danielson Pond dam in 2022. Danielson Pond is a Commission property demanding increased attention because of its dam status and the environmental and financial concerns associated with dam maintenance and repair.

The Commission in 2022 also continued its work on the then current iteration of the Open Space and Recreation Plan (OSRP), endorsed the hiring of an OSRP consultant, proposed a warrant article for Town Meeting and drafted supporting documents. Commissioner Catherine Scott is a participating member of the current OSRP Committee, whose consultant is expected to meet regularly with the Conservation Commission during 2023.

The Commission continued its annual pond maintenance program in 2022 and began a more intensive review of the status of the ponds relative to the pond treatment options necessary and available and the costs attendant with these. The Commission expects to report more fully in 2023. Commissioner Bobby Kennedy is the Commission's point person for the ponds maintenance program.

The Commission began active discussions with Charles River Watershed Association, Neponset River Watershed Association and the Medfield Energy Committee in 2022 regarding climate resilience and climate environmental planning partnerships and initiatives. The Commission anticipates meeting with these and other stakeholders, including Sustainable Medfield, in early 2023 to learn more about potential partnerships and community initiatives that will be

supportive of and responsive to identified climate resilience goals.

The Commission in 2022 reaffirmed the need to update its boilerplate language in Orders of Conditions and other wetlands permitting documents, and the Commission began its first formal review of those materials to try to update and reconcile them with DEP regulations and forms. The Commission also identified internal operating procedures that will help assure consistency in document management and production.

The Commission began reviewing its existing permitting policies in 2022 and adopted and implemented DEP policy guidance on requests to amend orders of conditions. The Commission also identified the need for an emergency tree removal policy and began working on a preliminary draft for further review and completion in 2023.

The Commission in 2022 identified land use areas in Medfield where various Town boards, departments and/or stakeholders might have competing interests and/or unrecognized authority with respect to land management. The Commission invited discussion among stakeholders to identify areas of overlapping concerns to avoid adverse impacts to resource areas.

The Commission in 2022 identified Associate Commissioner recruitment as a means of developing a resource bank to support the Commission's regulatory permitting and land stewardship goals and obligations. The Commission expects to increase recruitment efforts in 2023.

The Commission in 2022 also identified the need to devote more time to financial analysis and budgeting pertinent to the Commission's land management goals. The Commission expects to complete its list of priority projects for funding in 2023 and take the next steps to effectuate Commission goals.

The Commission in 2022 responded to various resident reports and concerns of misuse of Conservation lands and investigated alleged violations of the wetlands regulations and the Town Bylaw.

To do this vast array of work, Commissioners necessarily must stay up to date with changing rules, regulations and best management practices. In 2022, the Commissioners engaged in regular continuing education efforts, including fundamentals and refresher fundamental courses offered through the Massachusetts Association of Conservation Commissioners (MACC). In addition to attending MACC luncheon webinars on various topics of current environmental and conservation interest and concern, Commissioners participated in workshops provided by Town Counsel to keep the Commission updated on state regulations and case law governing Conservation Commissions and their work in administering the WPA and Town Bylaw. Commissioners focused on procedural regulations governing the conduct and timing of hearings

and decisions as well as matters including open meeting law, conflicts of interest, statutory authority and obligations, time deadlines, standards of review, burdens of proof and record of evidence. The Department of Environmental Protection (DEP) Circuit Rider addressed the Commission to provide an update on DEP issues of concern generally and to advise how the Commission can best use the DEP Circuit Rider as a resource.

Most importantly in 2022, the Commissioners benefited from regular educational updates provided by the current, interim Agent who has been available to assist the Commission on an as-needed, consulting basis after the resignation of the prior Conservation Commission Agent, Dave Henkels, in May 2022. The Commission thanks Dave Henkels for stepping up and taking on the job of Agent when the Commission's prior Agent, Leslee Willitts, retired after serving the Town and Commission for over 25 years.

The Commission notes that the role of Chair passed from Michael Perloff to Deborah Bero in early 2022. The Commission appreciates the time and effort Commissioner Perloff devoted to the Commission's work during his tenure and thanks him for his dedication. In November, Commissioner George Darrell regretfully resigned as Commissioner. The Commission thanks him for his years of service and for his willingness to share his expertise in the identification and management of invasive plant species.

The Commission also thanks the interim Agent now serving the Commission on a consulting basis while a permanent replacement option is pursued. Robert Hartzel is a principal with Comprehensive Environmental Incorporated (CEI). He brings a wealth of knowledge and expertise to his role as interim Agent. The Commission is grateful for this unique opportunity to work with Mr. Hartzel who has made himself available to Commissioners and residents whenever questions or concerns arise. We are fortunate to have these learning moments. The Commission supports Mr. Hartzel's work by transferring funds from the Commission's Wetlands Protection Act (fee) account.

The Conservation Commission meets on the first and third Thursdays of each month. Anyone interested in serving on the Commission as a Commissioner or as an Associate Commissioner should send a letter of interest and resume to the Select Board with a copy to the Conservation Commission. The Conservation Office is located on the second floor of Town Hall. For an appointment regarding conservation and/or wetlands matters, call the Conservation office: (508) 906-3028.

Respectfully submitted,

Conservation Commission

Deborah J. Bero, Chair

Robert E. Kennedy

Mary McCarthy

Michael Perloff

Kirsten Poler

Catherine Scott

MEDFIELD HISTORICAL COMMISSION

To the Honorable Board of Selectmen
and the Residents of Medfield:

What We Do

The Medfield Historical Commission is appointed by the board of selectmen. Our job is to identify and protect Medfield's historical and archaeological assets. We speak up to make sure historic preservation is considered in community planning and development decisions. The commission has an annual budget of \$1,000, and it has certain statutory authority. Its monthly meetings are open to the public.

We work proactively to preserve those qualities of the town that residents say they want, which helps preserve property values. We walk the narrow, fuzzy line between historic preservation and respecting property owners' rights. Owners tend to favor historic preservation in principle...so long as it doesn't affect their bottom line when they want to demolish an antique to make room for a McMansion, which they believe will have greater market appeal.

Demolition Delay Bylaw

In 1994, Medfield became one of the first Massachusetts communities with a demolition delay bylaw, and ours is one of the state's more stringent. It prevents historically significant buildings – non-renewable historical resources -- from being demolished before serious efforts have been made to rehabilitate or restore.

When an application is filed to demolish a building over 50 years old, the commission investigates and holds a hearing to determine whether it is historically significant. If a building is declared "preferably preserved," the commission is required to impose an 18-month delay on its demolition.

The commission always seeks win-win solutions – such as rehab and adaptive reuse of at least part of the building -- that serve the interests of both the property owner and historic preservationists. We define lose-lose as when the owner refuses to negotiate and instead simply waits us out for the full delay term and then demolishes the structure.

Over the 28 years since the town meeting vote approved the demolition delay bylaw, the commission has approved about two-thirds of the demolition applications right away after the hearing. Most of the others have resulted in delays which were lifted quickly after some back-and-forth discussions about preservation concerns. Fewer than 10 percent have led to demolition delays that ran the full term.

In 2022 the commission considered and ultimately approved four new demolition applications -- vs. 2 in 2021, 3 in 2020, 7 in 2019, 9 in 2018, 15 in 2017, 13 in 2016, 20 in 2015, 16 in 2014 and 12 in 2013. As required by the bylaw, the commission advertised and held public hearings on all four applications. The only controversial case was the application to tear down the 2,100-square foot, two-family house built about 1880 at 40-42 Park Street, owned for decades by the Mann family. At first the commission imposed an 18-month delay because of its history, but the delay was lifted after second meeting a month later. The applicant presented evidence that satisfied the commission that, to quote the bylaw, "that there is no reasonable likelihood that either the owner or some other reasonable person or group is willing to purchase, preserve, rehabilitate, or restore said structure." The other three were noncontroversial demolition applications, approved, for a 1952 garage at 56 Millbrook Road, a 1956 ranch at 91 Spring Street, and a 1965 cape at 4 Evergreen Way.

Certified Local Government

Thanks to its CLG (Certified Local Government – and we have to reapply every year) status, Medfield has received many survey and planning grants from the state and federal governments. The Massachusetts Historical Commission continues to encourage us to apply because they believe we put the money to good use.

Medfield Archaeological Advisory Committee (MAAC)

The Medfield Archaeology Advisory Committee was formed in 1993 as a subcommittee of the Medfield Historical Commission. It was created to help protect archaeologically-sensitive areas in town. MAAC members are John A. Thompson, Chairman; Cheryl O'Malley; and Rob Gregg.

On an ongoing basis, the committee maintains and updates a map of the archaeologically-sensitive areas, helps protect the sites, evaluates and registers artifacts, and provides educational services. At present, MAAC continues to focus on archaeological research at the Wheelock School, the Hannah Adams house, and the site of the former Clark tavern.

MAAC welcomes inquiries from anyone who thinks a property in Medfield is threatened or finds an artifact that they would like to bring to the attention of the committee; please contact John Thompson.

Want to join our commission?

The historical commission is a seven-member board. From time to time we have vacancies. If you're interested in Medfield's history, call any of the members, or

just show up at one of our monthly public meetings, and let's get to know each other.

Respectfully submitted,

Seth Meehan, Co-Chair

David Temple, Co-Chair

Maria Baler

Peter Fletcher

Joe Opiela

Kirsten Poler

Doug Whitla

Tom Connors, Associate Member

John Day, Associate Member

HISTORIC DISTRICT COMMISSION

To the Honorable Board of Selectmen
and Residents of Medfield:

OVERVIEW

The Historic District Commission administers the Town's four Historic Districts:

- The John Metcalf Historic District established in 1989 on West Main Street, enlarged in 1996 and in 2004.
- The Hospital Farm Historic District established in 1994.
- The Clark-Kingsbury Farm Historic District established in 1997.
- The Medfield Town Center Historic District established in 2000

PURPOSE AND SCOPE OF THE HISTORIC DISTRICT COMMISSION

Authority to create Historic Districts and the accompanying governing body is granted under the Historic District Act of 1960, Massachusetts General Laws, Chapter 40C. The purpose of the law is threefold:

- to preserve and protect the distinctive characteristics of buildings and places significant in the history of the Commonwealth and its cities and towns
- to maintain and improve the settings of those buildings and places
- to encourage new designs compatible with existing buildings in the district

Under Chapter 40C, communities can create Local Historic Districts to protect the character of historic areas. Town-appointed Local Historic District Commissions govern such districts. Since each property owner within a district contributes to the overall historic character, changes proposed for the exterior of any property, as well as new construction, are considered in light of the impact they may have on the district as a whole. Before a property owner within a district is allowed to change an exterior architectural feature of a building, the owner must receive approval from the Local Historic District Commission.

Approval is in the form of a certificate of appropriateness, hardship or non-applicability with respect to such construction or alteration.

There are now Local Historic Districts in over one hundred Massachusetts towns and cities. Historic Districts do not prevent changes from occurring, nor do they prevent new construction. The intent of any Local Historic District is not to halt growth, but to allow for thoughtful consideration of change, to allow changes and additions that are harmonious, and prevent the intrusion of incongruous elements that might distract from the aesthetic and historic values of the district. Local Historic District Commissions have authority only over the portion of the exterior of a building that can be seen from a public street, way or park. The Commission's *Guidelines for Changes within Medfield Local Historic Districts* is available upon request.

HISTORIC DISTRICTS IN MEDFIELD

Medfield passed "Historic Districts", Article 14 of the bylaws, and created the John Metcalf Historic District through a vote of the 1989 annual Town Meeting. This first district included for historic houses on west Main Street and included the oldest portion of Vine Lake Cemetery. Through a vote of the annual Town Meeting in 1996, the John Metcalf Historic District was enlarged to include a total of sixteen historic buildings.

The Town established a second historic district, The Hospital Farm Historic District, in 1994. It includes the 23 buildings in the central core of the former Medfield State Hospital, and the surrounding historic landscape. These 23 buildings were built at the turn of this century, mostly in the Queen Anne Revival style, and are grouped around a large quadrangle, resembling the campus of a small college.

In 1997, the Clark-Kingsbury Farm Historic District, Medfield's third district, was established. It provides protection to the historic and unique grouping of the 18th century Clark-Kingsbury farmhouse, outbuildings and pond with gristmill that forms a widely appreciated and essential part of the rural character of Medfield.

In April of 2000, the Medfield Town Center Historic District was created by unanimous vote of Town Meeting. This district is intended to preserve and protect the character of the Center of the town of Medfield.

ACCOMPLISHMENTS AND PLANS

The Commission met four times this year: The first two related to 577 Main Street. As significant demolition had already begun on this structure, the Commission gave a retroactive certificate of appropriateness for the replacement of all exterior rake area, soffits, fascia, corner boards and window trim, replicating what was removed, and siding. The final two meetings were on the Trinity redevelopment plan of the former Medfield State Hospital, which this commission overwhelmingly supports.

Respectfully submitted,

Michael Taylor, Chair
Brad Phipps
Caitlin E. Struble
Connie Sweeney

MEMORIAL PUBLIC LIBRARY

To the Honorable Select Board
and the Residents of Medfield:

It is my pleasure to submit the 2022 annual report for the Medfield Memorial Public Library.

Overview

The library was excited to return to relatively normal services and level of operations this year, including extensive and popular in-person programming and high circulation numbers, both detailed below.

Of special note this year, the Board of Library Trustees voted to officially remove overdue fines from most items in the collection. Fines had been temporarily paused in March of 2020 and this move to go fully fine free has provided more equitable access to everyone, of all ages and socioeconomic status, in the community.

Projects

The library was excited to provide so many programs to the community this year. Some highlights for adults included a winter virtual embroidery series and two socials, with beer, wine, and refreshments, were very popular. This year the library's teen department expanded partnerships in other communities to host the summer LGBTQ+ series and partnered with Park Street Books for a series of craft events. It was also an incredible year for Medfield teens volunteering at the library, and library staff oversaw teen volunteers at two Bellforge events. The children's department began tracking the drop-in crafts and activities offered and provided at staggering 5,000. The library also provided a Story Walk for the Hinkley Helpers at Hinkley Park.

Also this year, the library got a more user-friendly public printing service, added more comfortable seating to the first floor of the library, improved the Wifi access in the library building, refurbished the library's meeting room, and, after a successful grant-funded pilot program, purchased hotspots to be shared in the Medfield community.

Operations

The library welcomed back 66,087 visitors to the building in 2022. ever. The library offered 206 children's programs with 5,255 attendees, 113 teen events with 961 participants, and 121 adult events with 1,070 attendees. The all-ages

Holiday Stroll event had 1,730 attendees. There were 156,223 items circulated this year and 50,744 visitors to the library's website.

Thanks

I wish to thank the Library Board of Trustees, they are innovative, supportive, and provide invaluable help to solving problems that come up and brainstorming about improvements for the future. The Friends of the Library Board as ever volunteer their time and effort to fundraise to support all 441 of the library's programs, the library's makerspace, and more. Of particular note this year, the Friends Board worked to improve lighting in the Friends Bookstore; commissioned artwork from local educator Kurt Jackson to illustrate a limited-edition tote bag; and began offering gift cards for the Friends Bookstore. I also want to thank all of the Friends of the Library, your contributions allow the library to offer so much of what makes this library special. Finally, I would like to thank the library staff, which is an incredibly talented team made up of creative and dedicated individuals who contribute so much to making the library the warm and welcoming place that it is.

Respectfully Submitted,

Pamela Gardner
Library Director

TRUSTEES OF MEMORIAL PUBLIC LIBRARY

To the Honorable Board of Selectman
and Residents of Medfield:

The year 2022 saw the Medfield Library return to patronage at pre-pandemic numbers. The library is now open seven days a week, including two evenings. Many areas of the library have been refurbished with fresh coats of paint, new rugs and furniture, and an updated teen area. Popular events draw patrons of all ages. The Holiday Stroll this year was attended by over 1,700 people, and the Haunted House run by teen volunteers drew almost 200.

The Trustees thank the Friends of the Library for their generous support of programs for children, teens and adults, offered both in person and online. The Friends have also expanded the library bookstore, which provides additional funds to be used for these Programs.

We would like to thank Pam Gardner and her staff for their dedication and hard work through difficult times. The library is always a place where you can find a smiling face and someone willing to help.

The Trustees welcomed Richard White as its newest member of the Board. Richard brings his wide-ranging interests and talents, including being the last word on the game of Checkers.

Children's programming at the library is more popular than ever, with story time, puppet shows, preschool yoga, and crafts activities. The Halloween costume exchange this year was a big success. Did you get a chance to see the Flying High Dogs and the Traveling Goats?

The summer reading program at the library encourages and nurtures young readers. This year 235 children completed The Summer Reading Challenge!

Library programming has expanded to the Bellforge Arts Center, and the Fairy House Walk drew much interest.

The Library of Things has been expanded, and patrons can check out unusual items. Do you need a karaoke machine for your next party? Or a metal detector to find that buried treasure in your backyard? Need a tent for your next camping trip? The Library of Things has you covered.

The Medfield Library is a community hub which provides a safe haven for all, promotes literacy, and makes available the widest possible range of viewpoints, opinions, and ideas. We look forward to an eventful 2023.

Respectfully Submitted,

Phil Tuths, Chair

Kiersten Cole

Lauren Feeney

Jennifer Shaw Cronin

Jessica Razza

Richard White

BOARD OF HEALTH

To the Honorable Board of Selectmen
and Residents of Medfield:

The Board of Health hereby submits the following report for calendar year 2022. Although the board encourages any town resident who would like to be involved to contact the Board of Health office at (508) 906-3006

The following permits were issued by the Board of Health during 2022

8 Soil Tests	21 Temporary Food Establishments
12 Plan Reviews	6 Tobacco/Nicotine Delivery Products
16 Septic Repairs	31 Form A – Renovations Review
23 Installer Permits	4 Well Permits
12 Hauler Permits	34 Animals
15 OFFAL Permits	6 Camps
60 Food Permits *	3 Semi Public Pools & 1 Bathing Beach

*includes food retail, food service, food service kitchen, residential food kitchen, catering, mobile units, seasonal and farmer's markets

Public Health:

In November 2021 the Town of Medfield hired a full time public health nurse to provide health services and aid in the promotion and education of public health practice. The major components of the Board of Health's promotion program are: Communicable Disease, Public Health and Health Maintenance and Prevention.

Communicable disease is monitored through the Massachusetts Department of Public Health MAVEN system. MAVEN is checked daily and allows for follow up on new and existing cases within the community. Caseload referrals are made to PCPs, MDPH TB programs and specialty clinics. Education and the provision of follow up care consistent with public health practiced are provided by the public health nurse on a case by case basis. During 2022 the following cases were reported through MAVEN:

Covid 19	2037 cases
Influenza	287 cases
Lyme Disease	27 cases
Tuberculosis	6 cases

Hepatitis C 3 cases

Health Maintenance and Prevention is an opportunity to provide outreach to the community by way of health clinics. In September of 2022 approval by MDPH was granted to the Board of Health and provided the acquisition of appropriate refrigeration/freezer storage equipment which allows the Public Health Nurse to store and distribute vaccines at these clinics. The goal is to work toward providing a variety of vaccines to the residents of Medfield. Since September, 2022 weekly clinics took place and provided the following vaccines to the public:

Covid-19 Booster Vaccine clinics 250 individuals

Influenza (pediatric) Vaccine clinics 25 children

Covid-19 Test kits distributed 3,840 kits

Blood Pressure / Wellness Clinics take place at: Council of Aging, Tilden Village, the Food Cupboard and the Wilkins Glen Apartment complex. The public health nurse is active with MCAP and other Medfield Outreach programs. The public health nurse is part of a new regional Medical Reserve Corps involving 9 neighboring towns. This is an ongoing process which will be presented in the coming year, along with many other new programs as the role of the Public Health Nurse continues to progress within the community.

The public health nurse is located on the ground floor of the Town House or can be contacted by calling 508-906-3044.

Environmental Health

TSG Consulting provides health agent and sanitarian services to the Board of Health as follows:

Sanitarian:

Consulting services for enforcement of regulations related to food establishments, minimum housing standards, animal/wildlife complaints, swimming facilities, recreational camps for children, and general sanitation issues.

The services and consultation to the Board of Health includes attending monthly Board meetings, inspections of food establishments and school cafeterias, conducting establishment plan reviews and providing consultation to residents, business owners, and municipal departments as necessary. New food establishments are provided with consultation for the opening of their new businesses throughout the application process.

Environmental Services:

These services include: Oversight of septic systems including soil evaluations, review of engineering plans for compliance with Title 5 and the Board of Health regulations, inspection of construction, evaluation of variance requests, and issuance of certificates of compliance; review of Site Plans and preliminary and definitive Subdivision Plans for compliance with the Board of Health stormwater regulations and suitability for on-site sewage disposal where applicable; review of on-site well water proposals, water quality and quantity results, and treatment units; review of Building Permit applications for additions and renovations to assure that the proposed work does not conflict with the location or capacity of the septic system serving the property; investigation of complaints regarding sewage overflows, odors, illegal dumping, hazardous waste, and preparation of enforcement orders where applicable, and working with offending parties to attain compliance; issuance of Disposal System Installer and Septage Hauler Permits; provision of general consultation to the Board of Health; assistance to the Board of Health in the preparation of regulations and guidelines; attendance at Board of Health meetings; and consultation for questions and information of residents

Emergency Preparedness:

TSG Consulting serves as the Board of Health's liaison for all related emergency preparedness activities; completing a variety of state requirements, as well as providing periodic updates regarding activities and related issues on the local, regional and state level.

Stormwater and Runoff Management:

Tetra Tech provides peer review and technical permitting services to The Board of Health to ensure compliance with Board of Health Stormwater and Runoff Management regulations.

Respectfully submitted,

Stephen Resch, MPH, Ph D
Carol A. Read, M.Ed., CAGS, CPS,
Holly Rand, PA
Melissa Coughlin, RN
Kathleen Thompson, RN

MEDFIELD

2022 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town: 3 samples submitted no isolations in 2022.

Requests for service: 148

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared:	8 culverts
Hydrants shoveled when needed while conducting culvert work:	0 hydrants
Drainage ditches checked/hand cleaned:	2,680 feet
Intensive hand clean/brushing*	680 feet
Mechanical water management	0 feet
Tires collected	0

* Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications	(April)	68.3 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by backpack/hand		7.2 acres
Abandoned/unopened pool or other man-made structures treated		0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks	3,248 acres
Barrier applications on municipal property	0 applications

Respectfully submitted,
David A. Lawson, Director

MEDFIELD OUTREACH

To the Honorable Board of Selectmen
and Residents of Medfield:

PURPOSE - Medfield Outreach is a municipal department of the Town of Medfield, serving the social, emotional, and financial needs of Medfield residents. Through collaboration with a wide network of organizations, professional associations, religious institutions, consortiums, and civic groups, Medfield Outreach provides a variety of services including: free and confidential clinical services; referrals to community assistance programs and administration of two community based prevention coalitions. The office is an intake site for the Federal Fuel Assistance Program for all Medfield residents. All of Medfield Outreach services are free and confidential. Medfield Outreach benefits from the guidance of the Medfield Outreach Advisory Board.

The Medfield Outreach office is located on the campus of Medfield High School (in the former cable TV studio). Appointments can be made by calling **(508) 359-7121** or by emailing medfieldoutreach@medfield.net. Hours are full time and flexible to meet the expressed needs of residents.

OPERATIONS:

Director: Kathy McDonald, M.Ed., MSW, LICSW (February 2020 - Present)

Outreach Clinician: Mia Cianciarulo, MSW, LICSW (October 2022 - Present)

Prevention Coordinator: Meri Haas, BA (May 2020 - Present)

Prevention Coordinator: Kyler Groner, BA (November 2022- Present)

Graduate Intern: Stephanie Knoch, MSW intern, Boston College School of Social Work (September 2022 – Present)

Advisory Board:

Molly Frankel, JD, Board Chair

Kathleen Thompson, MSN, School Nurse Leader, Medfield Public Schools, Board of Health

Michelle Manganello, Detective, Medfield Police Department

Kathleen Cahill, Accountant, Co-Coordinator of Medfield Helping Hands

Kate Thomas, Owner, Registered Dietician, Karuna: Nutrition + Movement

Abby Bligh, Class of 2024 Student, Junior Member

SERVICES :

Referral Services -Medfield Outreach routinely provides referral resources for clinical services, needs-based assistance programs, substance misuse services, support groups, wrap-around services, advocacy, and local discretionary funds and state /federal programs.

Counseling Services – Counseling is provided, when suitable, to Medfield residents through individual, family, and group therapy. Counseling issues addressed by clinicians in this office include, but are not limited to:

Academic difficulties, coping with divorce, anger management, domestic violence, anxiety, family discord, grief and loss, financial difficulties, sexuality, body image and disordered eating, major mental illness, social skill concerns, child abuse/neglect, substance abuse, dating violence, parenting skills, violence, depression, self-harming behaviors, suicidal ideation, friendship/ relationship concerns, autism spectrum disorder and related concerns, sibling support, concerns around social exclusion and bullying, and stress and coping with unmanageable feelings.

Clinical services returned predominantly in-person during 2022 with telehealth offered as needed. Medfield Outreach provided over 965 hours of clinical services to Medfield residents in 2022, approximately 20 hours per week.

Programs -Medfield Outreach also facilitates various groups, programs, and services within the community. This programming is related to the needs of youth and their families. The programs offered are often focused on prevention and psycho-education. Many programs reflect a collaborative relationship with other organizations. Due to the continued COVID-19 pandemic concerns, while much of Outreach's meetings and programs were transitioned back to in-person, the option to meet virtually was utilized when appropriate. Zoom or other HIPAA compliant telehealth platforms were utilized as needed.

- ***Key Highlights in 2022***

- Made possible with a \$12,000 grant from the Medfield Foundation Legacy Fund, Medfield Outreach worked with a group of stakeholders and a consultant to conduct a community needs assessment and created a strategic plan that will inform the work of the department over the next 3 years. For more

information see: <https://www.town.medfield.net/2120/Outreach-Strategic-Plan-Community-Survey>

- Continued collaboration with the schools included:visits to 10th grade Wellness classes to provide psychoeducation about mental health and substance use prevention and to familiarize students with the Medfield Outreach's services.
- Provided Child Development/Play Therapy Presentation to students in High School studying Child Development.
- Backpack distribution (70 Backpacks) partnered with Backpacks for New Beginnings; backpacks included school supplies and \$25 gift-certificate for Park Street Books, program partnership with The Gift of Reading.
- Determination of eligibility of applicants for Medfield Foundation's Community Assistance Fund, coordination of payment disbursement, provision of alternate appropriate resources.
- Determination of eligibility of applicants for MFI Campership Scholarships, collaboration with Parks and Rec and provision of MFi Campership Scholarships and Pond Passes.
- Hosted a summer Intern who played key role in fall prevention programming initiative
- Continued participation in "The Gift of Reading", determination of eligibility of applicants for the program, responsible for coordination of Book Buck and their confidential disbursement - approx 60 gift certificates to purchase independent reading books distributed to children from income eligible families
- Field placement site for Boston College clinical intern, which increased capacity of provision of clinical services to four youth and their families
- Certification of QPR Gatekeeper Training for Suicide Prevention for three staff in Outreach Department.
- Collaborated with MCSP and MCAP to co-host a double booth at Medfield Day focused on providing information and resources about mental health, substance use prevention, and self-care. The booth included a wheel game, education and prizes for kids.

- ***Prevention Programming***

Medfield Cares About Prevention (MCAP): Medfield Outreach is a founding member of MCAP, a community coalition that strives to reduce substance misuse and to promote a culture of safety throughout Medfield. Our membership consists of: parents, clergy, law enforcement, schools, town government, youth, youth-serving agencies, health professionals, park & recreation, substance misuse prevention professionals, pharmacists, volunteers, and more. For

more information about MCAP visit www.medfieldcares.org. In October of 2019, MCAP began year one of a federal Drug-Free Communities Grant. This grant provides \$625,000 over a period of five years and aims to implement evidence-based strategies resulting in reduced youth substance use.

Key Substance Use Prevention Programming Highlights in 2022:

- Concluded Year 3 (09/30/21-9/29/22) and commenced year 4 (9/30/22-9/29/23) of the Drug-Free Communities Grant (5 year grant). The Town of Medfield is the fiscal agent for this grant and continues to meet and exceed all expectations associated with federal grant requirements and remains in excellent standing.
- Medfield Outreach has secured the services of a consultant in preparation for applying for years 6-10 of the Drug-Free Communities Grant. Prior collaboration with a consultant has put Medfield in a desirable position to be refunded.
- Completed Minimum Purchase Age Compliance Checks in partnership with the Alcoholic Beverage Control Commission of Massachusetts and the Medfield Police Department. All 12 Medfield establishments that were open at the time the compliance checks were carried out passed! These checks will continue to be carried out annually.
- Initiated and collaborated with the Medfield Board of Health and a local completed two tobacco/nicotine undercover buyer inspections and a retail store inspection at each of the six tobacco and nicotine retailers in town. These checks will continue to be carried out twice per year.
- MCAP continues to work closely with the Community of Anti-Drug Coalitions of America (CADCA) Evaluation Team, to assist with data collection related to our coalition work. 2022 outcomes include: coalition staff facilitating 3 adult focus groups about local youth substance use, the creation of a parent/guardian survey about Medfield youth substance use (to come out in early 2023), completion of a coalition member training about how to determine the best evidence-based strategies to address youth substance use and the creation of a year-long Process Evaluation Plan
- Partnered with the Medfield Police to advertise and facilitate one Drug Take-Back Day at the Public Safety Building.
- 5 Medfield Outreach and Medfield High School staff attended a full-day iDECIDE facilitator training in December. The iDECIDE (Drug Education Curriculum: Intervention, Diversion, and Empowerment) program was developed by the Center for

Addiction Medicine at Massachusetts General Hospital (MGH) in collaboration with the Office of Youth and Young Adult Services at the Massachusetts Department of Public Health (DPH) and the Institute for Health Recovery (IHR). The program is designed to provide schools with an equitable, supportive, and scalable curriculum that can be implemented as an alternative to punishment for substance use infractions. Medfield Outreach staff are now well positioned to support the Medfield Public Schools with this program, as needed.

- Partnered with the Medfield Public Schools, the Medfield Police Department and the Town of Medfield to design, locate, print and place new “no substances allowed on school property” signs at all school-maintained fields and outdoor sporting facilities.
- The Director of Medfield Outreach and Medfield Public School’s Director of Wellness took 7 students to the Norfolk District Attorney’s Team Rival Leadership Conference. At the conference, Medfield High School was awarded \$1,500 for winning their bracket against Dover and Westwood. This award was earmarked for future substance use prevention initiatives in the high school. Medfield has won its bracket every year since the program’s inception!
- MCAP and Medfield Outreach continued to collaborate with the MPS to offer presentations and programming focused on substance use, mental health and the available resources.
- In April 2022, Medfield Outreach staff advised an inspired MHS sophomore to design and carry out the first ever student-led, student-focused local resource fair for MHS students, called Medfield Connects. The second annual Medfield Connects resource fair will be taking place in April 2023. MHS was a huge supporter of this initiative and it was a success! The Norfolk Sheriff’s Department attended and offered a distracted driving program during the fair, increasing their reach to students.
- Lastly, two MHS student groups have formed in collaboration with Medfield Outreach: a student support group that meets monthly during flex period to discuss current youth issues, and an after school student club “Students for Medfield” focused on uplifting youth voices on topics related to promoting wellness.
- MCAP helped to financially support the 2022 All Night Graduation Party for MHS seniors as well as provided coalition members to chaperone on the night of the event.
- MCAP paid in-full for all student bus transportation to and from the senior prom. A quote from resident and prom organizer, Mod Coletti, about the impact of this initiative: “We had 312 sign up for the bus. It was the first ‘normal’ prom in two years and I think this subsidy just helped the students make the prudent

choice of taking the bus. So much so that we had a last minute scramble to try to find an additional bus which wasn't easy in light of timing and driver shortage." A true public safety victory!

Medfield Coalition For Suicide Prevention (MCSP): Medfield Outreach is a founding member of the Medfield Coalition for Suicide Prevention (MCSP). This coalition formed in September of 2017 in response to loss through deaths by suicide and growing concerns around how these losses have impacted the broader community. Membership includes key stakeholders in the community from various sectors including: law enforcement, schools, faith groups, council on aging, parents, medical professionals, mental health professionals, and youth. MCSP's focus has been multipronged: to reduce stigma associated with mental health; to provide education about access to mental health resources and to educate residents about various ways to help prevent suicide. For more information about the MCSP coalition, visit the website at medfieldcsp.org.

Key Suicide Prevention Programming Highlights in 2022:

- *Medfield Moves for Mental Health*
 - The MCSP coalition again sponsored a "Medfield Moves for Mental Health" initiative during the month of May during Mental Health Awareness month. Throughout the month of May, mental health facts and resources were shared via social media. Community members who participated in the month-long programming by moving to improve mental health, or by sharing social media posts, were entered into drawings for prizes donated by local businesses.
 - Tracy Buckley from Medfield Yoga Studio donated her time and talents to lead an outdoor Yoga on the Turf event as part of the Mental Health May initiative.
 - In April, MCSP sponsored a virtual presentation of "Healthy or Disordered Eating?" The Executive Director of the Multi-Service Eating Disorders Association, MEDA, presented via Zoom.
 - In June 2022, Three staff attended an all day training to receive a three-year Certification of QPR Gatekeeper Training for Suicide Prevention.
- *Suicide Prevention Awareness Month*
 - For Suicide Prevention Awareness Month in September, the coalition hosted a variety of initiatives. To increase

visibility of the cause, purple (the color associated with suicide prevention) ribbons were attached to telephone poles on Main Street and North Street. The ribbons were tied with tags containing QR codes that were scannable for resources pertinent to suicide prevention. Purple lights were displayed in businesses and organizations in, and around, the center of town.

- A Yoga on the Turf event was held in September, again, led by Tracy Buckley of Medfield Yoga Studio. The turn out by students was impressive!
- The Medfield Coalition for Suicide Prevention collaborated with Medfield Outreach and MCAP to host a joint booth on Medfield Day focused on mental health, substance use prevention, and self-care.
- MCSP continues to partner with the Medfield High School Student Chapter of Active Minds. This year, MCSP sponsored purple beads to all students in the middle and high schools for a day-long “Purple Washout” to promote awareness of mental health and suicide prevention.
- Director of Medfield Outreach, SEL Director, David Worthley, and student leaders attended King Phillip High Schools Active Minds suicide prevention exhibit “Send Suicide Packing”. This event raised awareness about suicide prevention, the ripple effect of suicide on others as well as the provision of resources.

- ***Community Collaboration-*** Medfield Outreach collaborates with a wide network of organizations to better meet the needs of Medfield youth, families and residents, including: Medfield Public Schools, Medfield Police Department, Norfolk County District Attorney’s Office, the Internship Clinical Collaborative (with similar offices in Needham, Dedham and Westwood), the MetroWest Substance Awareness & Prevention Alliance, the South Middlesex Opportunity Council Fuel Assistance Program, Medfield Food Cupboard, Medfield Home Committee, Medfield Helping Hands, Medfield Foundation, Medfield Council on Aging, Medfield Public Library, Medfield Park and Recreation, the Medfield Angel Run Fund, Medfield Cares About Prevention, Riverside Community Care, Medfield Christmas Angels, the Lion’s Club, MEMO, the United Church of Christ- Medfield, and various other state and federal agencies, professional associations, clinical services, religious institutions, parent gatherings, and civic organizations. Medfield Outreach staff have presented in various Medfield High School classes on topics such as substance use

prevention, how to help a friend, and learning signs and symptoms of mental health disorders.

- ***Medfield Outreach as a channel for giving-*** 2022 was another year of generosity that met many needs of residents through local collaborations:
- **Medfield Helping Hands, Medfield Lions and Medfield Home Committee:** Many families found specific needs met during long term illness from the support of Medfield Helping Hands, a network of over 600 residents who make meals and provide other types of assistance. Medfield Helping Hands along with Medfield Lions and The Home Committee also supported the Medfield Outreach Birthday Wishes Program, providing gift cards to parents experiencing financial crises so that parents could purchase a birthday gift for their children. Over 150 children received a gift card through this partnership.
- **Holiday Giving:** In December of 2022, the Medfield Outreach Holiday Gifts Program approximately 50 families. The community came together through the combined efforts of many individuals and organizations:
 - The Medfield Christmas Angels (a program designed to help Medfield families anonymously sponsor another Medfield family for Christmas)- sponsored approximately 50 families
 - Fitness Together in Medfield Hosted a giving tree that supported families and additional Birthday Wishes donations.
 - Girl Scout Troop 70658 organized a hugely successful toy drive in support of the Holiday Gifts Program
 - Another individual who works in Medfield sponsored a family for the fourth year in a row.
 - Knights of Columbus Cassidy Council again provided two dozen brand-new winter coats for youth.
 - Several private donors provided new clothing, toys, gift cards, and monetary donations
 - This year our partnership with the Wish Makers grew, helping distribute gifts to additional Medfield residents, expanding the reach of holiday giving.
- **Community Assistance Fund, Year round help:** The Medfield Foundation Inc. hosts the Angel Run, an annual run held in December. The Angel Run provides discretionary funds that eligible Medfield residents may access. The application process and eligibility determination is led by Medfield Outreach, while the awarding of funds is decided by a team of key stakeholders. Many residents were provided with funds to help with the expense of utilities, rent, and to secure other essential needs. The December 2022 Angel Run was met

with great success and will enable the fund to make meaningful contributions in people's lives.

- ***Volunteer programming*** - Medfield Outreach hosts volunteers of all ages to assist with the implementation of various programs and fundraising endeavors. Opportunities arise throughout the year. Assistance with youth prevention programs, parent education programs, and hands-on assistance during Medfield Day are predictable opportunities available. All volunteering is time limited with a specific purpose. Board member openings are projected for 2023 for teen members. Call the Medfield Outreach office at 508-359-7121 to inquire.

Donations - Medfield Outreach seeks to expand the reach of services and create innovative programming. Grant funding and donations have been utilized to purchase items for the office, cover the cost of presentations, and to cover programming related expenses when possible. In 2022, Medfield Outreach staff were grateful that generous donations were made from Medfield Employers and Merchants Organization (MEMO), Medfield Lions, Medfield Home Committee, Womens' Group Anchor + Ocean Society, and private donors.

A sincere thank you to our past donors and to our future donors! Donations can be made to Medfield Outreach through a check made out to the Medfield Outreach Gift Account.

Respectfully submitted,

Kathy McDonald, LICSW
Director Medfield Outreach

COUNCIL ON AGING

To the Honorable Board of Selectmen
and Residents of Medfield:

The Center at Medfield offers valuable services to our senior community and their families by providing transportation, meals, counseling, and a variety of other benefits as we collaborate with human service agencies, voluntary organizations, governmental agencies and HESSCO to ensure that community member's needs are met. A monthly newsletter is available on the town website or by mail detailing events, activities and services provided by the Council on Aging. This town department is under the guidance of an appointed board. Those currently serving are Robert Heald, Chairman, Richard Ryder, Laurel Scotti and Annette Wells. I would like to thank past board members, Katie Robinson and Heidi Groff, for their time, effort and support they gave to the Council on Aging.

This will be my last Annual Report for the Council on Aging as I am retiring from the COA December 31, 2022 after 21 years and 4 months of service to the town and the seniors to whom I have been honored to have served. The 2022 COA staff includes Sarah Hanifan, Volunteer Coordinator who has accepted the position of Director upon my retirement, along with Susan Longmoore, Outreach Coordinator; Peter Burke, Transportation Coordinator; Adult Respite Care Program, Diane Croteau, Coordinator and Ann Hunter. I would like to thank both Kathy Powers (10 years with the Club) and Patricia Pembroke (8 years with the Club) as they both retired in April 2022. The Saturday program is staffed in 2022 by Jennifer Doherty and Annemarie Gieskes.

I would like to share pictures of my time at the COA beginning in 2001 when we were in the Seniors Room at the Pfaff Center. The first picture is taken when I first started in August 2001 with COA Vice-Chair Ruth Nadler and COA Chair Lou Fellini. My first goal was to increase programs which would increase participation and that it did! Our first big event was a Halloween party in October, a Christmas celebration and a lobster bake in summer to feature a few.







During the years from 2001 to 2004 the COA grew with attendance, programs and services to the point that the parking lot at the Pfaff Center could not accommodate programming for both Park and Recreation and the Council on Aging. At the April 26, 2004 Town Meeting, Article 21 passed to appropriate \$2,000,000 for the purpose of designing, constructing, furnishing and equipping an Adult Community Center, which is now known as "The Center".



Over the next couple of years we watched the building go up and finally on January 8, 2008 the Town Administration, The COA Board and staff, community members and friends watched as Chairman Lou Fellini broke a champagne bottle at the entrance as we all celebrated the opening of The Center!

Amazingly, all the programs that were held in the Seniors Room at the Pfaff Center carried over to the Center. However, now we had more space, more parking and options for growth. And grow we did! The chart below shows the growth in participation.

YEAR	DUPLICATED PEOPLE SERVED	UNDUPLICATED PEOPLE SERVED	DUPLICATED EVENTS	UNDUPLICATED EVENTS
2006	6715	240	6351	234
2007	8497	325	7724	302
2008	9613	519	8916	468
2019*	29004	1064	24805	958
2022**	20071	1125	17460	797

*Before Covid Pandemic

**Still recovering from Covid Pandemic

During the years from 2008 to 2019, The COA was extremely active with a variety of trips, programs and events. Below are pictures of some of our activities:

Enjoying our new Bocce Court in 2010

Thank you DPW!



Weekly cookouts in 2011 always brought out the best line dancers!



The Club at the Center

In December 2011, I submitted a grant to MetroWest Health Foundation to address the needs of caregivers by providing a Supportive Day Program, providing supervised socialization and programming to individuals with mild cognitive impairment or other chronic conditions. The Adult Respite Care Program, known as The Club, opened on March 20, 2012 and continues to help and support caregivers and their loved ones.

Bermuda Cruises 2014 and 2017





Monthly Breakfast Chefs 2012!



Annual February Chocolate Tasting 2018



One of our Summer Cookouts on June 6, 2018



The Saturday Program started March 3, 2018 through a grant from Metro West Health Foundation to address weekend social isolation.



Visiting the Jersey Shore June 2018



Visiting Quebec in 2019



During the pandemic we had a variety of parking lot parties, outside exercise, drive thru coffee and so many other appropriate activities to keep people engaged.



On May 5, 2021 The Center reopened following the Covid pandemic. How wonderful it was to open our doors and have people in the beautiful building!



The FOSI Yard Sale returned on April 2, 2022 with another banner sale! Pictured are all those that worked on the sale to make it one of the most successful sales in FOSI's history!

I have enjoyed every moment as Director of the Medfield Council on Aging. I have met and worked for so many wonderful people and their families. Everyday has been a pleasure. I am proud of what I have done and created. The Center at Medfield is a magical place and in this last year, I was awarded the 2022 Heroine Award by the Massachusetts Commission on the Status of Women. Thank you for allowing me the opportunity to serve the senior community in Medfield for 21 years and 4 months.

Respectfully Submitted,

Roberta Lynch, Director

Council on Aging Board: Robert Heald, Chairman, Richard Ryder, Annette Wells, Laurel Scotti 12/12/22

TREE WARDEN AND INSECT CONTROL DEPARTMENT

To the Honorable Board of Selectmen
and Residents of Medfield:

This report is for the calendar year ending December 31, 2022

Due to COVID-19 we were unable to conduct any in-person tree hearings.

Two Massachusetts laws – MGL Ch.87 (Shade Tree Act) and MGL Ch.40, Sec 15C (Scenic Roads Act) created overlapping responsibilities for the Tree Warden and the Planning Board. The Shade Tree Act gives the Tree Warden jurisdiction over the planting or removal of any public shade trees in the public way or, in some circumstances, on public property. In response to a proposal to remove public shade trees, the Tree Warden schedules a public hearing for input. Following the public hearing, the Tree Warden decides whether or not the trees can be removed and, if so, whether conditions will be attached to that removal (planting new trees, for instance).

The Scenic Roads Act, on the other hand, gives Planning Boards jurisdiction over the removal of any public shade trees or existing stonewalls in a public way, designated as a Scenic Road. The purpose of the Act is to protect the character of historic local roads by preventing the removal of key features such as significant public shade trees and historic stonewalls. To accomplish this, the Act requires that any proposal to remove public shade trees or stonewalls must undergo a Planning Board public hearing to solicit public input that the Board must then decide whether or not to allow the removal of the features, and if so, to determine whether any conditions should be attached if removals are allowed.

The following streets have been accepted by Town Meeting as Scenic Roads in accordance with the Scenic Road Act, MGL Ch.40, Sec.15C:

Causeway Street, Elm Street, Farm Street, Foundry Street, Hartford Street, Millbrook Road, Nebo Street, Noon Hill Road, North Street, (Harding Street to the Dover Town Line), Orchard Street, Philip Street, Pine Street (Cedar Lane to the Dover Town Line), Plain Street, School Street and Wight Street.

We had fifteen (15) calls from the Police Department for minor tree damage due to wind and snow storms this past year. It should be understood that the Tree Warden's position is categorized as part-time.

We removed twenty-three (23) stumps with the stump grinding equipment that is shared between three local communities.

Stumpy's Tree Service is the Town's current contractor working under the second year of their two-year contract.

Approximately thirty-four (34) ash and pine trees were removed due to the Emerald Ash Borer. The Emerald Ash Borer is a small invasive beetle that is devastating to all ash tree species in Massachusetts.

Due to the dry weather this year, we only planted about eleven (11) trees. There were eight (8) planted at Vine Lake Cemetery, two (2) on Pine Street and one (1) on school property.

We recommend that all firewood should be purchased locally due to the concerns of the Asian Longhorned Beetle.

The presence of Lyme Disease is still prevalent.

The ongoing line clearing by Eversource is continuing on the following streets: North Street, Farm Street, Harding Street, West Mill Street, and West Street. The project was overseen by an Eversource Arborist and the Tree Warden.

The Tree Department would like to thank Leuder Environmental Tree and Landscaping for their help and professional advice and all various Town of Medfield Departments for their assistance throughout the year.

Residents are reminded that if they DO NOT wish spraying to be done on their property, prior notice must be sent to the Town Clerk or by registered mail, no later than March 1st of that year. This notice must be given each year.

Respectfully submitted,

Edward M. Hinkley
Tree Warden
Director of Insect Pest and Pest Control

MEDFIELD ENERGY COMMITTEE

To the Honorable Board of Selectmen
and Residents of Medfield:

2022 Medfield Energy Committee (MEC) Annual Report

About the Committee

Following years of great progress under the dedicated leadership of Fred Davis, the MEC changed leadership in 2022, restructuring work groups to align with the priority actions of the Town of Medfield Climate Action Plan (TOMCAP). On September 27th, 2021 the Board of Selectmen (BOS) amended the charge to the MEC to reflect implementation of TOMCAP as follows.

The Board of Selectmen appointed an Energy Committee to look, first and foremost, at the Town's energy use and, secondly, at the energy use of Town residents and businesses to see if the Town and its residents/businesses could save money and improve the environment, through the more efficient use of energy resources. In addition, the Board recognizes the responsibility of each and every individual to do his/her part in reducing energy consumption and/or reducing potentially harmful emissions as part of a national energy conservation effort. To this end, the Selectmen ask the Committee to look at the following areas:

- *Establishment of a baseline for measuring progress on reduction of energy usage –*
- *Reduction of energy consumption through retrofitting of existing buildings, equipment, vehicles or processes. –*
- *Design or purchase of energy efficient buildings, equipment, vehicles or processes. –*
- *Utilization of alternative energy sources. –*
- *Development of public relations measures to encourage energy conservation*
- *Transportation initiatives*
- *Advise on and support the Town's implementation of the Town of Medfield Climate Action Plan*

The Selectmen recognize that the above list may not address all of the possible climate solutions, and encourage the Committee to develop its own agenda and initiatives. To keep the Committee size at a reasonable level, Town officials were either made exofficio members of the Committee or are available for consultation with you or for development of information, which will assist you in your deliberations. It is hoped that your Committee will meet, regularly, with the Board of Selectmen to keep board members and the general public informed of

its progress. On behalf of the residents of Medfield, the Selectmen would like to thank you for undertaking this critical task.”

The Energy Committee Structure is made up of a steering committee of an At-large seat – Cynthia Greene, Town liaison seat – Hildrun Passas, and pillar leads. The TOMCAP led to a reorganization of the Energy Committee with the formation of three corresponding pillars – Renewables – Penni Conner, Buildings – Jim Nail and Transportation – yet to be named. All three pillars have independent meetings that are posted.

Priority actions within the pillars come from the TOMCAP, and the pillar subcommittees report out at MEC monthly meetings held on the 2nd Wednesday of the month from 7-9 pm.

Key 2022 Activities and 2023 plans

1) Green Communities

Medfield became a Massachusetts Green Community (GC) in 2017 and has been receiving grants and producing annual reports on our progress for the Department of Energy Resources (DOER) ever since. The 2022 MEC GC Annual Report was submitted to the DOER in December 2021. In 2022 Medfield was awarded a total of \$179,884.00 from DOER and those funds were used to replace aging equipment with more energy efficient equipment resulting in an annual savings of \$26,509.00, 6,154 Gas Therms, and 107,134 KWH saved and \$530,180.00 expense avoidance and income over 20 years.

The following projects that were completed under the 2022 grant cycle:

1. Blake: Installed heat pump hot water heater
2. High School: Replacement lighting completed
3. Electric Vehicle (EV) Chargers: Installed at Blake, the High School, Janes Avenue, and Memorial. These installations are not fully complete.
4. Blake: Installed high efficiency gas boiler (estimated 17% savings of natural gas annually, as well as increased reliability)
5. Wheelock: Installed heat pump hot water heater, replacing a failing natural gas system.

Since 2017, the town, through the MEC has received \$466,015.00 in grant funding from MA DOER that equates to a total saved of \$1,628,180.00 (1.6 million) through expense avoidance and income over 20 years for the town of Medfield. These projects have also reduced the overall greenhouse gas emissions of the town which is in alignment with the Town of Medfield Climate Action Plan (TOMCAP).

2) Energy Manager

This year the Town approved the continued funding of a consultant, Susan McPhee from Spark Energy Conservation, to help the Town with Green Communities work and other projects. Without Susan's work many of the GC and other energy projects would not have been accomplished and we are grateful for her service in saving the town money, energy and reducing greenhouse gases.

3) 2021 Warrant updates

Community Choice Aggregation (CCA) - The 2021 Medfield Town Meeting (TM) voted to move forward with creation of a Community Choice Aggregation (CCA) program in Medfield that will offer new electricity supply options for residents and small businesses. Roughly 150 other communities in the State are engaged with CCA programs. With the Town's affirmation, a sub-committee of Megan Sullivan, Gus Murby, Robert Winograd, with 2 open positions was formed, an experienced CCA consultant, Good Energy, L.P., represented by Patrick Roche, Director of Innovation in New England, was selected to assist with development of our program, and a Plan for implementation was written, leveraging the experience of other Massachusetts communities.

In 2021, two public review periods in January and July/August were held seeking public input on the Plan. The Select Board approved the Plan in January and again in August following incorporation of public input and updates prompted by Massachusetts Department of Public Utilities (DPU) rulings with other community submissions. In January 2022 the Medfield Plan was submitted to Massachusetts DOER for its required review, and we received its Consultation Letter in June permitting our submission to the DPU. On November 22, 2022 the DPU held its public hearing with Medfield allowing it to move forward with Plan assessment, and in turn, its approval. In 2023 we expect to receive DPU's approval so that we may engage with electricity supply bids and a program to educate Town residents and small businesses about new supply options that will become available.

Town of Medfield Climate Action Plan - The 2021 TM passage of the [Climate Resolution Warrant article and Net Zero 2050](#) goal required the Town to develop a Climate Action Plan. A workgroup composed of Energy Committee members and interested Medfield residents began work on the first Town of Medfield Climate Action Plan (TOMCAP) in mid-2021 and continued to meet in 2022 to develop the draft.

An extensive outreach campaign was conducted seeking input from Medfield Town boards and residents, including a Metropolitan Area Planning Council (MAPC) supported interactive workshop funded through a grant. Comments were incorporated into the plan and the

final TOMCAP is being presented to the Town Boards and Committees with the goal of determining opportunities for each to incorporate actions to support the goals of the TOMCAP.

TOMCAP is as an ever-green plan that will be updated as needed, and in accordance with the warrant article, which states that the “Town of Medfield ... encourages the Board of Selectmen, all Town Boards and Committees, and residents and businesses to take action in the furtherance of Medfield’s climate goal by developing a Net Zero Action Plan” outreach and education efforts will continue.

Net Zero - The Town of Medfield is dedicated to reducing carbon emissions to align with the Commonwealth’s 2050 Carbon-neutral (‘Net Zero’) goals to fight climate change. Medfield voted to support the development of the TOMCAP to ensure Medfield meets the goal of being a carbon neutral municipality by 2050 in an equitable manner that recognizes that socially or economically disadvantaged populations bear a greater burden of the harm from climate change.

The 2020 preliminary Greenhouse Gas emissions inventory informed the prioritization of the near-term efforts towards de-carbonization and the TOMCAP details the primary strategies the town has developed to achieve the long-term goal of ‘Net Zero by 2050’. The strategies include three main pillars: transitioning away from fossil fuel buildings and vehicles, exploring the feasibility of energy efficiency measures in homes and municipal buildings, and promoting the installation of renewable energy infrastructure. An additional strategy known as carbon sequestration is expected to become the fourth ‘pillar’ as the approach and technology continues to improve. Initial conversations with Medfield Transfer Station and Recycling Committee (TSARC) and ConCom have been held to consider their role in planning for zero waste and enhancing natural resources for increased carbon fixation.

4) Pillar Updates

Renewables - The Renewable subcommittee of the MEC was established in July 2020 with the objective to: “Review proposed solar installations, and provide recommendations, specifically in regard to consulting on proposed projects; develop recommendations on project implementation and provide the community with information and education.” The solar subcommittee has 12 members and meets monthly.

Highlights of the committee work include:

- Completed purchase power agreement with Solect Energy to build and install a 216 solar array at DPW.
- Completed the renewables section of the TOMCAP

- Expanded the scope of the subcommittee to include all renewables.
- Completed initial solar potential assessment of town facilities to identify total renewable potential.
- Prioritized renewable projects on municipal buildings. There are 5 school buildings on the list. The Committee continues to work with the school committee to discuss the projects, develop community outreach and education plans, and to advance the projects.

The 2023 priorities are to advance more renewable projects on town facilities, host a series of community education and outreach campaigns to provide insight on proposed town facility solar installations, and encourage investment in solar for Medfield homes and businesses.

Medfield Town Garage/DPW with roof-top photovoltaic array under construction, January 2023 (photo credit: Solect Energy -January 2023)



Buildings -The buildings subcommittee is identifying opportunities to first reduce energy use and then to electrify all uses. The buildings subcommittee has 3 members and meets monthly.

Highlights of the committee's work include

- . Residential energy education at Medfield Day
- . November 30, 2022 MassSave assessment presentation held in collaboration with Medfield Environment Action (MEA) and Sustainable Medfield (SM).
- . Identification of building envelope and heating, ventilation and air conditioning (HVAC) replacement projects that could be done in town and school buildings over the next 5 years. These are listed in the anticipated projects of the Municipal Building Stabilization Fund 2023 - 2026. The building subcommittee is exploring how to broaden the scope of these projects to incorporate higher levels of energy reduction and planning for electrification. Specifically, we have met with MassSave to examine the Town Hall and Memorial School and expect a proposal from them on developing an electrification approach by the end of December 2022.

- . Work with the Medfield State Hospital and other developments in town to ensure they are energy efficient and consider the installation of renewables.

The 2023 priorities are to:

- . Work with town staff to incorporate energy performance and decarbonization into the building evaluation criteria for the updated 20-Year Facilities Plan.
- . Work with the newly-convened School Building Committee on the feasibility and financial advantages of Net Zero, decarbonization, and high-performance building and gain their commitment to apply these principles to the new school building or renovation.
- . Engage a broader audience of Medfield residents to: 1) provide education on electrification and decarbonization, 2) steer them to purchase heat pumps, heat pump water heaters, electric vehicles, etc. in all new purchases.
- . Continue to monitor other town's adoption of the opt-in stretch code and advise MEC whether to pursue adoption of the opt-in stretch code by Medfield in 2024.

Transportation - The transportation subcommittee is still looking for a lead or coleader for the committee and has been meeting on an ad hoc basis with interested MEC members.

Highlights of the subcommittees work:

- . Electric Vehicle Participation in “Medfield-on-the-Charles Auto Show”
- . Climate Action Plan efforts including: In-person public events, Town-wide zoom presentations with public questions.
- . Helping the town departments, Fire, Police, and DPW evaluate and plan for incorporating electric vehicles into their departments.
- . Conducting discussions with school officials to support pursuing electric school buses through the federal and state programs.
- . Helping to establish 3, town-owned, electric charging stations, funded through the GC grant program. The town also participated in the utilities “Make Ready” program that paid for the required utility infrastructure. Three, dual-head, stations have been installed and are being commissioned, one at the Townhouse, the Middle School, the High School. These chargers will be open to the public and rates are being determined.

The 2023 priorities are to:

- . Work on municipal fleet electrification integrated in capital planning and departmental decisions, including support for Medfield Public Schools fleet electrification
- . Work on promoting residential EV ownership (car show, EV owners/decarbonizers)
- . Work with Safety Committee, DPW, BoS, Planning Board, Police Department on bike and pedestrian safety and paths

The MEC stands ready to help departments develop best applications, timelines, pilot programs, and other plans for EV's.

5) Community outreach and partnership with Sustainable Medfield (SM) and Medfield Environment Action (MEA)

The MEC, with the MEA and SM, engaged in extensive public outreach to educate residents on how to reduce their energy use. The MEC is a networking partner/ collaborator with SM and participates in their quarterly meetings where MEC shares information on activities. MEA assisted in writing several informational articles in the Hometown Weekly and the Patch.

In 2022, MEA, SM and their members helped the MEC to prepare, publicize and/or execute energy and greenhouse gas reduction strategies at sixteen different events: “How to calculate your carbon footprint” featuring Fred Davis, Chair of MEC (on Medfield TV); several webinars on MassSave, TOMCAP, Heat pumps (posted on

MEA website and Medfield TV YouTube), home efficiency and incentives, and decarbonization; promoted TOMCAP with a survey, a promotion of the public comment period, a Medfield TV interview with Hilli Passas at the Spring greening Fair at First Parish UU where Eric Shand demonstrated electric lawn and garden care equipment, and at an interactive workshop, hosted by the Metropolitan Area Planning Council (MAPC); promoted electric vehicles (EV) at a New 'n Towne "Touch-a-Truck" event, and with EV owners' displaying their EVs at the Medfield on the Charles Classic, Antique and Custom Car Show; helping to staff two booths at Medfield Day with information on how to save on utility bills, get a MassSaves energy assessment, and with a miniature house showing those energy reduction technologies; a lawn sign campaign advertising the climate-friendly technologies, such as electric vehicles, solar panels or heat pumps that our Medfield residents and neighbors are using (each sign had a QR code linked to resources on the SM website); and finally, social events including a Summer Soiree at Kingsbury club/Ice House restaurant, and a Fall Social, at 7th Wave Brewery which promoted this local business with the largest solar array in Medfield. Much of this outreach work is beyond the capacity of the MEC, and the committee is grateful for the support we receive from SM and MEA.

6) General Updates

State legislation - Massachusetts continues to offer rebates and incentives to citizens who reduce their energy use and greenhouse gas emissions. The Department of Energy Resources' Renewable and Alternative Energy Division's (DOER) Solar Massachusetts Renewable Target (SMART) Program offers people who qualify incentives to add solar panels to their residents. For residents in Massachusetts there are incentives to purchase or lease a new eligible electric vehicles and trucks through the MOR-EV program. Mass Save offers rebates on home heating and cooling equipment, such as heat pumps, water heaters, smart thermostats, washers and dryers, and lawn equipment, etc., and energy efficiency incentives for those building or renovating a home.

Federal legislation - Federal legislation passed in 2021 and 2022 will fund planning and implementation for greenhouse gas reductions. The Infrastructure Investment and Jobs Act (IIJA), provides \$7.5B for electric vehicle charging,

\$65B to upgrade power infrastructure for clean energy transmission and the grid, and \$5B to deliver clean electric school buses nationwide. The Inflation Reduction Act provides \$271B for IRS tax credits for energy efficiency, electric vehicles, low carbon fuels, etc., \$41.5 B for greenhouse gas reduction grants for planning and implementation, clean heavy-duty vehicles and more. Medfield may be eligible to take advantage of some of these opportunities in tax credits, greenhouse gas reduction planning and implementation grants and clean school buses, etc. in 2023.

Contributors to the report include Hildrun Passas, Penni Conner, Jim Nail, Andrew Jarrell, Jim Redden, Susan McPhee, Emily Lowney, Megan Sullivan and Cynthia Greene with input from all MEC members.

The MEC is grateful for all the support from the Board of Selectman, Town Administrators, various town departments, School Committee, Police and Fire Department, DPW to name a few, and to all the people of Medfield who continue to support the efforts of the MEC and TOMCAP.

Respectfully submitted,
Cynthia Greene, Medfield Energy Committee,
At-Large member.

Norfolk County Registry of Deeds

2022 Annual Report to the Town of Medfield

William P. O'Donnell, Register
649 High Street, Dedham, MA 02026

As the impact of the Covid-19 pandemic lessened in 2022, the Norfolk Registry of Deeds was able to fully resume normal operations and increase its community outreach efforts. I am particularly proud of our staff, who worked diligently throughout the pandemic and enabled the Registry to remain open and operational for the recording of land documents every work day from the onset of the pandemic in 2020.

The year 2022 saw some changes in the Registry's operations, some positive, some not. Despite the increase in the Registry's reliance on its information technology structure due to, among other things, a marked increase in the electronic filing of documents, the Norfolk County Commissioners decided to consolidate the Registry IT staff with the County and eliminate the direct report, on-site Registry IT Department.

I greatly appreciate the voices and efforts of so many attorneys, real estate brokers, assessors, engineers, trade organizations, and just regular citizens, many from **Medfield**, who were concerned about the title to their homes in trying to keep the Registry IT Department as it had been for over 35 years. You have to accept decisions and I and my Registry senior staff are cooperating with the County to envision a plan that will not negatively impact Registry operations and services due to the elimination of its on-site direct report to the Register, a Registry IT staff.

The Registry operates under my supervision and management as the elected Register. I have held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, dating back to President George Washington's administration, the Registry's mission has remained the same: to maintain and provide for accurate, reliable, and accessible land records to all residents and businesses of Norfolk County. The modernization initiatives implemented during my administration have created a sound business operation oriented toward quality customer service at the Norfolk Registry of Deeds.

2022 Norfolk County Registry of Deeds Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and

Copy Center at 781-461-6101, Monday through Friday, between the hours of 8:30AM to 4:30PM.

- In calendar year 2022, **the Registry collected approximately \$67.3 million dollars in revenue.** Out of that money, more than \$57.4 million was apportioned to the Commonwealth and more than \$9.9 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. There was collected \$5,635,350 pursuant to the Community Preservation Act (CPA).
The Registry of Deeds continues to address legislative issues to benefit consumers. In 2023, we will continue to advocate for filed legislation that accomplish mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds in a timely manner.
- This year saw a record number of electronic recording filers, **approximately 2,600.** The Registry recorded more than **83,000 documents electronically,** accounting for nearly 80% of all recorded land records.
- Norfolk Registry of Deeds was the first registry in Massachusetts to electronically record registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. Initially, the percentage of registered land documents recorded electronically was 15%. The percentage of registered land documents recorded via electronic recording has now grown to over 70%.
- In 2022, we shelved Registry of Deeds Book 40401. At the end of 2022, we were processing the documents for Book 41000. These books house land records dating back to 1793 and are available for public research. For the sake of security and redundancy, we store our documents in three different ways: hard copy, electronically, and by microfiche.
- In calendar year 2022, the Registry processed over **11,200 Homestead applications.** The law, Mass General Law Chapter 188, provides limited protection of one's primary residence against unsecured creditor claims.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes,

noted authors, and leaders in their fields of education, the environment, and the law.

- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. Nearly 2,000 Norfolk County residents have signed up for this free service. For more information, please see our website at: www.norfolkdeeds.org.
- The Registry was able to fully resume its various community outreach programs. In 2022 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System and InnerCity Weightlifting with our 'Suits for Success' program, and with the New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. Our Annual Holiday Food Drive continues to support several food pantries in Norfolk County and our Christmas Toys for Tots campaign in partnership with the United States Marine Corps. was again a success.

Medfield Real Estate Activity Report January 1, 2022 – December 31, 2022

During 2022, **Medfield** real estate activity saw a decrease in total sales volume and an increase in average sales price.

There was a significant decrease in the number of documents recorded at the Norfolk County Registry of Deeds for **Medfield** in 2022; a decrease of 1,669 documents from 4,150 to 2,481.

The total volume of real estate sales in **Medfield** during 2022 was \$198,539,389.00, an 11% decrease from 2021. However, the average sale price of homes and commercial property was up 8% in **Medfield**. The average sale price was \$945,425.66.

The number of mortgages recorded (547) on **Medfield** properties in 2022 was down 52% from the previous year. Additionally, total mortgage indebtedness decreased 46% to \$285,429,871 during the same period.

There were no foreclosure deeds filed in **Medfield** during 2022, the same from the previous year. however, the total number of notices to foreclose was 6 up 1 from last year.

Homestead activity decreased 9% in **Medfield** during 2022 with 285 homesteads filed compared to 314 in 2021.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,

A handwritten signature in blue ink that reads "Bill O'Donnell". The signature is fluid and cursive, with "Bill" on the first line and "O'Donnell" on the second line.

William P. O'Donnell
Norfolk County Register of Deeds



MEDFIELD PUBLIC SCHOOLS
REPORT FOR THE YEAR ENDING
DECEMBER 31, 2022

REPORT OF THE SCHOOL COMMITTEE

To the Superintendent of Schools:

The School Committee is very proud of our schools and profoundly grateful to you, the administrators, teachers, and support personnel who tirelessly dedicate their time and talent to the Medfield Public Schools, as well as to the students and families in our district.

The seeds of Medfield 2021, our strategic 5-year plan, continue to flourish into 2022. Most specifically, we are proud that collaborative learning, social and emotional learning and the focus on the whole child has been woven into the fabric of our schools and school culture. This is credited to your leadership and ongoing efforts of your leadership team and staff.

Although a new Dale Street school was also a goal within the Medfield 2021 Strategic Plan, we recognize that you, the School Building Committee and the School Committee, brought every effort forth. Although we are disappointed that a new Dale Street School did not ultimately pass the $\frac{2}{3}$ votes needed at the special town meeting in November 2021, you and the School Committee are firmly committed to working with the newly formed School Building Committee and the town to continue to work towards a viable solution for our children and residents.

We would like to acknowledge that your responsibilities extend beyond the roughly 2500+ students in our district and their families. In addition to the staff of over 450 teachers, administrators and other professionals, and our school committee, you collaborate with many town departments, surrounding towns, educational and professional organizations. In addition to the countless meetings and preparations needed for these commitments, you attend many of the major events across the district. In short, you are a dedicated ambassador for the district.

You have proven to be steadfast in your commitment to always do what is best for our students and you seek to continuously improve our district. We look forward to this continued journey of initiatives and innovations in education, while working together on the inevitable challenges in the coming years.

Budget:

We continue to be committed to responsibly funding those priorities established in “Medfield 2021” and our commitment to finding an appropriate balance between what our town can afford and what our children deserve for a first class, ever-improving educational system.

We engaged in a very thoughtful and thorough budget process with the Warrant Committee. Yet, we recognize the limitations placed on funding, considering all of the projects and departments, which require resources in our town. Nevertheless,

we value the open channels of dialogue and collaboration with the town departments during this process. You and Michael LaFrancesca continue to seek and develop creative and important ways in which resources are utilized efficiently and effectively across all town departments. We also acknowledge that the ESSER (Elementary and Secondary Emergency Relief Fund) grants have allowed us to:

- Invest in additional Staff
- Pilot a Late Bus Program
- Increase Guidance Counselors at Memorial and Wheelock
- Hire a .5 Assistant Athletic Director
- Add 1.5 Teaching Assistants at Memorial/Wheelock
- MA Teachers' Retirement System Contributions
- Summer Academic "Boot Camp"
- Professional Development for Staff
- Anxiety Partnership with McLean
- Interface Referral Services
- DIBELS (Early Literacy Screener)
- Late Bus Pilot
- HVAC for the Blake Middle School

There are continued challenges ahead and we acknowledge the major budget drivers: instructional/personnel costs, transportation, special education and professional development.

Highlights:

- The necessary work of the Diversity, Equity and Inclusion Task Force continues
- The collective bargaining agreements were secured with the teachers, teachers aides, administrative assistants, custodians and cafeteria staff
- A joint Listening Session hosted by the School Committee and the Board of Selectmen was held to hear the community's future, focused thoughts about how to create a facility that meets the educational needs of our Town and achieves a level of consensus that reasonably ensures there could be passage at the Town Meeting
- Another Statement of Interest was submitted to the MSBA to seek acceptance into their grant program for the add/renovation or replacement of the existing Dale Street School, which was subsequently denied
- School Committee and the Board of Selectmen jointly sponsored Article 18 to appropriate \$250,000 for a new School Building Committee to proceed with a feasibility study for an add/renovation or replacement of Dale Street School
- The School Committee, Board of Selectmen and Town Administrator successfully recruited and selected twelve new School Building Committee members

- A Letter of Intent for Solar Power Purchase Agreement was signed as part of our commitment to better environmental practices and an effort to reduce energy costs
- An ongoing commitment to policy updates, reviews and digitization continues
- Community Engagement and Communication has been expanded and formalized; site council members are invited to give feedback along with principals, school committee members are assigned to each schools' PTO and "Informal Conversations" is another avenue to connect with school committee members

We are most grateful that our Medfield community continues to provide unwavering support to this district. From funding grants for teachers to volunteering in classrooms and school events, this dedication to the needs of our district provides a level of support that highlights the reasons Medfield succeeds in multiple venues from music and art, to sports, theater and academics. We appreciate the efforts and aid of the Medfield Coalition for Public Education, the Medfield PTOs, the Medfield Foundation, the Medfield Music Association, and the amazing families who make educating all children a top priority in our district. I thank my colleagues on the School Committee; Jessica Reilly, Leo Brehm, Meghan Glenn, Tim Knight and Michelle Kirkby who took over Ms. Glenn's seat this past spring. I also want to thank Kerry White, our student representative on the School Committee. Each member of our committee brings a unique perspective and expertise, which fosters a collaborative working environment. On behalf of the Committee, I also want to thank our members' families, who make many sacrifices that enable us to serve this district in not only our meetings, but also the numerous hours dedicated to subcommittees, negotiations, budget discussions, and community organizations. We look forward to working with you in the year ahead.

With gratitude,

Anna Mae O'Shea Brooke
Medfield School Committee Chair

MEDFIELD PUBLIC SCHOOLS
Enrollment Figures
As of October 1, 2022

Memorial School

Pre - K	48
Kindergarten:	169
Grade 1:	205

Ralph Wheelock School

Grade 2:	179
Grade 3:	201

Dale Street School

Grade 4:	198
Grade 5:	191

Thomas A. Blake Middle School

Grade 6:	198
Grade 7:	202
Grade 8:	182

Amos Clark Kingsbury High School

Grade 9:	177
Grade 10:	177
Grade 11:	186
Grade 12:	200

Total: **2513**

REPORT OF THE SUPERINTENDENT OF SCHOOLS

To the Citizens of Medfield:

On behalf of the Medfield School Committee and the entire Medfield School Community, I am pleased to submit the Annual Report for 2022. The Fiscal Year 2023 budget was \$39,506,948 or an increase of 3.02%. We thank you for supporting our FY23 budget at the Annual Town Meeting. Our students were in person for 2022, but the Pandemic still lingered forcing districts all over the Commonwealth to continue the use of masks in the classrooms and during sporting events. In an effort to support our student's needs, we held a "Boot Camp" program for students to minimize any potential learning loss during the pandemic.

Enrollment

Our December 31, 2022 enrollment was 2520. The enrollment by school was: Memorial: 429; Wheelock: 382; Dale Street: 389; Blake Middle: 581; and High School: 739. We have several indications that we are approaching higher elementary enrollment for 2023-2024, such as an increase of birth rates, and impending construction all point to a potential increase in student enrollment. Most of the new students entered our elementary schools. We will continue to work closely with town officials to monitor the factors that increase our enrollment.

Professional Development

The quality of our teachers and administrators is very important to the Medfield Public Schools. Our teachers continue to receive high quality professional development in the areas of technology, technology integration, mathematics, assessment, and their particular content area. Teachers spent time during after school meetings and release days to focus on collaboration, lesson design and curriculum improvements. Lastly, research and development sessions occurred over the summer for teachers to develop new curricula, courses, and focus on student assessment. Our Leadership Team has focused the majority of their professional development on curriculum development, technology and other leadership issues.

DEI Task Force

The Diversity, Equity and Inclusion Task Force was established in 2021 to focus on improvements for our students and staff. The DEI Task Force is comprised of students, parents, teachers, and administrators. The areas being examined by the DEI Task Force are:

- Examine the district's practices around curriculum and instruction
- Identify professional development or training for staff, parents, and the

- community
- Increase diversity within our workforce
- Explore a Director of Diversity, Equity, and Inclusion position
- Other areas identified by the DEI Task Force

Technology Initiative

Our students continue to be involved with mobile device learning. Our 11th and 12th Grade has been issued school owned Chromebooks and we have expanded Chromebook use from Grades 2 to 12. All students now have their own tablets or laptops and able to experience a more personalized and collaborative learning experience throughout all subjects in grades 9 through 12.

Early Childhood Learning

Medfield understands the important role early childhood learning has in the success of our students in the future years. In 2022, we offered a Full Day Kindergarten Program for a seventh year and expanded our Preschool offerings. We had 173 students enrolled in our tuition-based Full Day Kindergarten Program. We are pleased to offer these outstanding learning experiences for our youngest students. However, with the anticipated enrollment increases, space may become an issue at Memorial School, and limit our capacity to offer these experiences.

Accountability

Medfield continues to show overall success with statewide testing scores. As expected, Medfield MCAS scores are well above the state average in most areas. The district continues to use test data to improve curriculum and instruction and we anticipate additional gains. In 2022, Medfield students began their fifth year taking the Next Generation MCAS. These tests are more challenging and focus on critical thinking instead of just fact retrieval. Please see the scores included in this report.

Supporting Organizations

The non-profit organizations that support our schools continue to generate revenue to provide additional learning experiences for students, as well as hosting activities that bring families together. Special thanks to the Medfield Coalition for Public Education (MCPE), the K-8 PTO, and the MHS PTO, SEPAC, and Medfield Music Association for providing assistance to our schools. These organizations continue to offset the costs of programing, professional development and technology equipment to help keep the school department costs down. In addition, we are thankful for the many Medfield parents, residents, and businesses that donate to these organizations.

I would like to thank all Medfield citizens for their continued support of the Medfield Public Schools. It is my honor to serve as your Superintendent of Schools. Please visit www.medfield.net for more information about the district.

Respectfully submitted,

Jeffrey J. Marsden
Superintendent of Schools

MCAS Annual Comparisons

GRADE 10 - ENGLISH LANGUAGE ARTS

Achievement Level	2017	2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	97%	97%	79%	N/A	89%	83%
Exceeding Expectations	71%	73%	20%	N/A	37%	23%
Meeting/Expectations	26%	24%	59%	N/A	52%	60%
Partially Meeting Expectations	1%	2%	19%	N/A	11%	17%
Not Meeting Expectations	2%	1%	2%	N/A	0%	0%

GRADE 10 – MATHEMATICS

Achievement Level	2017	2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	95%	96%	83%	N/A	81%	83%
Exceeding Expectations	80%	79%	35%	N/A	31%	27%
Meeting/Expectations	15%	17%	49%	N/A	50%	56%
Partially Meeting Expectations	2%	3%	15%	N/A	19%	16%
Not Meeting Expectations	4%	1%	1%	N/A	0%	1%

GRADE 10 – SCIENCE AND TECH/ENGINEERING

Achievement Level	2017	2018	2019	**2020	2021	*2022
Proficient or Higher	94%	94%	93%	N/A	N/A	91%
Advanced	64%	59%	54%	N/A	N/A	32%
Proficient	30%	35%	39%	N/A	N/A	60%
Needs Improvement	5%	5%	20%	N/A	N/A	8%
Failing/Warning	1%	1%	1%	N/A	N/A	1%

GRADE 8 - ENGLISH LANGUAGE

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	70%	59%	66%	N/A	69%	62%
Exceeding Expectations	7%	7%	14%	N/A	9%	9%
Meeting/Expectations	63%	53%	52%	N/A	60%	53%
Partially Meeting Expectations	28%	36%	31%	N/A	28%	34%
Not Meeting Expectations	2%	5%	3%	N/A	3%	4%

GRADE 8 - MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	60%	73%	66%	N/A	56%	63%
Exceeding Expectations	14%	11%	13%	N/A	8%	12%
Meeting/Expectations	46%	62%	52%	N/A	47%	51%
Partially Meeting Expectations	37%	24%	32%	N/A	42%	33%
Not Meeting Expectations	3%	3%	2%	N/A	3%	4%

*Next Generation MCAS

** MCAS canceled due to COVID-19 Pandemic

MCAS Annual Comparisons

GRADE 8 - SCIENCE

Achievement Level	2017	2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	55%	36%	73%	N/A	74%	76%
Exceeding Expectations	4%	1%	21%	N/A	22%	13%
Meeting/Expectations	51%	35%	52%	N/A	52%	63%
Partially Meeting Expectations	35%	56%	25%	N/A	23%	23%
Not Meeting Expectations	10%	8%	2%	N/A	2%	2%

GRADE 7 - ENGLISH LANGUAGE ARTS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	70%	65%	80%	N/A	68%	76%
Exceeding Expectations	6%	9%	15%	N/A	14%	15%
Meeting/Expectations	64%	56%	65%	N/A	55%	61%
Partially Meeting Expectations	26%	31%	19%	N/A	29%	20%
Not Meeting Expectations	4%	4%	2%	N/A	3%	4%

GRADE 7 – MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	77%	75%	81%	N/A	55%	68%
Exceeding Expectations	19%	23%	25%	N/A	6%	11%
Meeting/Expectations	58%	53%	56%	N/A	49%	57%
Partially Meeting Expectations	20%	24%	17%	N/A	41%	26%
Not Meeting Expectations	3%	1%	2%	N/A	4%	6%

GRADE 6 - ENGLISH LANGUAGE ARTS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	75%	71%	80%	N/A	74%	66%
Exceeding Expectations	14%	13%	19%	N/A	18%	10%
Meeting/Expectations	61%	58%	61%	N/A	56%	56%
Partially Meeting Expectations	24%	27%	18%	N/A	21%	29%
Not Meeting Expectations	1%	2%	2%	N/A	4%	5%

GRADE 6 – MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	74%	70%	77%	N/A	56%	70%
Exceeding Expectations	13%	7%	18%	N/A	7%	4%
Meeting/Expectations	61%	62%	59%	N/A	50%	66%
Partially Meeting Expectations	25%	27%	22%	N/A	38%	26%
Not Meeting Expectations	0%	3%	1%	N/A	6%	4%

*Next Generation MCAS

** MCAS canceled due to COVID-19 Pandemic

GRADE 5 - ENGLISH LANGUAGE ARTS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	71%	79%	73%	N/A	71%	67%
Exceeding Expectations	7%	13%	6%	N/A	11%	11%
Meeting/Expectations	64%	66%	67%	N/A	60%	56%
Partially Meeting Expectations	27%	20%	26%	N/A	27%	29%
Not Meeting Expectations	2%	1%	1%	N/A	2%	5%

GRADE 5 – MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	74%	73%	65%	N/A	64%	76%
Exceeding Expectations	11%	15%	6%	N/A	10%	15%
Meeting/Expectations	63%	58%	59%	N/A	54%	60%
Partially Meeting Expectations	24%	24%	33%	N/A	30%	20%
Not Meeting Expectations	2%	3%	2%	N/A	5%	4%

GRADE 5 - SCIENCE

Achievement Level	2017	2018	*2019	**2020	* 2021	*2022
Meeting/Exceeding Expectations	66%	64%	64%	N/A	69%	69%
Exceeding Expectations	24%	21%	6%	N/A	8%	14%
Meeting/Expectations	42%	43%	58%	N/A	60%	54%
Partially Meeting Expectations	32%	34%	32%	N/A	26%	28%
Not Meeting Expectations	2%	2%	4%	N/A	5%	3%

GRADE 4 - ENGLISH LANGUAGE ARTS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	72%	72%	70%	N/A	78%	64%
Exceeding Expectations	15%	15%	14%	N/A	13%	13%
Meeting/Expectations	60%	57%	57%	N/A	66%	51%
Partially Meeting Expectations	23%	27%	27%	N/A	18%	29%
Not Meeting Expectations	2%	1%	3%	N/A	4%	7%

GRADE 4 – MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	72%	70%	70%	N/A	66%	74%
Exceeding Expectations	14%	15%	17%	N/A	11%	18%
Meeting/Expectations	58%	55%	53%	N/A	55%	56%
Partially Meeting Expectations	24%	28%	26%	N/A	30%	21%
Not Meeting Expectations	4%	2%	5%	N/A	5%	5%

*Next Generation MCAS

** MCAS canceled due to COVID-19 Pandemic

GRADE 3 - ENGLISH LANGUAGE ARTS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	66%	67%	80%	N/A	77%	72%
Exceeding Expectations	12%	11%	17%	N/A	22%	9%
Meeting/Expectations	54%	56%	63%	N/A	56%	63%
Partially Meeting Expectations	31%	30%	19%	N/A	20%	25%
Not Meeting Expectations	3%	3%	2%	N/A	3%	4%

GRADE 3 - MATHEMATICS

Achievement Level	*2017	*2018	*2019	**2020	*2021	*2022
Meeting/Exceeding Expectations	57%	67%	71%	N/A	54%	67%
Exceeding Expectations	7%	11%	17%	N/A	12%	12%
Meeting/Expectations	50%	56%	54%	N/A	42%	55%
Partially Meeting Expectations	39%	30%	24%	N/A	39%	30%
Not Meeting Expectations	4%	3%	4%	N/A	7%	4%

*Next Generation MCAS

** MCAS canceled due to COVID-19 Pandemic

MEDFIELD PUBLIC SCHOOLS

STAFF DIRECTORY

CENTRAL OFFICE

Name	Position	Appointment
Marsden, Jeffrey J., BS, M.Ed, Ed.D	Superintendent of Schools	2013
LaFrancesca, Michael, BS, MPA	Director of Finance and Operations	2014
Power, Christine, BS, M.Ed, PhD	Director of Innovation and Instruction	2019
Bruhl, Mary, BS, M.Ed	Director of Student Services	2018
Vandenboom, Kathy	Director of Human Resources	2016
O'Corcora, Eoin	Director of Technology	2008
Collaran, Amy	Director of Facilities	2018
Fahey, Caitlin	Director of Food Service	2019
Moores, Andrea	Administrative Asst. to the Superintendent	2004
Montillo, Phyllis	Secretary to Director of Finance Operations	2010
Barrett, Maureen	Accounts Payable Specialist	2016
Walker, Ellen	Business Office Assistant	2020
Ortiz, Krystal	Secretary Director of Student Services	2019
Mitchell, Kim	Student Services Secretary	2000
Becker, Meredith	Out of District Coordinator	2017
Sullivan, Colleen	Mail Transfer	1995

MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Parga, Robert	Principal	BA, California State University M.Ed., Azusa Pacific University CAGS, Salem State University	2007
Mandosa, Heather	Assistant Principal	M.Ed., Cambridge College BA, St. Anselm College	2001
Hagan, Brenda	Assistant Principal	BA, Boston College MA, Endicott College	2021
Almeida, Michelle	Social Studies Teacher	M.Ed., Simmons College BA, Springfield College	2022
Ballou, Katherine	Science Teacher	M.Ed., East Tenn State University BS, Stonehill College	2004
Barrows, Zachary	Social Studies Teacher	M.Ed., Boston College M.Ed., Endicott College	2014
Becker, Russell	Adjustment Counselor	BA, Univ. of Massachusetts M.Ed., American Int. College	2015
Bellinger, Brian	Wellness Teacher	BA, College of Charleston MA, University of Pennsylvania	2022
Bennett, Elizabeth	Nurse	BS, Ithaca College M.Ed., Boston University	2015
Benoit, Matthew	Technology Assistant	BS, Simmons College	2020
Berry, Orla	Science Teacher	BA, Framingham State College BA, University of Rhode Island	2004
Bielik, Jason	Band Director	BS, National University of Ireland M.Ed., Univ. of Massachusetts	2018
Bliss, Kelly	Math Teacher	BA, Univ. of Massachusetts MA, Univ. of Massachusetts	2022
Bon Temp-Amato, Sophia	Special Education Teacher	BS, University of Connecticut MS, University of Connecticut	2021
Broks, Ksenija	English Teacher	BS, Springfield College MS, Assumption College	2011
Brown, Philip	Science Teacher	BA, Smith College MA, Simmons College	2011
Brown, Sarah	English Teacher	BA, University of Aberdeen GCert., Univ. of Aberdeen	2009
Buckingham, Rachel	Social Studies Teacher	BA, Syracuse University M.Ed., Simmons College	2016
Burke, Bailey	Science Teacher	BA, University of San Diego MA, University of San Diego	2011
Cambridge, Jeffrey	Wellness Teacher	BA, Stonehill College M.Ed., Bridgewater State Univ.	2011
Chamberlain, Madeline	English Teacher	BS, Bridgewater State Univ. BA, McGill University	2007 2008
Clark, Elena	Math Teacher	MA, Tufts University BA, Boston College	2020
Cotter, Michael	History Teacher	M.Ed., Boston College BA, Harvard University	2017
Coutinho, Paul	Wellness Teacher	JD, Yale University BS, Southern Connecticut Univ.	2002
Cowell, Kerry	Librarian	MS, Northeastern University BA, Bridgewater State Univ.	2002
Cowell, Michael	Physics Teacher	M.Ed., Bridgewater State Univ. BA, Univ. of Massachusetts	2013
Curley, Kary	Special Education Leader	BA, Univ. of Massachusetts M.Ed., Bridgewater State Univ.	2017
Danielski, Meghan	Special Education Teacher	MS, Simmons College BA, Univ. of Massachusetts	2016
		M.Ed., Univ. of Massachusetts	

MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
DiLuzio, Alyse	Guidance Counselor	BS, Providence College MS, Boston College	2020
Drew, Meghan	Art Teacher	BA, Sacred Heart University M.Ed., Boston University	2003
Dunn, Jonathan	Math Teacher	BA, James Madison University	2004
Emerson, Kathleen	Social Studies Teacher	BA, Providence College MA, Simmons College	
Evans, Brenna	Music Teacher	BA, Bowling Green State Univ. M.Ed., Buffalo State	2013
Faust, Christopher	Art Teacher	BA, Mass. College of Art M.Ed., Vermont College	2014
Fitzgerald, Mary	Wellness Teacher	BS, Univ. of Massachusetts MS, Univ. of Massachusetts M.Ed., Endicott College	2021
Fitzgerald, Maura	Secretary - Principal	BS, Boston College	2017
Flanagan, Jacqueline	Math Teacher	BS, Boston University MS, Suffolk University	1996
Franco, Marlo	Special Education Teacher	BA, University of Connecticut MA, Johnson & Wales Univ.	2017
Garcia-Rangel, Mary	English Teacher	BA, Univ. of Massachusetts MA, Tufts University	2002
Garfinkle, Brittany	Special Education Teacher	BS, Quinnipiac University M.Ed., Bridgewater State Univ.	2014
Goodrow-Trach, Monique	World Language Teacher	BA, SUNY Binghamton M.Ed., SUNY Plattsburgh	2004
Grolnic, Linda	Special Education Teacher	BA, Univ. of Massachusetts	2007
Gusmini, Shannon	Special Education Teacher	BS, University of Maine M.Ed., Framingham State College	2017
Hamilton, Paula	World Language Teacher	BA, Framingham State College MA, University of Chicago	2012
Hardiman, Brittany	Nurse	BS, Boston College	2018
Higger, Sara	Art Teacher	BA, Boston University M.Ed., RI School of Design	2017
Holms, Matthew	World Language Teacher	BA, Rutgers University	2017
Jones, Katherine	Art Teacher	BA, Mass. College of Art M.Ed., Framingham State College	2003
Keene, Laura	School Psychologist	BA, SUNY Geneseo MA, Northeastern University	2019
Kennedy, Linnea	Wellness Teacher	BS, Springfield College M.Ed., American College of Ed	2017
Kincaid, Garland	Social Studies Teacher	BA, University of Colorado MS, SUNY Potsdam	2007
Kolek, Elizabeth	Social Studies Teacher	BA, Quinnipiac University M.Ed., Quinnipiac University	2022
Kraemer, Michael	Math Teacher	BA, College of Holy Cross MA, Bridgewater State Univ. MS, Worcester Polytechnic Inst.	1987
Krah, Kerrie	Speech Language Pathologist	BS, Marquette University MS, Hofstra University	2002
Lee, Simone	Secretary - Main Office	BA, Simmons College	2021
Leland, Stephanie	Special Education Teacher	BS, Wheelock College M.Ed., Wheelock College	2014
Lodge, Anne	Guidance Counselor	BA, College of Holy Cross MS, Boston University	2007
Lohan, Melinda	Social Studies Teacher	BA, Univ. of Massachusetts MA, Univ. of Massachusetts	2006

MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Luce, Shawn	Chemistry Teacher	BA, Westfield State M.Ed., Bridgewater State College	2016
Luczak, Alice	Math Teacher	BA, Arcadia University M.Ed., Rutgers University	2019
Lynch, Kerry	Biology Teacher	BA, Wesley College M.Ed., Emmanuel College	2012
Lyon, Diane	Math Teacher	BS, Univ. of Massachusetts M.Ed., Univ. of Massachusetts	2006
Mandosa, Francis	English Teacher	BA, St. Anselm College M.Ed., Cambridge College	2002
McGrory, Gretchen Mioduszewski, Kathleen	Secretary - Guidance	BS, Boston College	2021
	Math Teacher	BA, Assumption College MA, Framingham State College	2021
Morin, Thomas	Social Studies Teacher	BA, Colgate University Cert., Bridgewater State	2005
Northrup, Andrew	Physics Teacher	JD, New England School of Law BS, Univ. of Massachusetts	2022
Oasis, Perry	Social Studies Teacher	MS, Univ. of Texas BA, Brown University	2016
Ormberg, Erik	Guidance Counselor	MA, Brown University BS, Ithaca College	1998
Padden, Amanda	Guidance Counselor	M.Ed., Suffolk University BA, Bates College	2014
Pollard, Stephanie	Wellness Teacher	MA, Boston University BA, Johnson & Wales Univ.	2014
Randolph, Elizabeth	English Teacher	BA, University of Kentucky M.Ed., Boston University	2006
Reilly, Colby	Biology Teacher	BA, Hobart William Smith Colleges MA, College of The Atlantic	2020
Reynolds, Morgan Rimbey, Ashley	English Teacher	S.D., Baylor University BA, Chester College of NE	2013
	Chemistry Teacher	MA, Simmons College BA, Elizabethtown College	2019
Rodensi, Sarah	World Language Teacher	M.Ed., Lebanon Valley College BA, Bowdoin College	2000
Rosenberg-Penn, Mark	Social Studies Teacher	MA, Middlebury College BA, Mt. Ida College	2001
Ryan, Bridget	Special Education Teacher	M.Ed., Harvard University BA, Bridgewater State College	2019
Safer, Jessica	Math Teacher	MA, Bridgewater State College BA, Assumption College	2002
Sanchez, Bethan	English Teacher	M.Ed., Cambridge College BA, Brigham Young University	2007
Sawtelle, Gwynne Scott, Eric	English Teacher	MA, Framingham State College MA, Endicott College	2007
	Athletic Director	BA, Dickinson College MA, Simmons College	2012
Seri, Leora	World Language Teacher	BA, Bates College MA, Middlebury College	2006
Shaffer, Karen	Business Teacher	BS, Bridgewater State BA, University of Phoenix	2019
Sieber, Colleen	English Teacher	MA, Clarion University BS, Assumption College	2010
Smith, Kathleen	Secretary - Main Office	M.Ed., Endicott College BA, Mass. College Liberal Arts	2014
		MS, Boston University	

MEDFIELD HIGH SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Sonnenberg, Neal	Tech Integration Specialist	BA, Univ. of Massachusetts MA, Boston University	2012
Spinello, Kayla	Math Teacher	BA, Stonehill College	2021
Tasi, Tracy	World Language Teacher	BA, Boston College	2020
Tevis-Finn, Julie	Social Studies Teacher	BA, Boston College	2011
Thibeault, Kristen	Wellness Teacher	BA, Univ. of Massachusetts	2017
Toubman, Ellen	World Language Teacher	M.Ed., Framingham State College BA, Boston College BA, Connecticut College M.Ed., Harvard University	2002
Tremblay, Ann Marie	Music Teacher	BA, Maryland University	2016
Welling, Veronique	World Language Teacher	MA, The Boston Conservatory BA, Univ. of Massachusetts MA, Univ. of Massachusetts	2004
Williamson, Holly	ESL Teacher	M.Ed., Boston Conservatory BA, Univ. of Massachusetts	2016
Worthley, David	Director of SEL	M.Ed., Simmons College BS, Eastern CT University	2016
Worthley, Stephanie	Guidance/Dept. Chair	M. Ed., Boston University M. Ed., Endicott College BS, Springfield College M.Ed., Springfield College	2006
Wren-Burgess, Bonnie	English Teacher	M.Ed., Endicott College BA, Boston University	2002
Zhang, Xuguang	World Language Teacher	MA, Simmons College BA, Jinlin College of Arts M.Ed., Brandeis University	2015

THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Vaughn, Nathaniel	Principal	BA, Trinity University M.Ed., Lesley College M.Ed., Endicott College	1998
Campbell, Kelly	Assistant Principal	BA, Narragansett College	2011
Berkowitz, Marcia	School Administrator	MA, University of Buffalo	2019
Alkalay, Deborah	English Teacher	BA, Bridgewater State Univ.	2019
Alland, Emily	Social Studies Teacher	MA, Bridgewater State Univ.	2019
Allen, Tracy	Guidance Counselor	BA, Birmingham University	2007
Avery, Deborah Balardini, Stacey	Secretary-Guidance Office Special Education Teacher	BA, Metropolitan University BA, Western NE College M.Ed., Simmons College	2004
Batts, Maura	World Language Teacher	BA, Vassar College MA, Boston College	2011
Boulos, Susan	World Language Teacher	BA, Ithaca College BA, Providence College	2000
Buley, Kristin	Science Teacher	MA, Wheelock College	1993
Burns, Stacy	Adjustment Counselor	BA, Middlebury College	2014
Bycoff, Susan	Math Teacher	M.Ed., Univ. of Massachusetts	2021
Caprio, Kathleen	English Teacher	BS, Brown University	2001
Choukri, Houda	World Language Teacher	MA, Endicott College	2011
Cole, Kiersten	Librarian	M.Ed., Boston College	2018
Corcoran, Kristin	School Psychologist	BS, St. Michaels College M.Ed., Northeastern University	2017
Cuomo, Amy	English Teacher	BS, Bryman College	2015
Dalzell, Julianne	Science Teacher	MS, Cambridge College	2016
Delaney, Christina	Art Teacher	BA, Stonehill College	2005
Dexter, Ryan	Music Teacher	MA, Bridgewater State Univ.	2007
Dondero, Jennifer	Guidance Counselor	BS, Southern Connecticut State	2000
Doolan, Constance	Math Teacher	MS, Southern Connecticut State	2004
DuBois, Mary Ellen Farinacci, Catherine	Math Teacher Secretary – Main Office	BA, International University	2014
Farrar, Kevin Farrell, Kara	Special Education Teacher Math Teacher	MA, International University	2022
Fratolillo, Ann	English Teacher	BA, Drew University	1994
Gagne, Ian	English Teacher	MS, Salem State College	2000
		BA, Lafayette College	
		MA, Univ. of Massachusetts	
		BA, Colby College	
		M.Ed., Lesley College	
		BA, Bowdoin College	
		M.Ed., Lesley University	
		BA, Mass. College of Art	
		M.Ed., Lesley University	
		BA, Univ. of Massachusetts	
		MA, Framingham State Univ.	
		BA, Boston College	
		MA, Boston College	
		BS, Bradley University	
		M.Ed., Cambridge College	
		BA, Regis College	
		BA, Holy Cross College	
		MBA, Babson College	
		BA, Providence College	
		BA, Bridgewater State Univ.	
		M.Ed., Univ. of Massachusetts	
		BA, Worcester College	
		M.Ed., National University	
		BS, Boston College	
		MA, National University	

THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Gavaghan, Brian	English Teacher	BA, St. Anselm College MA, Framingham State Univ.	2007
Gelormini, Kara	Reading Teacher	BA, Univ. of Massachusetts MA, Simmons College	2016
Gerondeau-Duffy, Jean	Reading Teacher	BS, Boston College M.Ed., Rutgers University CAGS, Bridgewater State Univ.	2006
Gibbs, Michael	Science Teacher	BS, Worcester Polytechnic Inst.	2007
Gonzalez, Heather	World Language Teacher	BA, Oberlin College MA, Framingham State Univ.	2004
Gow, Michael	Social Studies Teacher	BS, University of Wisconsin M.Ed., Bridgewater State Univ.	2001
Gumas, Marissa	Math Teacher	BA, Arcadia College M.Ed., Lesley College	2001
Heafitz, Michael	Special Education Teacher	BA, Connecticut College M.Ed., Boston College	2007
Heim, Jason	Science Teacher	BS, SUNY Albany M.E., Simmons College	2002
Heim, Marjorie	Science Teacher	BA, Univ. of Massachusetts M.Ed., Univ. of Massachusetts	2006
Horvath, Diane	Tech Integration Specialist	BA, University of Wisconsin M.Ed., Lesley University M.Ed., Endicott College	2012
Interrante, Maura	Special Education Teacher	BA, Framingham State Univ. MA, Framingham State Univ.	2014
Kearney, Erin	Math Teacher	BS, Northeastern University	2007
Keohan, Gregory	Social Studies Teacher	BS, University of Richmond MA, Salem State	2013
Knaus, Joseph	Art Teacher	BFA, Mass College of Arts	2012
LoMonaco, Sarah	Speech Language Pathologist	BS, Univ. of New Hampshire MS, Worcester State College	2021
Mahoney, Yiyu	World Language Teacher	M.Ed., Cambridge College MS, Foreign Education Institute	2012
Malone, Elise	English Teacher	BS, Lesley University M.Ed., Framingham State College	2008
Manning, Deborah	Social Studies Teacher	BA, Hamilton College	2002
Manning, Kristin	World Language Teacher	M.Ed., Lesley University BA, University of Vermont MA, Quinnipiac College	2003
Manuel, Tania	Technology Assistant	BA, College of Holy Cross	2014
Marenghi, Matthew	Guidance Counselor	BA, Univ. of Massachusetts M.Ed., Boston University	2002
Matthews, Lisa	Special Education Teacher	BA, Union College MA, Union College	2011
McClelland, Cynthia	Social Studies Teacher	BA, Bridgewater State Univ. M.Ed., Framingham State Univ.	2010
McCullough, Kathleen	Wellness Teacher	BA, Univ. of Massachusetts MA, Cambridge College	2011
McLaughlin, Nancy	Math Teacher	BS, Valparaiso University MS, Simmons College	2009
Millard, Matthew	Math Teacher	BS, Gordon College M.Ed., Simmons College	2005
Nickerson, Mark	Wellness Teacher	BA, Gettysburg College M.Ed., Framingham State Univ.	1993
Nohos, Christina	Reading Teacher	BA, Hellenic College M.Ed., Framingham State Univ.	2022

THOMAS A. BLAKE MIDDLE SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
O'Donova-Driscoll, Arlene	Nurse	BS, Fairfield University MS, Northeastern University	2020
Pratt, Sarah	English Teacher	BA, Univ. of New Hampshire Ma, Simmons College	2022
Rensko, Amy	Math Teacher	BA, Smith College M.Ed., Boston College PhD., Simmons College	2020
Rosen, Michele	Network Manager	AS, Wentworth Institute Tech. BS, Wentworth Institute Tech.	2016
Ruminski, Kelly	Science Teacher	BA, Marist College MA, Marist College	2005
Salamone, Mary	Special Education Leader	BS, Wheelock College	1995
Scales, Kathleen	Physical Therapist	BS, Boston University MS, Boston University	2018
Shaw, Jillian	Science Teacher	BS, Worcester College MS, Bridgewater State Univ.	2013
Silva, Judith	Science Teacher	BA, University of Rhode Island M.Ed., Montana State Univ.	2006
Skerry, Sharon	Secretary-Main Office	BA, Williams College	2001
Sullivan, John	Social Studies Teacher	BS, Northeastern University MA, Northeastern University	2004
Sullivan, Julia	Music Teacher	BA, Northeastern University MA, Northeastern University	
Taliaferro, Travis	Social Studies Teacher	BA, Plymouth State College M.Ed., Plymouth State College	2001
Theriault, Emily	Social Studies Teacher	BA, Boston University M.Ed., Boston University	2021
Thress, Meghan	Science Teacher	BS, Trinity College MA, Duke University	2018
Turner, Louisa	Secretary-Main Office	BA, Boston College BS, Boston College	2021
Walkowicz, Nathan	English Teacher	BA, Boston College MA, Univ. of Massachusetts	2016
Williams, Patricia	Nurse	BSN, Boston College MBA, Virginia Polytechnic Inst.	2005
Woods, Thomas	Wellness Teacher	BA, Stonehill College M.Ed., Southern NH University	2008

DALE STREET SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Grenham, Stephen	Principal	BA, Brandeis University	2015
Ahern, Joseph	Tech Integration Specialist	BA, Bridgewater State Univ. MA, Bridgewater State Univ.	2020
Bassett, Jennifer	Reading Teacher	BA, Rhode Island College MA, Framingham State College	2006
Edward, Blake	Technology Assistant	BS, Rensselaer Poly Institute	2021
Burnham, Elizabeth	Grade 5 Teacher	BA, University of Maine	1999
Callahan, Christina	Reading Teacher	MA, Simmons College BA, Stonehill College	2008
Callahan, Eileen	Special Education Teacher	M.Ed., Bridgewater State Univ. BA, Eastern Nazarene College	2018
Chamblin, Kelly	Grade 5 Teacher	MA, Eastern Nazarene College BA, Connecticut College	2014
Condon, Maura	Grade 5 Teacher	M.Ed., Simmons College BA, Boston College	2015
DiPesa, Leanne	Grade 4 Teacher	M.Ed., Boston College BA, Univ. of New Hampshire	2011
Douglas, Michael	Grade 4 Teacher	M.Ed., Lesley University BS, Stonehill College	1995
Dowd, Shannon	Grade 4 Teacher	M.Ed., Cambridge College BS, Framingham State College	2014
Flynn, Suzanne	Grade 4 Teacher	M.Ed., Framingham State College BA, Merrimack College	2006
Gilberti, Anne	Secretary - Principal	M.Ed., Framingham State College BA, Stonehill College	2019
Hamilton, Susan	Special Education Teacher	MA, Western New England College BA, Colgate University	2003
Hayes, Christine	Grade 5 Teacher	M.Ed., Framingham State College BA, Bridgewater State Univ.	2019
Hayes, Margot	Grade 4 Teacher Secretary - Main Office	M.Ed., American Int. College BA, Bridgewater State Univ. BS, Cornell University	2007 2015
Isaacson, Sara	Grade 4 Teacher	BA, Brandeis University	2016
Johnson, Amanda	Grade 5 Teacher	BA, Westfield State College	2016
Laughna, Mary	Health/Wellness Teacher	BA, Gettysburg College M.Ed., Boston College	2017
LeVangie, Kristen	World Language Teacher	BA, College of Holy Cross M.Ed., Boston University	2013
Lowerre, Julie	Librarian	BS, Indiana State University	2022
MacDonnell, Shannon	Grade 4 Teacher	BA, Assumption College	2019
Malmquist, Lynne	Secretary – Main Office	B, Framingham State College	2015
McKenzie, Kelsey	Grade 5 Teacher	BA, Providence College	2018
Mulligan, Jessica	Occupational Therapist	BA, Colgate University	2017
Nawrocki, Mairi	Wellness Teacher	BS, Boston University	2001
Nee, Erin	Grade 5 Teacher	MS, Bridgewater State Univ. BS, Emanuel College M.Ed., Fitchburg State MA, Univ. of Massachusetts	2018

DALE STREET SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Perachi, Brenda	Math Specialist	BA, Stonehill College M.Ed., Lesley College	2012
Plympton, Nicole	Grade 4 Teacher	BA, Keene State College MA, Keene State College	2020
Ross, Erica	Grade 5 Teacher	BA, Bates College M.Ed., Marymount University	2018
Sager, Bethany	Grade 5 Teacher	BA, Mount Holyoke College M.Ed., Framingham State College	1996
Scott, Amy	Grade 4 Teacher	BA, Providence College MA, Framingham State College	2016
Seaver, Jennifer	Special Education Teacher	BA, Sacred Heart University M.Ed., Curry College	2017
Song, Xiaoqing	World Language Teacher	MA, Xian Jiaotong	2017
Spittel, Cassandra	World Language Teacher	BA, Trinity College M.Ed., American Int. College	2022
Strelakovsky, Elisabeth	School Psychologist	MS, Lesley College	1998
Thompson, Kathleen	Nurse Leader	BS, Salem State College	1997
Tobin, Pamela	Special Education Leader	MS, Boston College BS, Bridgewater State Univ. M.Ed., Univ. of Massachusetts	2015
Tumbleson, Amanda	Music Teacher	BS, Ohio University MA, Boston University	2020
Vancura, Dorothy	Spch/Language Pathologist	BA, Bridgewater State Univ.	2007
Warner, Lindsey	Guidance Counselor	BA, Boston College MA, Boston College	2016
Wilson, Edith	Special Education Teacher	BA, William Smith College	2010

WHEELOCK SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Caulfield, Holli	Principal	BA, Salem State College M.Ed., Lesley University GCert., Boston College	2019
Alberts, Karen	Spch/Language Pathologist	BS, Worcester State College MS, Boston University	2012
Babin, Tracey	Art Teacher	BA, Wheaton College MA, Lesley University	2015
Belsky, Jennifer	Math Specialist	BA, Bridgewater State Univ. MA, Lesley University	2020
Bouzan, April	Guidance Counselor	BA, Univ. of Massachusetts M.Ed., Univ. of Massachusetts	2022
Callahan, Emily	Grade 3 Teacher	BS, Plymouth State University M.Ed., Framingham State College	2006
Callahan, Jamee	English Department Chair	BS, Framingham State College M.Ed., Framingham State College	2008
Carey, Ann	Grade 2 Teacher	BA, Stonehill College	1971
Cawley, Stacey	Grade 3 Teacher	BS, Univ. of Massachusetts MS, Framingham State College	2019
Connolly, Kimberly	Grade 2 Teacher	BA, Stonehill College	2014
DiGregorio, Elizabeth	Secretary - Main Office	BS, Babson College	2014
Dion, Joan	Grade 2 Teacher	BA, Boston College	2002
Dunn, Shannon	Grade 2 Teacher	BS, Bridgewater State Univ. MS, Bridgewater State Univ.	2015
Foley, Marissa	Tech Integration Specialist	BA, Emmanuel College M.Ed., Northeastern University	2009
Garcia, Johanna	World Language Teacher	BA, Fitchburg State College	2019
Goldner, Katherine	Reading Specialist	M.Ed., Bridgewater State Univ.	2021
Hall-Lynn, Rachel	Grade 3 Teacher	BA, Framingham State College	1997
Hevey, Sarah	Librarian	M.Ed., Lesley College	2007
Heylin, Jennifer	Special Education Teacher	BS, Assumption College M.ED., Northeastern University	2021
Johnson, Jenna	School Psychologist	BS, Univ. of New Hampshire	2013
Keigan, Aimee	Nurse	BS, Univ. of Massachusetts	2018
Keleher, Marissa	Wellness Teacher	BA, Bryant University M.ED., Emmanuel College	2021
Kennedy, Kelley	Special Education Teacher	BS, Univ. of Massachusetts	2013
Kuehl, James	Grade 3 Teacher	BA, University of Arizona MA, Simmons College	1997
Laliberte, Kayla	Grade 2 Teacher	BA, Univ. of Massachusetts M.Ed., Lesley College	2011
Murphy, Jennifer	Reading Specialist	BS, Univ. of Massachusetts M.Ed., Boston College	2018
Murphy, Marcia	Math Specialist	BS, Westfield State College M.Ed., Framingham State College	2005
Myers, Judith	Reading Teacher	BA, Clark University MS, Long Island University	1998
Newton, Debra	Grade 3 Teacher	BA, Univ. of New Hampshire M.Ed., Univ. of New Hampshire	2009
O'Sullivan, Margaret	Special Education Teacher	BS, Providence College MS, Framingham State College	2002

WHEELOCK SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Parker, Kelsey	Grade 3 Teacher	BS, Southern NH University M.Ed., Southern NH University	2018
Plympton, Lauren	Grade 2 Teacher	BS, Plymouth State University	2016
Previdi, Cynthia	Grade 2 Teacher	BA, University of Vermont MS, Wheelock College	2006
Reddy, MaryBeth	Secretary - Main Office	BA, Providence College	2018
Ryan, Alison	Grade 2 Teacher	BS, Framingham State College	2018
Sheehan, Nicole	Grade 3 Teacher	MA, Assumption College BS, Bridgewater State Univ. MS, Wheelock College	1994
Singer, Margaret	Occupational Therapist	BA, New York University	1998
Stevens, Nicholas	Wellness Teacher	MA, Boston University BS, Springfield College M.Ed., Cambridge College	1995
Stover, Eithne	Music Teacher	BA, University College Cork MA, Boston Conservatory	2012
Trikoulis, Deborah	Grade 3 Teacher	BA, Quinnipiac University	2016
Watson, Erin	Grade 3 Teacher	MA, Quinnipiac University BA, Univ. of New Hampshire M.Ed., Lesley University	1995

MEMORIAL SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Bilsborough, Melissa	Principal	BA, Stonehill College M.Ed., Bridgewater State Univ. Ed.D, Boston College	2014
Bockhorst, Kathleen	Guidance Counselor	BA, Bates College MA, Boston College	2004
Chen, Joy	Occupational Therapist	BA, Oberlin College	1994
Colantoni, Juliana	Grade 1 Teacher	BS, Wheelock College	1991
Dardia, Christine	Preschool Teacher	M.Ed., Lesley University BA, Boston College	2011
DeGeorge, Sally	Preschool Teacher	BS, University College of NY M.Ed., Boston College	2004
Drew, Sarah	Kindergarten Teacher	BS, Quinnipiac University M.Ed., Quinnipiac University BA, Assumption College	2016
Elrick, Stefanie	Grade 1 Teacher	MA, Simmons College	2003
Estes, Caroline	School Psychologist	BA, University of Rhode Island	2022
Farrahar, Anne	Librarian	MA, University of Rhode Island	2010
Estes, Caroline	School Psychologist	BA, Boston College	2022
Foley, Patricia	Art Teacher	MA, Boston College BA, Bridgewater State Univ.	2021
Galvin, MaryKate	Grade 1 Teacher	MA, Univ. of Massachusetts	2018
Gelinas, Ellen	Wellness Teacher	BA, Bridgewater State Univ. BS, Univ. of New Hampshire	2011
Grace, Herbert	Wellness Teacher	M.Ed., Boston University BS, Keene State College	1992
Grace, Paula	Kindergarten Teacher	MA, Cambridge College BS, Westfield State College	2007
Guilbert, Alison	Kindergarten Teacher	M.Ed., Lesley College BS, University of Vermont	2001
Herring, Heather	Grade 1 Teacher	M.Ed., Lesley College BA, Assumption College	2001
Keenan, Carina	Kindergarten Teacher	MA, Lesley University BA, Fairfield University	2019
Kennedy, Joan	Spch/Language Pathologist	MA, Lesley University BA, Univ. of New Hampshire	2015
Kristof, Kimberly	Grade 1 Teacher	M.Ed., Northeastern University BS, Muhlenberg College	2021
Ladouceur, Beth	Technology Data Manager	BA, Rhode Island College	2017
Lozano, Guillet	ESL Teacher	BA, Simmons College M.Ed., Lesley College	2016
MacDonald, Colleen	Kindergarten Teachers	BA, Westfield State University M.Ed., Westfield State Univ.	2020
Maguire, Kimberly	Nurse	BS, Rhode Island College BS, Univ. of Massachusetts	2015
Mahoney, Kelli	Kindergarten Teacher	BS, Framingham State College M.Ed., Lesley College	2011
McNeil, Irene	Secretary - Main Office	High School Diploma	2016
Newton, Melissa	Kindergarten Teacher	BA, Pennsylvania University M.ED., Lesley University	2020

MEMORIAL SCHOOL

NAME	POSITION	EDUCATION	APPOINTMENT
Nickerson, Jeninne	Kindergarten Teacher	BS, Bridgewater State Univ. M.Ed., Northeastern University M.Ed., Simmons College	1998
Nogueira, Lynn	Kindergarten Teacher	BA, Bridgewater State Univ.	2015
Paget, Christine	Grade 1 Teacher	BS, Framingham State College M.Ed., Lesley College	1990
Pollock, Allison	Grade 1 Teacher	M.Ed., Framingham State College BA, University of Vermont	1992
Ravinski, Kathleen	Grade 1 Teacher	BA, Wheaton College M.ED., Lesley College	2001
Riccio, Julia	Spch/Language Pathologist	BA, Bates College MS, Columbia University	2000
Ruggiero, David	Music Teacher	BS, Bryant College MA, Lesley College	2002
Scier, Lesley	Grade 1 Teacher	BS, Lesley College M.Ed., Boston College	2014
Sklar, Kimberly	Secretary - Main Office	BA, Stonehill College	2018
Smith, Lylah	Kindergarten Teacher	BS, Framingham State College	2022
Sperling, Keri	Math Specialist	BA, University of Rhode Island M.Ed., Lesly College	2000
Teany, Meredith	Reading Specialist	BS, University of Maine M.Ed., University of Houston	2012
Theodorou, Mariessa	Special Education Leader	BA, Boston College M.Ed., Univ. of Massachusetts	2016
Wallace, Melissa	Special Education Teacher	BA, Univ. of Massachusetts MA, Simmons College	2017
West, Jaclyn	Special Education Teacher	BS, Bridgewater State Univ. M.Ed., Bridgewater State Univ.	2015
Wood, Katherine	Preschool Teacher	BA, Univ. of Massachusetts M.Ed., Wheelock College	2015

FACILITIES MAINTENANCE DEPARTMENT

NAME	BUILDING	APPOINTMENT
Anagnos, Paul	High School Day Custodian	2017
Bailey, Nicholas	Dale Street Night Custodian	2017
Bond, Robert	Memorial School Head Custodian	2005
Burke, Stephen	Middle School Night Custodian	2007
Coughlin, Stephen	Middle School Night Custodian	2019
Farrell, Paul	High School Night Custodian	2015
Frazier, Matt	Head Custodian Middle School	2004
Gillespie, Dillon	Wheelock Night School Custodian	2021
Jackson, Michael	District Maintenance	2004
Johnson, Michael	Head Custodian Dale Street	2006
Lawler, Christopher	High School Night Custodian	2013
McDonald, James	Memorial Night Custodian	2013
Murray, Jeffrey	Middle School Night Custodian	2005
Robitaille, Shayn	District Maintenance Head	2012
Sawyer, Andrew	High School Night Custodian	2019
Spence, Ryan	Wheelock Head School Custodian	2018
Stanley, James	Wheelock School Night Custodian	2013
Soldicich, Janine	Memorial School Night Custodian	2022
Vogel, Keith	High School Head Custodian	2001
Wilson, Chris	Dale Street School Night Custodian	2017

FOOD SERVICES DEPARTMENT

NAME	BUILDING	APPOINTMENT
Boudreau, Kathy	Manager Dale Street School	2016
Chilton, Susan	High School	2021
Cook, David	High School	2022
DeRoche, Nancy	Manager High School	1995
Donato, Diane	Wheelock School	2021
Hatch, Misty	Manager Middle School	2016
Jones, Chris	Dale Street School	1988
Johnson, Sherry	Memorial School	2022
Kiami, Becki	High School	2017
Lynch, Terri	Manager Memorial School	2011
Lyons, Teresa	High School	2016
Markowski, Karen	Food Services Secretary	2015
Moore- Sawyer, Melissa	Middle School	2015
Murphy, Syranda	Dale Street School	2022
O'Brien, Sharon	Middle School	2018
Rossi, Rita	Memorial	2022
Tausek, Kim	Wheelock School	2021
Tomera, Mona	High School	2017
Visser, Lisa	Manager Wheelock School	2014

REPORT OF THE DIRECTOR OF FINANCE AND OPERATIONS

To the Superintendent of Schools:

I am pleased to submit to you and the citizens of Medfield the 2022 Annual Report of the Director of Finance and Operations. The 2022 school year brought a welcome return to some normalcy. Students and educators were back in schools and the new cleaning protocols and air quality procedures remained. Facilities continued to monitor our buildings for safety by conducting air quality testing, providing hospital grade air purifiers, replacing Merv filters and adjusting the ventilation systems as needed.

In 2022 a new set of guidelines were developed for the Dale Street Building Project based on the recommendations of the Town Meeting.

The following Capital Projects were completed in Fiscal Year 2022:

- High School Lighting Controls
- High School Led lighting
- High School Carpet Replacement
- High School Air Handling Unit repairs – ongoing
- Blake Roof replacement
- Blake VCT flooring replacement
- Blake Carpet replacement
- Blake Roof Top Unit repairs – ongoing
- Wheelock new VCT flooring
- Wheelock fan coil unit repair ongoing
- Wheelock exhaust fan repair ongoing
- Dale Front Portico Repair
- Dale Door/lock replacement
- Dale new VCT flooring
- Dale Ceiling tile installation
- Memorial VCT flooring replacement
- Memorial replace split systems
- Memorial Roof Top Unit repairs ongoing

Federal guidelines instituted throughout the pandemic required our Food Service Department to provide free lunches to each student. This continued through 2022. Food Services continued to see a steady increase in student participation in the school meal programs, with an average of a 65% daily participation rate. To take full advantage of the universal free meals waiver, the Food Service Department decided it was a great time to start a breakfast program at the Blake Middle School.

This gives the Middle School student the opportunity to start their day with a free breakfast.

The 2022 school year brought many improvements to our Human Resources Department.

Among notable updates are:

- Document Cloud is fully functional and new employee documents are now scanned and categorized in ADP for easy retrieval
- Open Enrollment Form was improved and now includes a direct upload to Google Drive
- An auditing and tracking system was created for Health/Dental and Life insurance changes
- A Norfolk County pension report was designed and interfaces seamlessly with the Norfolk County Retirement system. This eliminated any re-typing errors
- Work began with the MTRS and ADP to design a new MTRS report to more efficiently import data to MTRS
- Implemented a google form to effectively track Teaching Assistants' contract changes regarding substituting for teachers. Teaching Assistants can track their assignments, approvals and payments. This has been has been extremely helpful with the ongoing substitute shortage

The budget process in 2022 culminated in the adoption of a Fiscal Year 2023 budget for the Medfield Public Schools of \$39,506,948. This represents an increase of \$1,158,719 or a 3.02% increase over the amount provided the previous year. We would again like to thank the citizens of Medfield for their continued commitment to education.

Respectfully submitted,

Michael A. La Francesca
Director of Finance and Operations

REPORT OF MEDFIELD HIGH SCHOOL

To the Superintendent of Schools

On behalf of Medfield High School, it is my pleasure to submit this annual report for the calendar year ending December 31, 2022. The following highlights the many accomplishments that took place at MHS over the past 12 months.

The official enrollment at Medfield High School on October 1, 2022, was 740. There were 192 graduates in the Class of 2022. Last year, 93% of the graduating class went on to four-year colleges. These colleges included the following, among many others:

- Amherst College
- Berklee College of Music
- Boston College
- Clemson University
- Colgate University
- College of the Holy Cross
- Cornell University
- Northeastern University
- Ohio State University
- Princeton University
- Providence College
- Trinity College
- UMASS - Amherst
- University of Connecticut
- University of Michigan
- University of North Carolina - Chapel Hill
- University of Notre Dame
- University of Pennsylvania
- Worcester Polytechnic Institute

In addition, 98 members of the graduating Class of 2022 were inducted into the National Honor Society.

During our commencement ceremony, several members of the senior class shared their thoughts and experiences as students in Medfield. Senior Class President Deeya Yadapadithaya thanked her teachers, parents, and classmates for all their support. She noted that “success is measured on the experiences you had...it’s about life experiences. It’s about making memories.” Honor Essayist Nimai Kini told his classmates, “It’s time to go out into the world as our own people, trying to figure out what we want to do. If you take away anything from this, just do what makes you happy.” Honor Essayist Kelsey Quint reminded her fellow graduates “there is always something to be learned from every situation...life is full of hidden

lessons, it's just up to you to find them." Finally, Senior Speaker Lauren Schofield told her peers, "I have had the time of my life with you, the class of 2022, and I hope you know that all of you will live on in my small moments forever."

In 2021, eight seniors, Joseph Nickerson, Rachel Parry, Adrian Sheehy, Thomas Shurtleff, Travis Spitzer, Anna Trotter, Noah Wilson, and Aryav Yadapadithaya were named National Merit Commended Scholars.

Medfield High School was once again recognized by U.S. News and World Report as one of the top high schools in the country. This publication awarded MHS with the Gold Award as a top school in the Commonwealth of Massachusetts.

This past year, 278 students took 521 AP exams. On these exams, 73% of our students scored 3 or above. Our SAT and ACT scores were well above the national average and the Medfield High School MCAS results were once again exemplary:

- English/Language Arts - 82% Meeting/Exceeding
- Math - 84% Meeting/Exceeding
- Science & Technology/Engineering - 92% Meeting/Exceeding

In 2022, 84 seniors spent term 4 completing a senior project. These projects, created by students and approved by advisors, allow students to use their final term to explore a personal passion. The projects included various podcasts, and many students shadowed professionals such as physical therapists, school nurses, school teachers, and medical personnel. A group of seniors recorded an album, and another group learned to train service dogs. These senior projects were completed prior to graduation.

The following highlights departmental accomplishments from the calendar year 2022:

The guidance department continues to provide post-secondary options and accessibility to all students. Our college visit program provided opportunities to all juniors and seniors. This year, over 100 college admission counselors scheduled in-person and virtual visits with our students.

The guidance department also continued the implementation of the Signs of Suicide (SOS) program. The 9th-grade students all received the SOS High School Program, which helps students recognize the signs and symptoms of depression and/or suicide. During class, students were introduced to the SOS Signs of Suicide program, watched a video about the signs of suicide, completed the Brief Screen for Adolescent Depression screening, scored their individual depression screening, and were provided with guidelines for getting further help, if necessary.

The Medfield High School English department worked on several new initiatives, which included a goal focusing on improving student vocabulary, the development

of a new department vision statement, and department policies that address extra credit and late work. Several guests were invited to speak to students throughout the year. These topics included graphic storytelling, expository writing, and American literature. Several English teachers led sessions at our Digital Learning Day workshops and others participated in building and district-wide committees.

The Medfield High School Band, Chorus, and Orchestra participated in the MICCA Festival. Our Chorus and Orchestra received Silver Medals and the Band received a Gold Medal. In addition, the high school Jazz Band received a Silver Medal at the MAJE State Jazz Band finals. This past year, 10 students were selected to the 2022 Eastern District Music Festival, four students were selected to the MMEA All-State Music Festival, and two students were selected to the NAFME All-National Chorus. The MHS Theater Society performed the musical, *Annie*, this past spring.

The MHS visual art department was pleased to have hosted several art shows. The 28th Annual Zullo Gallery and Art N Bloom shows brought student work into the community in both in-person and virtual shows using interactive websites. In addition, there were a number of MHS students who received recognition for their talents in art. The following students won awards in juried shows at the statewide and national levels:

- Scholastic Awards - Bailey Mead, Anna Martin, Paulina Derevyanko, Kylie Herbstzuber, Zoe Whelan, Adam Price, Smriti Rijal, Katie Turner.
- The Massachusetts Art Education Association (MAEA) – MAEA Recognitions Exhibit – Anna LaRowe, Zoe Whelan, Paulina Derevyanko, Andrea Cabochan, Lina Gatti.
- NAEA Juried Exhibit - Amelia Keene, Paulina Derevyanko, Zoe Whelan.

Last year, eight students went on to pursue four-year art degrees. They will be studying in the fields of design, art management, art education, and architecture.

In science, curriculum maps and labs were adjusted to better fit into the master schedule. A new semester class, Intro to Veterinary Science, was added this past year. The science department welcomed guest speakers (Forensic and Marine sciences, Environmental Science, and Intro to Veterinary Science), and celebrated Stem Week, Mole Day, and Forensics Week. The science teachers introduced new lab activities with the Minerva group for both Environmental Studies and AP Environmental Science classes. The science teachers continued to work collaboratively and several presented at DLD.

The social studies department saw all juniors complete a required civics project. This year's focus was on local government engagement. In small groups, students chose topics of interest including fixing potholes, improving recycling efforts, and examining the reasons for the speed limit on South Street. They contacted appropriate local authorities and created public service announcements to state

their case. In addition, the social studies department voted to honor three members of the Class of 2022 - the Richard DeSorgher Active Citizen Award was given to Deeya Yadapadithaya, the Gary Stockbridge Global Citizen Award went to Nimai Kini and the Social Studies Award was presented to Noah Wilson.

Last year, the business department saw DECA (a business club preparing emerging leaders and entrepreneurs in marketing, finance, hospitality, and management) membership grow from 49 students to 85 this year. These students competed in the Massachusetts District 4 competition. Six students competed in the international DECA competition that was held in Atlanta, GA. In addition, MHS business teacher, Karen Shaffer, received the 2022 Medfield High School Teacher Inspiration Award.

In world languages and cultures, our teachers worked with DESE modules to align the curriculum to the new World Language state standards, and rewrote the program of studies to reflect the state frameworks. In 2022, 30 seniors were awarded with the Seal of Biliteracy (4 with distinction). After several years of not being able to offer international learning experiences to our students (due to COVID restrictions), teachers began planning trips to Italy, Costa Rica, and France. These trips are scheduled for April 2023.

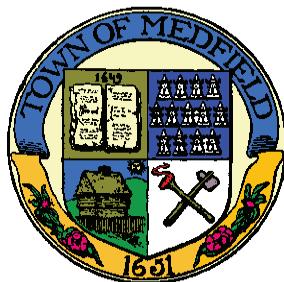
The Medfield High School math department continued to work this past year to create and revise learning maps for each of the courses offered. We have adjusted these to meet our new schedule (2021). The math department participated in a variety of professional development opportunities at both the secondary and district levels. Members of the department also presented at our Digital Learning Day last spring.

On behalf of the entire faculty at Medfield High School, I want to sincerely thank the Medfield School Committee and the Medfield community at large for their continued support.

Respectfully submitted,

Robert Parga, Principal

Commencement Exercises of MEDFIELD HIGH SCHOOL



The Amos Clark Kingsbury High School

Class of 2022

*Sunday, June 5, 2022
1:00 PM*



CLASS OF 2022 OFFICERS

Deeya Yadapadithaya, *President*

Brendan Lawless, *Vice President*

Alexandra Lusby, *Secretary*

Lillie Cumming, *Treasurer*

Katherine Waters, *Representative to the School Committee*

Class Advisors

Linnea Borjestedt & Perry Oasis

ADMINISTRATION

Dr. Jeffrey J. Marsden, *Superintendent*

Robert Parga, *Principal*

Brenda Hagan, *Assistant Principal*

Heather M. Mandosa, *Assistant Principal*

SCHOOL COMMITTEE

Jessica Reilly, *Chairperson*

Leo Brehm

Michelle Kirkby

Timothy Knight

Anna Mae O'Shea Brooke



GRADUATION PROGRAM

NATIONAL ANTHEM.	Paul Narkewich
WELCOME	Deeya Yadapadithaya <i>President, Class of 2022</i>
MESSAGE FROM THE PRINCIPAL.	Robert Parga
HONOR ESSAYISTS.	Nimai Kini, Kelsey Quint
MESSAGE TO THE CLASS OF 2022.	Anna Mae O'Shea Brooke <i>Medfield School Committee</i>
SENIOR SPEAKER.	Lauren Schofield

PRESENTATION OF DIPLOMAS

Robert Parga.	<i>Principal</i>
Brenda Hagan.	<i>Assistant Principal</i>
Heather M. Mandosa.	<i>Assistant Principal</i>



CLASS OF 2022

MAGD AL-KURDI
ISAAC COLE ALDRICH
COLIN PAUL ANASTOS
VASILIOS APAZIDIS
> HANNAH IZABELLA ARIAS
MAXWELL ALTER AUGUSTINI
NATHANIEL PAUL BAACKE
EMMA GRACE BANNISTER
HUGH EDWARD BARROWS
DOMINIC ANDREW BARTOLOTTA
KAITLYN PAIGE BARTON
EMBERLEE ISABELLA BERGES-O'DONNELL
CHRISTOPHER WALTER BETHONEY
JOSEPH JOHN BETHONEY
MADELYN SOMERS BICKNELL
BRIAN SEBASTIAN BORTECK
AVALIN ELIZABETH BOUDREAU
JACK WILLIAM BOYLAN
JENNIFER MARIE BOYT
+ LUISA O'SHEA BROOKE
+ > ANDIE SUGETA BROWN
> ISABELLA MADELYN BROWN
> SOPHIA MARIE BRUNO
SHANNON MARY BURNS
GRENNIE RUTHE CAMPBELL
KIRSTEN CARA CARLSON
WILLIAM EDWARD CARPENTER
TIMOTHY JOSEPH CASEY
JAMES THOMAS CHADWICK III
MATTHEW HANYUAN CHI
PETER JOSEPH CLIFFORD
COLE PATRICK CLONEY
OLIVIA KRISTINA CLOUTMAN
ALISON MARY CONCAGH
SIOBHAN MARY CONNOLLY
> AIDAN RYAN CORRODI
RYAN PATRICK COSTELLO
DECLAN OLIVER CRICTON
KAYLEY THAYER CRONIN
KEVIN MATTHEW CRONIN
ELIZABETH FAITH CROWLEY
KATHLEEN ANNE CROWLEY
PATRICK JAMES CROWLEY
LILLIE CATHERINE CUMMING
MADELINE DIANE CURMI
ELIZABETH MARY DAILEY
LUKE JAMES DALEY
JAMES WILLIAM DAVIGNON II
> ALICE DE LORENZO
+ > HAILEY MAY DEPAOLA
NORA THERESA DEVLIN
MADISON ROSE DEWOLFE
MATTHEW JAMES DONAHUE
PATRICK JOHN DONOVAN
CHLOE ANNE DOUGLAS
SEAMUS MICHAEL WILLIAM DOWLING
BRENDAN WILLIAM DRISCOLL
SEAN DONOVAN DRISCOLL
MICHAELA NICOLE DUROSS
NOAH GABRIEL MICHELET EPSTEIN
> OLIVIA MARGARET FARMER
QUIN CURRAN FEDOR
WILLIAM MICHAEL FERNANDES
AUSTIN JAMES FERRY-CALO
CALLAHAN MCKAY FOLEY
KYLE BRIAN GAFFNEY
RYAN JAMES GALLAGHER
ISABELLA JULIA GANGEMI
DANIEL CHARLES GAUDET
ANNA ELIZABETH GELORMINI
MAXIMILIAN ROBERT GOBIN
JACK THEODORE GOODMAN
LILY RACHEL GOODMAN
REBECCA WENDY GRAHAM
HAYDEN CHRISTIAN SUTHERLAND GRAY
NATALIE ANN HAGOOD
VICTORIA ANNE HAJJ
CAROLINE EMMA HARRINGTON
ALEXA LYNNE HASAPIDIS
JACK JOSEPH HAUPTMAN
KYLIE MARIE HERBSTZUBER
> MAYA LEIGH HILVERT
CHRISTOPHER ANTHONY HODGE
ISABELLA IRENE IANNONE
HANNAH ANN JOHNSON
SEAN PATRICK JONES
CHARLES GEORGE KATSIKARIS
CHRISTOPHER JAMES KAY
+ WYATT ELIJAH KELESHIAN
SAMANTHA ROSE KERIVAN

SYMBOLS OF DISTINCTION

Gold tassel: National Honor Society
Purple/Gold cord: Latin Honor Society
Red cord: Chinese Honor Society
Red/Gold cord: Spanish Honor Society

Multi-colored tassel: Art Honor Society
Royal Blue/Red cord: French Honor Society
Navy Blue/White cord: Student Government



CLASS OF 2022

- + > JENNA HALL KETELTAS
- + > NIMAI TARUN KINI
- VANESSA SOFIA KOURTIS
- VENIAMIN KRANTS
- MAKSYM KRYVANYCH
- LIAM DAVID LADD
- ELISHAA MEJMIA LAFONTANT
- > ELLI JANE LANGTON
- HENRY DOUGLAS LAPHAM
- BRENDAN PAUL LAWLESS
- CALEB CHRISTOPHER LAWSON
- WESLEY MATTHEW LAWSON
- ZOE GRACE LEWIS
- MARINA SHU-CHANG LINNERT
- MAXIM VLADMIR LODKIN
- MARY MORGAN LONG
- JOSHUA LUIS LOZANO
- ALEXANDRA PAIGE LUSBY
- SARAH CATHERINE LUTTAZI
- MADELINE VERONICA LUTZ
- ELIZABETH GENEVIEVE LYNCH
- MEGAN ANNE MACTAVISH
- + > KATHERINE ROBITAILLE MANNING
- REBECCA CHASE MASELLA
- + > ANN INGRAM MCCARTHY
- + > MEGHAN RAY MCCARTHY
- GRACE EILEEN MCGOWAN
- NICHOLAS MICHAEL MCNEELEY
- NATALIA MARIE MCNEIL
- RYAN EDWARD MCNEIL
- KATHRYN EILEEN MERCK
- JAKE CAMERON MEWHINNEY
- CAROLINE GRACE MILLS
- DANIEL PATRICK MORRILL
- JARED RICHARD MULA
- LUKE HARRISON MURPHY
- > PAUL JORDAN NARKEWICH
- MEGHAN LEIGH NAUGHTON
- CONNOR MICHAEL NEE
- BRETT WILLIAM NICKERSON
- + > JOSEPH JEREMIAH NICKERSON
- > DOMINIC JAMES NUNZIATO
- CAROLINE ROSE O'CONNOR
- SINA CIHAN OZGUL
- CHRISTOPHER DOUGLAS PAGE
- CAITLIN MARIE PANCIOCCHIO
- TYLER MICHAEL PAQUIN
- + > RACHEL GRACE PARRY
- + > JAN PHILIP PASSAS
- SAMUEL JOHN PATRY
- MEGAN JOYCE PEASE
- MICHAEL VALENTINO PELKEY
- DREW THOMAS PEZZULLO
- ADAM WILLIAM PRICE
- OLIVIA PAIGE PRICE
- + > JOHN THOMAS PUTTHIAPARAMBIL
- + > KELSEY GRACE QUINT
- > ALISON ELIZABETH REDDY
- SAMANTHA MICHELLE REDDY
- JOSEPH WILLIAM REGAN
- KELLEY GRACE REGAN
- HENRY FEENEY REILLY
- MORGAN QUINN REILLY
- + > DANIEL JAMES RIDICK
- MADISON KENDALL ROSEN
- HAILEY JAYE RYAN
- HANNAH MAY SAMPSON
- SAHIB SINGH SANGHERA
- + > LAUREN ANNE SCHOFIELD
- ANDREW JOSEPH SCIER
- > ADRIAN PATRICK SHEEHY
- MAXWELL TODD SHERMAN
- + > TYLER J SHU
- + > THOMAS CARLISLE SHURTLEFF
- + > ABRIELLE ALICE SILVA
- BENJAMIN EDWARD SLEBODA
- SOPHIA DOMINE SLESAR
- MAXWELL REIS SOLOMON
- ROBERT ALAN SPENCE
- + > TRAVIS CASEY SPITZER
- AIDEN BRETT ST. MARY
- ANDREW MICHAEL STANTON
- JACK LASZLO STANTON
- JACK GERALD SULLIVAN
- ALEXANDROS LEONIDAS TASSIOPoulos
- RYAN MARK TIERNEY
- MAGGIE ANNE TOLLAND
- + > ANNA WILLETT TROTTER
- > WILLIAM EATON VAZQUEZ
- > SYDNEY NOELLE VIA
- KATHERINE ANN WATERS
- WILLIAM HENRY WHITAKER
- CONNOR JOHN WHITE
- KERRY LYNN WHITE
- JULIA GWENDOLYN WILSON
- NOAH SHEPARD WILSON
- + > ARYAV P YADAPADITHAYA
- DEEYA P YADAPADITHAYA
- YUKIHO YOSHIDA
- LIZA EMMA YOUNG
- SOPHIE KIRSTEN YOUNG
- ASHLEY CELESTE ZILORA

+ RECOGNIZED FOR ACADEMIC EXCELLENCE
> EARNED THE MASSACHUSETTS SEAL OF BILITERACY



DEPARTMENTAL AWARDS

ART:

Excellence in Visual Arts Awards. Anna Gelormini, Wyatt Keleshian
Excellence in Ceramics Awards. Dominic Bartolotta, Lily Goodman
MAEA Emerging Artist Award. Yukiyo Yoshida
NAEA Award. Elizabeth Dailey
Scholastic Art Awards. Kylie Herbstzuber, Adam Price
Steven Spielberg Video Award. Kylie Herbstzuber

ENGLISH:

English Awards. Liam Ladd, Joseph Regan
Film Theory. Adrian Sheehy
Literary Magazine. Chloe Douglas, Rachel Parry, Kelley Regan
Yearbook Awards. Isabella Brown, Kirsten Carlson,
Marina Linnert, Meghan Naughton

MATHEMATICS:

Excellence in Math. Rachel Parry, John Puthiaparambil,
William Vazquez
MAA American Mathematics Competition. Katherine Manning,
Rachel Parry, John Puthiaparambil
New England Math League. Katherine Manning,
John Puthiaparambil, William Vazquez

MUSIC:

John Philip Sousa Band Awards. William Carpenter, Hayden Gray,
William Vazquez, William Whitaker
Louis Armstrong Jazz Award. Christopher Page
National Chorus Award. Nimai Kini
National Orchestra Award. Tyler Shu

SCIENCE:

Anatomy & Physiology. Caroline Harrington
Biology. Adrian Sheehy
Chemistry. Jan Passas
Engineering II. Daniel Riddick
Environmental Studies. Luke Daley
Physics. William Whitaker
Society of Women Engineers. Isabella Iannone, Caroline Harrington



DEPARTMENTAL AWARDS (Continued)

SOCIAL STUDIES:

Social Studies Award. Noah Wilson
Gary Stockbridge Global Citizenship Award. Nimai Kini
Richard DeSorgher Active Citizen Award. Deeya Yadapadithaya

WELLNESS:

Outstanding Participation in Wellness Isabella Brown,
Thomas Shurtleff
Outstanding Participation in Athletic Training Quin Fedor

WORLD LANGUAGES & CULTURES:

French. Lauren Schofield, Anna Trotter
Mandarin. John Puthiaparambil, Tyler Shu
Spanish. Rachel Parry, Sydney Via
Paul Bruemmer Award for Excellence
in Multiple Languages. Hannah Arias

National Latin Exam:

Latin IV, cum laude. Kylie Herbstzuber, Nimai Kini, Sophia Slesar
Latin IV, magna cum laude. Jared Mula, Madison Rosen, Hailey Ryan
Latin IV, maxima cum laude (silver medal). Austin Ferry-Calio,
Anna Gelormini, Paul Narkewich
Latin IV, summa cum laude (gold medal). Meghan McCarthy
Massachusetts Seal of Biliteracy. Hannah Arias, Andie Brown,
Isabella Brown, Sophia Bruno, Aidan Corrodi, Alice De Lorenzo, Hailey DePaola,
Olivia Farmer, Maya Hilvert, Jenna Keteltas, Nimai Kini, Elli Langton,
Paul Narkewich, Dominic Nunziato, Rachel Parry, Kelsey Quint,
Alison Reddy, Daniel Riddick, Lauren Schofield, Adrian Sheehy,
Abrielle Silva, Travis Spitzer, Anna Trotter, William Vazquez,
Sydney Via, Aryav Yadapadithaya



SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS

Academic Excellence Awards.	Luisa Brooke, Andie Brown, Hailey DePaola, Wyatt Keleshian, Jenna Keteltas, Nimai Kini, Katherine Manning, Ann McCarthy, Meghan McCarthy, Joseph Nickerson, Rachel Parry, Jan Passas, John Puthiaparambil, Kelsey Quint, Daniel Riddick, Lauren Schofield, Tyler Shu, Thomas Shurtleff, Abrielle Silva, Travis Spitzer, Anna Trotter, Aryav Yadapadithaya
American Legion Chief William Mann Scholarship Award.	Jack Goodman
American Legion Phil Burr Scholarship Award.	Hannah Arias
Amy Fiske All School Poetry.	Lauren Schofield
Amy Fiske Creative Writing Award-Senior Prose.	Travis Spitzer
Berkshire Hathaway Page Realty Scholarship in memory of Michael Conlon and Eric Zorn	Ryan McNeil
Bird's Hill Compounding Scholarship.	Caroline O'Connor
Brian W. Lawler Scholarship.	Megan MacTavish
Daughters of the American Revolution Citizenship Award.	Caitlin Panciocco
Daniel C. Palermo Spirit of Drama Awards.	Caroline Harrington, Zoe Lewis
David E. Medeiros	
Theatre Society Memorial Award.	Katherine Manning
Don Brown Youth Hockey Scholarships.	Grenne Campbell, Connor Nee
Eric Michael Perkins Football Scholarship.	Maxwell Augustini
Hannah Adams Scholarships.	Kathryn Merck, Caitlin Panciocco, Madison Rosen
John Panciocco Humanitas Awards.	Aidan Corrodi, Caitlin Panciocco, Rachel Parry
Larry Dunn Memorial Scholarship.	Nathaniel Baacke
Lowell Mason House Scholarships.	Andie Brown, Hailey DePaola, Sydney Via
Lowell Mason Music Education Award.	Jan Passas
Madelyn L. Grant Scholarships.	Luisa Brooke, Rachel Parry



SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

Medfield Democratic Town Committee Scholarship. Jan Passas

Medfield Employers and Merchants Organization Scholarships. Luke Daley,
Caleb Lawson, Morgan Reilly

Medfield Firefighters Relief
Association Scholarships. Sarah Luttazi, Sophia Slesar

Medfield High School Alumni Association
John Panciocco Memorial Scholarship. Elizabeth Crowley

Medfield High School Alumni Association
Lord's William J. Kelly Memorial Scholarship. Samantha Kerivan

Medfield High School Alumni Association
"Once a Warrior, Always a Warrior" Scholarship. Caitlin Panciocco

Medfield High School Baseball Leadership Award. Thomas Shurtleff

Medfield High School PTO Community Service Award. Deeya Yadapadithaya

Medfield High School PTO Excellence Award. Aryav Yadapadithaya

Medfield High School PTO School Spirit Scholarships. Maya Hilvert,
Charles Katsikaris

Medfield High School Reunion Committee Scholarship,
in Memory of Elaine Rawding Taylor. Hannah Arias

Medfield High School Scholar/Athlete Awards. Ann McCarthy,
Joseph Nickerson

Medfield Historical Society Scholarship
in Memory of Adam Opiela. Noah Wilson

Medfield Lions Club Scholarships. Isabella Iannone, Jan Passas

Medfield Permanent Firefighters
Association Scholarships. Patrick Crowley, Olivia Farmer

Medfield Police Daniel McCarthy Memorial Scholarship. Maggie Tolland

Medfield Police Detective Robert E. Naughton
Memorial Scholarship. Patrick Crowley

Medfield Soccer, Inc. Scholarships. Isabella Brown, Jan Passas

Medfield Sportsmen Club
Harry S. Sonnenberg Scholarships. Kayley Cronin, Kylie Herbstzuber



SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

Medfield Youth Basketball Association

Bob Porack Memorial Scholarships. Wesley Lawson, Ann McCarthy

Medfield Youth Hockey Doug Woodruff Scholarship. Tyler Shu

Medfield Youth Lacrosse Scholarships. Patrick Crowley, Quin Fedor,
Isabella Iannone, Ryan McNeil, Luke Murphy, Connor Nee

MHS Theatre Society Awards. Olivia Farmer, Samantha Reddy,
Anna Trotter

MHS Theatre Society Award of Distinction. Wyatt Keleshian

Michael Harman Memorial Scholarship. Michael Pelkey

Michael McCloud Baseball Scholarship. Brett Nickerson

Michael J. Sullivan Memorial Scholarships. Patrick Crowley, Hailey Ryan

Middlesex Savings Bank Scholarship. Austin Ferry-Calo

Mitchell Construction Scholarship. Joseph Regan

Music Pillar Award. Olivia Farmer

MYBS Kevin Glasheen Scholarships. Nathaniel Baacke, Elizabeth Crowley

National Honor Society Scholarships. Avalin Boudreau,

Sophia Bruno, Alison Concagh, Kathleen Crowley, Sean Driscoll, Daniel Gaudet,

Alexa Hasapidis, Maya Hilvert, Elli Langton, Maxim Lodkin, Meghan McCarthy,

Meghan Naughton, Joseph Nickerson, John Puthiaparambil,

Daniel Riddick, Hannah Sampson, Adrian Sheehy,

Sophia Slesar, William Whitaker, Ashley Zilora

National Merit Commended Scholars. Kathryn Merck,

Joseph Nickerson, Rachel Parry, Adrian Sheehy, Thomas Shurtliff,

Travis Spitzer, Anna Trotter, Noah Wilson, Aryav Yadapadithaya

New 'N Towne of Medfield Scholarships. Vanessa Kourtis, Kerry White

Norfolk Teachers Association Scholarship. Kirsten Carlson

Peter Kenny Medfield TV Award

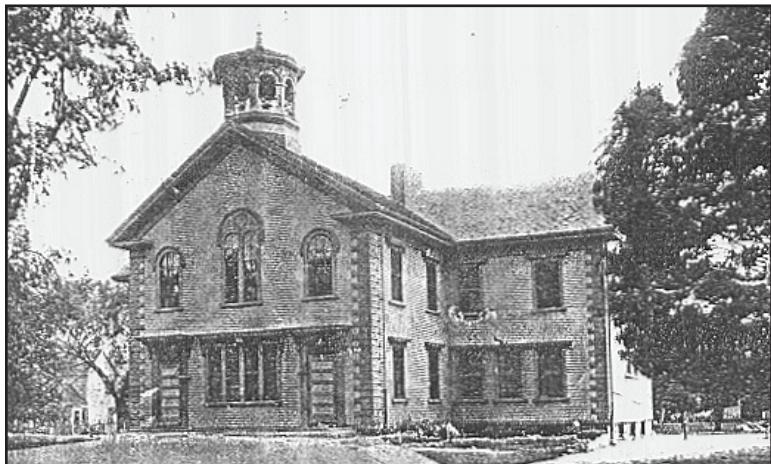
for Excellence in Community Media. Madeline Curmi

Peter Panciocco Youth Hockey Scholarships. Kelsey Quint, Jack Stanton



SENIOR RECOGNITION AWARDS AND SCHOLARSHIP RECIPIENTS (Continued)

Renaissance Award	William Carpenter
Richard "Doc" Nickerson Memorial Scholarship.....	Brett Nickerson
SEPAC - Andrea Trasher Scholarships.....	Adrian Sheehy, William Whitaker
SEPAC Awards.....	Luisa Brooke, Sophia Bruno
Sons of the Legion Scholarship (American Legion).....	Sarah Luttazi
Stephen Hinkley Memorial Award (American Legion).....	Jan Passas
Student Council Awards.....	Emma Bannister, Caitlin Panciocco
Student Council Unsung Leader Awards.....	Ann McCarthy, Joseph Nickerson
Student Government	Maxwell Augustini, Emma Bannister, Lillie Cumming, Elizabeth Dailey, Isabella Gangemi, Maya Hilvert, Charles Katsikaris, Brendan Lawless, Wesley Lawson, Alexandra Lusby, Connor Nee, Caroline O'Connor, Caitlin Panciocco, Sophia Slesar, Katherine Waters, Kerry White, Aryav Yadapadithaya, Deeya Yadapadithaya, Liza Young, Sophie Young
Sunshine Assistant Principals' Award.....	Madeline Curmi
Sunshine Principal's Award.....	Madison DeWolfe
Tassos P. Filledes Memorial Scholarship.....	Samantha Kerivan
Thomas Reis Sportsmanship Awards.....	Charles Katsikaris, Caitlin Panciocco



MEDFIELD HIGH SCHOOL CIRCA 1887



AMOS CLARK KINGSBURY HIGH SCHOOL
1961 - 2005



MEDFIELD HIGH SCHOOL
2005-Present

REPORT OF BLAKE MIDDLE SCHOOL

To the Superintendent of Schools:

On behalf of Thomas A. Blake Middle School, it is my pleasure to submit this Annual Report for the year ending December 31, 2022. Our work is grounded in the mission for the Blake community and the overarching essential question we have posed, guiding our endeavors...

Essential Question for Blake: How can we cultivate and curate the progression of student learning and growth?

Blake Mission Statement

Blake Middle School believes in a living mission statement, based on the concept that our community seeks and respects knowledge, integrity, character, wisdom, and the willingness to adapt to a continually evolving world.

Guiding Questions:

- *Will you be a contributing member of the community?*
- *Will you learn to recognize the indicators of a strong, positive character?*
- *Will you know how it feels when you do the right thing?*
- *Will you know how to emulate the admirable traits of your peers?*
- *Will you know how to be the peer your peers choose to emulate?*

The Blake Site Council and staff worked diligently to establish a thoughtful School Improvement Plan, aligning our goals with the district's Strategic Plan.

Thomas A. Blake Middle School School Improvement Plan Goals

Goal 1 – To artfully design and implement **curriculum** that amplifies all **student learning** through innovation, technology, and skill-building

Goal 2 – To identify and implement teaching practices and **professional growth opportunities** to improve clarity, purpose, and service delivery

Goal 3 – To enhance our climate and culture of **reflection and feedback** for optimal learning, engagement, and experiences

The following provides an update and highlights the many accomplishments that took place at Blake during the 2022 calendar year.

CURRICULUM AND INSTRUCTION HIGHLIGHTS

At Blake, our staff worked on developing engaging units of study to provide an enriching learning environment to both challenge and nurture our students. As noted above, the overarching and essential question that guided our work was: *“How can we cultivate and curate the progression of student learning and growth?”* Curriculum was reviewed to ensure the scope and sequence of the delivery of content was consistent and aligned, both vertically and horizontally. An ongoing focus area for all teachers at Blake has been the development of

common assessments and establishment of common practices at both the department and grade levels.

The expansion of technology has provided meaningful and purposeful ways to enhance the learning experience and environment for our students, with the hopes of establishing a “ubiquitous presence” of technology in the day-to-day reality of education. We have established the following as benchmarks or evaluative measures for determining the efficacy of this work: organization, access to presentation and learning tools, collaboration in and out of the classroom, communication between student and teacher, and the fluid adaptation with new ways to “learn and do.” With a commitment to continued growth with feedback, we are assessing progress through classroom observations, professional development, informal and formal feedback from parents and students, and staff input. We are committed to providing an equitable learning experience for our students and appreciate the shared commitment and investment in the education of our students. For the 2022-2023 school year, the district purchased ChromeBooks for all 6th-8th grade students, and this technology will remain in place going forward.

Our Google Apps for Education (GAFE) platform/domain has enhanced our students’ ability to access, collaborate, and share what they have been learning in school. This thoughtful integration of technology has provided opportunities for interactive and individualized learning projects and experiences, such as the employment of Little Bits to teach waves and model digital signals in 6th grade, “light up poetry” in English, Purpose video project in 7th grade, solar oven design thinking project, comparative anatomy dissection, live essay writing with the use of Google Drive, connecting via social media with authors, Renaissance Round Table project, and interactive classroom discussions.

While these technological advances have offered many potential benefits to our curriculum and education here at Blake, at the heart of our work we have remained mindful that they do not “replace” or serve as a substitute for excellent teaching. Our goal and efforts have been centered on the belief that they serve as a vehicle to enhance the practices that have been in place. A key component of our work with all of our students has been embedding our Digital Citizenry curricula into all disciplines - the modeling of the responsible use and implementation of technology, always keeping in mind the ethical and safety issues that are inherent in these endeavors. Students have also followed the same MA curriculum frameworks and common core Blake curricula.

We have continued to work closely with staff at the high school and elementary schools to align and coordinate both programming and curricula. We have worked to improve our systems of communication, coordinating efforts amongst administration, staff, and students. This work has taken place at the staff, department, and grade levels. One of our more significant curriculum endeavors

has been the progress made towards a more effective formalized system of feedback on student learning and growth, specifically employing Standards Based Reporting. During the 2021-2022 school year, the Blake staff worked to address the recommendations from Dr. Power's analysis (April 2021). A significant focus of this work was streamlining the process, teacher calibration, and incorporating elements of traditional grading in 7th/8th grade ("the middle way"). The World Language Department's focus on the proficiency-based curriculum for all students has dovetailed nicely with the standards based approach to instruction and feedback.

Our Explorations rotation in 6th grade allows for an exploratory and inquiry approach for all students, incorporating a cross-discipline unit and tiered intervention model. As part of this model, we are looking to articulate better, and establish how our work aligns with MTSS, specifically looking at our BCAP and methodology for our Student Support Team to meet the needs of all learners better.

We are excited that we have been able to establish this structure of support for our learners, building off an initiative that began during the 2021-2022 school year - BRIDGES (Blake Respects Individuals' Development and Growth through Educational/Emotional Supports). BRIDGES is a short-term program for Blake Middle School students with acute emotional challenges negatively impacting their lives in school or the community. Students in BRIDGES experience a range of mental health concerns, school adjustment difficulties, inappropriate social functioning, and/or poor peer relations. High academic standards, with the expectation that students will achieve them, are developed based on each individual's strengths and challenges. BRIDGES focuses on the individual strengths of each student while addressing cognitive, affective, psychological, and interpersonal challenges. Our commitment to partnering with families and maintaining regular communication with outside service providers provides students with the best opportunity for success.

Our teachers work to establish common assessments, protocols, and procedures, and articulate them both horizontally and vertically. To facilitate a smooth transition from the middle school to the high school, our 8th grade team has worked closely with department chairs and the 9th grade team to examine our practices and identify areas of inconsistency that need to be addressed. 6th and 7th grade teams have done similar work. Our Mathematics and English Departments have made significant progress aligning the curriculum with the Common Core standards. The grades 6-12 English Language Arts vertical team on writing has continued a curriculum review and realignment process based on the revised DESE ELA Frameworks. Our Science Department has worked closely to align and realign the curricula with the new science and engineering standards - they are in year three of implementation. The Science Department has also made a concerted focus on implementing the CER (Claim, Evidence, Reasoning) framework for writing, along with their work on updating all curriculum maps. Additionally, our

Science Department has been part of DESE's Innovative Science Assessment Pilot since 2021. We are part of a small group of schools selected to participate in this pilot, the goal of which is to gather initial information and feedback that will help create an engaging, equitable and innovative (MCAS) test for all Massachusetts students. The assessment features interactive science simulations allowing students to conduct investigations, create and explore models, and solve science or engineering problems using scenarios featuring real-life problems.

In 2022 (and 2021), our 8th graders began taking the AAPPL test (the same type of test used to qualify for the seal of biliteracy, but with proficiency levels aimed at younger learners). Our results inform our teaching and confirm that most of our students are ready to take on a course at the high school that will move them into the Novice High/ Intermediate Low proficiency range. Overall, Blake students performed the strongest in the reading section with 90% of the group at an N3 or higher.

Over the past few years, a team of Blake teachers worked to reexamine our summer reading program to align better with our curricula and philosophy. We have shifted from an incentive-based model and broadened the choices and options for all students. Blake Middle School believes that independent reading for pleasure is invaluable to students' lifelong learning and should be encouraged and cultivated. The Middle School's summer reading program strives to foster a love of reading through student choice and encourages students to read a carefully selected book, which reflects Blake Middle School's values around literature. Time is spent at the beginning of each school year discussing the books that were read with projects that reinforce the core values of Blake. Feedback from staff, students, and families has been positive and we look forward to improving this program each year.

At the classroom level, we have adjusted and revised our curricula to address the varying needs of our students better, align curricula, and enhance the learning experience. The focus here is on expanding authentic learning opportunities for all students. Some examples in 6th grade include: Google AR explorations, Chinese New Year food projects, incorporation of diverse voices in the poetry and short story units, incorporation of priority standards/SEPs in science, and incorporating comprehensible reading into the curricula for World Language. Some examples in 7th grade include: articulation and alignment of priority standards across all disciplines, incorporating comprehensible reading into the curricula for World Language, independent choice reading in English, podcasting in Public Speaking classes, development and use of benchmarks to map student progress towards masters of priority standards, Chinese New Year food projects, new Project Based Learning (PBL) units across disciplines, Grupo Fantasia presentation in World Language, book club initiative in SSR, and hands-on and presentation projects. Some examples in 8th grade include: articulation and alignment of priority standards across all disciplines, AAPPL testing for all World Language

students to inform our instruction, 1:1 conferencing in 8th grade English with term essays to personalized feedback and discussion of priority standards, Weather Station with Microbits (physical computing), and incorporating comprehensible reading into the curricula for World Language.

As we look to expand our students' familiarity with and understanding of computer science, the entire Blake community once again participated in The Hour of Code during Computer Science Education Week in December. This year Diane Horvath established a workshop structure through math classes for students to find entry points into this field, and it was a great success. The skill and practice of coding is increasingly important for our students as we work to enhance their problem-solving and analytical skills in the fields of science, engineering, mathematics, and technology. Students have the opportunity to create, construct, and bring ideas to life as we integrate it into the curriculum and offer experiences through 6th grade coding, 8th grade Innovation Lab, and other units/lessons across the curricula. Along similar lines, we are looking to maintain a strong emphasis on STEM and STEAM, bringing Medfield High School alumni in STEM fields to talk with our 8th grade students.

We are continually examining the physical environs at Blake to stay current and match the needs of our students, keeping in mind the idea that "geography affects culture." As such, the "geography" of the Blake Library Media Center has continued its transformation to reflect and meet the evolving needs of students and teachers, enhancing our school's culture of learning. The bookshelves have been rearranged, leaving us with a more open and flowing room, and our MakerSpace has served as a vehicle for computer science, circuits and crafts projects that are integrated across the curricula. Significant thanks go to MCPE and Blake PTO for their strong support of this initiative over the past few years. This is an ongoing process for our school. In a similar vein, our art department has continued their efforts to focus on collaborative learning opportunities, designing murals for the school in public spaces.

As a school, we are looking closely at project-based learning experiences as well as the implementation of digital portfolios to demonstrate and highlight student work and progress. These digital portfolios will highlight student assignments, essays, projects, and reflections for each grade. This will continue to be a significant area of focus for 2023 and beyond. In conjunction with our work with digital portfolios, we hope to explore a model of student-led conferences throughout the year.

Adjustments have been made to offer appropriate challenges for all learners and improve student achievement. As a school, we have been looking to improve our Student Support Team structure, engage with the SEL Task Force, and expand our work with Standards Based Reporting. Our Special Education Department has been looking closely at models of support, including learning centers, service

delivery, schedule options, and transitions from Blake to Medfield High School. Efforts across the grade levels include: 1:1 conferencing in classes, skill reflections and goal setting, enhanced support in Explorations, 20% time incorporated across various disciplines, expansion of clubs and after-school activities for all students, and continued work with digital portfolios.

We were thrilled to be able to return to ‘traditional’ field trip experiences during the 2022 year, including Trout Release Day, Audubon Society in Natick, 8th grade bike tour of Medfield, 8th grade picnic, 6th and 7th grade end-of-year celebrations, an end-of-middle school trip to Boston for our 8th grade students, end-of-year and a trip to see the *“Christmas Carol.”* We were also able to hold an end-of-year dance for our 8th graders. Some of our 8th grade students volunteered to host a holiday dinner for residents at Tilden Village. Additional experiences included our Veterans Day recognition/visit/lunch with local veterans, Turkey Bowl flag football tourney at Thanksgiving with our 8th graders, and student-staff volleyball and basketball games. These experiences are rooted in our Blake curriculum and provide avenues for learning and team building that enhance our lessons; we hope that 2023 will allow us to incorporate more of them. We are excited at the prospect of the return of the 8th grade trip to Washington, D.C.

Our Guidance Department worked closely to support students and families. Blake Middle School Guidance Counselors, in partnership with Samaritans, Inc., presented a suicide prevention workshop to our 7th grade students. The Suicide Prevention Workshop included a range of topics including suicide risk factors and warning signs; coping skills and resiliency building; facts, figures, and myth busting; best practices for talking to and helping someone who may be suicidal; and school and community resources. The goals of this annual program include: helping our students understand that depression is a treatable illness, helping them develop an awareness of whether or not they may have symptoms consistent with depression; explaining that suicide is a preventable tragedy that can occur as a result of untreated depression; providing students training in identifying serious depression and potential suicidality in a friend; and impressing upon our students that they can help themselves or a friend by taking the simple step of talking to a responsible adult about their concerns. The data we have collected from the MetroWest Adolescent Health Survey has served, and will continue to serve, as a means of assessing the impact of and need for this work.

We have worked to enhance our Group Guidance Classes to incorporate Social Emotional Learning competencies: 6th grade (introduction to anxiety; situational anxiety discussions; tools to alleviate anxiety); 7th grade (mindfulness and meditation); 8th grade (supporting friends and peers who may be struggling with their mental health). Our guidance counselors have worked to revise their curricula in an effort to establish a more cohesive scope and sequence: 6th grade (focus on making successful transitions, social skills, and empathy/sympathy); 7th grade (focus on resilience, self-advocacy, and autonomy); 8th grade (focus on

self-exploration, respect, and reflection). In addition, the Embracing Diversity class has a focus on multicultural awareness, social justice/civil rights, and human nature while the new Stress Management class focuses on the distinction between stress and anxiety, mindful practices, and reflection.

We embraced the theme of Imagination throughout the school year. Based on feedback from students and staff, we adapted our Advisory structure to incorporate pertinent lessons and support the social-emotional learning for our students. This included pumpkin decorating at Halloween, Black History Month door spotlights, recess activities, and visits from Project Teamwork (High School students). Special thanks are given to our advisory team for leading our School in this work. Our Advisory model provides a dedicated setting for relationship and connection building between and amongst students and staff.

We have continued our efforts to recognize students at the cluster level, for both academic and effort-based achievements. We have continued “Principal’s notes of recognition” on interim reports and report cards, and postcards from staff to students on a more regular basis. We continue to focus our programming on assuring that we honor and celebrate the emerging adolescent. Our Advisory Program is a work in progress that requires continual review and revision, as necessary, to ensure we are supporting our students at the optimal level

STATEWIDE ASSESSMENTS

Our students have continued to perform well on the state standardized tests. The following table includes scores for Blake compared to the state for Next-Generation MCAS. These are the percentages of students in the Meeting/Exceeding Expectations for Next-Generation MCAS:

Grade	Blake ELA Next- Gen MCAS	MA ELA Next- Gen MCAS	Blake Math Next- Gen MCAS	MA Math Next- Gen MCAS	Blake Sci/Tech Next-Gen MCAS	MA Sci/Tech Next- Gen MCAS
6	66%	41%	70%	42%	N/A	N/A
7	76%	41%	68%	37%	N/A	N/A
8	62%	42%	63%	36%	76 %	42%

As part of our continued effort to increase understanding for all students, we have adapted curricula to support students working to attain mastery of the standards. Our 6th grade Explorations Program is another established structure to provide intervention and target areas of need and extension for our students. As we look

at the 2023 calendar year, we will continue our efforts to assure we are aligned with the frameworks to meet the needs of our students.

STUDENT ENGAGEMENT, CONNECTIONS, AND RECOGNITION

Schools are supposed to be a place where all students can learn. They need to be a place where students can explore who they are and find their strengths and work on their weaknesses. All groups should be accepted so that they can flourish and become contributing members of society. - Peter DeWitt

The primary goal at Blake is to establish an emotionally and physically safe and healthy learning environment for all students. Our core values at Blake help guide our work, and we must continue to remind and assure our students that Blake is a safe school for all members of the community and our efforts and expectations remain steadfast to both welcome and embrace all. We strive for a culture of acceptance and inclusivity, regardless of one's race, ethnicity, religious beliefs, sexual orientation, gender identity, or gender expression. As such, it is important that we continue to live by these three principles:

- *Every individual at Blake (students, staff, parents, and the greater community) matters, is cared for, and is an important piece of the Blake fabric.*
- *We are a community of learners who must 'practice what we preach'.*
- *We must always be present and continue to be here for one another.*

In the 2022 calendar year, we continued efforts to support our LGBTQ youth and families. Blake's GSA (Gay Straight Alliance/Gender and Sexuality Alliance), advised by Elise Malone and Jen Dondero, meets weekly and all students are welcome and encouraged to attend. We were fortunate to partner with DESE's Safe Schools Program, bringing Colby Swettberg back to Blake along with Landon Callahan. This collaboration with Jeff Perrotti and his team has helped to support all of our learners and families.

Through formal and informal professional development, we have a shared commitment and concerted focus on diversity, equity, inclusion, and belonging. A study group on race was formed, meeting monthly to discuss and read journals, books, and literature. This group led to the establishment of MERJ (Medfield Educators for Racial Justice) across the District. This helped lay some of the groundwork for our Curriculum Review corrective action that took place.

School connectedness, or how connected a child feels to his or her school community, is a topic that is important to us at Blake. In response to information collected via our annual Site Council survey a few years back, we surveyed students in order to determine whether each child had an adult in our school that s/he felt comfortable seeking out if s/he has a big or small problem and what it was

about the person that made them approachable. This information helps us to identify students who may be in need of more connections at school and gives us a sense of how connected our student body is feeling in general. It also gives us important information about the qualities that are important to middle school students. Overwhelmingly, students listed their guidance counselors as people they know and trust with a problem. Cluster teachers, related arts teachers, and guidance counselors met to ensure those students who did not identify an adult at Blake had somebody assigned to make a subtle but concerted effort to reach out and attempt to establish rapport.

We continue to be proud of the hard work and dedication to learning and community that our students demonstrate throughout the year. Paige Henebry, one of our 8th grade students, was selected as Medfield's ambassador for Project 351, a statewide community service project that brings an 8th grader from all 351 cities and towns in the commonwealth together on one single day to perform a service project. This project celebrates and encourages students' civic leadership and commitment to others.

Our Music Department had great success with students performing at various concerts throughout the year. Nathan DePaola, a junior at Medfield High School, was part of a collaborative holiday concert performance for the Medfield community, as a culmination of a series of rehearsals/lessons with high school mentors to learn holiday songs. Our grade 6 band provided morning performances for staff at breakfasts as well. Some formal awards included Gr 7/8 Band - Gold rating at MICCA Festival and performance of Gold Medal Showcase at historic Mechanics Hall; Great East Festival - Gr 7/8 Orchestra - Gold rating; Gr 7/8 Band, Chorus, Jazz Choir and Jazz Band - Platinum rating; Jazz Band - Gold rating at MAJE Festival. Our students were also fortunate to experience a visit/clinic with Colonel Jason Fettig, Director of the "President's Own" United States Marine Corp Band.

At the building level, we have maintained our traditional recognition of students, honoring them throughout the year with Blake postcards of recognition and appreciation, cluster recognition, and at the end of the year for our core value 4 R (respect, responsibility, resourcefulness, and reflection) awards. We are also working closely as a staff and with the community to broaden our students' and families' perspectives on recognition.

PROFESSIONAL DEVELOPMENT

During the 2022 calendar year, the Blake Middle School staff engaged in a number of professional development opportunities to review and assess various units of study. The construct of the Middle School schedule fosters a professional learning environment for our teachers, as they meet on a weekly basis with their content

partners to align the curriculum and address student needs. Regular department meetings and professional days provided our staff additional opportunities to share ideas, review student data, and develop curricula to best meet the needs of our students. Throughout the year, we have focused on Experimentation/Innovation, Professional Growth - Supervision/Evaluation, and Progress Reporting and Feedback. Our building-based leadership team of administration and department chairs have continued to calibrate practices and bring consistency to our communication and systems of feedback.

We have increased the prevalence of the co-teaching model in all three grades for both mathematics and English Language Arts, and an ongoing goal for 2023 is to rekindle the subgroup of teachers and administrators meeting to examine the efficacy of the program. Co-teaching is also taking place in the World Language Department.

We continue to stay current regarding the social/emotional needs of our students, providing the necessary training for all staff on bullying and harassment. Professional development initiatives at Blake during the 2022 year included: Blake think tank; Implicit Bias work; Civics Action Projects; study skills workshops; educator evaluation; grading practices and distribution; student recognition; department protocols; project-based learning; learning differences; safety/lockdown procedures; and discussions on diversity and acceptance.

COMMUNITY SERVICE, OUTREACH, AND INVOLVEMENT

Blake's Community Service Club continued to make significant contributions to Medfield, under the leadership of Kathleen Caprio. Throughout the year, different grades ran food drives for the Medfield Food Pantry and our Student Council helped to support various drives.

Our BBB (Blake Battles Bias) group, advised by Kara Gelormini and Meghan Thress, helped to make strides and taught lessons with their 6th grade peers. Through this work students have wrestled with issues including challenging their own assumptions about peers, stopping cyber bullying, and examining the impact of exclusion and aggressive comments on students, both socially and academically. These students are developing their leadership potential, and their communication and presentation skills, so that they, too, can lead activities and discussion on these topics. Our students then facilitated workshops for both students and staff. A goal we have for 2023 is to increase the BBB voice and presence in our school.

As a school we are looking closely at project-based learning experiences as well as the implementation of digital portfolios to demonstrate and highlight student work and progress. These digital portfolios will highlight student assignments,

essays, projects, and reflections for each grade. This will be a significant area of focus for 2023 and beyond, as we look to implement family conferences in the fall of 2023.

In conjunction with our work with digital portfolios, we hope to explore a model of student-led conferences. Our guidance counselors held conferences for families. We held discussion groups with members of the Blake community, and will be continuing this model in the coming years. In a similar vein, we continued our focus group sessions with parents, staff, and administration to discuss the systems of feedback for all of our learners. This is an area we will continue to discuss with parents and community members as to how we can enhance and improve our practice. These efforts are structured with an intent to bridge the work that is taking place within the school walls with the work that is taking place with families at home, forming a partnership for improved learning.

We have worked closely as a staff to better structure our fundraising activities with the students, channeling the focus and providing more direct opportunities for students to “own the experience.” Under the direction and lead of Cynthia McClelland, our students participated in the MLK, Jr. Day of Service annual blood drive at Blake.

The social and emotional well-being of our students, staff, and community continues to be at the heart of all of our work. Several staff members and members of the administration are on the district-wide MTSS Committee, DESI Task Force, SEL Task Force and the Challenge Success team. We look forward to what lies ahead with these endeavors. In a continued effort to provide down time for students, staff, and families, the Blake staff supported and implemented three ‘No Homework Weekends’ (Martin Luther King, Jr. Day, Memorial Day, and Veterans Day), along with our ‘No Homework Vacations’.

The 2022 calendar year at Blake Middle School was full of accomplishments, and we will continue to strive to provide the optimum learning experiences for all of our students. Looking ahead to 2023, we will build off our successes and continue to strive to make progress towards our goals and the establishment and provisioning for equitable learning experiences for both students and staff.

A shared community goal has been to engage students both in and out of the classroom and to provide a ‘balanced’ approach to education. In this vein, we have expanded our systems of support to foster connections and to nurture their growth: enhancing our intramural program, examining the physical space of our classrooms, incorporating recess into our Advisory Program, examining our mission statement, examining student stress, looking at our reporting procedures, discussing the implications of homework, thoughtfully exploring appropriate ways to recognize student growth, and engaging the community in dialogue about our programs. We have increased the use of formative assessments, examined grading

practices and study guides, and worked to foster an inclusive environment for both students and staff. Specific areas of focus for 2023 include: exploring scheduling alternatives to support and provide intervention for students during the school day, embed professional development to support our efforts with meaningful feedback, enhance and diversify our curricula to support culturally responsive teaching practices, establishing a structure for family conferences, increased focus and implementation of digital portfolios, and responding to individual student and staff needs.

I am thankful the town of Medfield is a student-centered educational environment and I am proud to lead the Blake Middle School. I want to acknowledge the work that our entire staff has done to support the students and community of Medfield – their support and commitment to student achievement is commendable. The Blake Site Council has been a tremendous support and forum for issues to be examined, challenges presented, and a vision to be established. I would also like to recognize and thank our Assistant Principal Kelly Campbell, Interim Assistant Principal Marcia Berkowitz, the Blake Cluster Leaders, and Department Chairs who have worked tirelessly with the students and staff to enrich the learning environment at Blake. Finally, the collaboration with Medfield Outreach and continued support of the Blake Parent Teacher Organization, Medfield Coalition for Public Education, SEPAC, and Medfield Music Association has helped to provide a nurturing and supportive school for our students. It is an honor and a privilege to serve the community of Medfield and I look forward to both the successes and challenges that lie ahead for us over the next 12 months.

Respectfully submitted,

Nathaniel A. Vaughn
Principal

REPORT OF THE DALE STREET SCHOOL

To the Superintendent of Schools:

On behalf of the Dale Street School, it is my pleasure to submit the Annual Report for the year ending December 31, 2022. The following summary highlights some of the accomplishments that took place at Dale Street during the past calendar year.

ENROLLMENT

The Dale Street School serves children in grades four and five. Dale Street's enrollment as of October 1, 2022 totaled 389 students. This total was 198 fourth graders and 191 fifth graders. There are nine grade 4 classrooms and nine grade 5 classrooms. The average class size in both grade 4 and grade 5 is 22.

As is true of all Medfield Schools, Dale Street offers a variety of regular and special education services designed to support the learning needs of all children. In addition to a full range of special education services, we provide ELL services and support for students requiring intervention in reading and mathematics.

INSTRUCTIONAL HIGHLIGHTS AND ACHIEVEMENTS

Dale Street School strives to administer instruction, which includes appropriate levels of challenging activities that provide for each student's needs, interests, and abilities. To achieve this goal, teachers in all content areas participated in a variety of professional development opportunities throughout the year. Dale Street's instructional for the past year included:

- **English Language Arts** - Dale Street students participated in rich literacy lessons throughout the year. With the generous support of the PTO, fourth and fifth grade students read and discussed engaging mythology and graphic novels during book club units. Diverse mentor texts and authors were used to model and practice comprehension strategies such as inferring character traits and identifying themes. Students grew as readers through independent choice reading, allowing them to experience a multitude of genres, characters, and themes. Fourth and fifth graders demonstrated their thinking in a variety of ways, including writing, drawing, creating, and using technology. In writing, students learned craft moves to write proficiently in each of the three genres: narrative, informational, and persuasive.
- **Science** - Over the past year, Dale Street School staff provided the student population with increased opportunities to grow as scientists. Changes to the daily schedule have afforded Grade 4 & 5 classes two-60 minute science periods per week, allowing sustained time on task. Along with the

FOSS (Full Option Science System) science kits, Grades 4 & 5 have incorporated Mystery Science lessons into the science curriculum. Both FOSS and Mystery Science provide high levels of engagement, opportunities for exploration and collaborative discussions, and hands-on activities to help students learn core ideas, as well as engage in science and engineering practices. In addition, students and staff worked alongside SEED (Science and Engineering Education Development) scientists to participate in NGSS-aligned hands-on lessons. This fantastic opportunity was funded by a Massachusetts Cultural Council grant. Grade 5 students also participated in water education classes taught by the Neponset River Watershed Association. Grade 5 students learned about water conservation and storm water-related issues. This opportunity is funded by the Medfield Water Department.

- **Mathematics** - Dale Street Staff continued to deepen their understanding of research-based practices for mathematics teaching and learning. Mrs. Brenda Perachi, the math specialist, and Mrs. Jen Belsky, the elementary math coordinator, supported these efforts by collaborating with teachers during common planning time as well as during curriculum meetings. Together with classroom teachers, the elementary math specialists and math coordinator conducted a thorough review of math programs that will guide students to achieve high standards and think critically about mathematics. Although the enVision math program continued to be our core math program, some students and staff began to pilot some of these other programs at the start of the 2022-2023 school year. All teachers continued to implement weekly Math Challenges to offer students an additional challenge.
- **Technology Integration** - Technology continues to play a vital role in the education of our students. In 2021, Dale Street went 1:1 with Chromebooks, so every student has access to a device throughout the school day. The MCPE generously donated coding robots and a classroom set of Vex Go kits for our students. Our technology integration specialist follows a schedule to visit classrooms regularly and provide instruction on technology literacy skills such as digital citizenship, coding, and the use of Google Workspace apps. He also supports teachers with using technology to enhance student learning. Special thanks to our incredible IT Department for their amazing work and unwavering support: Mr. Eoin O'Corcora, Mrs. Michele Rosen, Mr. Joe Ahern and Mr. Ted Blake.
- **Library Media Center** - In the fall, the Library welcomed new staff - Library Media Specialist, Julie Lowerre, and Library Media Aide, Donna Knott. Together they had a vision for making the Library accessible and inviting for both students and staff. They reorganized the library making it easier to find materials. They offered constantly changing activities for students with the goal of creating excitement for books and

reading. Classes continued their weekly visits to the Library to check out books and enjoy the welcoming atmosphere. Grade levels began their monthly visits to the makerspace, which was also reorganized. Projects such as 3-D maps of North America, prototypes of satellites, and explorer bottle buddies were designed and created. All maker projects were standards-based and there was collaboration and reflection between students, teachers, and library staff.

- **Social and Emotional Learning** - Social Emotional Learning has remained a priority for Dale Street staff and students. Classrooms have continued weekly Sanford Harmony lessons. Sanford Harmony is a CASEL-endorsed Social Emotional Learning Curriculum that covers the following units: Diversity and Inclusion, Empathy and Critical Thinking, Communication, Problem-Solving, and Peer Relationships. In addition, there were eight school assemblies scheduled throughout the school year in which classrooms can volunteer to share their learning of SEL topics and the Dale Street's Core Values.

Classrooms continue use of the Inner Explorer program. Inner Explorer is an online Mindfulness program that provides daily opportunities for practices such as meditation, visualization, and the use of calming strategies.

School Psychologist, Mrs. Strekalovsky, and School Guidance Counselor, Mrs. Maloney continued to support students through individual check-ins, small groups, classroom visits, and parent/teacher consultation. Elementary Guidance Counselors began a monthly blog post on their website to highlight any news, updates, or announcements from each of their respective schools. School Nurse Mrs. Thompson worked tirelessly to keep students safe and healthy while informing families of the Health Standards around COVID-19. All three staff members attended meetings and participated in school webinars to support Dale Street students.

Throughout the 2022-2023 school year, Medfield Public Schools entered a partnership with McLean Hospital. This allowed School Guidance Counselor Mrs. Maloney to attend monthly consultation services with school and McLean staff. In addition, four parent webinars were offered to families throughout the school year.

COMMUNITY INVOLVEMENT

Dale Street's community involvement continued to be a top priority:

- School nurse, Mrs. Kathy Thompson was an incredible leader and liaison for the school and the town throughout this unprecedented time. In addition to all of the meetings, phone calls, and professional advice, Mrs. Thompson organized **nine** COVID vaccine clinics. She also organized a flu clinic for staff members at the Medfield Public Schools.
- The Dale Street Student Council facilitated a variety of activities connecting Dale Street to the Medfield community.
 - In March 2022, Dale Street collected items for the Medfield Food Cupboard.
 - In December 2022, Dale Street collected toys for distribution by the Medfield Home Committee.
 - In December 2022, Dale Street students created holiday cards and gift baskets for the residents of the Thomas Upham House.
- In December 2022, Grade 4 students in Mr. Douglas' and Mrs. Flynn's fourth grade classrooms facilitated a holiday flea market. All proceeds from the flea market were donated to the Medfield Home Committee.
- Dale Street continued its strong partnership with **MCPE** and **PTO**. These supportive organizations made a plethora of gestures, both big and small, to support our students and staff. We are grateful for their never-ended compassion and generosity.
- Dale Street continued its close connection to the Medfield Police and Fire Departments. We are grateful to Police Chief, Michelle Guerette, Fire Chief, William Carrico, and Officer Michelle Manganello for always supporting our students and staff.

GOALS FOR SCHOOL YEAR 2022-2023

As we entered the 2022-2023 school year, Dale Street created these goals for the school year:

- Student and Staff Well-Being (focusing on everyone's physical and emotional safety)
- School Culture (Continuing to build and strengthen relationships with students and colleagues)
- Implement Math Pilots (Reveal, Illustrative, & Stepping Stones)
- Diversity, Equity and Inclusion (Continuing to focus on developing our understanding and knowledge, examination of resources, and practices.)

CONCLUSION

Long time music teacher Barbara Oxholm retired at the end of the 2022 school year. We were lucky to have her share her love of music with our students. We wish her all the best in her retirement. We were lucky to have hired Julia Sullivan in her place Julia Sullivan as a part of our music department. We extend a hearty welcome to her.

Our quest for excellence at the Dale Street School could only be realized through the collaboration efforts of our many contributors. We were fortunate to receive unwavering support from the following benefactors: The Medfield School committee, Dr. Jeffrey Marsden, Ms. Mary Bruhl, Dr. Christine Powers, Mr. Eoin O'Corcora, and Mr. Michael La Francesca. In addition, our staff and parents are always willing to collaborate and work as a unified force on behalf of our students. In addition to the support of the aforementioned group, the Dale Street students and staff are extremely grateful for the amazing support we continuously receive from both MCPE and the PTO. These two incredible groups meaningfully enhance our efforts to make learning fun by funding exciting educational grants, supplies for our school and project-based learning, and more.

Respectfully submitted

Stephen S. Grenham
Principal

REPORT OF THE RALPH WHEELOCK SCHOOL

To the Superintendent of Schools:

On behalf of the Ralph Wheelock School, it is my pleasure to submit the Annual Report for the year ending December 31, 2022. Ralph Wheelock is the school that houses the 2nd and 3rd graders in Medfield. The building is located at 17 Elm Street, Medfield, MA.

ENROLLMENT

The Ralph Wheelock School serves children in grades two and three. Wheelock's enrollment as of October 1, 2022 totaled 380 students. 179 students were enrolled in Grade 2 and 201 students were enrolled in Grade 3. There were nine classes at each grade level and an ACCESS classroom, which serves as our "sub-separate" program for students who need significant support throughout the day.

PROFESSIONAL DEVELOPMENT AND CONFERENCES

Wheelock teachers are highly qualified and possess extensive experience in their chosen fields. Professional development during the 2022 school year focused primarily on School Culture and Climate, meeting the needs of Diverse Learners, Equity and Inclusion, and a pilot of Math programs at both grade levels. There was also a focus on coding with students, administering the BAS assessment, and disaggregating the data from the assessment.

The area of professional development this year has been coordinated amongst the three elementary schools during monthly Curriculum Meetings. Best practices regarding ELA and Math are alternated in the schools. Literacy P.D. has been led by ELA K-5 Curriculum Coordinator, Jamee Callahan under the direction of Dr. Christine Power, Director of Instruction and Innovation. Professional Development in the area of Math was led by Math Interventionist Jennifer Belsky under the direction of Christine Power. This year three Math programs have been piloted by a triad of teachers at each grade level. The goal is to narrow it down to one program to recommend to the Superintendent and the School Committee. We continue to use STAR for our standardized Math assessment.

Technology professional development has been ongoing, provided by the Technology Integration Specialist, Marissa Foley and Sarah Heavy our Library Media Specialist. Teachers continue to work closely with Marissa during Common Planning Times, before and after school workshops and 1:1 support to acquire new technology skills as well as improve existing skills. Teachers also have continued working on coding with students, research projects, and Digital Citizenship. Students and staff continued to utilize the Wheelock "FAB LAB"

which is designated to STEAM activities and hands-on learning for students. Staff attended various conferences virtually throughout the spring and fall of 2020.

WELL-BEING AND THE WHOLE CHILD

In the area of Social Emotional Learning, Wheelock staff worked together to identify four standards of behavior at Wheelock. They are Respectful, Kind, Resilient, and Responsible. Students work at showing examples of this behavior. If they are “caught” exhibiting these behaviors they received a “Good News Phone Call Home” from Principal Caulfield. Students also continued to participate in Open Circle lessons in the classroom, which includes a “morning meeting”, and using consistent language throughout the school. This will be the last year of using Open Circle, as the company is no longer providing training and resources. Working alongside of Dave Worthley, Director of Social Emotional Learning, the elementary schools have decided to adopt Harmony as our SEL Curriculum. The 3rd grade “Student Job” program is still extremely popular at Wheelock with more than 85% of our student participating. Student jobs include Office Helper, Morning Announcer, Flag Raiser, and Franklin Helper as well as various other jobs. A 3rd grade Student Council is still very popular at Wheelock. All 3rd grade students are able to run for the position of homeroom representative. Each class was assigned three members to represent their homeroom at grade level meetings.

During the Morning Announcements we continue to recites the Wheelock Peacebuilder Pledge; *“I am a Wheelock Peacebuilder. I pledge to be Respectful, Kind, Resilient and Responsible. I will praise people and to be kind to everyone. I will try to notice and speak up when others have hurt feelings. I will build peace, while keeping my distance, at home, at school, and in my community, each day.”*

Wheelock also continues to use Inner Explorer. *Inner Explorer is an online mindfulness platform designed to support mental health and well-being through Mindfulness-Based Social Emotional Learning (MBSEL). Our pre-kindergarten through high school programs are available in English and Spanish and require no prep work from educators. Through daily practice with Inner Explorer, school communities learn how to cultivate critical social emotional skills, such as self-awareness, self-regulation, empathy, and resilience. These skills work to address chronic stress, trauma, and adversity, while also fostering compassionate and equitable learning environments.*

COLLABORATIVE LEARNING

Assessments including the BAS (Benchmark Assessment System), Star 360 Math (Renaissance), Dibels, and other district assessments are used to assess student progress. Data teams meet throughout the school year to discuss students and determine areas of need and support.

Mirroring the collaboration that occurred during the school closure, each grade level continues to work in triads to plan lessons each week. Teams collaborated each week to plan and execute these lessons.

World Language is offered to all students at the Wheelock School. Mandarin (Chinese) and Spanish are also offered to students twice per week for 30 minutes per session. World Language teachers presented world language programming to Grade 1 students at Memorial School in late winter to assist them in the selection process for Grade 2. During the shutdown, virtual lessons were provided to students.

Another initiative, which complements differentiated instruction and intervention blocks, is Response to Intervention. This process, common to all Medfield elementary schools, supports the Student Support Team and provides early intervention services to those in need. An elementary district committee was formed to ensure smooth transitions and consistent practices among the three schools.

COMMUNITY

The Wheelock PTO provides numerous opportunities for parental involvement throughout the school year. Special events include Rocky Woods, Family Literacy Night, an Ice Cream Social, the Winter Carnival, Wheelock Reads and Book Fair. The PTO's generous funding of the Teacher Wish List, grant requests, field trips and culturally diverse presentations support Wheelock in its goal of creating a warm, nurturing environment in which learning can take place.

There are also many volunteer opportunities for parents including; Guest Readers, Library Helpers, Room Parents, Lunch/Recess Helpers, Community Day Volunteers, and Field Trip Chaperones.

Students annually enjoy presentations by the Plimoth Patuxet Interpreters, Tanglewood Marionettes, the Discovery Museum and the Boston Museum of Science, among others.

This fall, Wheelock School has been honored to receive a grant from the MCPE for a Sensory Walk at Wheelock. This will enable students to take Sensory Breaks throughout the day.

The annual Winter Carnival in March was canceled.

Students at Wheelock participate in many after school enrichment programs F.A.S.T. Athletics and Chess Wizards. In addition, many of our students are in the Boy Scouts and Girl Scouts who work with Medfield Master Gardeners to help maintain the Victory Garden. Community service groups also support our

schools. We appreciate our community relationships and the tremendous support of our school.

This year Wheelock collaborated with Cheryl Dunlea, a retired Medfield third grade teacher Cheryl is active on the Recycling Committee in Medfield. She has created a display with a different recycling initiative each month. Members of the 3rd grade Student Council help to encourage students to look at the display and act on the tip given each month.

FACILITIES AND EQUIPMENT

Wheelock was pleased to have the hallway outside of the Cafe repaired and updated last summer. This summer we are looking forward some painting and beautifying projects.

FUTURE TRENDS

The area of Math will continue to be a focus with an upcoming pilot to choose a new Math Program.

Social Studies curriculum and materials is another priority as we continue to stay current with our Social Studies instruction. New curriculum materials will be purchased which provides an enhanced experience for our students and connects to the Social Studies curricula.

The Arts remain an important part of educating the whole child and the Night of the Arts will be returning in the spring of 2023. This is a collaborative effort among our music and art teachers has brought wonderful excitement to our program, providing Wheelock students with the opportunity to celebrate their artistic accomplishments.

As we strive to maintain and improve facilities, we will continue to increase technology opportunities for our students and provide teachers with necessary training. We continue to support safety initiatives and training for staff and students.

We will continue our efforts to insure smooth transitions among the three elementary schools as we work together for the children of Medfield.

The Town of Medfield recognizes the importance of the whole child and the social emotional well-being of its students. We will continue to bring an equitable and challenging learning experience to all of our students. I would like to recognize the talented staff for their hard work and dedication. I would like to acknowledge the Medfield School Committee, Superintendent Marsden, the PTO and the Medfield Coalition for Public Education for their support of the Wheelock School.

It is my honor to lead Ralph Wheelock School as its principal. I look forward to an exciting future for Wheelock School.

Respectfully submitted,

Holli H. Caulfield
Principal

REPORT OF THE MEMORIAL SCHOOL

To the Superintendent of Schools:

As Principal of the Memorial School, it is my pleasure to report on the school year ending December 31, 2022. After navigating the pandemic for the past two years, it has been a pleasure to return to a greater sense of normalcy.

Enrollment and Staffing

The Memorial School services students in our integrated preschool, kindergarten and first grade programs. Memorial's enrollment as of October 1, 2022 totaled 422 students. This total consisted of 48 preschoolers enrolled in morning, afternoon and extended day sessions, 169 kindergarteners who attended half-day or full-day sessions, and 205 first grade students. There are currently four preschool classrooms that provide several scheduling options based on student need. This year we offered a 2-day half-day p.m. class, a 3-day half-day p.m. class, a 4-day half-day class (a.m. only) and a 4-day extended day option. There are nine kindergarten classrooms made up of eight full-day classes and one half-day class. Memorial also has nine first grade classrooms. Class sizes are as follows:

Preschool: 12

Kindergarten: 21

Grade One: 23

All of our classroom teachers and specialists are highly qualified and have extensive experience in working with young children. We are committed to providing our youngest students with a safe and child-friendly environment in which both academic and social/emotional learning is at the forefront.

As is true of all Medfield Schools, the Memorial School offers a variety of regular and special education services designed to support the learning needs of all children. In addition to a full range of special education services, we provide EL services, general education support for students requiring reading and/or math assistance and guidance support for children with social/emotional needs.

Instructional Highlights

The Memorial School staff continually strives to expand their knowledge of instructional techniques and current best practices to provide excellence in learning

for our students. To achieve this goal, teachers have participated in a variety of training opportunities through district-sponsored workshops that have focused on technology, DIBELS, dyslexia, intervention techniques, anti-biased and culturally responsive practices.

Professional development is the key to remaining current and effective in the classroom. Working in both grade level teams/departments, the staff continues to seek out and incorporate best practices into their teaching, specifically in the areas of English Language Arts, Math, Science and Social Studies.

Each grade continues to consult with the Literacy Coordinator to explore the most up-to-date research on the Science of Reading, review instructional practices and monitor student progress. Ongoing conversations centered on best teaching practices with a focus on the understanding of how young children can gain a more thorough knowledge of mathematical concepts have been happening simultaneously under the direction of our newly hired Math Coordinator. In addition, several teachers in preschool, kindergarten and grade one along with the math specialist are involved in an elementary math pilot to explore three different programs for adoption in the fall of 2023.

Integrating technology throughout the curriculum continues to be an ongoing focus of the Medfield Public Schools. Under the guidance of our Technology Integration Specialist, staff participated in various professional development opportunities to deepen their understanding of the Google Suite, extensions, Twitter, Aspen, DIBELS, BeeBots, Ladibugs and classroom projectors.

To support the Social Emotional development of our students, the Memorial School continues to work to focus on providing opportunities for learning and practice. Our Guidance Counselor position was expanded from part-time to full-time; an increase for which we are extremely appreciative. Utilizing Inner Explores, lessons from Open Circle, Social Thinking and the Choose to be Nice program, our classroom teachers, special subject teachers, specialists and other staff members use common language centered around nine key traits. One of these traits is highlighted each month with activities within the classroom and at an assembly coordinated by our specialists.

Community Involvement

The Memorial Parent Teacher Organization (PTO) continues to support our schools in a multitude of ways. Parent volunteers continue to organize events for our students and staff (holiday parties, preschool music programs, playground improvement, Every Story Matters book initiative, etc..). This amazing organization continues to fund projects and resources to enhance the lives of our students, despite not being able to hold the annual Winter Carnival that is not only a major fundraiser, but also a

highly anticipated community celebration. The addition of the Color Fun Run was a wonderful way to bring the students and families together. We are greatly appreciative of this group's efforts and their ongoing support of our staff, students and families.

The Medfield Coalition for Public Education (MCPE) continues to support the Memorial School funding innovative initiatives that enhance student education. Our students and staff are extremely fortunate to be supported by this generous organization. MCPE approved grants that helped to bring learning tools to our teachers and students and also worked in collaboration with our PTO to fund the Every Story Matters book initiative allowing us to fill classroom libraries with diverse titles that provide an opportunity for kids to examine differences and similarities, to see themselves and/or their families represented and to help develop confidence in their personal and social identities.

Retirements

It is with mixed emotions that I report the retirement of Memorial Reading Specialist Laura Singer, Kindergarten Teaching Assistant Carol O'Connor Fischer, and Grade One Teaching Assistant Heidi Oppel. Laura Singer dedicated 32 years to the children and families of Medfield and both Carol and Heidi worked in their positions supporting children and staff for over twenty years each. We are extremely grateful to each of them and while we will certainly miss them all, we wish them much health and happiness in their retirements.

In closing, the 2021-2022 year provided us all with the opportunity to utilize and continue to develop the skills that we developed during the pandemic. We leveraged these in different ways as we slowly returned to "normal"; keeping what worked best. I am grateful to the staff at Memorial for always working to do what is best for our kids and for the Memorial families who continue to partner with us in this endeavor. We are so fortunate to work in such a supportive and engaged community.

Respectfully submitted,

Melissa D. Bilsborough
Principal

REPORT OF THE DIRECTOR OF STUDENT SERVICES

To The Superintendent of Schools:

As the Director of Student Services, it is my pleasure to report on the school year ending December 31, 2022.

SPECIAL EDUCATION

The Special Education Department continues to look at programming and supports for all students. The 2021-22 school year brought more targeted professional development in the areas of reading and language based learning supports, social emotional well-being, behavior management, and the development of a partnership with McLean Hospital. The 2022 school year also marked continued growth in the in district transition program, which supports students who require educational programming beyond high school.

The overall student special education enrollment (SIMS data Oct. 1, 2022) has increased since last year. This showed a slight decrease at ages 3-5 and an increase of 18 students for ages 6-21. There was no change to the number of students that are placed in out of district placements as well.

Students Age	10/1/18	10/1/19	10/1/20	10/1/21	10/1/22
3 - 5	35	27	10	17	15
6-21	263	284	288	299	317
OOD	27	28	19	21	21
Total	325	339	317	337	353

Based on the needs of our students, the Student Services Department continues to work on building and creating programming and providing the necessary professional development, our staff need in order to meet the needs of all students. As mentioned last year, in order to respond to our students' social/emotional needs, we continue to implement a variety of curriculum and support structures district wide.

PRESCHOOL

The programming within the integrated preschool provides 4 sections that include a 2 half-day program (Tuesday and Thursday afternoon), a 3 half-day program (Monday, Wednesday and Friday afternoon), a 4 half-day program (Tuesday-Friday, 8:45-11:15) and a 4 full-day program (Tuesday-Friday 9:00-2:00). All of the teachers are dual certified in special education and early childhood. The Early Childhood ACCESS program continues to service students in Pre-K/K and grade 1 with more significant service delivery needs. This program continues to allow

the staff to more effectively focus on the individual academic and behavioral needs of each student. ECA provides a highly structured environment that allows for the implementation of empirically based behavioral interventions that support students and address their maladaptive behaviors. ECA is taught by a special education teacher and supported directly by a Board Certified Behavior Analyst (BCBA).

SCHOOL HEALTH SERVICES

The school nurses have continued to perform double duty through the pandemic. They have operated in their typical school nurse roles as well as filling the gap in public health services to keep children, staff, and the community safe and healthy. They have overseen testing for Covid-19 including: weekly Pooled Testing, The Home Antigen Testing Program, symptomatic and close contact testing in their offices as well as run testing clinics for sports teams and extracurricular events as needed, often outside of school hours. They also participated in nine COVID-19 vaccine clinics for staff and students ages 5 and above. There was no out of pocket expense to either the individual or the school system. Insurance information was collected by the outside companies we partnered with for vaccines (Fallon Ambulance Company and Bird's Hill Pharmacy in Needham) for those that had insurance and we partnered with Osco Pharmacy for staff Flu Clinics in all five schools.

The nurses have attended educational programs from the MA Department of Public Health, updated procedures and protocols on infection control, personal protective equipment, consulted on school safety teams, educated staff and families, and worked closely with the Medfield Board of Health and the Public Health Nurse. The nurses also coordinated a Flu Clinic for school staff with our community Partner Osco Drug.

Five full time nurses and three part time nurses provide health care services to students in preschool through grade 12. The role of the school nurse continues to expand as the student population faces a broad spectrum of complex health issues. The nurses provide: health assessments (including blood pressure, cardiac, pulse oximetry, pulmonary and blood sugar monitoring), injury assessment and first aid, medication administration, field trip preparations, psychosocial support and referrals, as well as assist in maintaining a safe and healthy school environment. Considerable time is spent supporting students, especially in the upper grades, who have sustained concussions, coordinating their return to academics and sports with the athletic trainer, Guidance and teaching staff. The school nurses also continue to be key personnel in each building supporting the Wellness Policy.

GUIDANCE

The Medfield Public Schools Guidance program works to meet the needs of all students and is based on the Massachusetts Curriculum Frameworks for Guidance. Medfield Public Schools has eleven guidance counselors and two adjustment counselors throughout the district's five schools. The Guidance Department Chair works to oversee the guidance programming for all students grades K-12. Students have access to a guidance counselor beginning in Kindergarten through high school.

The Guidance Department has three elementary counselors, one full-time counselor at each building, the Memorial School (K-1), Wheelock School (2-3), and Dale St. School (4-5). At the elementary level, students have the opportunity to participate in group counseling programs, including Mastermind/Impulse Control Lunch Groups, Self-Calming/Anger Management Group, and Friendship Groups. Guidance Counselors are providing grade-level lessons to students on Zone of Regulation, Empathy, and Mindfulness. As a department, we are continuing to expand our elementary Guidance program.

At Blake Middle School, three full-time Guidance Counselors are employed to assist all students in achieving academic success, healthy self-esteem, time management, sensitivity to the needs of others and the ability to cope with change. Each of the three guidance counselors teaches group guidance classes for students in grades six through eight, which is specific to the developmental needs of the students. In sixth grade, the guidance counselor helps students to make successful transitions, develop and maintain appropriate social skills, and foster empathy vs. sympathy. The seventh grade students are learning about resiliency, self-advocacy, and autonomy. The eighth grade guidance counselor works with students on self-exploration, respect, and reflection. Through the group guidance classes, individual counseling, and interactions with colleagues and parents, the counselors work to foster the personal growth of each student. Additionally, the School Adjustment Counselor provides support to students and advocates for their emotional, mental, and physical wellbeing. The School Adjustment Counselor provides crisis intervention and resources to students and families.

The Medfield High School Guidance program focuses on the academic, social, and emotional well-being of each student. Medfield High School has five Guidance Counselors, including the Guidance Department Chair. The counselors develop relationships with their students beginning with the transition from eighth grade through high school graduation. The guidance counselors work collaboratively in their curriculum planning to ensure that all students receive the appropriate curriculum based on their developmental needs. The ninth grade curriculum focuses on transitions and first year success. Our tenth grade students learn about career planning and personality assessments, and how that relates to their future plans. Guidance counselors work with eleventh and twelfth grade students on

future planning options, primarily the college admission process. Guidance Counselors work with students and families to ensure that all students have plans in place after high school graduation. The School Adjustment Counselor provides support to students and advocates for their emotional, mental, and physical wellbeing. The School Adjustment Counselor provides crisis intervention and resources to students and families.

The counselors at both the middle and high school are also working to educate students on the signs and symptoms of depression and suicidality, by implementing the evidence-based SOS Signs of Suicide Prevention Program. This program is the only school-based suicide prevention program listed on SAMHSA's National Registry of Evidence-Based Programs and Practices that addresses suicide risk and depression while reducing suicide attempts. The Signs of Suicide program is implemented by the Guidance Counselors in 7th grade, 9th grade, and 12th grade.

ENGLISH LEARNER (EL) DEPARTMENT

The overall number of EL students (SIMS data as of Oct. 1, 2022) has increased. The change in the overall EL student enrollment is due to the increase of EL Students and the decrease Former English Learners (students are monitored for four years following their formal exit date from program).

English Learner Students (EL): October 1, 2022

Grades	10/1/2018	10/1/2019	10/1/2020	10/1/21	10/1/22
K-5	15	13	15	24	20
6-8	4	2	3	3	8
9-12	5	3	1	2	3
Total	24	18	19	29	31

The FEL number has decreased since last year. The students currently monitored within the Medfield Public Schools are indicated below:

Former English Learner (FEL): October 1, 2022

Grades	Number of Students
K-5	15
6-8	12
9-12	9
Total	36

The languages spoken by the current EL population are as follows:

Primary Language of EL Students: December 31, 2022

Language	Number of Students
Arabic	3
Chinese	1
Greek	1
Gujarati	0
Hebrew	2
Italian	1
Korean	2
Portuguese	11
Russian	3
Spanish	6
Turkish	1

Two full-time licensed ESL educators provide the direct EL instruction to students at the elementary and secondary level with one full-time teaching assistant that provide in-class support. “The goal of English as a second language instruction in Massachusetts public schools is to advance English Learners’ (EL) language development and promote their academic achievement. English language proficiency includes social and academic language in listening, speaking, reading, and writing (WIDA, 2012a). ESL instruction provides systematic, explicit, and sustained language instruction, and prepares students for general education by focusing on the language one needs to succeed in general education classrooms...” (*Massachusetts Guidance and Laws, October 2017*) Programming at the Medfield Public School District complies with the Massachusetts Department of Elementary and Secondary Education EL Guidance and Laws.

Respectfully submitted,

Mary Bruhl
Director of Student Services

REPORT OF THE ATHLETIC DIRECTOR

To the Superintendent of Schools:

I respectfully submit my annual report as the athletic director for the Medfield Public Schools for the year ending December 31, 2022. It is my pleasure to report that for the twenty-fifth year in a row over seventy-five percent of the student body participated in athletics. This statistic reaffirms the integral part athletics play in our school and the education of our children. My goal will be to continue the tradition of sportsmanship, which has been our history here in Medfield. Fair play, competition, goal setting, and teamwork are just a few of the life lessons that athletics can teach. Athletics truly is the other half of education. We offer 26 varsity interscholastic sports to our students. Boys and girls interscholastic teams were offered at three levels during the past year. The following is the entire athletic coaching staff by season:

WINTER

Basketball (Boys)	Varsity Assistant JV Freshman	Herb Grace Evan Moon Mark Spolidoro Mark Maguire
Basketball (Girls)	Varsity Assistant JV Freshman	Mark Nickerson Ellen Gelinas Paul Coutinho Mary Laughna
Ice Hockey (Boys)	Varsity Assistant JV	Bill Ladd Pat Prendergast Cam Bird
Ice Hockey (Girls)	Varsity Assistant	John Summers John Summers
Indoor Track (Boys)	Head Assistant	Shawn Luce Matt Frazier
Indoor Track (Girls)	Head Assistant	Shawn Luce Nick Stevens
Gymnastics	Head	Jennifer Libin
Swim/Dive	Head Dive	Linnea Borjestedt Maura O'Brien

Alpine Ski (Co-op with Ashland HS, with Ashland being host school)

SPRING

Baseball	Varsity Assistant JV Freshman	David Worthley Mark Nickerson Mike Geaney Bill Mazukina
Softball	Varsity Assistant	Travis Taliaferro Joe Clifford
Tennis (Boys)	Head	Jonathan O'Neil
Tennis (Girls)	Head JV	Beth Eby Julie Tevis-Finn
Track and Field (Boys)	Head Assistant Assistant	Mike Kraemer Tom Woods Shawn Luce
Track and Field (Girls)	Varsity Varsity Assistant	Mike Slason Diane Lyon Nick Stevens
Volleyball (Boys)	Varsity JV	Jerry Shu Tim Mei
Lacrosse (Boys)	Varsity Assistant JV Freshman	John Isaf Blake Frasca Will Whittlesey Tyler Hagan
Lacrosse (Girls)	Head Coach Assistant JV	Mary Laughna Kelsey McKenzie Sara Isaacson

FALL

Golf	Varsity JV	Frank Oliverio Ken McAuliffe
Cross Country (Boys)	Varsity Assistant	Mike Kraemer Shawn Luce

Cross Country (Girls)	Varsity Assistant	Diane Lyon Cindy Previdi
Field Hockey	Varsity Assistant JV Freshman	Allison Driscoll Lynne Malmquist Sally DeGeorge Brittany Hardiman
Soccer (Boys)	Varsity Assistant JV Freshman	Jason Heim Travis Taliaferro Herb Grace Elena Clark
Soccer (Girls)	Varsity Assistant JV Freshman	Michael LaFrancesca Sarah Isaacson Perry Oasis Mary Laughna

Our 2021-2022 winter seasons started and ended with the same tradition of success. The boys' ice hockey team (11-6-1), girls' ice hockey (13-7), gymnastics team (3-4), boys' indoor track (3-2), girls' indoor track (4-1), boys' swim and dive (0-9), girls' swim & dive (8-1), girls' basketball team (17-3), and boys' basketball team (13-7) all enjoyed terrific seasons highlighted by final four runs in girls' hockey and girls' basketball.

The spring season was one of, if not the most, successful season in memory. Two TVL Champions (baseball and boys' lacrosse), and two second place teams (girls' lacrosse and boys' volleyball). Warriors amassed 99 wins in 135 total contests for a 73% winning percentage! Medfield had three TVL league MVP's (Ashley Zilora for girls' tennis, Jack Goodman for baseball, and Luke Murphy for boys' lacrosse), three coach of the year (John Isaf for boys' lacrosse, Mary Laughna for girls' lacrosse, and Dave Worthley for baseball) awards, and numerous All-Stars and All-Scholastics! The spring season was capped off by deep runs for baseball (Elite 8), boys' lacrosse (State Finalist), and girls' lacrosse (State Champions)!

The fall of 2022, student-athletes were once again excited to get back to school and competing, with the goal of league championships and the MIAA post-season. Boys' cross-country, girls' cross-country, boys' soccer, girls' soccer, field hockey, volleyball, and golf all qualified for the post-season! Medfield also had one TVL coach of the year (Michael Kraemer for boys' cross-country) and a few sportsmanship awards to highlight the Fall 2022 season.

WINTER 2021-2022

Team: Boys Hockey

Record: 11-6-1 (11-4 TVL Large). **#11 in D3**

All-Stars: Kevin Arthur & James Tyer

Team: Girls Ice Hockey

Record: 13-7 Overall (5-5 TVL). **#22 in D2. State Semifinalist**

All-Stars: Lilly Shaughnessy & Katherine Flippo

Team: Girls Winter Track

Record: 4-1

All-Stars: Alex Lusby, Grace McGowan, Bella Gangemi, & Molly Oteri

Team: Boys Winter Track

Record: 3-2

All-Stars: Julian Ram-Tylerbest & Jani Passas

Team: Boys Swim & Dive

Record: 0-9 (0-8 TVL)

All Stars: Quinn Borchers, Jayden Clayton, & Max Lodkin

Team: Girls Swim & Dive

Record: 8-1 (7-1 TVL)

All Stars: Kylie Herbstzuber, Nora Herbstzuber, Rachel Parry, Izzy Brown, Jill DePiero.

Team: Boys Basketball

Record: 13-7 (12-4 TVL Large). **#23 in D2**

All-Stars: Caleb Lawson & Kevin Cronin

Team: Girls Basketball

Record: 17-3 (13-3 TVL Large). **#2 in D2. State Semifinalist**

All Stars: Annie McCarthy, Maya Hilvert, & Kate Olenik.

Team: Gymnastics

Record: 3-4 (2-4 TVL)

All-Stars: Hannah Pena & Nina Paguio

Team: Alpine Ski: Girls – 5th Place, Boys – 1st Place in CMSL

All-Stars: Zoe Zilinski & Tyler Zilinski, & Brock Thomson

SPRING 2022

Team: Girls Tennis

Record: 14-3 Overall (13-2 TVL Large). **#4 in D3**

All-Stars: Ashley Zilora (**TVL MVP and Herald All-Scholastic**) & Julia Wilson (Singles). Callie Foley & Mary Palladino (Doubles)

Team: Boys Tennis

Record: 11-5 Overall (9-5 TVL Large). **#7 in D3**

All-Stars: Drew Pezzullo (Singles). Jack Boylan & Will Bowen (Doubles)

Team: Girls Lacrosse

Record: 15-3 Overall (12-2 TVL Large). **2nd Place TVL Large. #2 in D3.**

State Champions

All-Stars: Kelly Blake (**Globe and Herald All-Scholastic**), Alex Blake (**Globe and Herald All-Scholastic**), Grenne Campbell, Isabella Iannone, & Alex Proefrock. Mary Laughna – **TVL Large and Globe Coach of the Year**

Team: Boys Lacrosse

Record: 15-3 Overall (10-0 TVL Large). **#1 in D3. TVL Large Champions.**

D2 Finalist

All-Stars: Luke Murphy (**MVP & Globe & Herald All-Scholastic**), TJ Casey (**Herald All-Scholastic**), Chris Bethoney, Cole Cloney, Quin Fedor, & Bobby Spence. John Isaf - **TVL Large Coach of the Year**

Team: Baseball

Record: 18-2 Overall (15-1 TVL Large). **# 2 in D3. TVL Large Champions.**

All-Stars: Jack Goodman (**TVL Large MVP, Globe & Herald All-Scholastic**), Thomas Shurtleff (**Globe & Herald All-Scholastic**), Jack Collins, Nate Baacke, & Scott Donoahue. Dave Worthley - **TVL Large Coach of the Year**.

Team: Softball

Record: 8-10 Overall (7-9 TVL Large).

All-Stars: Kaelyn Larkin (**Herald All-Scholastic**), & Lily Goodman. **TVL Large Sportsmanship Award**

Team: Girls Track & Field

Record: 2-3 (Overall & TVL Large).

All-Stars: Alex Lusby, Audrey Callahan, & Bella Gangemi, Ella Kane, Zoe Whelan, Ava Blake

Team: Boys Track & Field.

Record: 2-3 (Overall & TVL Large).

All-Stars: Will Vasquez & Julian Ram-Tylerbest

Team: Boys Volleyball

Record: 14-4 Overall (12-4 TVL). **#8 in D2. 2nd Place TVL**

All-Stars: Tyler Shu & Adam Madej

FALL 2022

Team: Football

Record: 2-9 (0-5 TVL Large)

All-Stars: Nick Gangemi & Aiden Menard. **TVL Large Sportsmanship Award**

Team: Boys Cross Country

Record: 3-3 Overall (2-3 TVL Large)

All-Stars: **TVL Large Sportsmanship Award. Mike Kraemer – TVL Large Coach of the Year**

Team: Girls Cross Country

Record: 4-2 Overall (3-2 TVL Large). **2nd Place D2 Divisional Meet. 4th Place D2**

All-Stars: Ella Kane, Emily Morgan, Anna LaRowe. **TVL Large Sportsmanship Award**

Team: Boys Soccer

Record: 10-6-2 (9-6-1 TVL Large). **#6 in D3**

All-Star: Chris Hoffman, Joe McDonald, & Charlie Curmi. **TVL Large Sportsmanship Award**

Team: Girls Soccer

Record: 9-6-3 (8-5-3 TVL Large). **#13 in D2**

All-Stars: Bridget Deignan & Kate Olenik.

Team: Field Hockey

Record: 8-8-2 (7-6-1 TVL Large). **#14 in D3**

All-Stars: Ashley Malmquist

Team: Girls Volleyball

Record: 11-9 Overall (9-6 TVL Large). **#8 in D3**

All-Stars: Kaelyn Larkin

Team: Golf

Record: 9-5 (9-3 TVL Large).

All-Stars: Joey Nee & Aaron Ravech

Most of our interscholastic teams participate in the Tri-Valley League (Ashland, Bellingham, Dedham, Dover-Sherborn, Holliston, Hopkinton, Medfield, Millis, Medway, Norton, Norwood and Westwood) in the “Large” Division (Ashland, Holliston, Hopkinton, Medfield, Norwood, and Westwood) based on school enrollment. Medfield is the sixth largest school in terms of overall enrollment. Our gymnastics team competes as an independent team as there are no leagues available to them.

This concludes my annual report as the Director of Athletics. On behalf of all the Warriors, I would like to thank the School Committee, the administration, and the community for all of their support throughout the year.

Respectfully submitted,

Eric A. Scott
Director of Athletics

REPORT OF THE MEDFIELD COMMUNITY EDUCATION PROGRAM

To the Superintendent of Schools:

As the Director of the Community Education Programs in Medfield, it is my pleasure to report on the year ending December 31, 2022. The Community Education Program, designed to meet the needs of our students and adult learners, was limited this past year with the ongoing global pandemic. The programs typically offered in the community education program include:

Teacher Wellness Programs

These courses were designed to relieve stress and improve the mental and emotional health of our faculty. Exercise classes including yoga, spinning, and Pilates was scheduled to meet the needs of our teachers and staff.

A.M. Care Programs

These programs were not offered and/or run by the schools themselves at the Memorial School, the Dale Street School, and Wheelock School due to the global pandemic.

Respectfully Yours,

Eric A. Scott
Director of Athletics

**TOWN CLERK'S REPORT
FOR THE YEAR ENDING
DECEMBER 31, 2022**

MARRIAGES 2022

1/22	Whitney Cho Joseph Senecal	7/7	Jennifer Menard David Bradbury, Jr.
2/12	Noemi Fluetsch Timothy Brennan	7/15	Kaylin Collins Gregory McCrossan
4/10	Kristen Brabants Paul Anastos	7/30	Tracy Murphy Anthony Wrobel, Sr.
5/29	Joanne Kinchia E. Kenneth Jenkins	8/1	Barbara Harrison Peter Cook
6/4	Nandita Jaiswal Sean Lyons	8/6	Christine Aucoin Kate Pieratti
6/10	Emily Cadmen Clark Scroggin, Jr.	8/13	Marianna Rosa Corey Dron
6/18	Meghan Conners John Hill, III	8/20	Kelly Hanly Ryan Walsh
6/22	Kerry Gibson Michael Gobler	8/27	Natalie Raffol Jonathan Press
6/25	Jessica Glushkina Andrei Razov	8/27	Elisabeth Hooe Neal O'Connor
6/25	Mary Quinn Spencer Felknor	9/10	Kayla Mejia Steven Hamilton
6/25	Anna Mary Harris Liam Swanton	9/24	Christine Unitt Steven Hurley
6/28	Keri Smith Brandon Crawford	10/15	Zoey Bergstrom Richard Horan
7/4	Amanda Peters Carson Brennan		

12/9 Ashley McCullen
Richard LaPalme

12/23 Lisa A. Caraviello
Jeffrey Hellmuth

12/27 Allison Curran
Brad Weafer

4/29 Joseph Lynch

DEATHS 2022

JANUARY

1/3 Nancy Griffin
1/11 William McVicar
1/12 Florence Dickman
1/12 Lenora O'Donnell
1/13 Hilda Mendez
1/14 Donald Schipani
1/21 Kathryn Hearn
1/22 Ann Clancy
1/24 William Holland
1/31 Cynthia Kirchhoff

FEBRUARY

2/16 Florence Johnson
2/20 Susan Loret
2/21 Winifred Kelly
2/21 Ellen Orlen
2/23 Roger MacKay
2/24 David Murphy
2/26 Blaine Corey

MARCH

3/9 Jean Canty
3/10 Barbara Shine
3/12 Rosemary Sortor
3/13 Robert Norton
3/24 Linda Schwartz
3/30 Mildred Grover

APRIL

4/5 Jeffrey Lindblad
4/16 Nancy Alfieri
4/18 Ann Britt
4/20 Mary Calo
4/22 Anna Pecorelli
4/23 Eldred Whyte, Jr.
4/26 Hope Keyes
4/28 Despina Angelus

MAY

5/6 William Wilson
5/6 Joan Dimond
5/7 Patricia Rosenthal
5/8 Charles Nolan
5/9 Kenneth Swedeen
5/10 Milton Schmidt, Jr.
5/12 George Magrath, Jr.
5/20 Lorraine Kippenberger
5/20 Joel Wacek

5/25 Michael Fiorio
5/26 Pullumb Shehu
5/29 Mary Fagen
5/29 Robert Wood
5/31 Rachel Brown

JUNE

6/10 Kenneth Cook
6/15 Constance Smith
6/15 Joseph Finn
6/16 Marjorie Swedeen
6/25 Martin Keane, Jr.

JULY

7/10 Jacqueline Iafolla
7/24 Michael Walker
7/26 Joan Shropshire
7/27 Elaine Pietrusiak
7/30 Joseph E. Ryan

AUGUST

8/2 Suzanne Gilpatrick
8/12 Eleanor Holderried
8/14 Charles Mullen, Jr.
8/18 Richard Simon
8/21 Marion Marsili
8/23 Richard Casey

8/24 Carol Churchill

8/31 Eleanor Seiler

SEPTEMBER

9/5 June Economos

9/13 Amity Bean

9/14 Kathleen Ledbetter

9/14 Christopher Downing

9/14 Joan McCombs

9/20 Joan Hunter

9/27 Elizabeth Esten

OCTOBER

10/7 Julia Roche

10/13 Virginia Macomber

10/14 Robert Abernathy, III

10/23 Frank Prestileo

10/24 Mary Monaghan

10/25 Virginia Olsen

NOVEMBER

11/7 Rodger Weisman, Jr.

11/11 Louise Vieira

11/12 Deborah Booker

11/12 William Gutowski

11/18 James Nash

11/19 Richard Iafolla

11/21 Laura Grzeskowiak

11/21 James Mitchell

11/24 Charles Costa

11/24 Charles Seavey

DECEMBER

12/5 Dennis Nally

12/7 Joan Iafolla

12/7 Ursula Gemsleben

12/28 Virginia Disabatino

TOWN OF MEDFIELD
WARRANT FOR THE ANNUAL TOWN ELECTION
MARCH 28, 2022

Norfolk, ss

To the Constables of the Town of Medfield in Said County, Greetings:

In the Name of the Commonwealth, you are directed to notify and warn the Inhabitants of the Town of Medfield, qualified to vote in elections and in town affairs, to meet at the Center at Medfield on Ice House Road in said Medfield on **MONDAY, THE TWENTY-EIGHTH** day of March, A.D. 2021 at 6:00 o'clock A.M., then and there to act on the following purpose:

To choose all Town Officers required to be elected by ballot, viz:

One Selectman for a term of three years

One Moderator for a term of one year

One Assessor for a term of three years

Two School Committee members for a term of three years

Two Library Trustees for a term of three years

One Planning Board member for a term of five years

Two Park Commissioners for a term of three years

One Housing Authority member for a term of five years

One Trust Fund Commissioner for a term of three years

The polls will open at 6:00 o'clock A.M. and shall be closed at 8:00 o'clock P.M.

And you are directed to serve this Warrant by posting an attested copy thereof, in the usual place for posting warrants in said Medfield, seven days at least before the time of holding said Town Election.

Hereof fail not and make due return of this Warrant with your doings thereon, unto the Town Clerk at the time and place of the Town Election aforesaid. Given unto our hands this _____ day of March, Two Thousand and twenty-one.

Michael T. Marcucci, Chair

Gustave Hill Murby, Sr.

Osler L. Peterson

BOARD OF SELECTMEN

By virtue of this Warrant, I have notified and warned the inhabitants of the Town of Medfield, qualified to vote in elections and at town meetings, by posting attested copies of the same at five public places, seven days before the date of the elections, as within directed.

Constable:

Date:

A TRUE COPY ATTEST:

Marion Bonoldi

Town Clerk

TOWN OF MEDFIELD
WARRANT FOR THE ANNUAL TOWN MEETING
2022

On Monday, the second of May, commencing at 7:00 PM the following Articles will be acted on in the Amos Clark Kingsbury High School Gymnasium, located at 88R South Street in said Medfield, viz.

A quorum was not achieved. The Annual Town Meeting continued on Monday, the ninth of May, commencing at 7:00 PM in the Amos Clark Kingsbury High School Gymnasium, located at 88R South Street in said Medfield, viz.

Article 1. To see if the Town will vote to accept the reports of the several Town Officers for the past year.

(Board of Selectmen)

Vote: Article 1 to be dismissed

PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022

Article 2. To see if the Town will vote to accept the following named sums as Perpetual Trust Funds for the care of lots in the Vine Lake Cemetery, the interest thereof as may be necessary for said care, and make a refund as follows:

Perpetual Care 2021

Robert & Betsy Conlon	750.00
Lee DeSorgher Jr & Patricia Fuller	750.00
Ryan P. O'Rourke	600.00
Donna M Gavaghan	600.00
Nancy A Hall & Raymond J Starr	600.00
Eugene & Dorothy Pineo	750.00
Wendell & Nancy Pineo	750.00
Lisa Barrett	3,000.00

David & Ann Lautz	3,000.00
David & Ann Lautz	3,000.00
John V. & Dorothy E. Cooney	3,000.00
Kathleen Menard-Murray	750.00
William & Cornelia McVicar	750.00
Joseph A Ouellette	3,000.00
George & Margaret Gray	3,000.00
Michael Harman	3,000.00
Obiajulu A Aduba	3,000.00
Shehu Polikseni	3,000.00
Elena Klimtchuk & Sergei Cher	750.00
Joseph Opiela	3,000.00
Elena Klimtchuk & Sergei Cher	750.00
Allessandro & Rosemarie Girolamo	600.00
Eric Ludwig	3,000.00
Lorraine A. Lipsett	3,000.00
John & Barbara O'Sullivan	600.00
Robert Pray	1,500.00
Frans Weterrings	3,000.00
Lorraine Lee	1,500.00
Michael Hallett	3,000.00
Kenneth C. Heavey	3,000.00
Alan & Lorraine Paul	3,000.00
George Mathis	3,000.00
Maryann Bouchard	3,000.00
Total	66,000.00

Refund in the amount of \$2,000 to Richard and Myrna Denton for the return of 10 lots to the Town.

Total transfer to the Perpetual Care Trust Fund: \$64,000.00

Or do or act anything in relation thereto.

(Cemetery Commissioners)

**Vote: Article 2 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 3. To see if the Town will vote to set Expenditure Limits for M.G.L. Chapter 44, §53E ½ Revolving Funds established under the Code of the Town of Medfield, Chapter 117 Departmental Revolving Funds for Fiscal Year 2023, as follows:

<u>Section</u>		<u>Amount</u>
5.1	Fire Alarm Revolving Fund	\$10,000
5.2	Ambulance Revolving Fund	35,000
5.3	Advanced Life Support Revolving Fund	300,000
5.4	Community Gardens Revolving Fund	3,000
5.5	CENTER at Medfield Building Maintenance Revolving Fund	2,000
5.6	Library Revolving Fund	5,000
5.7	Respite Care Revolving Fund	75,000

<u>Section</u>		<u>Amount</u>
5.8	Transfer Station Recycling Revolving Fund	10,000
5.9	Former State Hospital Revolving Fund	100,000
Total		\$540,000

Or do or act anything in relation thereto.

(Board of Selectmen)

**Vote: Article 3 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 4. To see if the Town will vote to appropriate a sum of money from the Public, Educational, and Governmental (PEG) Access and Cable Related Fund to Medfield TV for the purpose of providing local cable access services, equipment, and programming for the Town of Medfield, or do or act anything in relation thereto.

(Board of Selectmen)

**Vote: Article 4 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 5. To see if the Town will vote to fix the salary and compensation of the following elected officers: Moderator, Town Clerk, Selectmen, Assessors, School Committee, Trustees of the Public Library, Park and Recreation Commissioners, Planning Board, Housing Authority, and Trust Fund Commissioners, or do or act anything in relation thereto.

Officer	Present Salary	Warrant Committee Recommends
Town Clerk	\$73,144	\$74,607
Selectmen, Chairman	\$900	\$900
Selectmen, Clerk	\$900	\$900
Selectmen, Third Member	\$900	\$900
Officer	Present Salary	Warrant Committee Recommends
Assessors, Chairman	\$900	\$900
Assessors, Clerk	\$900	\$900
Assessors, Third Member	\$900	\$900
Moderator	0	0
Housing Authority	0	0
School Committee	0	0
Library Trustees	0	0
Planning Board	0	0
Park and Recreation Commissioner	0	0
Trust Fund Commissioners	0	0

(Board of Selectmen)

**Vote: Article 5 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 6. To see if the Town will vote to amend the Personnel Administration Plan and Classification of Positions and Pay Schedule, effective July 1, 2022, as follows, or do or act anything in relation thereto.

**PERSONNEL ADMINISTRATION PLAN
CLASSIFICATION OF POSITIONS AND PAY SCHEDULE**

Police Department as per Collective Bargaining Agreement

Sergeants	Step 1	Step 2	Step 3	Step 4 (15 Yrs)	Step 5 (20 Yrs)
7/1/2020	\$1,386.57	\$1,429.45	\$1,480.74		
<i>bi weekly</i>	\$2,773.14	\$2,858.90	\$2,961.49		
7/1/2021	\$1,414.30	\$1,458.04	\$1,510.35	\$1,529.58	\$1,558.42
<i>bi weekly</i>	\$2,828.60	\$2,916.08	\$3,020.71	\$3,059.16	\$3,116.84

Police Officer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (15 Yrs)	Step 8 (20 Yrs)
7/1/2020	\$1,068.57	\$1,103.63	\$1,135.69	\$1,170.81	\$1,207.01	\$1,244.35		
<i>bi weekly</i>	\$2,137.14	\$2,203.26	\$2,271.38	\$2,341.61	\$2,414.01	\$2,488.70		
7/1/2021	\$1,089.94	\$1,125.70	\$1,158.40	\$1,194.23	\$1,231.15	\$1,269.24	\$1,288.47	\$1,317.32
<i>bi weekly</i>	\$2,179.88	\$2,251.41	\$2,316.81	\$2,388.45	\$2,462.30	\$2,538.47	\$2,576.94	\$2,634.64

Fire Department as per Collective Bargaining Agreement

FF/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 27.65	\$ 28.45	\$ 29.22	\$ 30.08	\$ 30.92	\$ 31.84	\$ 32.70	\$ 33.63
7/1/2023	\$ 28.43	\$ 29.26	\$ 30.06	\$ 30.94	\$ 31.81	\$ 32.75	\$ 33.64	\$ 34.60
7/1/2024	\$ 29.25	\$ 30.10	\$ 30.92	\$ 31.82	\$ 32.72	\$ 33.69	\$ 34.61	\$ 35.59

FF/AEMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 28.57	\$ 29.37	\$ 30.14	\$ 31.00	\$ 31.84	\$ 32.76	\$ 33.62	\$ 34.55
7/1/2023	\$ 29.35	\$ 30.18	\$ 30.98	\$ 31.86	\$ 32.73	\$ 33.67	\$ 34.56	\$ 35.52
7/1/2024	\$ 30.17	\$ 31.02	\$ 31.84	\$ 32.74	\$ 33.64	\$ 34.61	\$ 35.53	\$ 36.51

FF/MEDIC	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 30.17	\$ 30.97	\$ 31.74	\$ 32.60	\$ 33.44	\$ 34.36	\$ 35.22	\$ 36.15
7/1/2023	\$ 30.95	\$ 31.78	\$ 32.58	\$ 33.46	\$ 34.33	\$ 35.27	\$ 36.16	\$ 37.12

7/1/2024	\$ 31.77	\$ 32.62	\$ 33.44	\$ 34.34	\$ 35.24	\$ 36.21	\$ 37.13	\$ 38.11
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CAPT/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 36.14	\$ 36.83	\$ 37.53	\$ 38.25	\$ 38.99	\$ 39.74
7/1/2023	\$ 37.19	\$ 37.90	\$ 38.62	\$ 39.36	\$ 40.11	\$ 40.89
7/1/2024	\$ 38.26	\$ 38.99	\$ 39.74	\$ 40.50	\$ 41.28	\$ 42.07

CAPT/AEMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 37.06	\$ 37.75	\$ 38.45	\$ 39.17	\$ 39.91	\$ 40.66
7/1/2023	\$ 38.11	\$ 38.82	\$ 39.54	\$ 40.28	\$ 41.03	\$ 41.81
7/1/2024	\$ 39.18	\$ 39.91	\$ 40.66	\$ 41.42	\$ 42.20	\$ 42.99

CAPT/MEDIC	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 38.66	\$ 39.35	\$ 40.05	\$ 40.77	\$ 41.51	\$ 42.26
7/1/2023	\$ 39.71	\$ 40.42	\$ 41.14	\$ 41.88	\$ 42.63	\$ 43.41
7/1/2024	\$ 40.78	\$ 41.51	\$ 42.26	\$ 43.02	\$ 43.80	\$ 44.59

Public Safety Positions

Call FF/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$26.12	\$26.93	\$27.71	\$28.55	\$29.41	\$30.30	\$31.18	\$32.14

Animal Control Officer/Inspector	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	\$23.72	\$24.41	\$25.06	\$25.80	\$26.53	\$27.29	\$28.06	\$28.85	\$29.66
Asst Animal Control*	\$2,362	\$2,583	\$2,801	\$3,018	\$3,242	\$3,461	\$3,629	\$3,863	\$3,940

*Annual Stipend

Managerial Positions	Minimum	Midpoint	Maximum
Grade 1	56,103	63,117	70,130
Children's Librarian			
Technical Services Librarian			
Young Adult Librarian			
Outreach Social Worker			
Conservation Agent			
Circulation Supervisor			
Grade 2	61,713	69,427	77,142

Assistant to the Town Administrator	67,885	76,370	84,856						
Adult Services/Technology									
Senior Librarian									
Grade 3									
Assistant Town Accountant/Budget Analyst	74,674	84,008	93,342						
IT Coordinator									
Grade 4									
Council on Aging Director									
Public Health Nurse									
Director of Outreach									
Building Commissioner									
Grade 5	83,634	94,008	104,544						
Library Director									
Town Planner									
Park and Recreation Director									
Grade 6	93,672	105,380	117,088						
Town Accountant									
Principal Assessor									
Treasurer/Collector									
Deputy Police Chief									
Grade 7	104,912	118,026	131,140						
Asst. Town Administrator									
Grade 8	110,788	132,945	155,103						
Director of Public Works									
Hourly Paid Positions									
20	\$17.84	\$18.34	\$18.87	\$19.41	\$19.97	\$20.54	\$21.12	\$21.72	\$22.35
30	\$19.62	\$20.17	\$20.77	\$21.36	\$21.96	\$22.59	\$23.23	\$23.89	\$24.55
40	\$21.59	\$22.18	\$22.83	\$23.47	\$24.15	\$24.83	\$25.54	\$26.27	\$27.02
50	\$23.74	\$24.42	\$25.12	\$25.82	\$26.56	\$27.31	\$28.09	\$28.89	\$29.72
60	\$26.10	\$26.85	\$27.62	\$28.41	\$29.22	\$30.06	\$30.91	\$31.79	\$32.70

70	\$28.45	\$29.31	\$30.19	\$31.10	\$32.02	\$32.99	\$33.98	\$35.00	\$36.04
80	\$30.73	\$31.64	\$32.60	\$33.57	\$34.58	\$35.61	\$36.69	\$37.80	\$38.93
90	\$33.18	\$34.18	\$35.21	\$36.27	\$37.36	\$38.48	\$39.65	\$40.84	\$42.06

Grade 20

Police Matron

Traffic Supervisor

DPW Part Time Laborers

Grade 30

Office Assistant

Library Technician

Laborer

Mini Bus Driver

Truck Driver

Grade 40

Senior Library
Technician

Groundskeeper I

Mechanic

Administrative
Assistant I

Maintenance
Technician

Transp/Facilities Coordinator

Asst Adlt Svcs /Tech

Civilian Dispatcher

Librarian

(Non Union)

Grade 50

Payroll Coordinator

Administrative

Volunteer Coordinator

Assistant II

Elder Outreach

Equipment Operator

Water Technician

Worker

Field Appraiser

Grade 60

Administrative

Park and Recreation Program

Assistant III

Coordinator

Grade 70

Heavy Equipment
Operator

Groundskeeper II

Water/WWTP Operator

Tree Warden

Lead Mechanic

Facilities Coordinator

Grade 80

Crew Chief

Grade 90

Highway Supervisor

Water Supervisor

WWTP Supervisor

SPECIAL RATE/FEE POSITIONS- PART TIME/TEMPORARY

Veterans Agent	\$30,156	Annual
Sealer of Weights and Measures	\$2,916	Annual
Registrar	\$216	Annual
Library Page	\$15	Hourly
Police- Private Special Detail	\$36.50	Hourly
Tree Climber	\$23.89	Hourly
Snowplow Driver	\$30.00	Hourly

ON CALL FIRE

Deputy Chief	\$4,399	Annual
Captain	\$2,640	Annual
Lieutenant	\$2,112	Annual

INSPECTORS

Inspector of Buildings	\$34.19	Per Inspection
Asst. Building Commissioner	\$6,000	Annual

PARK AND RECREATION

Hourly Salary Range

Swim Pond Director	\$15	to	\$25
Swim Team Coach	\$15	to	\$22
Head Lifeguard	\$15	to	\$23
Lifeguard	\$15	to	\$20
Water Safety Instructor	\$15	to	\$21
Summer Camp Director	\$16	to	\$25
Summer Camp Specialist	\$15	to	\$24
Summer Camp Counselor	\$15	to	\$18
Summer Camp Jr Counselor	\$15	to	\$16
Program Director	\$16	to	\$26
		to	

(Personnel Board)

Vote: Article 6 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022

Article 7. To see if the Town will vote to raise and appropriate and/or transfer from available funds, sums of money requested by the Selectmen or any other Town Officer, Board, Commission, or Committee to defray operating expenses of the Town for the fiscal year commencing July 1, or such other sums as the Town may determine, as required by Massachusetts General Laws, Chapter 41, Section 108, or do or act anything in relation thereto.

(Board of Selectmen)

This Article represents the appropriations for the operating budgets for the various Town Departments for FY2023 which runs July 1, 2022 to June 30, 2023. Additional information about the Town and School budget requests can be found on the Town's website: <https://www.town.medfield.net/231/Town-Finance>

WARRANT COMMITTEE RECOMMENDS PASSAGE

**SEE OPERATING BUDGET NEXT
PAGE**

Vote: Article 7 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated 2021/2022		DEPT REQUEST 2022/2023	FY23 WARR COMM RECOMMENDS
		\$	\$		
01-912-2	WORKERS COMPENSATION INSURANCE	\$ 247,713	\$ 248,000	\$ 248,000	
01-914-2	HEALTH & LIFE INSURANCE	\$ 4,213,124	\$ 4,692,109	\$ 4,692,109	
01-945-2	LIABILITY INSURANCE	\$ 321,801	\$ 366,000	\$ 366,000	
	TOTAL	\$ 4,782,638	\$ 5,306,109	\$ 5,306,109	
01-913-2	UNEMPLOYMENT COMPENSATION	\$ 161,788	\$ -	\$ -	
01-916-2	MEDICARE INSURANCE	\$ 579,623	\$ 624,000	\$ 624,000	
01-911-2	COUNTY RETIREMENT CONTRIBUTION	\$ 3,162,435	\$ 3,394,258	\$ 3,394,258	
01-915-2	OPEB CONTRIBUTION	\$ 467,500	\$ 500,000	\$ 500,000	
TOTAL TOWN & SCHOOL EMPLOYEE BENEFITS		\$ 9,153,984	\$ 9,824,367	\$ 9,824,367	
01-122-1	SELECTMEN-SALARIES	\$ 2,700	\$ 2,700	\$ 2,700	
01-122-2	SELECTMEN-OPERATIONS	\$ 12,820	\$ 12,820	\$ 12,820	
	TOTAL	\$ 15,520	\$ 15,520	\$ 15,520	
01-123-1	TOWN ADMINISTRATOR-SALARIES	\$ 404,402	\$ 402,802	\$ 406,548	
01-123-2	TOWN ADMINISTRATOR-OPERATIONS	\$ 20,020	\$ 24,340	\$ 24,340	
	TOTAL	\$ 424,422	\$ 427,142	\$ 430,888	
01-131-2	WARRANT COMMITTEE-OPERATIONS	\$ -	\$ -	\$ -	
01-134-1	TOWN ACCOUNTANT-SALARIES	\$ 189,280	\$ 212,292	\$ 218,376	
01-134-2	TOWN ACCOUNTANT-OPERATIONS	\$ 54,975	\$ 58,624	\$ 58,624	
	TOTAL	\$ 244,255	\$ 270,916	\$ 277,000	
01-141-1	ASSESSORS-SALARIES	\$ 203,262	\$ 203,362	\$ 207,342	
01-141-2	ASSESSORS-OPERATIONS	\$ 24,750	\$ 27,395	\$ 27,395	
	TOTAL	\$ 228,012	\$ 230,757	\$ 234,737	

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated 2021/2022		DEPT REQUEST 2022/2023		FY23 WARR COMM RECOMMENDS
		\$	\$	\$	\$	
01-145-1	TREASURER/COLLECTOR-SALARIES	\$ 213,568	\$ 213,618	\$ 217,853	\$ 217,853	
01-145-2	TREASURER/COLLECTOR-OPERATIONS	\$ 78,735	\$ 79,920	\$ 79,920	\$ 79,920	
	TOTAL	\$ 292,303	\$ 293,538	\$ 297,773	\$ 297,773	
01-151-2	TOWN COUNSEL-OPERATIONS	\$ 116,150	\$ 122,150	\$ 123,533	\$ 123,533	
01-152-1	HUMAN RESOURCE-SALARIES	\$ 31,275	\$ 201,275	\$ 99,956	\$ 99,956	
01-152-2	HUMAN RESOURCE-OPERATIONS	\$ 3,060	\$ 5,060	\$ 5,060	\$ 5,060	
	TOTAL	\$ 34,335	\$ 206,335	\$ 105,016	\$ 105,016	
01-155-1	INFORMATION TECHNOLOGY-SALARIES	\$ 78,892	\$ 78,942	\$ 80,509	\$ 80,509	
01-155-2	INFORMATION TECHNOLOGY-OPERATIONS	\$ 148,165	\$ 154,700	\$ 154,700	\$ 154,700	
	TOTAL	\$ 227,057	\$ 233,642	\$ 235,209	\$ 235,209	
01-161-1	TOWN CLERK & ELECTION REGISTR-SALARIES	\$ 82,785	\$ 123,086	\$ 125,782	\$ 125,782	
01-161-2	TOWN CLERK & ELECTION REGISTR-OPERATIONS	\$ 26,850	\$ 35,050	\$ 35,050	\$ 35,050	
	TOTAL	\$ 109,635	\$ 158,136	\$ 160,832	\$ 160,832	
01-171-1	CONSERVATION COMM.-SALARIES	\$ 37,415	\$ 35,950	\$ 36,669	\$ 36,669	
01-171-2	CONSERVATION COMM.-OPERATIONS	\$ 7,940	\$ 7,940	\$ 7,940	\$ 7,940	
	TOTAL	\$ 45,355	\$ 43,890	\$ 44,609	\$ 44,609	
01-175-1	PLANNING + ZONING - SALARIES	\$ 118,963	\$ 119,541	\$ 121,925	\$ 121,925	
01-175-2	PLANNING + ZONING & APPEALS-OPERATIONS	\$ 16,885	\$ 16,885	\$ 16,885	\$ 16,885	
	TOTAL	\$ 135,848	\$ 136,426	\$ 138,810	\$ 138,810	
01-192-1	TN PUBLIC BUILDINGS & PROPERTY MAINT-SALARIES	\$ 111,665	\$ 115,738	\$ 117,528	\$ 117,528	
01-192-2	TN PUBLIC BUILDINGS & PROPERTY MAINT-OPERATIONS	\$ 524,714	\$ 529,900	\$ 529,900	\$ 529,900	
	TOTAL	\$ 636,379	\$ 645,638	\$ 647,428	\$ 647,428	
01-195-1	TOWN REPORT/MEETING-SALARIES	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	
01-195-2	TOWN REPORT/MEETING-OPERATIONS	\$ 14,000	\$ 14,000	\$ 14,000	\$ 14,000	
	TOTAL	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated		DEPT REQUEST 2022/2023	FY23 WARR COMM RECOMMENDS
		2021/2022	2022/2023		
01-210-2-1	POLICE OPERATIONS-SALARIES	\$ 2,465,228	\$ 2,498,875	\$ 2,504,347	\$ 2,504,347
01-210-2-2	POLICE OPERATIONS-OPERATIONS	\$ 282,328	\$ 281,999	\$ 281,999	\$ 281,999
	TOTAL	\$ 2,747,556	\$ 2,780,874	\$ 2,786,346	\$ 2,786,346
01-210-4-2	TRAFFIC MARKINGS/SIGN-OPERATIONS	\$ 65,024	\$ 65,024	\$ 65,024	\$ 65,024
01-220-7-1	FIRE & RESCUE OPERATIONS-SALARIES	\$ 1,306,965	\$ 1,415,234	\$ 1,417,287	\$ 1,417,287
01-220-7-2	FIRE & RESCUE OPERATIONS-OPERATIONS	\$ 173,150	\$ 173,150	\$ 173,150	\$ 173,150
	TOTAL	\$ 1,480,115	\$ 1,588,384	\$ 1,590,437	\$ 1,590,437
01-241-1	INSPECTIONS-SALARIES	\$ 229,541	\$ 235,591	\$ 240,162	\$ 240,162
01-241-2	INSPECTIONS-OPERATIONS	\$ 13,258	\$ 14,258	\$ 14,258	\$ 14,258
	TOTAL	\$ 242,799	\$ 249,849	\$ 254,420	\$ 254,420
01-244-1	SEALER-SALARIES	\$ 2,860	\$ 2,860	\$ 2,917	\$ 2,917
01-244-2	SEALER-OPERATIONS	\$ 194	\$ 200	\$ 200	\$ 200
	TOTAL	\$ 3,054	\$ 3,060	\$ 3,117	\$ 3,117
01-291-1	EMERGENCY MGMT-SALARIES	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
01-291-2	EMERGENCY MGMT-OPERATIONS	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
	TOTAL	\$ 11,500	\$ 11,500	\$ 11,500	\$ 11,500
01-292-1	ANIMAL CONTROL-SALARIES	\$ 97,807	\$ 97,807	\$ 99,740	\$ 99,740
01-292-2	ANIMAL CONTROL-OPERATIONS	\$ 14,854	\$ 14,854	\$ 14,854	\$ 14,854
	TOTAL	\$ 112,661	\$ 112,661	\$ 114,594	\$ 114,594
01-294-1	TREE CARE-SALARIES	\$ 24,011	\$ 24,011	\$ 24,491	\$ 24,491
01-294-2	TREE CARE-OPERATIONS	\$ 43,600	\$ 43,600	\$ 43,600	\$ 43,600
	TOTAL	\$ 67,611	\$ 67,611	\$ 68,091	\$ 68,091
01-422-1	HIGHWAY-SALARIES	\$ 1,007,387	\$ 1,073,366	\$ 1,094,673	\$ 1,094,673
01-422-2	HIGHWAY-OPERATIONS	\$ 466,440	\$ 401,975	\$ 401,975	\$ 401,975
	TOTAL	\$ 1,473,827	\$ 1,475,341	\$ 1,496,648	\$ 1,496,648

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated 2021/2022		DEPT REQUEST 2022/2023		FY23 WARR COMM RECOMMENDS
		\$	\$	\$	\$	
01-423-1	SNOW & ICE-SALARIES	\$ 110,462		\$ 110,463		\$ 110,463
01-423-2	SNOW & ICE-OPERATIONS	\$ 182,973		\$ 182,973		\$ 182,973
	TOTAL	\$ 293,435		\$ 293,436		\$ 293,436
01-424-2	STREET LIGHTING-OPERATIONS	\$ 10,000		\$ 12,500		\$ 12,500
01-426-1	EQUIP REPAIR/MAINT-SALARIES	\$ 152,286		\$ 153,979		\$ 157,046
01-426-2	EQUIP REPAIR/MAINT-OPERATIONS	\$ 293,513		\$ 293,513		\$ 293,513
	TOTAL	\$ 445,799		\$ 447,492		\$ 450,559
01-429-2	SIDEWALKS-OPERATIONS	\$ 35,000		\$ 35,000		\$ 35,000
01-433-1	SOLID WASTE DISPOSAL-SALARIES	\$ 204,447		\$ 230,963		\$ 235,582
01-433-2	SOLID WASTE DISPOSAL-OPERATIONS	\$ 404,732		\$ 390,232		\$ 390,232
	TOTAL	\$ 609,179		\$ 621,195		\$ 625,814
01-491-1	CEMETERY-SALARIES	\$ 164,589		\$ 168,391		\$ 171,746
01-491-2	CEMETERY-OPERATIONS	\$ 35,640		\$ 35,640		\$ 35,640
	TOTAL - SEE PERP CARE CREDIT BELOW	\$ 200,229		\$ 204,031		\$ 207,386
01-512-1	HEALTH-SALARIES	\$ 79,928		\$ 117,428		\$ 119,772
01-512-2	HEALTH-OPERATIONS	\$ 67,851		\$ 70,823		\$ 70,823
	TOTAL	\$ 147,779		\$ 188,251		\$ 190,595
01-541-1	COUNCIL ON AGING-PERSONNEL	\$ 214,314		\$ 212,730		\$ 216,898
01-541-2	COUNCIL ON AGING-OPERATIONS	\$ 33,520		\$ 33,940		\$ 33,940
	TOTAL	\$ 247,834		\$ 246,670		\$ 250,838
01-543-1	VETERANS'-SALARIES	\$ -		\$ -		\$ -
01-543-2	VETERANS'-OPERATIONS	\$ 56,048		\$ 55,878		\$ 55,878
	TOTAL	\$ 56,048		\$ 55,878		\$ 55,878
01-599-1	OUTREACH-SALARIES	\$ 157,765		\$ 157,815		\$ 160,965

ARTICLE 7 OPERATING BUDGETS

<i>ORGANIZATION CODE</i>	<i>DEPARTMENT</i>	<i>Appropriated 2021/2022</i>	<i>DEPT REQUEST 2022/2023</i>	<i>FY23 WARR COMM RECOMMENDS</i>
01-599-2	OUTREACH-OPERATIONS TOTAL	\$ 24,020 \$ 181,785	\$ 24,380 \$ 182,195	\$ 24,380 \$ 185,345

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated		DEPT REQUEST 2022/2023	FY23 WARR COMM RECOMMENDS
		2021/2022	2022/2023		
01-610-1	LIBRARY-SALARIES	\$ 554,958	\$ 569,488	\$ 580,581	
01-610-2	LIBRARY-OPERATIONS	\$ 219,551	\$ 221,148	\$ 221,148	
	TOTAL	\$ 774,509	\$ 790,636	\$ 801,729	
01-630-1	PARK & RECREATION-SALARIES	\$ 253,038	\$ 254,659	\$ 259,725	
01-630-2	PARK & RECREATION-OPERATIONS	\$ 51,900	\$ 51,900	\$ 51,900	
	TOTAL	\$ 304,938	\$ 306,559	\$ 311,625	
01-650-2	HISTORICAL COMMISSION-OPERATIONS	\$ 1,500	\$ 1,500	\$ 1,500	
01-693-2	MEMORIAL DAY/VETERANS DAY -OPERATIONS	\$ 1,800	\$ 1,800	\$ 1,800	
01-699-2	ARTS/CULTURAL COUNCIL	\$ 6,000	\$ 6,500	\$ 6,500	
01-997-2	RESERVE FUND	\$ 150,000	\$ 150,000	\$ 170,000	
*****	TOTAL TOWN DEPARTMENTS	\$ 12,194,253	\$ 12,697,037	\$ 12,717,037	
01-996-2	TOTAL STABILIZATION	\$ 700,000	\$ 200,000	\$ 700,000	
01-710-2	TOWN DEBT-PRINCIPAL	\$ 4,748,543	\$ 3,958,200	\$ 3,958,200	
01-751-2	TOWN DEBT-INTEREST	\$ 1,489,458	\$ 1,312,070	\$ 1,312,070	
	TOTAL DEBT PAYMENTS	\$ 6,238,001	\$ 5,270,270	\$ 5,270,270	
01-301-2	REGIONAL VOC SCHOOL-OPERATIONS	\$ 155,240	\$ 143,023	\$ 143,023	
01-300-1	SCHOOL-PERSONNEL	\$ 31,823,680	\$ 39,706,948	\$ 33,014,934	
01-300-2	SCHOOL ADMINISTRATION-OPERATIONS	\$ 6,524,549	\$ 39,706,948	\$ 6,492,014	
*****	TOTAL TOWN SCHOOLS	\$ 38,348,229	\$ 39,706,948	\$ 39,506,948	

ARTICLE 7 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	Appropriated 2021/2022	DEPT REQUEST 2022/2023	FY23 WARR COMM RECOMMENDS
SUMMARY				
TOTAL TOWN & SCHOOL EMPLOYEE BENEFITS	\$ 9,153,984	\$ 9,824,367	\$ 9,824,367	
TOTAL TOWN DEPARTMENTS	\$ 12,194,253	\$ 12,697,037	\$ 12,717,037	
TOTAL STABILIZATION	\$ 700,000	\$ 200,000	\$ 700,000	
TOTAL DEBT PAYMENTS	\$ 6,238,001	\$ 5,270,270	\$ 5,270,270	
TOTAL REGIONAL VOC SCHOOL	\$ 155,240	\$ 143,023	\$ 143,023	
TOTAL SCHOOLS	\$ 38,348,229	\$ 39,706,948	\$ 39,506,948	
TOTAL OPERATING BUDGET	\$ 66,789,707	\$ 67,841,645	\$ 68,161,645	
<i>LESS: CEMETERY- PERP CARE CREDIT</i>		15,000	-	
<i>LESS: FROM WAT ENT FD INDIR COSTS EFF FY23</i>		1,967,936	1,825,627	\$ 1,825,627
<i>LESS: FROM SEW ENT FD INDIR COSTS EFF FY23</i>		548,169	472,653	472,653
<i>LESS: FROM PENSION RESERVE FUND</i>		75,000	200,000	200,000
<i>LESS: FROM UNEXPENDED COUNTY RETIREMENT</i>		55,445	-	-
<i>LESS: FROM OVERLAY SURPLUS</i>		-	-	-
<i>LESS: FROM SEWBETT STABILIZATION FUND</i>		40,991	-	-
<i>LESS: FROM CAPITAL STABILIZATION FUND</i>		163,000	-	-
<i>LESS: FROM BOND PREMIUM SAWMILL BROOK</i>		562	-	-
<i>LESS: FROM BOND PREMIUM JUNE '07</i>		1,751	-	-
<i>LESS: FROM BOND PREMIUM RED GATE FARM</i>		1,983	-	-
<i>LESS: FROM BOND PREMIUM HS FIELD RENOVATION</i>		3,000	3,000	1,833
<i>LESS: FROM BOND PREMIUM TOWN GARAGE SOLAR ARR</i>		3,683	3,683	3,683
<i>LESS: FREE CASH FOR OPEB</i>		42,500	500,000	500,000
<i>LESS: FREE CASH FOR STABILIZATION</i>		700,000	200,000	700,000
<i>LESS: USE OF SCHOOL PROPERTY REVOLVING-850</i>		30,000	30,000	30,000
<i>LESS: USE OF ALS REVOLVING FUND</i>		150,000	245,000	245,000
<i>LESS: FROM TRANSPORTATION GRANT</i>		-	535	535
<i>LESS: FROM MSBA BAN INT REIMB</i>		12,582	4,194	4,194
<i>LESS: FROM MSBA GR TO OFFSET SCH DEBT</i>		\$ 1,003,535	\$ 583,535	\$ 583,535
TOTAL OTHER REVENUE SOURCE	\$ 4,815,137	\$ 4,070,060	\$ 4,570,060	
NET OPERATING APPROPRIATION	\$ 61,974,570	\$ 63,771,585	\$ 63,591,585	

Article 8. To see if the Town will vote to transfer a sum of money received from the Massachusetts School Building Authority for reimbursements for the Dale Street Feasibility Study, unexpended appropriation funds, or available funds, to the Municipal Buildings Capital Stabilization Fund or do or act anything in relation thereto

Source	Amount	
MSBA Reimbursements for Dale Street Project		\$171,882.00
Unexpended Appropriation Funds:		
<i>Town Meeting Article</i>	<i>General Ledger</i>	
ATM 2019 Article 11	013009-590093	\$299,627.10
ATM 2019 Article 11	013009-590094	\$2,106.00
ATM 2020 Article 8	016309-590037	\$75.00
ATM 2020 Article 8	016109-590021	\$1,145.00
ATM 2014 Article 18	013009-590069	\$2,025.00
ATM 2017 Article 14	016109-590014	\$700.00
Total		\$477,560.10

(Board of Selectmen)

**Vote: Article 8 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 9. To see if the Town will vote to appropriate a sum of money and transfer said sum from the Municipal Buildings Capital Stabilization Fund created under Article 43 of the 2018 Annual Town Meeting for the purpose(s) and amount(s) as set out below, or do or act anything in relation thereto:

<u>Facility</u>	<u>Project</u>	<u>Request</u>	<u>Recommendation</u>

Medfield High School	Preventive Maintenance - AHU's	10,000.00	10,000.00
Medfield High School	Carpet Replacement	60,000.00	60,000.00
Medfield High School	Preventive Maintenance - RTU's	25,000.00	25,000.00
Medfield High School	Gym/Misc. Lighting (funded in part by a Green Communities Grant)	6,500.00	6,500.00
Medfield High School	Lighting Controls (funded in part by a Green Communities)	15,000.00	15,000.00
Blake Middle School	Preventive Maintenance - RTU's	25,000.00	25,000.00
Blake Middle School	Carpet Replacement	50,000.00	50,000.00
Blake Middle School	VCT/Flooring Replacement	10,000.00	10,000.00
Blake Middle School	Boiler Replacement	150,000.00	150,000.00
Dale Street School	Duct Cleaning	10,000.00	10,000.00
Dale Street School	Ceiling Tile Replacement	50,000.00	25,000.00
Dale Street School	Asbestos Flooring Abatement/Replacement	100,000.00	100,000.00
Dale Street School	Electrical Branch Circuit Testing	15,000.00	0.00
Dale Street School	Interior Doors and Locks Replacement	50,000.00	25,000.00
Dale Street School	Brick Façade Engineering	100,000.00	0.00

Dale Street School	Front Portico Repair	200,000.00	90,000.00
Wheelock School	Preventive Maintenance – Fan Coil Units	10,000.00	10,000.00
Wheelock School	Preventive Maintenance – Exhaust Fans	10,000.00	10,000.00
Wheelock School	Flooring / VCT Abatement	10,000.00	10,000.00
Memorial School	Split Systems (3) Replacement	7,500.00	7,500.00
Memorial School	VCT Flooring Replacement	15,000.00	15,000.00
Memorial School	Preventive Maintenance – RTU's	5,000.00	5,000.00
District Wide	Equipment Replacement	12,000.00	12,000.00
Town Hall	Misc. Exterior Façade Repairs	20,000.00	20,000.00
Town Hall	Duct Cleaning	15,000.00	15,000.00
Town Hall	Carpet Replacement	40,000.00	40,000.00
Public Safety Building	Roof Engineering / Repairs	20,000.00	20,000.00
Public Safety Building	Heating /Cooling Issues	10,000.00	10,000.00
Public Safety Building	Security and Camera Upgrades	60,000.00	60,000.00
Council on Aging (the CENTER)	Misc. Window/Door Repair	5,000.00	5,000.00
Council on Aging (the CENTER)	Wood Floor screened and refinished	8,000.00	8,000.00

Library	EPDM Roof Engineering	10,000.00	10,000.00
Library	Sealant Replacement	20,000.00	20,000.00
All Town Facilities	ADA Improvements	20,000.00	20,000.00
Town and Schools	Emergency Repair Fund, with approval of the Board of Selectmen	175,000.00	175,000.00
Town and Schools	Update the Facilities Capital Plan	35,000.00	35,000.00
Town and Schools	Project Management Services	50,000.00	50,000.00
Total		\$1,434,000.00	\$1,159,000.00

(Board of Selectmen/Capital Budget Committee/School Committee/Permanent Planning and Building Committee)

**Vote: Article 9 be passed as printed in the Warrant
PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022**

Article 10. To see if the Town will vote to raise and appropriate and/or transfer from available funds, a sum of \$2,000,000, into the designated Capital Stabilization Fund or do or act anything in relation thereto.

(Capital Budget Committee)
**Vote: Article 10 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 11. To see if the Town will vote to appropriate a sum of money to pay costs of the capital projects described below, including all costs incidental and related thereto; to determine whether this appropriation

shall be raised by borrowing, taxes, transfers, grants and/or otherwise, or do or act anything in relation thereto.

FY2023 Capital Budget

<u>Department</u>	<u>Request</u>	<u>Recommended Amount</u>	<u>Recommended Source</u>
Fire	Lease-Purchase payment for new Fire Engine (leased in Fiscal Year 2021)	\$48,095	FY2023 Tax Levy
Police	Lease-Purchase payment for three new police vehicles (leased in Fiscal Year 2021)	\$52,591	FY2023 Tax Levy
Facilities	Vehicle replacement	\$45,000	Capital Stabilization Fund
IT	School Information Technology	\$300,000	Capital Stabilization Fund
IT	Town IT Upgrades	\$30,000	Capital Stabilization Fund
Fire	Portable Radio Equipment	\$45,000	Capital Stabilization Fund
Fire	AED's	\$16,000	Capital Stabilization Fund
Police	Police vehicle	\$57,000	Capital Stabilization Fund
DPW	Front End Loader	\$190,000	Capital Stabilization Fund
DPW	Skid Steer	\$100,000	Capital Stabilization Fund
DPW	Ford F550	\$88,000	Capital Stabilization Fund
DPW Pavement Management	Pavement Management and Improvement projects	\$185,000	Capital Stabilization Fund
DPW	Landfill close out	\$50,000	Capital Stabilization Fund
Parks and	New mower	\$85,000	Parks and Recreation

Recreation			Revolving Fund
Water	Water Main Replacement Study / Hydraulic Model	\$100,000	Water Enterprise Fund Free Cash
Water	Ford F350	\$68,000	Water Enterprise Fund Free Cash
Water	SCADA Improvements	\$100,000	Water Enterprise Fund Free Cash
Water	Water Main Replacement Engineering	\$100,000	Water Enterprise Fund Free Cash
Sewer	I&I Assessment	\$100,000	Sewer Enterprise Fund Free Cash
Sewer	SCADA Improvements	\$100,000	Sewer Enterprise Fund Free Cash
Sewer	Wastewater Treatment Plant Improvements	\$148,000	Sewer Enterprise Fund Free Cash
Sewer	Charles River Interceptor Assessment	\$50,000	Sewer Enterprise Fund Free Cash
	Total	\$2,057,686	

To be funded by:

FY2023 Tax Levy	\$100,686
Capital Stabilization Fund	\$1,106,000
Parks and Recreation Revolving Fund	\$85,000
Water Enterprise Free Cash	\$368,000
Sewer Enterprise Free Cash	\$398,000
Total	\$2,057,686

(Capital Budget Committee / Parks and Recreation Commission / Board of Water and Sewerage)

Vote: Article 11 be passed as printed in the Warrant

PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022

Article 12. To see if the Town will vote to raise, appropriate, or transfer from available funds the sum of money for the Water Enterprise Fund and the Sewer Enterprise Fund as follows, or do or act anything in relation thereto.

Water Enterprise Fund Direct Costs:

Expense	FY2023 Amount
Salaries	\$488,831
Operations	\$569,320
Emergency Reserve Fund	\$50,000
Capital Outlay	\$368,000
Total	\$1,476,151

Water Enterprise Fund Indirect Costs:

Expense	FY2023 Amount
Debt Service	\$1,422,013
Salaries, Benefits, Facilities, OPEB and other indirect costs	\$403,614
Total	\$1,825,627

Water Enterprise Fund Total: \$3,301,778

Sewer Enterprise Fund Direct Costs:

Expense	FY2023 Amount
Salaries	\$338,433
Operations	\$935,030
Emergency Reserve Fund	\$50,000
Infiltration and Inflow	\$25,000
Capital Outlay	\$398,000
Total	\$1,746,463

Sewer Enterprise Fund Indirect Costs:

Expense	FY2023 Amount
Debt Service	\$147,863
Salaries, Benefits, Facilities, and other indirect costs	\$324,790
Total	\$472,653

Sewer Enterprise Fund total: \$2,219,116

And further that the above listed appropriations be funded as follows:

Water Fees for Service (User Fees)	\$2,925,931
Water Available Funds	\$7,847
Water Free Cash	\$368,000
Water Enterprise Fund Total	\$3,301,778

Sewer Fees for Service (User Fees)	\$1,816,435
Sewer Available Funds	\$4,681
Sewer Free Cash	\$398,000
Sewer Enterprise Fund Total	\$2,219,116
Water and Sewer Enterprise Funds Total	\$5,520,894

(Water and Sewer Board/DPW Director)

**Vote: Article 12 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 13. To see if the Town will vote to raise and appropriate, transfer from FY2022 available funds, or otherwise provide a sum of money for the purpose of paying the prior year bills incurred in Fiscal Year 2019 in the amount of \$250.00, in Fiscal Year 2020 in the amounts of \$868.00, \$424.00, and \$65.00, and in Fiscal Year 2021 in the amounts of \$895.53, \$1,137.50, \$125.00, \$1,114.75 and \$95.00 or do or act anything in relation thereto

(Board of Selectmen)

**Vote: Article 13 be passed as printed in the Warrant
PASSES BY THE 4/5 VOTE – MOTION CARRIES -5/9/2022**

Article 14. To see if the Town will vote to amend the Code of the Town of Medfield Chapter 10 Boards, Commissions, Committees, Councils, Article IV Permanent Planning and Building Committee, § 10-20 Municipal Facilities to provide for a School Building Committee as follows:

**Article IV
Permanent Planning and Building Committee and School Building Committee**

§ 10-20

There shall be a Permanent Planning and Building Committee (hereinafter "Committee") responsible for overseeing the planning, prioritizing, design, approvals, construction, reconstruction, alteration or enlargement of all buildings owned by the Town or constructed on land owned, leased, or operated by the Town, as well as a School Building Committee responsible for school projects, as provided in Subsections O-R.

- A. The Committee shall consist of five members appointed by a majority vote of the Town of Medfield Board of Selectmen.
- B. Each member of the Committee shall be a resident in the Town of Medfield. No member of the Committee shall be a paid employee of the Town.
- C. Among the members, the Board of Selectmen should endeavor to appoint a member with expertise in architecture, building engineering, commercial or municipal construction, and/or construction law/contracts. If volunteers with this expertise are not available for appointment, the Board of Selectmen shall have the discretion to appoint instead any individual meeting the qualifications set forth in Subsection B.
- D. The Town Administrator or his/her appointed designee, the Town Facility Manager and one member of the Town Warrant

Committee each shall be appointed as ex-officio members in addition to the five-member Committee.

- E. Committee members shall serve a term of three years.
- F. If a Committee member chooses to resign his or her term, the Board of Selectmen shall appoint a replacement to complete the unexpired portion of that term. Expiring terms shall end on June 30 of each calendar year. A member may hold his or her seat after his or her term expires until a successor is qualified.
- G. The Committee shall have supervisory authority and oversight for all projects (other than any School Project) that fall under MGL c. 149, MGL c. 149A, MGL c. 30, § 39M, and MGL c. 7C. The Committee may, with the consent of the Board of Selectmen, delegate its authority to another governing board, committee, commission, or Town official should the Committee's involvement be deemed unnecessary.
- H. The Committee, in consultation with the Town Facility Manager, shall be responsible for assessing the current conditions of all Town facilities and projecting their useful life.
- I. The Committee shall be responsible for projecting the need to replace and/or renovate existing facilities and maintain a Facilities Master Plan with a prioritized list of future needs.
- J. The Committee, or the SBC (as hereinafter defined), as applicable, shall, subject to Town Meeting project authorization and appropriation, conduct feasibility studies and final designs, oversee construction of projects, procure project management (if required), procure design, architectural and engineering services as it deems necessary or as required by law.
- K. Prior to commencement of a project or feasibility study, the relevant user department shall designate up to two people to serve as ex officio members to support the completion of the project or feasibility study and represent the needs of that department.

- L. Any user department seeking to construct, reconstruct, alter or enlarge a building under its jurisdiction shall file a project application with the Board of Selectmen; if the Board of Selectmen determines that the project should proceed, it shall refer the application to the Committee, or in the case of a School Project, shall initiate the formation of the SBC in accordance with Section P hereof. The Committee, or the SBC, as applicable, shall meet with the applicant department and if the project is deemed viable by the Committee, or the SBC, as applicable, shall present its findings to the Board of Selectmen for approval to start a feasibility study.
- M. If, after the completion of a feasibility study, it is deemed by the Board of Selectmen that the proposed construction project is necessary, the Committee, or the SBC, as applicable, shall conduct the final design process subject to Town Meeting approval of all funding and review of projected budgets with the Board of Selectmen and Warrant Committee.
- N. The Permanent Planning and Building Committee shall report its progress on all capital projects on an as-needed basis or as requested by the Board of Selectmen.
- O. With respect to each School Project, the requirements of this Section 10-20 shall be overseen by a School Building Committee (hereinafter "SBC") (in lieu of the Committee). The SBC shall be responsible for overseeing the planning, prioritizing, design, approvals, construction, reconstruction, addition or enlargement of any school building owned or to be owned by the Town (each a "School Project"). The SBC shall have supervisory authority and oversight for all School Projects that fall under MGL c. 149, MGL c. 149A, MGL c. 30, § 39M, and MGL c. 7C.
- P. With respect to each School Project, the requirements of Section 10-20(A)-(F) shall be superseded with the following:
 1. SBC Composition:

- a. The SBC shall consist of twelve (12) voting members and at least three (3) non-voting members.
- b. Voting Members: All voting members of the SBC (or any subcommittee established thereunder) shall be Medfield residents and shall not be employees of the Town of Medfield. The voting members shall be appointed as follows:
 - i. The School Committee shall appoint four (4) voting members to the SBC. Two appointments will be current School Committee members whose terms are not coterminous. Two additional appointments will be Medfield residents with pertinent experience in education, if possible.
 - ii. The Town Moderator shall appoint four (4) voting members to the SBC. One appointment will be a current Warrant Committee member, selected by the Warrant Committee. One appointment will be a Medfield resident over sixty-five (65) years of age. Two appointments will be residents at large.
 - iii. The Board of Selectmen shall appoint four (4) voting members to the SBC. One appointment will be a current Planning Board member, selected by the Planning Board to represent the Planning Board's interests, including, without limitation, the interests of the Town-Wide Master Plan. Three (3) appointments will be residents with expertise in pertinent areas such as architecture, building engineering, commercial or municipal construction, and/or construction law/contracts, at least one (1) of which appointees shall have expertise in energy/sustainability measures (including knowledge of Medfield's energy goals to meet Net Zero). No current member of the Board of Selectmen may be appointed to the SBC, except as provided in subparagraph (c)(iv) below.
- c. Non-Voting Members: The following individuals will be ex-officio, non-voting members of the SBC:
 - i. The Superintendent of Schools and/or his/her appointed designee.

- ii. The building Principal(s) directly affected by the School Project.
 - iii. The Town Administrator, in consultation with the appropriate Town departments (other than the School Department) and/or his/her appointed designee.
 - iv. Such additional member(s) to be appointed by the Board of Selectmen, including, without limitation, a current member of the Board of Selectmen, if and to the extent the same become required in order to obtain funding under MGL c. 70B.
- d. Except as provided in subparagraph (e) below, the term of each member's appointment shall expire upon the completion or earlier termination of the applicable School Project.
- e. If an SBC member's term as an elected or appointed official expires or such member chooses to resign from their appointment, the appointing authority who initially selected such member will be responsible for selecting a member for the balance of the School Project.

2. Procedural Requirements:

- a. A minimum of seven (7) voting members of the SBC shall be present at any meeting to constitute a quorum.
- b. All actions of the SBC shall require a vote of agreement by a minimum of two-thirds (8 of 12) of the voting members of the SBC.
- c. All meetings (including subcommittee meetings) shall be subject to the Open Meeting Law, MGL c. 30A § 18-25, and minutes shall be taken. With the exclusion of subcommittee meetings (for which the subcommittee shall be responsible for taking minutes), the Town of Medfield shall provide a Clerk (the cost of which shall be funded by the School Department's budget) to take minutes of the meeting and to endeavor to record (audio or video) the meeting. The minutes and recordings shall be available to

the public on the School Department's webpage throughout the duration of the School Project.

- Q. The SBC shall hold periodic public hearings to solicit Town residents' feedback about the School Project, addressing the School Project schedule, scope and estimated cost range, including, without limitation, one (1) public hearing focused on site selection in any case where the School Project is to be located on a new site, prior to finalizing the site selection decision.
- R. The SBC shall report its progress on all School Projects, a minimum of once every (6) months during the duration of such project, to the Board of Selectmen and the School Committee.

Or do or act anything in relation thereto.

(School Building Committee Bylaw Review Committee)

Vote: Insert large amendment here

PASSES BY MAJORITY: 163 YES : 149 NO –MOTION CARRIES- 5/9/2022

Article 15. To see if the Town will vote to propose amendments to the Town Charter, to be submitted to the voters at the next annual town meeting for the election of officers, for their approval pursuant to the Home Rule Procedures Act, G.L. Chapter 43B, Sections 10 and 11, as follows:

Amend Article 3 The Board of Selectmen:

Caption: Change “The Board of Selectmen” to “The Select Board”

Section 3-1 Size, term, election, vacancies:

Change “Board of Selectmen” to “Select Board” and “Selectmen” to “Select Board Member”

Section 3-2 Powers and Duties

Change “Board of Selectmen” to “Select Board”

Section 3-3 Appointments

Change “The Board of Selectmen” and “Selectmen” to “Select Board”

Section 3-4 Fiscal Procedures

Change “The Selectmen” to “The Select Board”

Amend Article 4 The Town Administrator

Section 4-1 Duties and Responsibilities

Change “Board of Selectmen” and “Selectmen” to “Select Board”

Section 4-2 Restriction on former Selectmen taking position of Town Administrator

Change “Selectmen” to “Select Board Member” in caption and “Selectmen/Selectman” to “Select Board Member” in body of section

Amend Article 10 General Provisions

Section 10-1 Definitions, Delete: "Selectmen shall mean the Board of Selectmen"

Section 10-7 Continuity of government

Change “The Board of Selectmen” to “Select Board” and “Selectmen”/“Selectman” to “Select Board Member”

Amend all other Articles and Sections to Change “Board of Selectmen” and/or “Selectmen” to “Select Board”

Or do or act anything in relation thereto.

(Board of Selectmen)

Vote: Article 15 be passed as printed in the Warrant

PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022

Article 16. To see if the Town will vote to amend the Medfield Town Code Chapter 300 Zoning Attachment 1 Table of Use Regulations, by adding the new section **in bold** as follows:

<u>PROPOSED</u> 2.2.a	Community facility for the distribution of food and necessities	SPPB	SPPB	SPPB	SPPB	PB	PB	PB
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Or do or act anything in relation thereto.

(Planning Board)

Vote: Article 16 be passed as printed in the Warrant

PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022

Article 17: To see if the Town of Medfield will vote to amend the Town of Medfield Zoning Map, adopted pursuant to Medfield Town Code Chapter 300, Zoning, Section 3.2, by: 1.) locating new Well 3A and adding the 2,000 linear foot dimension as defined by Medfield Zoning Bylaw Article 16.2 definition of Well Protection District and 400' public well or wellpoint no construction radius per § 300-16.5; and 2.) fixing a display error so that the boundary of the Well Protection District coincides with the 2,000 linear foot dimension as defined by Medfield Zoning Bylaw Article 16.2 definition of Well Protection District or do or act anything in relation thereto.

(Planning Board)

Vote: Article 17 be passed as printed in the Warrant

PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022

Article 18: To see if the Town will vote to appropriate and/or transfer from available funds, the Municipal Buildings Capital Stabilization Fund, or otherwise, a sum of \$250,000, to be expended under the direction of the School Building Committee for paying the costs of a feasibility study including, but not limited to, public outreach, obtaining soil borings, topographical studies, land surveys, wetlands surveys, preliminary site development plans, schematic designs, architectural and engineering designs, cost estimates, and construction alternatives, and any incidental or related services, for the addition and/or renovation to or replacement of the

Dale Street Elementary School, located at 45 Adams Street, Medfield, MA 02052 or do or act anything in relation thereto.

(Board of Selectmen/School Committee)

Source	Amount
Municipal Buildings Capital Stabilization Fund	\$70,000.00
<i>Account</i>	<i>General Ledger</i>
MSBA Grant Reimbursement Interest Account	01-329602 \$180,000.00
Total	\$250,000.00

Voted: Move that the Town appropriate \$250,000 to be expended under the direction of the School Building Committee for paying the costs of a feasibility study for purposes as set out in the Warrant as amended to include an independent comprehensive school enrollment and capacity analysis, and that said appropriation will be funded with a transfer from the Municipal Buildings Capital Stabilization Fund in the amount of \$70,000.00 and from the MSBA Grant Reimbursement Interest Account (General Ledger #01-329602) in the amount of \$180,000.

PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022

Article 19. To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of \$25,000 for the costs associated with the preparation of an Open Space and Recreation Plan or do or act anything in relation thereto.

(Conservation Commission and Parks and Recreation Commission)

Vote: Article 19 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022

Article 20. To amend existing or proposed Town Permanent Planning and Building Bylaw, and/or any proposed School Building Project bylaw, to include a requirement that at least one public hearing shall be held before the lead project committee votes on a new site for a school or town building, or do or act anything in relation thereto.

(Citizens Petition)

**Vote: Article 20 be passed as printed in the Warrant
PASSES UNAMIOUSLY – MOTION CARRIES -5/9/2022**

Article 21. To see if the Town will vote to appropriate a sum of money to pay costs of replacing a portion of the roof at the Blake Middle School and a portion of the roof at the Medfield High School, including the payment of all costs incidental and related thereto; to determine whether this appropriation shall be funded from unexpended bond proceeds and the Municipal Buildings Capital Stabilization Fund, or otherwise; or do or act anything in relation thereto.

(Board of Selectmen/School Committee)

**Voted: Article 21 be passed as printed in the Warrant
PASSES BY THE 2/3 VOTE – MOTION CARRIES -5/9/2022**

Article 22. To see if the Town will authorize the Board of Assessors to use a sum of money from free cash in the Treasury for the reduction of the tax rate for the Fiscal Year 2023, or do or act anything in relation thereto.

(Board of Assessors)

**Voted: Article 21 be dismissed
PASSES UNAMIOUSLY – MOTION CARRIES – 5-9-2022**

TOWN OF MEDFIELD
COMMONWEALTH OF MASSACHUSETTS
WARRANT FOR THE JUNE 21, 2022
SPECIAL TOWN MEETING

Norfolk, ss.

To the Constables of the Town of Medfield in said County, Greetings:

In the Name of the Commonwealth, you are directed to notify and warn the Inhabitants of the Town of Medfield, qualified to vote in elections and in town affairs, to meet at the Amos Clark Kingsbury School gymnasium, located at 88R South Street in said Medfield, on TUESDAY the twenty first day of June, A.D., 2022, commencing at 6:00 PM. to act on the following articles:

Article 1. To see if the Town will vote to authorize the Board of Selectmen (i) to convey to Trinity Acquisitions LLC, or its designee (“Trinity”), portions of the property known as the “Medfield State Hospital” shown on the Town of Medfield Assessors Map 71 Lot 001 and in addition to (a) grant any easements to Trinity, or (b) enter into any leases with Trinity for a period of up to 30 years, and (ii) to accomplish said conveyance and transfer, negotiate and execute any and all documents necessary to effectuate same and which are in the best interest of the Town (collectively, the “Agreements”); and further that in accordance with section 110-12 of the General Bylaws of the Town of Medfield, the Town approves a sewer extension to provide sewer service to the project contemplated under the Agreements and which service will be in excess of 500 feet; or take any other action in relation thereto.

(Board of Selectmen)

VOTED:

a. Move that the Board of Selectmen is authorized to convey to Trinity Acquisitions LLC, or its designee, portions of the property known as the “Medfield State Hospital” approximately as shown on a plan entitled “Exhibit A, Project Area” and dated June 15, 2022, but specifically excluding the CAM Lease Area as shown on said plan and

in addition to grant any permanent easements as further shown on a plan entitled “Exhibit B, Easement Areas” and dated June 15, 2022, and temporary easements as may be required, all in accordance with that certain Land Disposition Agreement dated June 21, 2022, and to accomplish said conveyance and transfer negotiate and execute any and all documents necessary to effectuate same and which are in the best interest of the Town, and b. further that in accordance with section 110-12 of the General Bylaws of the Town of Medfield, the Town approves a sewer extension to provide sewer service to the project contemplated under the Agreement and which service will be in excess of 500 feet.

**(TWO THIRDS VOTE REQUIRED BY THE SPECIAL TOWN
MEETING)**

PASSES BY 2/3 – VOTE PASSES - 06/21/2022

Article 2. To see if the Town will vote to amend the Medfield Town Code Article 300-20 Zoning “Medfield State Hospital District” by revising the following sections (**bold** is new language and ~~strike through~~ is removed):

- A. **§ 300-20.3B.(1)(d)** North Field is a rolling field to be maintained as passive open space, and possible agricultural use; and the reuse of existing Building 13 with ancillary parking, infrastructure, and landscaping within the buildable portion as delineated on the MSHD Map.
- B. **§ 300-20.5** Permitted uses

Table 1**Permitted Uses in MSHD**

Use	MSH North					
	A. The Green	B. Cottage/Arboretum	C. Core Campus	D. North Field	E. West Slope	F. Water Tower

Table 1

RESIDENTIAL USES						
Multi-family dwellings	NO	NO	YES	<u>NO NO, except, redevelopment of Building 13 within the buildable portion as delineated on the MSHD Map and related parking.</u>	YES	NO

1. § 300-20.13 Design guidelines.**Table 3****Design Guidelines for MSHD and Dimensional Requirements**

Sub-Zone/Area	Footprint	Frontage	Height
North Field	New construction of structures that support public recreation and arts use allowed through special permit. Structures must not impact the viewshed or night sky. The portion of the North Field area that may have new construction with a special permit may not exceed 360 feet north of the center line of North Street. <u>Existing Building 13 may be redeveloped/rehabilitated for multi-family residential; limited to existing building footprints, plus the area of previous</u>	Structures must be sited so as not to impact the viewshed.	

	<u>porches, plus ancillary parking, infrastructure, and landscaping.</u>		
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(Planning Board)

VOTED: Move that the Town adopt the Amendment to the Medfield Town Code Article 300-20 Zoning “Medfield State Hospital District” sections § 300-20.3B.(1)(d), § 300-20.5, and §300-20.13 as printed in the Warrant.

PASS BY 2/3 VOTE – MOTION CARRIES – 6/21/2022

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
SEPTEMBER 6, 2022

SS.

To either of the Constables of the Town of Medfield,

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at the CENTER at Medfield, Ice House Road on TUESDAY, THE SIXTH DAY OF SEPTEMBER, 2022 from 6:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the State Primary for the candidates of political parties for the following offices:

GOVERNOR.....	FOR THIS COMMONWEALTH
LT.	FOR THIS COMMONWEALTH
GOVERNOR.....	
...	
ATTORNEY	FOR THIS COMMONWEALTH
GENERAL.....	
SECRETARY OF	FOR THIS COMMONWEALTH
STATE.....	
TREASURER.....	FOR THIS COMMONWEALTH
.....	
AUDITOR.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN	
CONGRESS.....	4 TH DISTRICT
COUNCILLOR.....	2 ND DISTRICT
SENATOR IN GENERAL	NORFOLK & BRISTOL
COURT.....	DISTRICT
REPRESENTATIVE IN	9 TH & 13 TH DISTRICT
GENERAL COURT	
DISTRICT	NORFOLK DISTRICT
ATTORNEY.....	
SHERIFF	NORFOLK DISTRICT
COUNTY	NORFOLK COUNTY

COMMISSIONERS.....

And you are directed to serve this warrant by posting an attested copy thereof, in the usual place for posting warrants in said Medfield seven days at least before the time of holding said State Election.

Hereof fail not and make due return of this warrant with your doings thereon, unto the Town Clerk at the time and place of the State Primary Election aforesaid. Given unto our hands this day of August 2, 2022.

Gustave Murby, Chair /s/

Eileen Murphy /s/

Osler Peterson /s/

BOARD OF SELECTMEN

By virtue of this warrant, I have notified and warned the inhabitants of the Town of Medfield, qualified to vote in elections, to meet at the time and for the purpose named, by posting attested copies of said warrant in not less than five public places in the Town of Medfield at least seven days before the time of holding the election.

Constable:

Date:

A TRUE COPY ATTEST

Marion Bonoldi

<u>TOTAL</u>	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<u>GOVERNOR</u>					
GEOFF DIEHL	71	81	60	87	299
CHRIS DOUGHTY	105	102	97	105	409
BLANKS	0	0	0	1	1
OTHERS	0	0	0	2	2
<u>LIEUTENANT GOVERNOR</u>					
LEAH V. ALLEN	56	67	53	76	252
KATE CAMPANALE	104	93	96	95	388
BLANKS	15	23	8	23	69
OTHERS	1	0	0	1	2
<u>ATTORNEY GENERAL</u>					
JAMES R. MCMAHON, III	129	135	128	144	536
BLANKS	45	46	28	50	169
OTHERS	2	2	1	1	6
<u>SECRETARY OF STATE</u>					
RAYLA CAMPBELL	124	134	118	134	510
BLANKS	50	46	38	60	194
OTHER	2	3	1	1	7
<u>TREASURER</u>					
WRITE IN	13	6	11	7	37
BLANKS	163	177	146	188	674
OTHERS	0	0	0	0	0
<u>AUDITOR</u>					
ANTHONY AMORE	124	122	117	130	493
BLANKS	51	61	40	63	215
OTHERS	1	0	0	2	3
<u>REP IN CONGRESS</u>					
WRITE IN	16	4	8	11	39

BLANKS	160	179	149	184	672
OTHERS	0	0	0	0	0
<u>COUNCILLOR</u>					
WRITE IN	15	8	8	9	40
BLANKS	161	175	149	186	671
OTHER	0	0	0	0	0
<u>SENATOR IN GENERAL COURT</u>					
SHAWN C. DOOLEY	127	137	126	150	540
BLANKS	46	44	31	44	165
OTHERS	3	2	0	1	6
<u>REP IN GENERAL COURT</u>					
WRITE IN	14	7	0	3	24
BLANK	162	176	41	58	437
MARCUS S. VAUGHN	0	0	116	134	250
<u>DISTRICT ATTORNEY</u>					
WRITE IN	14	7	5	7	33
BLANKS	162	176	152	188	678
OTHERS	0	0	0	0	0
<u>SHERIFF</u>					
WRITE IN	14	8	4	5	31
BLANKS	162	175	153	190	680
OTHERS	0	0	0	0	0
<u>COUNTY COMMISSIONER</u>					
WRITE IN	12	5	4	5	26
BLANKS	164	178	153	190	685
OTHERS	0	0	0	0	0

**WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
NOVEMBER 8, 2022**

SS.

To either of the Constables of the Town of Medfield,

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Elections to vote at the CENTER at Medfield, Ice House Road on TUESDAY, THE EIGHTH OF NOVEMBER, 2022 from 6:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the State Election for the candidates of political parties for the following offices:

GOVERNOR.....	FOR THIS COMMONWEALTH
LT. GOVERNOR.....	FOR THIS COMMONWEALTH
ATTORNEY GENERAL.....	FOR THIS COMMONWEALTH
SECRETARY OF STATE.....	FOR THIS COMMONWEALTH
TREASURER.....	FOR THIS COMMONWEALTH
AUDITOR.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	4 TH DISTRICT
COUNCILLOR.....	2 ND DISTRICT
SENATOR IN GENERAL COURT.....	NORFOLK, MIDDLESEX & WORCESTER DISTRICT
REPRESENTATIVE IN GENERAL COURT	9 TH & 13 TH NORFOLK DISTRICT
DISTRICT ATTORNEY.....	NORFOLK DISTRICT
SHERIFF.....	NORFOLK DISTRICT
COUNTY COMMISSIONER.....	NORFOLK COUNTY

QUESTION 1: PROPOSED CONSTITUTIONAL AMENDMENT

Do you approve of the adoption of an amendment to the constitution summarized below, which was approved by the General Court in joint sessions of the two houses on June 12, 2019 (yeas 147 – nays 48); and again on June 9, 2021 (yeas 159 – nays 41)?

SUMMARY

This proposed constitutional amendment would establish an additional 4% state income tax on that portion of annual taxable income in excess of \$1 million. This income level would be adjusted annually, by the same method used for federal income-tax brackets, to reflect increases in the cost of living. Revenues from this tax would be used, subject to appropriation by the state Legislature, for public education, public colleges and universities; and for the repair and maintenance of roads, bridges, and public transportation. The proposed amendment would apply to tax years beginning on or after January 1, 2023.

A YES VOTE would amend the state Constitution to impose an additional 4% tax on that portion of incomes over one million dollars to be used, subject to appropriation by the state Legislature, on education and transportation.

A NO VOTE would make no change in the state Constitution relative to income tax.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would direct the Commissioner of the Massachusetts Division of Insurance to approve or disapprove the rates of dental benefit plans and would require that a dental insurance carrier meet an annual aggregate medical loss ratio for its covered dental benefit plans of 83 percent. The medical loss ratio would measure the amount of premium dollars a dental insurance carrier spends on its members' dental expenses and quality improvements, as opposed to administrative expenses. If a carrier's annual aggregate medical loss ratio is less than 83 percent, the carrier would be required to refund the excess premiums to its covered individuals and groups. The proposed law would allow the Commissioner to waive or adjust the refunds only if it is determined that issuing refunds would result in financial impairment for the carrier.

The proposed law would apply to dental benefit plans regardless of whether they are issued directly by a carrier, through the connector, or through an intermediary. The proposed law would not apply to dental benefit plans issued, delivered, or renewed to a self-insured group or where the carrier is acting as a third-party administrator.

The proposed law would require the carriers offering dental benefit plans to submit information about their current and projected medical loss ratio, administrative expenses, and other financial information to the Commissioner. Each carrier would be required to submit an annual comprehensive financial

statement to the Division of Insurance, itemized by market group size and line of business. A carrier that also provides administrative services to one or more self-insured groups would also be required to file an appendix to their annual financial statement with information about its self-insured business. The proposed law would impose a late penalty on a carrier that does not file its annual report on or before April 1.

The Division would be required to make the submitted data public, to issue an annual summary to certain legislative committees, and to exchange the data with the Health Policy Commission. The Commissioner would be required to adopt standards requiring the registration of persons or entities not otherwise licensed or registered by the Commissioner and criteria for the standardized reporting and uniform allocation methodologies among carriers.

The proposed law would allow the Commissioner to approve dental benefit policies for the purpose of being offered to individuals or groups. The Commissioner would be required to adopt regulations to determine eligibility criteria.

The proposed law would require carriers to file group product base rates and any changes to group rating factors that are to be effective on January 1 of each year on or before July 1 of the preceding year. The Commissioner would be required to disapprove any proposed changes to base rates that are excessive, inadequate, or unreasonable in relation to the benefit s charged. The Commissioner would also be required to disapprove any change to group rating factors that is discriminatory or not actuarially sound.

The proposed law sets forth criteria that, if met, would require the Commissioner to presumptively disapprove a carrier's rate, including if the aggregate medical loss ratio for all dental benefit plans offered by a carrier is less than 83 percent.

The proposed law would establish procedures to be followed if a proposed rate is presumptively disapproved or if the Commissioner disapproves a rate.

The proposed law would require the Division to hold a hearing if a carrier reports a risk-based capital ratio on a combined entity basis that exceeds 700 percent in its annual report.

The proposed law would require the Commissioner to promulgate regulations consistent with its provisions by October 1, 2023. The proposed law would apply to all dental benefit plans issued, made effective, delivered, or renewed on or after January 1, 2024.

A YES VOTE would regulate dental insurance rates, including by requiring companies to spend at least 83% of premiums on member dental expenses and

quality improvements instead of administrative expenses, and by making other changes to dental insurance regulations.

A NO VOTE would make no change in the law relative to the regulations that apply to dental insurance companies.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would increase the statewide limits on the combined number of licenses for the sale of alcoholic beverages for off-premises consumption (including licenses for “all alcoholic beverages” and for “wines and malt beverages”) that any one retailer could own or control: from 9 to 12 licenses in 2023; to 15 licenses in 2027; and to 18 licenses in 2031.

Beginning in 2023, the proposed law would set a maximum number of “all alcoholic beverages” licenses that any one retailer could own or control at 7 licenses unless a retailer currently holds more than 7 such licenses.

The proposed law would require retailers to conduct the sale of alcoholic beverages for off-premises consumption through face-to-face transactions and would prohibit automated or self-checkout sales of alcoholic beverages by such retailers.

The proposed law would alter the calculation of the fine that the Alcoholic Beverages Control Commission may accept in lieu of suspending any license issued under the State Liquor Control Act. The proposed law would modify the formula for calculating such fee from being based on the gross profits on the sale of alcoholic beverages to being based on the gross profits on all retail sales.

The proposed law would also add out-of-state motor vehicle licenses to the list of the forms of identification that any holder of a license issued under the State Liquor Control Act, or their agent or employee, may choose to reasonably rely on for proof of a person’s identity and age.

A YES VOTE would increase the number of licenses a retailer could have for the sale of alcoholic beverages to be consumed off premises, limit the number of “all-alcoholic beverages” licenses that a retailer could acquire, restrict use of self-checkout, and require retailers to accept customers’ out-of-state identification.

A NO VOTE would make no change in the laws governing the retail sale of alcoholic beverages.

QUESTION 4: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on May 26, 2022?

SUMMARY

This law allows Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a standard driver's license or learner's permit if they meet all the other qualifications for a standard license or learner's permit, including a road test and insurance, and provide proof of their identity, date of birth, and residency. The law provides that, when processing an application for such a license or learner's permit or motor vehicle registration, the registrar of motor vehicles may not ask about or create a record of the citizenship or immigration status of the applicant, except as otherwise required by law. This law does not allow people who cannot provide proof of lawful presence in the United States to obtain a REAL ID.

To prove identity and date of birth, the law requires an applicant to present at least two documents, one from each of the following categories: (1) a valid unexpired foreign passport or a valid unexpired Consular Identification document; and (2) a valid unexpired driver's license from any United States state or territory, an original or certified copy of a birth certificate, a valid unexpired foreign national identification card, a valid unexpired foreign driver's license, or a marriage certificate or divorce decree issued by any state or territory of the United States. One of the documents presented by an applicant must include a photograph and one must include a date of birth. Any documents not in English must be accompanied by a certified translation. The registrar may review any documents issued by another country to determine whether they may be used as proof of identity or date of birth.

The law requires that applicants for a driver's license or learner's permit shall attest, under the pains and penalties of perjury, that their license has not been suspended or revoked in any other state, country, or jurisdiction.

The law specifies that information provided by or relating to any applicant or license-holder will not be a public record and shall not be disclosed, except as required by federal law or as authorized by Attorney General regulations, and except for purposes of motor vehicle insurance.

The law directs the registrar of motor vehicles to make regulations regarding the documents required of United States citizens and others who provide proof of lawful presence with their license application.

The law also requires the registrar and the Secretary of the Commonwealth to establish procedures and regulations to ensure that an applicant for a standard driver's license or learner's permit who does not provide proof of lawful presence will not be automatically registered to vote.

The law takes effect on July 1, 2023.

A YES VOTE would keep in place the law, which would allow Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a driver's license or permit if they meet the other requirements for doing so.

A NO VOTE would repeal this law.

And you are directed to serve this warrant by posting an attested copy thereof, in the usual place for posting warrants in said Medfield seven days at least before the time of holding said State Election.

Hereof fail not and make due return of this warrant with your doings thereon, unto the Town Clerk at the time and place of the State Election aforesaid. Given unto our hands this 27th day of September 2022.

Gustave Murby, Chair /s/
Eileen Murphy /s/
Osler Peterson /s/
BOARD OF SELECTMEN

By virtue of this warrant, I have notified and warned the inhabitants of the Town of Medfield, qualified to vote in elections, to meet at the time and for the purpose named, by posting attested copies of said warrant in not less than five public places in the Town of Medfield at least seven days before the time of holding the election.

Constable:
Date:

A TRUE COPY ATTEST:

Marion Bonoldi
Town Clerk

	Precinct 1 1657	Precinct 2 1523	Precinct 3 1627	Precinct 4 1546	Total 6353
<u>TOTAL</u>					
<u>GOVERNOR</u>					
DIEHL & ALLEN	539	502	579	528	2148
HEALEY & DRISCOLL	1065	987	1011	970	4033
REED & EVERETT	21	19	23	27	90
BLANKS	24	14	13	19	70
OTHERS	8	1	1	2	12
<u>ATTORNEY GENERAL</u>					
ANDREA JOY CAMPBELL	1014	907	918	903	3742
JAMES R. MCMAHON, III	591	573	664	586	2414
BLANKS	50	43	43	56	192
OTHERS	2	0	2	1	5
<u>SECRETARY OF STATE</u>					
WILLIAM FRANCIS GALVIN	1166	1084	1082	1015	4347
RAYLA CAMPBELL	432	406	490	464	1792
JUAN SANCHEZ	28	13	27	27	95
BLANKS	30	19	28	40	117
OTHER	1	1	0	0	2
<u>TREASURER</u>					
DEBORAH GOLDBERG	1118	1018	1063	995	4194
CHRISTINA CRAWFORD	351	345	390	363	1449
BLANKS	181	155	172	182	690
OTHERS	7	5	2	6	20
<u>AUDITOR</u>					
ANTHONY AMORE	630	592	697	615	2534
DIANA DIZOGLIO	839	785	763	739	3126
GLORIA CABALLERO-ROCA	27	29	33	26	115
DOMINIC GIANNONE, III	26	11	15	21	73
DANIEL RIEK	30	21	40	33	124
BLANKS	104	83	79	112	378
OTHERS	1	2	0	0	3

REP IN CONGRESS

JAKE AUCHINCLOSS
BLANKS
OTHERS

1208	1089	1149	1095	4541
418	388	445	421	1672
31	46	33	30	140

COUNCILLOR

ROBERT JUBINVILLE
DASHE M VIDEIRA
BLANKS
OTHER

990	900	917	869	3676
547	512	602	565	2226
119	111	107	111	448
1	0	1	1	3

SENATOR IN GENERAL COURT

REBECCA RAUSCH
SHAWN C. DOOLEY
BLANKS
OTHERS

914	816	814	797	3341
691	660	777	709	2837
52	46	36	40	174
0	1	0	0	1

REP IN GENERAL COURT (PREC 1 &2)

DENISE GARLICK
BLANK
OTHERS

1272	1133	0	0	2405
360	354	0	0	714
25	36	0	0	61

REP IN GENERAL COURT (PREC 3 & 4)

KEVIN KALKUT
MARCUS VAUGHN
BLANKS
OTHERS

0	0	894	850	1744
0	0	674	618	1292
0	0	59	77	136
0	0	0	1	1

DISTRICT ATTORNEY

MICHAEL W. MORRISSEY
BLANKS
OTHERS

1220	1094	1158	1090	4562
418	401	442	433	1694
19	28	27	23	97

SHERIFF

PATRICK W. MCDERMOTT

BLANKS

OTHERS

1210	1091	1165	1089	4555
426	408	437	443	1714
21	24	25	14	84

COUNTY COMMISSIONER

PETER H. COLLINS

MATTHEW J. SHEEHAN

BLANKS

OTHERS

923	855	877	811	3466
530	505	572	536	2143
195	160	176	196	727
9	3	2	3	17

QUESTION 1

YES

NO

BLANKS

690	625	605	609	2529
921	858	968	898	3645
45	37	53	38	179

QUESTION 2

YES

NO

BLANKS

1139	1032	1109	1023	4303
459	441	458	466	1824
59	47	59	56	226

QUESTION 3

YES

NO

BLANKS

730	717	739	688	2874
851	734	802	798	3185
76	69	85	59	294

QUESTION 4

YES

NO

BLANKS

881	820	824	838	3363
724	663	745	665	2797
52	37	58	42	193

**FINANCIAL REPORTS
FOR THE YEAR ENDING
DECEMBER 31, 2022**

Board of Assessors
Comparative Financial Reports
Fiscal Years 2021, 2022, 2023

		Assessed Values		
2021	1 Residential	4165	\$ 2,698,257,760	
	2 Open Space	0	\$ -	
	3 Commercial	148	\$ 95,301,494	
	4 Industrial	36	\$ 29,106,300	
	5 Personal Property	69	\$ 35,241,550	
	Total Property	4418	\$ 2,857,907,104	
		Tax Levy	\$ 50,756,430.17	
		Overlay	\$ 198,486.17	
		Tax Rate	\$ 17.76	
		Assessed Values		
2022	1 Residential	4189	\$ 2,823,833,508	
	2 Open Space	0	\$ -	
	3 Commercial	147	\$ 93,754,193	
	4 Industrial	36	\$ 29,111,900	
	5 Personal Property	65	\$ 42,427,890	
	Total Property	4437	\$ 2,989,127,491	
		Tax Levy	\$ 52,070,600.89	
		Overlay	\$ 216,326.81	
		Tax Rate	\$ 17.42	
		Assessed Values		
2023	1 Residential	4201	\$ 3,286,762,506	
	2 Open Space	0	\$ -	
	3 Commercial	146	\$ 99,972,305	
	4 Industrial	38	\$ 31,488,600	
	5 Personal Property	67	\$ 47,847,830	
	Total Property	4452	\$ 3,466,071,241	
		Tax Levy	\$ 53,481,479.29	
		Overlay	\$ 206,873.74	
		Tax Rate	\$ 15.43	

TOWN OF MEDFIELD
COLLECTOR OF TAXES
Taxes Receivable as of June 30, 2022

To the Honorable Board of Selectmen
and Residents of Medfield:

<u>Fiscal Year</u>	<u>Real Estate</u>	<u>Personal Property</u>	<u>Excise Tax</u>
2022	\$326,123	\$1,231	\$125,841
2021	\$42,477	\$1,018	\$32,032
2020	\$11,362	\$962	\$12,591
2019	\$1,253	\$706	\$6,420
2018	\$3,189	\$983	\$0
2017	\$4,095	\$859	\$0
2016	\$2,262	\$369	\$0
2015	\$2,875	\$867	\$0
Prior Years	\$13,279	\$1,075	\$0
Tax Title		\$248,882	

Respectfully submitted,

Georgia K. Colivas, CMMT
Treasurer/Collector

TOWN TREASURER

To the Honorable Board of Selectmen
and Residents of Medfield:

Statement of Cash

Receipts Fiscal Year 2022

Including investment returns	\$92,202,676.03
------------------------------	-----------------

Disbursements Fiscal Year 2022

Including vendor and payroll	\$83,313,782.54
------------------------------	-----------------

Cash Balance on June 30, 2022

\$33,780,038.09

General Fund

Statement of Investments

Pooled Investment Fund

Investments with MMDT	\$15,504,002.05
-----------------------	-----------------

June 30, 2022

Savings and Investments June 30, 2022	\$18,276,036.04
---------------------------------------	-----------------

General Fund

Statement of Interest Received on Savings/Investments-General Fund

General Fund	\$ 16,292.62
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Pooled Investment Fund	\$ 47,001.31
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Total Interest Earned in Fiscal 2022	\$63,293.93
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Outstanding Debt Accounts June 30, 2022

Debt Exclusion:

Town Land Acquisition	357,500
HS/Middle School/Memorial Constr.	1,045,000
Public Safety Building	10,635,000
Red Gate Farm Acquisition	870,000
Adult Community Center	468,500
DPW Town Garage	<u>6,310,000</u>
	19,686,000

Non-Exclusion:

Adult Community Center	9,982
Town Garage Solar Array	106,400
High School Athletic Field Renovation	1,100,000
West St. Reconstruction Project	150,000
DPW equip-Mack Truck/Sidewalk Tractor	221,000
Fire Truck	500,000
Fire Truck	<u>24,954</u>
	2,112,336

Enterprise Fund:

WWTP Solar Panels	133,600
Hospital Water Tower	4,070,000
Water Treatment Plant	10,383,800
Flotation Thickeners	260,271
Water Main Repairs-Green St.	640,000
Causeway Water Main	30,000
WWTP Improvements	240,000
Water Tower Painting	205,000
II Reduction-MWPAT	450,967
Granite Street Water Main	93,400
Medfield State Hospital Land	<u>1,085,000</u>
	<u>17,592,038</u>
Total Long Term Debt (principal only)	\$42,521,238

Respectfully Submitted,
Georgia K. Colivas, CMMT
Treasurer/Collector

TOWN TREASURER
TRUST AND INVESTMENT ACCOUNTS

To the Honorable Board of Selectmen
and Residents of Medfield:

Retirement/Pension	3,512,538.05
Stabilization	2,390,290.83
Special Unemployment Insurance	177,706.90
Library Trust	44,219.58
Granville Dailey-Library	81,236.09
Madelyn L. Grant Lib Fund	77,334.88
Cemetery Perpetual Care	1,288,057.29
Vine Lake Cemetery Preservation	23,635.52
Municipal Insurance	300,627.61
Madelyn L. Grant Scholarship	90,878.74
Council on Aging	3,167.13
Moses Ellis Post#117 G.A.R.	15,657.69
Medfield Antiquities Trust	7,139.53
Tri-Centennial Trust	4,296.58
School Essay Fund	5,977.80
Allendale Sewer Pumping Station Fund	58,587.04
Dela Park Acres Trust	17,283.36
Cedarview Acres Trust	23,039.41

Carruth Sewer District	8,709.84
Maude Washburn Trust Fund	5,830.55
Elderly & Disabled	4,171.46
375 Anniversary Trust	1,668.53
Elizabeth Busconi Trust	33,369.30
J.M. McCormick Scholarship	4.30
Voluntary Local Education	8,603.46
Municipal Buildings	
Capital Stabilization	823,216.07
 Catherine Bell Library	 289,617.20
 Capital Stabilization	 21,520.68
 M Harman Scholarship	 12,594.06
Balance June 30, 2022	9,346,018.34

Respectfully submitted,

Georgia K. Colivas, CMMT
Treasurer/Collector

TOWN ACCOUNTANT
TOWN OF MEDFIELD
BALANCE SHEET
FISCAL YEAR ENDED JUNE 30, 2022

FUND: 01	GENERAL FUND	ACCOUNT
		BALANCE
ASSETS		
01	101000 CASH	15,393,700.82
01	121012 2012 PERSONAL PROPERTY TX RECB	53.30
01	121013 2013 PERSONAL PROPERTY TAX REC	435.61
01	121014 2014 PERSONAL PROPERTY TAX REC	585.99
01	121015 2015 PERSONAL PROPERTY TAX REC	866.82
01	121016 2016 PERSONAL PROPERTY TAX REC	369.40
01	121017 2017 PERSONAL PROPERTY TAX REC	858.62
01	121018 2018 PERSONAL PROPERTY TAX REC	982.65
01	121019 2019 PERSONAL PROPERTY TAX REC	705.74
01	121020 2020 PERSONAL PROPERTY TAX REC	961.84
01	121021 2021 PERSONAL PROPERTY TAX REC	1,018.24
01	121022 2022 PERSONAL PROPERTY TAX REC	1,231.20
01	122008 2008 REAL ESTATE TAX REC-CH59	3,276.91
01	122009 2009 REAL ESTATE TAX REC-CH59	2,717.44
01	122013 2013 REAL ESTATE TAX REC-CH59	7,286.52
01	122015 2015 REAL ESTATE TAX REC-CH59	2,875.91
01	122016 2016 REAL ESTATE TAX REC-CH59	2,262.38
01	122017 2017 REAL ESTATE TAX REC-CH59	4,095.34
01	122018 2018 REAL ESTATE TAX REC-CH59	3,189.02
01	122019 2019 REAL ESTATE TAX REC-CH59	1,253.29
01	122020 2020 REAL ESTATE TAX REC-CH59	11,362.73
01	122021 2021 REAL ESTATE TAX REC-CH59	42,477.15
01	122022 2022 REAL ESTATE TAX REC-CH59	326,122.95
01	123016 PROV FOR ABATE/EXEMP-2016	-104,556.57
01	123017 PROV FOR ABATE/EXEMP-2017	-134,184.04
01	123018 PROV FOR ABATE/EXEMP-2018	-84,926.41
01	123019 PROV FOR ABATE/EXEMP-2019	-76,716.76
01	123020 PROV FOR ABATE/EXEMP-2020	-29,470.30
01	123021 PROV FOR ABATE/EXEMPT-2021	-39,021.77
01	123022 PROV FOR ABATE/EXEMPT-2022	-114,360.60
01	124000 TAX TITLE RECB	340,832.48
01	125300 DEF TAX RECB ch59s5cl41A	248,882.09
01	126119 2019 MVE TAX RECB-CH60A	6,419.80
01	126120 2020 MVE TAX RECB-CH60A	12,591.35
01	126121 2021 MVE TAX RECB-CH60A	32,032.21
01	126122 2022 MVE TAX RECB-CH60A	125,841.58
01	134002 AMB CHG BILLING AGENCY RECB	471,114.65
01	136000 POLICE SPEC DETAIL RECB	10,555.80
01	143101 2001 APP SEW BETT ATTX	116.95
01	143102 2002 APP SEW BETT ATTX	116.95
01	143103 2003 APP SEW BETT ATTX	116.95
01	143104 2004 APP SEW BETT ATTX	116.95
01	143108 2008 APP SEW BETT ADD TO TAX	1,928.70
01	143113 2013 APP SEW BETT ADD TO TAX	956.75
01	143120 2020 APP SEW BETT ADD TO TAX	627.25
01	143900 COMM INT SB ATTX	1,163.71
01	143918 APPOINT SEW BETT NOT YET DUE	255,542.99
01	172000 DUE FROM COMM OF MASS	41,490.00
TOTAL ASSETS		16,775,900.58

TOWN ACCOUNTANT
TOWN OF MEDFIELD
BALANCE SHEET
FISCAL YEAR ENDED JUNE 30, 2022

LIABILITIES:

01	120000	DEF REV-PROP TAX	168,247.40
01	124001	DEF REV-TAX TITLE	-340,832.48
01	125301	DEF REV-DEFERRED TX	-248,882.09
01	126000	DEF REV-MVE TAX	-176,884.94
01	134100	DEF REV-AMBULANCE	-471,114.65
01	136100	DEF REV-POL SPEC DETAIL	-10,555.80
01	143925	DEF REV-SPECIAL BETT	-5,144.21
01	143926	DEF REV-SB NOT YET DUE	-255,542.99
01	201000	WARRANTS PAYABLE	-821,929.51
01	211000	ACCRUED SCHL PAYR PAYBL	-2,440,073.71
01	219001	OTH PAYR W/H PAYB-POL ACAD	-6,883.69
01	222200	PAYR P-VOL LIFE W/H	-2,635.79
01	223000	PAYR P-HEALTH INS W/H	-310,149.41
01	223100	PAYR P-BASIC LIFE W/H	-776.30
01	226700	PAYR P-TAX LEVY W/H	-278.96
01	226800	PAYR P-DENTL INS W/H	-9,242.19
01	226810	PAYR P-FLEX BEN-DEPNDT CARE	-192.30
01	226811	PAYR P-FLEX BEN-HEALTH-FSA	-6,109.90
01	227011	CONSVTN PROJ DEP PAYBL	-6,199.89
01	227012	PLNG & ZONGING PROJ DEP PAYBL	-15,620.54
01	227013	CONSVTN PROJ DEP PAYBL	-19,974.44
01	252010	TAILINGS PAYABLE-VW	-1,966.84

		TOTAL LIABILITIES	-4,982,743.23

FUND BALANCE

01	324000	F/B R-EXPENDITURES	-275,535.00
01	324001	F/B R-ENCUMBRANCE	-751,766.88
01	324002	F/B R-RES EXP-SP ART	-1,894,806.44
01	324006	F/B R-CAPITAL BUDGET	-85,000.00
01	326000	F/B R-SNOW DEFICIT	56,234.52
01	326001	F/B R-CS ASSESSMENT	-27,528.00
01	328001	F/B RES FOR STAB	-477,560.10
01	329600	F/B RES REDUC FUTR EXCL DEBT	-23,854.85
01	329601	F/B R- REDUC EXCL DEBT MSBA GR	-583,535.00
01	329602	F/B R-MSBA GR EXCL DEBT COSTS	-3,127.39
01	333000	F/B R-EXPEND FR F C	-3,225,000.00
01	359000	F/B UNRESERVED	-4,501,678.21 *

		TOTAL FUND BALANCE	-11,793,157.35

TOTAL LIABILITIES + FUND BALANCE **-16,775,900.58**

* CERTIFIED FREE CASH - \$3,918,186

Town of Medfield
 Fund 22 & 28 - School Revolving Funds
 Fiscal Year 2022

Fund <u>Number</u>	Project <u>Number</u>	Account Title	<u>6/30/2022</u>
22	800	School Lunch	\$ 784,276.16
		Total Fund 22-School Lunch Revolving	<u>\$ 784,276.16</u>
28	810	Athletics	\$ 141,642.90
28	815	Intramurals	\$ 6,079.12
28	816	Drama	\$ 44,097.04
28	820	Adult Education	\$ 42,440.12
28	821	Music	\$ 6,040.28
28	825	IPAD Revolving	\$ 16,258.59
28	830	Summer School Program	\$ 4,194.70
28	835	Restitution Revolv	\$ 1,348.42
28	840	Pre-K Tuition	\$ 10,333.28
28	841	Kindergarten Tuition	\$ 423,209.17
28	842	Tuition Foreign Exchange	\$ 113,656.07
28	843	District Access Progr	\$ 82,936.43
28	850	Use of School Properties	\$ 219,208.48
28	855	HS Parking	\$ 167,391.88
28	880	Before/After School Progr-DA	\$ 24,381.27
28	880	Before/After School Progr-WH	\$ 26,572.03
28	880	Before/After School Progr-DI	\$ 56,509.36
28	890	HS Extra Curricula	\$ 7,699.44
		Total Fund 28-School Other Revolving Funds	<u>\$ 1,393,998.58</u>

Town of Medfield
 Fund 25 - School Federal Grants
 Fiscal Year 2022

Fund	Project			
<u>Number</u>	<u>Number</u>	<u>Account Title</u>		<u>6/30/2022</u>
25	CVRFA	F Sch Lunch CVRF		\$ 14.80
25	ECF21	F ECF EMERG CONNEC FD E-R		\$ 19,108.85
25	11922	F ESSER II Grant/Covid		\$ 21,787.28
25	14021	F Teachers Quality-140 FY21		\$ 0.12
25	14022	F Teachers Quality-140 FY22		\$ (2,960.50) *
25	24021	F Tit VIB Sped 94-142 240 FY21		\$ 2,056.70
25	24022	F Tit VIB Sped 94-142 240 FY22		\$ 66,457.59
25	25222	F American Rescue Plan FY22		\$ (2,526.80) *
25	30922	F Title IV Part A		\$ 1,000.00
Total Fund 25-School Federal Grants				<u><u>\$ 104,938.04</u></u>

Town of Medfield
 Fund 26 - School State Grants
Fiscal Year 2022

Fund	Project			
<u>Number</u>	<u>Number</u>	<u>Account Title</u>		<u>6/30/2022</u>
26	63214	S Academic Support-632 FY14		\$ 357.80
26	65000	S Grad Safety Gr-650		\$ 2,000.00
26	750	S Circuit Breaker-750		\$ 354,029.51
26	CSH21	S Comprehensive School Health Service Gr		\$ 2.99
26	CSH22	S Comprehensive School Health Revenue		\$ 19,200.00
Total Fund 26-School State Grants				<u><u>\$ 375,590.30</u></u>

* OK 90 day receipt rule

Town of Medfield
 Fund 29 - School Gift Accounts
 Fiscal Year 2022

Fund Number	Project Number	Account Title	6/30/2022
29	900	Prof Dev Day Gift	\$ 3,166.71
29	905	EMC/Wroten Music Gift	\$ 111.82
29	909	Memorial School Gift	\$ 1,780.22
29	911	Telephone Utility Gift	\$ 1,241.90
29	914	Middle School Gift	\$ 18,466.35
29	915	Robert Hersee Memorial	\$ 150.00
29	916	Fidelity Gift	\$ 254.05
29	917	Wireless Computer Gift	\$ 151.65
29	919	Sepac Gift	\$ 11,919.49
29	922	Boosters Coach Gift	\$ 64.00
29	926	Marimba Music Gift	\$ 3,109.16
29	927	Exchange Activities Gift	\$ 11,487.00
29	928	Dale St Schl Gift	\$ 3,460.18
29	929	Wheelock Schl Gift	\$ 394.34
29	930	High School Gift	\$ 8,468.09
29	931	Bay State Gas Gift	\$ 17,714.44
29	932	Nstar Energy Program Gift	\$ 3,132.62
29	940	District Gift	\$ 2,755.95
29	941	Pupil Service Gift Account	\$ 669.12
29	942	Cast Early Adopter Gift	\$ 4,714.29
29	29951	Coalition Gift-DA	\$ 2,876.16
29	29952	Coalition Gift-WH	\$ 4,873.93
29	29953	Coalition Gift-ME	\$ 17,535.69
29	29954	Coalition Gift-MS	\$ 19,896.05
29	29955	Coalition Gift-HS	\$ 809.37
Total Fund 29-School Gifts			<u>\$ 139,202.58</u>

Town of Medfield
Fund 30 - Town Grants
Fiscal Year 2022

Account Number	Account Title	06/30/22								
30-004	S S-Green Communities Grant	\$ 8,193.00								
30-006	S S-Police Drug Education	\$ 691.04								
30-009	F FEMA Covid19	\$ (17,403.52) #								
30-011	F ARPA-American Rescue Plan Act of 2021	\$ 185,934.15								
30-013	S DEP Compost Bin	\$ 736.68								
30-018	F Pol LLE Eq+Tech	\$ 124.47								
30-024	S State Aid to Libraries	\$ 99,593.64								
30-025	F Fire FEMA AFG-Covid19-FG00749 \$123k	\$ 172.84								
30-027	F ARPA - County Portion	\$ 16,530.00								
30-028	F FEMA-Pre Disaster Hazard Mitigation	\$ 634.77								
30-029	S DEP Recycle-Collection Containers Gr	\$ 961.28								
30-032	S Downtown Bus Portal Grant	\$ 571.11								
30-033	S Energy Manager Gr (Div of Energy Resource)	\$ 6,462.13								
30-034	S S-Water Pollutn Abat-Tit V	\$ 26,888.49								
30-036	S Solarize Medfield Marketing Gr	\$ 1,281.41								
30-038	P COA Alzheimer's Grant	\$ 900.00								
30-041	P COA Saturday Hours Grant	\$ 107.27								
30-042	S S-Medfield Arts Council Int. Bearing	\$ 4,998.95								
30-045	S Community Compact Planning Grant	\$ 4,434.77								
30-047	S DEP Recycling Dividend Grant	\$ 33,279.81								
30-048	S S-Uniform Polling/Elec Gr	\$ 633.10								
30-052	P LED Incentive Gr-Eversource	\$ 5,535.90								
30-053	P Pol Stanton K-9 Grant \$25k	\$ 14,160.61								
30-062	S OATA Photovoltaic Site Asses	\$ 1,000.00								
30-063	S Pol Drug Takeback Gr	\$ 4,483.10								
30-065	S Rail Trail 2020 Grant \$100k	\$ (78,168.78) *								
30-068	P MHF Covid Health Dept \$5k	\$ 4,620.69								
30-070	S Senior Formula Grant	\$ 7,403.79								
30-071	S Comm Comp-Budget Document Gr \$25k	\$ 25,000.00								
30-072	S Comm Comp-Wage/Classificatn Plan Gr \$25k	\$ 25,000.00								
30-074	F Stormwater Retrofit Eval-Proj 20-03 \$36,030	\$ (1,073.18) *								
30-075	S Green Commun 2022 \$179.8k	\$ 44,971.00								
30-077	S Pol Vest Grant	\$ 7,136.40								
30-083	F DFC (Drug Free Commun) Gr	\$ 1,792.29								
30-084	S Fire SAFE Gr	\$ 6,809.08								
30-085	S Housing Choice Grant	\$ (138,381.91) *								
30-089	S Comm Planning DHCD-1 Stop for Growth \$75k	\$ (75,000.00) *								
30-090	S Police AED Grant	\$ 6.97								
Total		<u>\$ 231,021.35</u>								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Total Federal Grants (F)</td><td style="padding: 2px;">\$ 186,711.82</td></tr> <tr> <td style="padding: 2px;">Total State Grants (S)</td><td style="padding: 2px;">\$ 18,985.06</td></tr> <tr> <td style="padding: 2px;">Total Private Grants (P)</td><td style="padding: 2px;">\$ 25,324.47</td></tr> <tr> <td style="padding: 2px;">Total</td><td style="padding: 2px;"><u>\$ 231,021.35</u></td></tr> </table>			Total Federal Grants (F)	\$ 186,711.82	Total State Grants (S)	\$ 18,985.06	Total Private Grants (P)	\$ 25,324.47	Total	<u>\$ 231,021.35</u>
Total Federal Grants (F)	\$ 186,711.82									
Total State Grants (S)	\$ 18,985.06									
Total Private Grants (P)	\$ 25,324.47									
Total	<u>\$ 231,021.35</u>									

OK legal deficit for COVID Emergency Grants

* OK 90 day receipt rule

Town of Medfield
 Fund 31 - Town Revolving Ac's
Fiscal Year 2022

Account Number	Account Title	6/30/2022
31-001	Sale of Cemetery Lots	\$ 748,978.15
31-002	Cemetery Perpetual Care	\$ 88,150.00
31-003	Insurance Reimb <\$150,000	\$ 73,893.24
31-004	Park & Recreation Revolving	\$ 1,858.59
31-007	Fire Alarm Revolving	\$ 20,048.34
31-010	Premium on Debt Exclusion Bonds	\$ 54,106.58
31-012	Fire CPR Revolving	\$ 83.01
31-013	BOH Engineering Revolv	\$ 10,554.36
31-014	Tax Refund IRS	\$ 1,445.77
31-017	Special Investigation Police	\$ 8,503.24
31-022	Police Special Detail	\$ 48,911.20
31-024	Conservation Fees	\$ 21,086.32
31-036	Police Fire Arms Revolving	\$ 44,191.06
31-037	DPU Transportation Gr	\$ 651.50
31-042	Amb Mileage Fees-Billing Agency	\$ 16,430.48
31-043	Adv Life Support Revolving	\$ 337,226.53
31-045	Trf Station Recycle Revolving	\$ 5,675.29
31-048	Deputy Coll Fees Ac	\$ 331.12
31-051	Community Gardens ch44s53 e 1/2	\$ 11,170.14
31-053	Center(COA) Rental Rev 53 e 1/2	\$ 2,301.39
31-054	L Copy/Rntl/Damg Matl Rev 53 e1/2	\$ 2,269.60
31-055	COA ARCP Fee Revolv ac 53 e 1/2	\$ 104,032.89
31-056	MSH Revolving Account	\$ 104,258.71
31-057	PEG Access-Cable TV (Recpt resv for approq	\$ 373,795.87
	Total	\$ 2,079,953.38
	Deposits rec'd in advance for P&R summer progr	\$ 529,624.00
	Fund Balance	\$ 2,609,577.38

Town of Medfield
Fund 32 - Town Gift A/c's
Fiscal Year 2022

Account Number	Account Title	Balance 6/30/2022
32-001	Cable Access Gift	\$ 100.00
32-002	Fire Gift	\$ 546.97
32-003	Dwight Derby House Gift	\$ 1,000.00
32-004	Civil Defense gift	\$ 1,851.41
32-008	Council on Aging Gift	\$ 121,544.51
32-009	40B Gift Account	\$ 16,725.49
32-010	BOH Gift	\$ -
32-011	Brothers Market Gift	\$ 200.00
32-013	Drug Wages Norwood Gift	\$ 397.46
32-014	Historical Commission Gift	\$ 34.00
32-015	Long Range Planning Gift	\$ 447.00
32-016	Comm to Study Memorials Gift	\$ 9,626.37
32-017	Highway Gift	\$ 1,000.00
32-018	Memorial Day Gift	\$ 1,041.65
32-020	Youth Outreach Gift	\$ 16,349.19
32-025	Town Meeting Gift	\$ 75.00
32-027	Ambulance Gift	\$ 268.53
32-028	Library Gift	\$ 55,714.50
32-030	Grist Mill Gift	\$ 11,786.83
32-031	Town Common Gift	\$ 2,531.06
32-035	Dare Police Donations	\$ 36.08
32-039	Library Book/Materials Gift	\$ 1,200.10
32-041	Kennel Operations Gift	\$ 2,756.01
32-043	Arts/Cult Council Gift-Est 3/02	\$ 1,159.92
32-044	Entering Medfield Sign Gift ac	\$ 2,000.00
32-047	Downtown Study Gift	\$ 1,704.93
32-048	Fiberoptic Gift-WAN	\$ 2,539.15
32-050	Police Gift	\$ 13,010.55
32-053	COA Gift fr Jenks Jr	\$ 56,968.24
32-054	Hospital Cemetery Maint Gift	\$ 430.00
32-055	Town Clerk Banner Gift	\$ 2,255.79
32-058	MIIA Wellness Gift (FitBit Challenge)	\$ 1,000.00
32-059	Rail Trail Gift	\$ 590.32
32-060	Fire Cadet Gift	\$ 11,955.30
32-061	Hinkley Playground Gift	\$ 831.00
Total Town Gift AC's		<u>\$ 339,677.36</u>

TOWN OF MEDFIELD

Fund 33 - Chapter 90

Fiscal Year 2022

Account Number	Account Title	Ending Balance
		6/30/2022
33-026	North Street Redesign	\$ (9,308.12) * Rec'd Aug'22
33-037	ADA Self Eval	\$ (17,482.50) * Rec'd Aug'22
33-042	Main Street 22	\$ (59,314.90) * Rec'd Aug'22
	Total	\$ (86,105.52)

* CH90 reimb requested and rec'd within 90 days

TOWN OF MEDFIELD

Other Agency Fund

Fund 90 - Student Activity Accounts

Fiscal Year 2022

Account Number	Account Title	Ending Balance
		6/30/2022
90-311	Dale Street School	\$ 9,502.95
90-312	Wheelock School	\$ 671.31
90-313	Memorial School	\$ 983.82
90-321	Middle School	\$ 12,886.74
90-331	High School	\$ 187,507.22
	Total	\$ 211,552.04

TOWN OF MEDFIELD

Other Agency Fund

Fund 91 - Fire Off Duty Detail

Fiscal Year 2022

Account Number	Account Title	Ending Balance
		6/30/2022
91-220	Fire Off Duty Detail	\$ 9,559.74

Respectfully Submitted,

Andrew Foster
Town Accountant

WATER ENTERPRISE FUND
FISCAL YEAR 2022
ESTIMATED REVENUES AND EXPENDITURES

WATER ENTERPRISE REVENUES & AVAILABLE FUNDS:

USER CHARGES	\$ 2,705,185
WATER AVAILABLE FUNDS	\$ 8,471
WATER FREE CASH	<u>\$ 492,000</u>
TOTAL WATER REVENUES	\$ 3,205,656

TOTAL COSTS APPROPRIATED IN THE WATER DEPARTMENT

ORGANIZATION CODE 60-410-1 AND 60-410-2:

PERSONNEL	\$ 476,700
OPERATIONS	\$ 561,020
EMERGENCY RESERVE FUND	<u>\$ 50,000</u>
TOTAL	\$ 1,087,720

INDIR/ALLOCATED EXPENSES APPROPRIATED

DEPARTMENTAL BUDGETS:

DEBT SERVICE:

PRINCIPAL 01-710-2	\$ 1,086,821
INTEREST 01-751-2	<u>\$ 509,512</u>
TOTAL DEBT SERVICE	\$ 1,596,333

INSURANCE	\$ 65,877
CNTY RETIREMENT CONTRIBUTION	\$ 110,409
SHARED EMPLOYEES	\$ 147,109
SHARED FACILITIES	\$ 32,158
OPEB CONTRIBUTION	<u>\$ 16,050</u>
SUB-TOTAL ALLOCATED EXPENSES	\$ 371,603
TOTAL-ALLOCATED EXPENSES	\$ 1,967,936

TOTAL COSTS OF WATER OPERATING BUDGET \$ 3,055,656

APPROPRIATED IN CAPITAL BUDGET FROM WATER FREE CASH

CB22-SCADA IMPROVEMENTS	\$ 150,000
	<u>\$ 150,000</u>

APPROPRIATED-CAPITAL OUTLAY-FROM WATER FREE CASH

\$ -

TOTAL APPROP FR WATER FREE CASH FOR CAP PROJ \$ 150,000

ESTIMATED EXPENSES \$ 3,205,656

ESTIMATED WATER FUND SURPLUS (DEFICIT) \$ -

CALCULATION OF GENERAL FUND SUBSIDY:

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ (3,205,656)
LESS: TOTAL COSTS	\$ 3,205,656
LESS: PRIOR YEAR DEFICIT	<u>\$ -</u>

GENERAL FUND SUBSIDY \$ -

SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:

ENTERPRISE FUND REVENUES	\$ 2,705,185
WATER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT	\$ 8,471
WATER ENTERPRISE FREE CASH	<u>\$ 492,000</u>
TOTAL SOURCES OF FUNDING FOR COSTS	\$ 3,205,656
APPROPRIATED IN THE WATER ENTERPRISE FUND	<u>\$ -</u>

FY22 WATER ENTERPRISE RATE STRUCTURE:

1 - 10,000	\$66.46 BASE CHARGE EVERY 6 MONTHS
10,001 - 35,000	\$5.87 PER 1,000 GALLONS
35,001 - 70,000	\$9.34 PER 1,000 GALLONS
OVER 70,000 GALLONS	\$13.23 PER 1,000 GALLONS

SEWER ENTERPRISE FUND
FISCAL YEAR 2022
ESTIMATED REVENUES AND EXPENDITURES

SEWER ENTERPRISE REVENUES & AVAILABLE FUNDS:

USER CHARGES	\$ 1,890,665
SEWER AVAILABLE FUNDS	\$ 4,681
SEWER FREE CASH	<u>\$ 275,000</u>
TOTAL SEWER REVENUES	\$ 2,170,346

TOTAL COSTS APPROPRIATED IN THE SEWER DEPARTMENT

ORGANIZATION CODE 61-420-1 AND 61-420-2:

PERSONNEL	\$ 326,147
OPERATIONS	\$ 921,030
INFILTRATION INFLOW	\$ 50,000
EMERGENCY RESERVE FUND	<u>\$ 50,000</u>
SUB-TOTAL SEWER DEPARTMENT COSTS	\$ 1,347,177

INDIR/ALLOCATED EXPENSES APPROPRIATED IN OTHER

DEPARTMENTAL BUDGETS:

DEBT SERVICE:

PRINCIPAL 01-710-2	\$ 225,122
INTEREST 01-751-2	<u>\$ 29,620</u>
TOTAL DEBT SERVICE	\$ 254,742

INSURANCE	\$ 40,783
CNTY RETIREMENT CONTRIBUTION	\$ 76,133
SHARED EMPLOYEES	\$ 147,109
SHARED FACILITIES	\$ 3,515
OPEB CONTRIBUTION	<u>\$ 25,887</u>
SUB-TOTAL ALLOCATED EXPENSES	\$ 293,427
TOTAL-ALLOCATED EXPENSES	\$ 548,169

TOTAL COSTS OF SEWER OPERATING BUDGET \$ 1,895,346

APPROPRIATED IN CAPITAL BUDGET FROM SEWER FREE CASH

CB22-&I REPAIRS AND DESIGN	\$ 125,000
CB22-SCADA IMPROVEMENTS	<u>\$ 150,000</u>
TOTAL APPROP FR SEWER FREE CASH FOR CAP PROJ	\$ 275,000

ESTIMATED EXPENSES \$ 2,170,346

ESTIMATED SEWER FUND SURPLUS (DEFICIT) \$ -

CALCULATION OF GENERAL FUND SUBSIDY:

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ (2,170,346)
LESS: TOTAL COSTS	\$ 2,170,346
LESS: PRIOR YEAR DEFICIT	<u>\$ -</u>

GENERAL FUND SUBSIDY \$ -

SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:

ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,890,665
SEWER ENTERPRISE RESERVE FOR REDUCTION OF FUTURE DEBT	\$ 4,681
SEWER FREE CASH	<u>\$ 275,000</u>

TOTAL SOURCES OF FUNDING FOR COSTS \$ 2,170,346
APPROPRIATED IN THE SEWER ENTERPRISE FUND

FY22 SEWER ENTERPRISE RATE STRUCTURE:

<u>RESIDENTIAL</u>	<u>BASED ON 75% OF WATER CONSUMPTION</u>
1 - 10,000	\$105.25 BASE CHARGE EVERY 6 MONTHS
10,001 AND OVER	\$10.86 PER 1,000 GALLONS
<u>COMMERCIAL</u>	<u>BASED ON 100% OF WATER CONSUMPTION</u>
1 - 10,000	\$105.25 BASE CHARGE EVERY 6 MONTHS
10,001 AND OVER	\$10.86 PER 1,000 GALLONS
SEPTIC DISPOSAL FEE	\$110.00/1000 GAL

WATER & SEWER ENTERPRISE FUND
ESTABLISHED JULY 1, 1991 (FISCAL YEAR 1992)
UNDER MASS GENERAL LAWS, CH 40/SECTION 39K

FOR THE YEAR ENDED JUNE 30, 2022

WATER

Total Services	4,130
Added Services	3
Millions Gallons Pumped	408
Millions Gallons Sold	315
Water Retained Earnings - Reserved	\$ 810,469
Water Retained Earnings - Unreserved	\$ 1,145,961 certified

SEWER

Total Services	3,005
Added Services	21
Sewer Retained Earnings - Reserved	\$ 1,100,022
Sewer Retained Earnings - Unreserved	\$ 720,641 certified

PERPETUAL CARE 2022

Thomas Brennan	\$ 1,500.00
Michele Sdougas	\$ 600.00
JoAnn O'Rourke	\$ 600.00
Thomas & Claire McCabe	\$ 3,000.00
Oliva M. Ostrander	\$ 600.00
Jeanette Ruyle	\$ 750.00
Christine Smith & Julie Gillis	\$ 750.00
Robert W. Van Ness	\$ 3,000.00
Alicia Bernstein	\$ 750.00
Matthew & Denise DePierro	\$ 3,000.00
Steve Sr. & Lynne Bean	\$ 3,000.00
Alfred J. Bonoldi Jr & Marion J.	\$ 3,000.00
Judith & Peter Teague	\$ 3,000.00
Jeanette Ruyle	\$ 750.00
Robert Lovell	\$ 600.00
Peter E. Nowak	\$ 3,000.00

Alfred J. & Norma G. Bonoldi	\$ 3,000.00
Edward & Jean Vozzella	\$ 3,000.00
Gayle & John Edgar	\$ 600.00
Kevin & Lisa Gallagher	\$ 750.00
Jonathan DellaSelva	\$ 3,000.00
Scott R. McLeod	\$ 1,500.00
Kathleen E. Stobart	\$ 600.00
Anne M. Fletcher	\$ 600.00
Peter Rogan & Christine Davis	\$ 3,000.00
Gary Wheeler	\$ 600.00
Clark D. Holland Sr	\$ 3,000.00
Richard E. Allan	\$ 3,000.00
Leonard W. Buley	\$ 600.00
Diane Marsili	\$ 3,000.00
Diane Marsili	\$ 3,000.00
Paul Reardon	\$ 1,500.00

TOTAL \$58,650.00

ANNUAL WAGES REPORT

Calendar Year 2022

Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Colivas, Georgia	TREASURER	\$ 120,845.37	\$ 2,031.50	\$ 122,876.87
TOWN	Connors, Dolores	TREASURER	\$ 30,815.24	\$ -	\$ 30,815.24
TOWN	Cronin, Susan	TREASURER	\$ 63,141.00	\$ 600.00	\$ 63,741.00
TOWN	Bonoldi, Marion	TOWN CLK	\$ 73,875.51	\$ -	\$ 73,875.51
TOWN	Klenk, Tracey	TOWN CLK	\$ 48,280.86	\$ 1,405.54	\$ 49,686.40
TOWN	Colivas, Paulina	TOWN ADMIN	\$ 600.00	\$ -	\$ 600.00
TOWN	Franklin, Brittney	TOWN ADMIN	\$ 72,792.24	\$ 605.77	\$ 73,398.01
TOWN	Gervasio, Frank	TOWN ADMIN	\$ 11,057.70	\$ -	\$ 11,057.70
TOWN	Milano, Nicholas	TOWN ADMIN	\$ 85,506.92	\$ 4,105.42	\$ 89,612.34
TOWN	Trierweiler, Kristine	TOWN ADMIN	\$ 201,528.43	\$ 11,000.00	\$ 212,528.43
TOWN	Dos Santos, Carlos	TECHNOLOGY	\$ 79,305.89	\$ 1,006.78	\$ 80,312.67
TOWN	Murby, Gustave	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Murphy, Eileen	SELECTMAN	\$ 675.00	\$ -	\$ 675.00
TOWN	Peterson, Osler L.	SELECTMAN	\$ 900.00	\$ -	\$ 900.00
TOWN	Autry, Cheri	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Ballantyne Ballard, Susan	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Barr, Norma	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Brais, Nancy	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Bready, Sylvia	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Brenton, Carolee	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Byrne, Patricia	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Calo, Joseph	SR.WRITEOFF	\$ 1,621.00	\$ -	\$ 1,621.00
TOWN	Connors, Dolores	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Costello, Robert	SR.WRITEOFF	\$ 2,004.40	\$ -	\$ 2,004.40
TOWN	Costello, Vicki	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Crowley, Nancy	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Denton, Danee	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Dorgan, Helen	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Doyle, Susan	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Duhamel, Jeanine	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Egan, Claire	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Finn, Geraldine	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Fiorio, Elaine	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foley, Nancy	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Foscaldo, Paul	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Fosdick, Stephen	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Gelman, Martin	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Graham, Patricia	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Gray Barrett, Susan	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Hand, John	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Hazen, Lois	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Heald, Robert	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Irwin, Nancy	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Jackson, Ann	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Kirkham, Jean	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Kruntorad, Judith	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	LaFrancesca, Joanne	SR.WRITEOFF	\$ 1,720.00	\$ -	\$ 1,720.00
TOWN	Lydon, Eunice	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mann, Dennis	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mayer, Carol	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McAvoy, Joanne	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McBrien, John	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McGue, Judith	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	McMillan, Carolyn	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Miele, Regina	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mills, Elizbeth	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Mulock, Mary Louise	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Neary, Glenda	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Nickerson, Alexandra	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	O'Donnell, Roger	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	O'Neill, Donna	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Potts, Eva	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Reese, Gayle	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Rose, John	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Ryder, Richard	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Thibault, Rose	SR.WRITEOFF	\$ 1,198.00	\$ -	\$ 1,198.00
TOWN	Todesca, Jean	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Tracey, Janet	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Walsh, David	SR.WRITEOFF	\$ 1,000.00	\$ -	\$ 1,000.00
TOWN	Wells, Annette	SR.WRITEOFF	\$ 1,684.00	\$ -	\$ 1,684.00
TOWN	Abely, Brian	RECREATION	\$ 4,646.26	\$ -	\$ 4,646.26
TOWN	Alessi, Christine	RECREATION	\$ 1,450.00	\$ -	\$ 1,450.00
TOWN	Anderson, Krista	RECREATION	\$ 340.00	\$ -	\$ 340.00
TOWN	Ariel, Edward	RECREATION	\$ 3,340.88	\$ -	\$ 3,340.88
TOWN	Arthur, Kevin	RECREATION	\$ 2,646.25	\$ -	\$ 2,646.25
TOWN	Augustini, Maxwell	RECREATION	\$ 1,618.56	\$ -	\$ 1,618.56
TOWN	Baacke, Nathaniel	RECREATION	\$ 3,540.00	\$ -	\$ 3,540.00
TOWN	Babson, Christine	RECREATION	\$ 810.00	\$ -	\$ 810.00
TOWN	Blake, Alexandra	RECREATION	\$ 235.63	\$ -	\$ 235.63
TOWN	Bochiechio, James	RECREATION	\$ 4,683.51	\$ -	\$ 4,683.51
TOWN	Bodozian, Jack	RECREATION	\$ 5,908.00	\$ -	\$ 5,908.00
TOWN	Bonoldi, Ivelys	RECREATION	\$ 441.00	\$ -	\$ 441.00
TOWN	Brown, Isabella	RECREATION	\$ 4,650.01	\$ -	\$ 4,650.01
TOWN	Bucci, Avery	RECREATION	\$ 3,998.39	\$ -	\$ 3,998.39
TOWN	Callahan, Audrey	RECREATION	\$ 235.63	\$ -	\$ 235.63
TOWN	Churchill, Sarah	RECREATION	\$ 5,887.18	\$ -	\$ 5,887.18
TOWN	Clemons, Briana	RECREATION	\$ 3,340.44	\$ -	\$ 3,340.44
TOWN	Conley, Jacqueline	RECREATION	\$ 56,197.83	\$ 12,852.36	\$ 69,050.19
TOWN	Conneely, Ana	RECREATION	\$ 18,915.73	\$ -	\$ 18,915.73
TOWN	Curran, Michael	RECREATION	\$ 1,280.52	\$ -	\$ 1,280.52
TOWN	Currie, Katherine	RECREATION	\$ 4,524.01	\$ -	\$ 4,524.01
TOWN	David, Elliot	RECREATION	\$ 3,628.63	\$ -	\$ 3,628.63
TOWN	Davis, Lisa	RECREATION	\$ 270.00	\$ -	\$ 270.00
TOWN	DellaMonica, Leah	RECREATION	\$ 656.25	\$ -	\$ 656.25
TOWN	Dennehy, Julia	RECREATION	\$ 4,386.26	\$ -	\$ 4,386.26
TOWN	Doherty, Jennifer	RECREATION	\$ 3,715.22	\$ -	\$ 3,715.22
TOWN	Dooley, Catherine	RECREATION	\$ 4,228.75	\$ -	\$ 4,228.75
TOWN	Dubbs, Ally	RECREATION	\$ 170.00	\$ -	\$ 170.00
TOWN	Erickson, Heidi	RECREATION	\$ 1,251.00	\$ -	\$ 1,251.00
TOWN	Fedor, Quin	RECREATION	\$ 2,796.97	\$ -	\$ 2,796.97
TOWN	Flynn, Corey	RECREATION	\$ 1,275.31	\$ -	\$ 1,275.31
TOWN	Fontana, Alex	RECREATION	\$ 3,791.75	\$ -	\$ 3,791.75
TOWN	Franks, Nolan	RECREATION	\$ 4,380.00	\$ -	\$ 4,380.00
TOWN	Franks, Slater	RECREATION	\$ 4,676.25	\$ -	\$ 4,676.25
TOWN	Frazier, Liam	RECREATION	\$ 20,324.43	\$ 4,901.29	\$ 25,225.72
TOWN	Gatti, Lorenzo	RECREATION	\$ 500.50	\$ -	\$ 500.50
TOWN	Gelormini, Anna	RECREATION	\$ 3,750.07	\$ -	\$ 3,750.07
TOWN	Gelormini, Jason	RECREATION	\$ 3,936.76	\$ -	\$ 3,936.76
TOWN	Giampietro, Michael	RECREATION	\$ 641.57	\$ -	\$ 641.57
TOWN	Gieskes, Annemarie	RECREATION	\$ 3,550.24	\$ -	\$ 3,550.24
TOWN	Glenn, Aidan	RECREATION	\$ 3,776.01	\$ -	\$ 3,776.01
TOWN	Glenn, Molly	RECREATION	\$ 3,828.02	\$ -	\$ 3,828.02
TOWN	Groner, Kyler	RECREATION	\$ 2,834.30	\$ -	\$ 2,834.30
TOWN	Guindon, Robert	RECREATION	\$ 353.54	\$ -	\$ 353.54
TOWN	Halloran, Jack	RECREATION	\$ 4,681.70	\$ -	\$ 4,681.70
TOWN	Herbstzuber, Kylie	RECREATION	\$ 4,409.44	\$ -	\$ 4,409.44
TOWN	Herbstzuber, Nora	RECREATION	\$ 1,939.39	\$ -	\$ 1,939.39
TOWN	Herrick, Kayla	RECREATION	\$ 1,449.19	\$ -	\$ 1,449.19
TOWN	Hill II, David	RECREATION	\$ 4,488.75	\$ -	\$ 4,488.75
TOWN	Hollander, Emily	RECREATION	\$ 2,680.82	\$ -	\$ 2,680.82
TOWN	Jimenez, Christian	RECREATION	\$ 3,412.95	\$ -	\$ 3,412.95
TOWN	Katsikaris, Charles	RECREATION	\$ 1,212.58	\$ -	\$ 1,212.58
TOWN	Keating, Jennifer	RECREATION	\$ 216.00	\$ -	\$ 216.00
TOWN	Kennedy, Ann	RECREATION	\$ 3,596.25	\$ -	\$ 3,596.25
TOWN	Kimball, Linda	RECREATION	\$ 2,520.00	\$ -	\$ 2,520.00
TOWN	Knott, Amy	RECREATION	\$ 85.00	\$ -	\$ 85.00
TOWN	Knott, Brian	RECREATION	\$ 5,903.01	\$ -	\$ 5,903.01
TOWN	Koeliner, Michael	RECREATION	\$ 340.00	\$ -	\$ 340.00

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Koertje, Steven	RECREATION	\$ 4,438.83	\$ -	\$ 4,438.83
TOWN	LaRowe, Anna	RECREATION	\$ 3,635.89	\$ -	\$ 3,635.89
TOWN	LaRowe, Eva	RECREATION	\$ 3,780.90	\$ -	\$ 3,780.90
TOWN	Lawless, Brendan	RECREATION	\$ 2,855.97	\$ -	\$ 2,855.97
TOWN	Lawson, Wesley	RECREATION	\$ 3,926.25	\$ -	\$ 3,926.25
TOWN	Lifszit, Maureen	RECREATION	\$ 702.00	\$ -	\$ 702.00
TOWN	Lowney, Violet	RECREATION	\$ 3,922.26	\$ -	\$ 3,922.26
TOWN	Ludwig, Eric B.	RECREATION	\$ 750.00	\$ -	\$ 750.00
TOWN	Lussier, Benjamin	RECREATION	\$ 1,972.82	\$ -	\$ 1,972.82
TOWN	Maalouf, Raymond	RECREATION	\$ 7,633.19	\$ -	\$ 7,633.19
TOWN	Malmquist, Lynne	RECREATION	\$ 17,187.90	\$ -	\$ 17,187.90
TOWN	Malvese, Nathan	RECREATION	\$ 4,031.25	\$ -	\$ 4,031.25
TOWN	McAteer, Mona	RECREATION	\$ 4,281.13	\$ -	\$ 4,281.13
TOWN	McManama, Caroline	RECREATION	\$ 3,996.57	\$ -	\$ 3,996.57
TOWN	McNeil, Ryan	RECREATION	\$ 2,924.51	\$ -	\$ 2,924.51
TOWN	Morrill, John	RECREATION	\$ 7,465.13	\$ -	\$ 7,465.13
TOWN	Mullen Jr., James	RECREATION	\$ 216.00	\$ -	\$ 216.00
TOWN	Mulready, Laura	RECREATION	\$ 738.00	\$ -	\$ 738.00
TOWN	Nelson, William	RECREATION	\$ 4,566.25	\$ -	\$ 4,566.25
TOWN	O'Connell, Kara	RECREATION	\$ 692.64	\$ -	\$ 692.64
TOWN	O'Connor, Tyler	RECREATION	\$ 3,669.07	\$ -	\$ 3,669.07
TOWN	Page, Kristen M.	RECREATION	\$ 2,865.60	\$ -	\$ 2,865.60
TOWN	Papadinoff, Theo	RECREATION	\$ 4,154.26	\$ -	\$ 4,154.26
TOWN	Pariser, Joseph	RECREATION	\$ 2,430.48	\$ -	\$ 2,430.48
TOWN	Pelkey, Michael	RECREATION	\$ 4,696.88	\$ -	\$ 4,696.88
TOWN	Plant, Jonathan	RECREATION	\$ 2,449.44	\$ 2,019.84	\$ 4,469.28
TOWN	Previte, Benjamin	RECREATION	\$ 4,170.00	\$ -	\$ 4,170.00
TOWN	Pucci, Chloe	RECREATION	\$ 340.00	\$ -	\$ 340.00
TOWN	Pudelka, Benjamin	RECREATION	\$ 3,095.77	\$ -	\$ 3,095.77
TOWN	Reddy, Ian	RECREATION	\$ 4,145.19	\$ -	\$ 4,145.19
TOWN	Regan, Joseph	RECREATION	\$ 3,283.13	\$ -	\$ 3,283.13
TOWN	Regan, Kelley	RECREATION	\$ 3,795.00	\$ -	\$ 3,795.00
TOWN	Remillard, Linnea	RECREATION	\$ 3,262.50	\$ -	\$ 3,262.50
TOWN	Riddick, Daniel	RECREATION	\$ 4,785.00	\$ -	\$ 4,785.00
TOWN	Rollins, Alexander	RECREATION	\$ 72.00	\$ -	\$ 72.00
TOWN	Ryder, Kevin	RECREATION	\$ 72,631.99	\$ 11,562.60	\$ 84,194.59
TOWN	Sahr, Brandon	RECREATION	\$ 2,672.57	\$ -	\$ 2,672.57
TOWN	Schools, Brian	RECREATION	\$ 74,224.80	\$ 4,347.54	\$ 78,572.34
TOWN	Silva, Philip	RECREATION	\$ 5,143.75	\$ -	\$ 5,143.75
TOWN	Smith, Olivia	RECREATION	\$ 282.76	\$ -	\$ 282.76
TOWN	Southwick, William	RECREATION	\$ 837.00	\$ -	\$ 837.00
TOWN	Spitzer, Freya	RECREATION	\$ 812.25	\$ -	\$ 812.25
TOWN	Stahl, Zachary	RECREATION	\$ 3,693.89	\$ -	\$ 3,693.89
TOWN	Sullivan, Andrea	RECREATION	\$ 828.00	\$ -	\$ 828.00
TOWN	Sullivan, Lauren	RECREATION	\$ 4,437.01	\$ -	\$ 4,437.01
TOWN	Tayara, Thalia	RECREATION	\$ 4,680.00	\$ -	\$ 4,680.00
TOWN	Tierney, Jonathan	RECREATION	\$ 3,498.14	\$ -	\$ 3,498.14
TOWN	Truchon, Janette	RECREATION	\$ 4,764.39	\$ -	\$ 4,764.39
TOWN	Vachon, Michael	RECREATION	\$ 4,505.89	\$ -	\$ 4,505.89
TOWN	Vasaturo, Margaret	RECREATION	\$ 216.00	\$ -	\$ 216.00
TOWN	Walsh, Charles	RECREATION	\$ 5,288.88	\$ -	\$ 5,288.88
TOWN	White, Kerry	RECREATION	\$ 750.00	\$ -	\$ 750.00
TOWN	Wilson, David	RECREATION	\$ 4,585.64	\$ -	\$ 4,585.64
TOWN	Wilson, Julia	RECREATION	\$ 3,547.50	\$ -	\$ 3,547.50
TOWN	Young, Donna	RECREATION	\$ 216.00	\$ -	\$ 216.00
TOWN	Young, Liza	RECREATION	\$ 4,623.06	\$ -	\$ 4,623.06
TOWN	Young, Sophie	RECREATION	\$ 4,939.50	\$ -	\$ 4,939.50
TOWN	Bennotti, Nancy	PUBLIC HEALTH	\$ 34,992.43	\$ -	\$ 34,992.43
TOWN	Healy, Brenda	PUBLIC HEALTH	\$ 76,673.17	\$ 2,076.92	\$ 78,750.09
TOWN	Anderson, Larz	POLICE	\$ 102,118.10	\$ 31,712.89	\$ 133,830.99
TOWN	Araujo, Robert	POLICE	\$ 21,388.30	\$ 9,961.10	\$ 31,349.40
TOWN	Ashe, Conor	POLICE	\$ 81,709.28	\$ 40,839.05	\$ 122,548.33
TOWN	Bento, William	POLICE	\$ 25,126.84	\$ 21,156.25	\$ 46,283.09
TOWN	Brown, Angela	POLICE	\$ 15,592.11	\$ -	\$ 15,592.11

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Burgess, Daniel	POLICE	\$ 84,307.86	\$ 57,401.89	\$ 141,709.75
TOWN	Burton, Ray Moore	POLICE	\$ 33,813.18	\$ -	\$ 33,813.18
TOWN	Costello Jr., John	POLICE	\$ 23,224.18	\$ 11,230.91	\$ 34,455.09
TOWN	Cronin, Jennifer	POLICE	\$ 54,710.88	\$ 6,328.94	\$ 61,039.82
TOWN	Cronin, Sandra	POLICE	\$ 51,710.41	\$ 31,935.89	\$ 83,646.30
TOWN	Di Natale, Christine	POLICE	\$ 37,752.30	\$ 6,618.61	\$ 44,370.91
TOWN	Disinger, Jennifer	POLICE	\$ 14,492.70	\$ -	\$ 14,492.70
TOWN	Downing, Michael	POLICE	\$ 61,111.90	\$ 53,673.69	\$ 114,785.59
TOWN	Flaherty, Robert	POLICE	\$ 68,782.56	\$ 41,948.74	\$ 110,731.30
TOWN	Gallant, Rebecca	POLICE	\$ 16,781.52	\$ 8,972.89	\$ 25,754.41
TOWN	Guerette, Michelle	POLICE	\$ 170,100.06	\$ -	\$ 170,100.06
TOWN	Hamano, Thomas	POLICE	\$ 11,240.87	\$ -	\$ 11,240.87
TOWN	Jordan, Paul	POLICE	\$ 13,683.24	\$ 500.92	\$ 14,184.16
TOWN	Kizito, Krystalbel	POLICE	\$ 16,323.62	\$ 5,991.86	\$ 22,315.48
TOWN	La Plante, Robert	POLICE	\$ 18,849.05	\$ 9,077.71	\$ 27,926.76
TOWN	La Plante, Thomas	POLICE	\$ 24,733.82	\$ -	\$ 24,733.82
TOWN	Lafond, Rhoda	POLICE	\$ 21,392.27	\$ 12,670.60	\$ 34,062.87
TOWN	Laranjo, Michelle	POLICE	\$ 57,709.60	\$ 290.33	\$ 57,999.93
TOWN	Ledbetter, Garrett	POLICE	\$ 60,389.11	\$ 44,413.98	\$ 104,803.09
TOWN	Manganello, Michelle	POLICE	\$ 70,469.17	\$ 43,607.53	\$ 114,076.70
TOWN	Maxfield, Ryan	POLICE	\$ 47,144.29	\$ 42,922.20	\$ 90,066.49
TOWN	McKenna, John	POLICE	\$ 5,540.40	\$ 4,082.63	\$ 9,623.03
TOWN	Moore-Sawyer, Melissa	POLICE	\$ 5,349.52	\$ -	\$ 5,349.52
TOWN	Neal, Daniel	POLICE	\$ 58,835.86	\$ 37,839.05	\$ 96,674.91
TOWN	O'Rourke, Joann	POLICE	\$ 8,732.43	\$ -	\$ 8,732.43
TOWN	Sallale, Wayne	POLICE	\$ 67,615.21	\$ 50,558.21	\$ 118,173.42
TOWN	Sallee, Lorilyn	POLICE	\$ 13,000.43	\$ 3,691.80	\$ 16,692.23
TOWN	Souza, Joshua	POLICE	\$ 66,153.16	\$ 60,300.76	\$ 126,453.92
TOWN	Stanley, Michael	POLICE	\$ 22,518.54	\$ 8,606.40	\$ 31,124.94
TOWN	Sterling, Mark	POLICE	\$ 12,967.02	\$ 6,756.99	\$ 19,724.01
TOWN	Teehan, Terrence	POLICE	\$ 41,596.14	\$ 15,627.12	\$ 57,223.26
TOWN	Thisse, Francis	POLICE	\$ 58,835.67	\$ 27,804.70	\$ 86,640.37
TOWN	Treggiari, Paul	POLICE	\$ 47,633.07	\$ 25,056.56	\$ 72,689.63
TOWN	Vajentic, Mark	POLICE	\$ 1,747.14	\$ -	\$ 1,747.14
TOWN	Visser, Lisa	POLICE	\$ 10,889.64	\$ -	\$ 10,889.64
TOWN	Walsh, Alicia	POLICE	\$ 53,936.74	\$ 23,100.72	\$ 77,037.46
TOWN	Chandler, Kim	PLANNING	\$ 7,855.39	\$ -	\$ 7,855.39
TOWN	Henkels, David	PLANNING	\$ 15,209.70	\$ 138.27	\$ 15,347.97
TOWN	Raposa, Sarah .	PLANNING	\$ 101,598.87	\$ 1,884.45	\$ 103,483.32
TOWN	Wise, Cara	PLANNING	\$ 1,373.40	\$ -	\$ 1,373.40
TOWN	Cianciarulo, Mia	OUTREACH	\$ 11,907.69	\$ -	\$ 11,907.69
TOWN	Goldstein-Walsh, Chelsea	OUTREACH	\$ 46,437.65	\$ 3,904.13	\$ 50,341.78
TOWN	Haas, Meredith	OUTREACH	\$ 51,645.00	\$ -	\$ 51,645.00
TOWN	McDonald, Kathleen	OUTREACH	\$ 91,319.60	\$ 3,614.28	\$ 94,933.88
TOWN	Allison, Susan	LIBRARY	\$ 12,579.63	\$ -	\$ 12,579.63
TOWN	Cote, Erica	LIBRARY	\$ 64,320.29	\$ 889.55	\$ 65,209.84
TOWN	Dickerson, Zoe	LIBRARY	\$ 17,624.23	\$ -	\$ 17,624.23
TOWN	Foley, Bernadette	LIBRARY	\$ 58,182.78	\$ 746.63	\$ 58,929.41
TOWN	Gardner, Pamela	LIBRARY	\$ 90,438.23	\$ 1,045.02	\$ 91,483.25
TOWN	Johnson, Anna	LIBRARY	\$ 4,760.00	\$ -	\$ 4,760.00
TOWN	Jurss, Jacqueline	LIBRARY	\$ 19,414.93	\$ -	\$ 19,414.93
TOWN	Karp, Jared	LIBRARY	\$ 19,973.68	\$ -	\$ 19,973.68
TOWN	Knott, Donna	LIBRARY	\$ 17,604.58	\$ -	\$ 17,604.58
TOWN	Lapham, Gretchen	LIBRARY	\$ 6,082.20	\$ -	\$ 6,082.20
TOWN	Louis, Trenton	LIBRARY	\$ 937.50	\$ -	\$ 937.50
TOWN	Maxfield, Colleen	LIBRARY	\$ 22,328.94	\$ -	\$ 22,328.94
TOWN	McCoy, Andrea	LIBRARY	\$ 14,549.76	\$ -	\$ 14,549.76
TOWN	Mills, Moira	LIBRARY	\$ 56,815.51	\$ 388.26	\$ 57,203.77
TOWN	Moiseyeva, Sonya	LIBRARY	\$ 1,080.00	\$ -	\$ 1,080.00
TOWN	Norberg, Melissa	LIBRARY	\$ 19,206.33	\$ -	\$ 19,206.33
TOWN	O'Grady, Jennifer	LIBRARY	\$ 1,492.31	\$ -	\$ 1,492.31
TOWN	O'Neil, Heather Ann	LIBRARY	\$ 61,489.00	\$ 770.20	\$ 62,259.20
TOWN	Ozanne, Brianna	LIBRARY	\$ 58,535.36	\$ 499.64	\$ 59,035.00
TOWN	Puthiaparambil, John	LIBRARY	\$ 256.50	\$ -	\$ 256.50

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Rijal, Angelina	LIBRARY	\$ 2,189.25	\$ -	\$ 2,189.25
TOWN	Tayara, Mosbah	LIBRARY	\$ 4,740.00	\$ -	\$ 4,740.00
TOWN	Thorne, Lillian	LIBRARY	\$ 3,462.93	\$ -	\$ 3,462.93
TOWN	Wasserman, Carol	LIBRARY	\$ 10,105.37	\$ -	\$ 10,105.37
TOWN	Yadapadithaya, Deeya	LIBRARY	\$ 1,312.50	\$ -	\$ 1,312.50
TOWN	Allison, Scott	INSPECTION	\$ 63,141.00	\$ 900.00	\$ 64,041.00
TOWN	Colangelo, Donald	INSPECTION	\$ 28,911.46	\$ 3,000.00	\$ 31,911.46
TOWN	Cooke Jr, William	INSPECTION	\$ 28,178.73	\$ -	\$ 28,178.73
TOWN	Feeney, James	INSPECTION	\$ 2,385.00	\$ -	\$ 2,385.00
TOWN	Mancini, Michael	INSPECTION	\$ 12,545.11	\$ -	\$ 12,545.11
TOWN	Pelletier, Gary	INSPECTION	\$ 77,294.86	\$ -	\$ 77,294.86
TOWN	Piersiak, Robert	INSPECTION	\$ 1,542.59	\$ -	\$ 1,542.59
TOWN	Rose, John	INSPECTION	\$ 22,338.94	\$ -	\$ 22,338.94
TOWN	Warren, Margaret	INSPECTION	\$ 9,370.43	\$ -	\$ 9,370.43
TOWN	VandenBoom, Kathleen	HUMAN RES	\$ 31,732.20	\$ 324.78	\$ 32,056.98
TOWN	Andexler, Nicholas	FIRE	\$ 79,837.86	\$ 12,810.95	\$ 92,648.81
TOWN	Becker, Christopher	FIRE	\$ 30,970.40	\$ 1,761.57	\$ 32,731.97
TOWN	Bennotti, Jeffrey	FIRE	\$ 92,132.98	\$ 17,040.74	\$ 109,173.72
TOWN	Bond, Robert	FIRE	\$ 1,099.78	\$ 5,891.86	\$ 6,991.64
TOWN	Bonfilio, Alfred	FIRE	\$ 5,120.30	\$ -	\$ 5,120.30
TOWN	Bruno, Robert	FIRE	\$ 59,836.40	\$ 8,555.17	\$ 68,391.57
TOWN	Callow, William	FIRE	\$ 8,306.86	\$ -	\$ 8,306.86
TOWN	Carrico II, William	FIRE	\$ 170,839.50	\$ 4,298.70	\$ 175,138.20
TOWN	Cronin, Thomas	FIRE	\$ 76,739.61	\$ 20,750.11	\$ 97,489.72
TOWN	De King, William	FIRE	\$ 83,572.74	\$ 22,729.58	\$ 106,302.32
TOWN	Donahue, Scott	FIRE	\$ 75,663.23	\$ 4,633.34	\$ 80,296.57
TOWN	Gorman, James	FIRE	\$ 2,787.78	\$ 1,056.00	\$ 3,843.78
TOWN	Gray, Norman	FIRE	\$ 2,032.99	\$ -	\$ 2,032.99
TOWN	Kenney, Jonathan	FIRE	\$ 70,402.39	\$ 21,601.80	\$ 92,004.19
TOWN	Kingsbury, Neil	FIRE	\$ 87,317.36	\$ 13,704.34	\$ 101,021.70
TOWN	Kraus, John	FIRE	\$ 10,581.85	\$ -	\$ 10,581.85
TOWN	Littmann, Eric	FIRE	\$ 93,539.33	\$ 40,490.48	\$ 134,029.81
TOWN	McGinn, Meaghan	FIRE	\$ 68,774.31	\$ 9,088.96	\$ 77,863.27
TOWN	Murphy, Daniel	FIRE	\$ 2,249.58	\$ -	\$ 2,249.58
TOWN	Reimann, Theodore	FIRE	\$ 2,253.17	\$ -	\$ 2,253.17
TOWN	Reinemann, Matthew	FIRE	\$ 41,414.05	\$ 5,716.90	\$ 47,130.95
TOWN	Schleicher Jr., Paul	FIRE	\$ 71,286.37	\$ 11,655.91	\$ 82,942.28
TOWN	Tanguay, Robert	FIRE	\$ 3,096.15	\$ -	\$ 3,096.15
TOWN	VanTassell, David	FIRE	\$ 1,885.15	\$ -	\$ 1,885.15
TOWN	Langille, Wayne	FACILITIES	\$ 73,164.00	\$ 2,681.68	\$ 75,845.68
TOWN	Bauer, Susan	ELECTIONS	\$ 270.00	\$ -	\$ 270.00
TOWN	Frawley, Linda	ELECTIONS	\$ 1,989.00	\$ -	\$ 1,989.00
TOWN	Ingles, Sharon	ELECTIONS	\$ 270.00	\$ -	\$ 270.00
TOWN	Knapp Enos, Theresa	ELECTIONS	\$ 963.00	\$ -	\$ 963.00
TOWN	Sandeman, Elizabeth	ELECTIONS	\$ 441.00	\$ -	\$ 441.00
TOWN	Shaw, Claire	ELECTIONS	\$ 270.00	\$ -	\$ 270.00
TOWN	Sliney, Molly	ELECTIONS	\$ 936.00	\$ -	\$ 936.00
TOWN	Weiss, Roseli	ELECTIONS	\$ 405.00	\$ -	\$ 405.00
TOWN	Winograd, Robert	ELECTIONS	\$ 405.00	\$ -	\$ 405.00
TOWN	Allshouse, W.James	DPW	\$ 2,902.00	\$ -	\$ 2,902.00
TOWN	Arthur, Troy	DPW	\$ 54,891.20	\$ 6,658.44	\$ 61,549.64
TOWN	Bennett, William	DPW	\$ 68,972.80	\$ 11,517.58	\$ 80,490.38
TOWN	Callachan, James	DPW	\$ 68,972.80	\$ 4,027.74	\$ 73,000.54
TOWN	Chabot, Kevin	DPW	\$ 58,687.20	\$ 14,241.80	\$ 72,929.00
TOWN	Ciallella, Michael	DPW	\$ 70,887.20	\$ 14,602.76	\$ 85,489.96
TOWN	Cimeno, Donna	DPW	\$ 24,045.00	\$ 4,780.95	\$ 28,825.95
TOWN	Corrigan, Connor	DPW	\$ 58,687.20	\$ 21,030.69	\$ 79,717.89
TOWN	Dauphinee, Drew	DPW	\$ 60,372.00	\$ 23,384.99	\$ 83,756.99
TOWN	Della-Camera, Steven	DPW	\$ 63,275.20	\$ 10,759.10	\$ 74,034.30
TOWN	Donovan, Matthew	DPW	\$ 58,701.60	\$ 7,351.65	\$ 66,053.25
TOWN	Donovan, William	DPW	\$ 75,414.72	\$ 13,340.52	\$ 88,755.24
TOWN	Downs, Sarah	DPW	\$ 10,248.96	\$ -	\$ 10,248.96
TOWN	Ficco, Scott	DPW	\$ 68,972.80	\$ 5,034.33	\$ 74,007.13
TOWN	Gorman, Joseph	DPW	\$ 73,164.00	\$ 24,185.45	\$ 97,349.45

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
TOWN	Goulet, Maurice	DPW	\$ 152,906.25	\$ 1,475.08	\$ 154,381.33
TOWN	Hernandez, Javier	DPW	\$ 74,224.80	\$ 11,944.41	\$ 86,169.21
TOWN	Hill, John	DPW	\$ 58,687.20	\$ 14,095.12	\$ 72,782.32
TOWN	Hinkley, Edward	DPW	\$ 15,588.75	\$ -	\$ 15,588.75
TOWN	Hinkley, Paul	DPW	\$ 80,184.00	\$ 30,638.88	\$ 110,822.88
TOWN	Kennedy, Robert	DPW	\$ 2,340.00	\$ -	\$ 2,340.00
TOWN	Kennedy, Robert	DPW	\$ 86,632.00	\$ 38,767.10	\$ 125,399.10
TOWN	Kingsbury, William	DPW	\$ 2,340.00	\$ -	\$ 2,340.00
TOWN	La Plante, Robert	DPW	\$ 74,224.80	\$ 41,921.12	\$ 116,145.92
TOWN	McBrien, John	DPW	\$ 2,197.78	\$ -	\$ 2,197.78
TOWN	Miner, John	DPW	\$ 61,001.60	\$ 13,981.93	\$ 74,983.53
TOWN	Mullen, David	DPW	\$ 66,397.60	\$ 20,564.34	\$ 86,961.94
TOWN	Murray, Edward	DPW	\$ 74,224.80	\$ 11,509.77	\$ 85,734.57
TOWN	Nicholson, James	DPW	\$ 68,972.80	\$ 23,468.85	\$ 92,441.65
TOWN	O'Brien, Jason	DPW	\$ 54,891.20	\$ 5,156.16	\$ 60,047.36
TOWN	O'Toole, David	DPW	\$ 88,872.62	\$ 40,443.38	\$ 129,316.00
TOWN	Ouellette, Jean	DPW	\$ 74,224.80	\$ 16,394.09	\$ 90,618.89
TOWN	Rebola, Joseph	DPW	\$ 49,444.00	\$ 12,122.60	\$ 61,566.60
TOWN	Reynolds, William	DPW	\$ 2,340.00	\$ -	\$ 2,340.00
TOWN	Robbins, Mark	DPW	\$ 2,197.78	\$ -	\$ 2,197.78
TOWN	Rogers, Megan	DPW	\$ 21,253.59	\$ -	\$ 21,253.59
TOWN	Tortorici, Walter	DPW	\$ 1,560.00	\$ -	\$ 1,560.00
TOWN	Burke, Peter	COA	\$ 44,256.26	\$ -	\$ 44,256.26
TOWN	Croteau, Dianne	COA	\$ 5,247.81	\$ -	\$ 5,247.81
TOWN	DiDonato, Arlene	COA	\$ 461.07	\$ -	\$ 461.07
TOWN	DiMaria, Victoria	COA	\$ 1,321.24	\$ -	\$ 1,321.24
TOWN	Donovan, Lisa	COA	\$ 17,556.75	\$ 2,685.15	\$ 20,241.90
TOWN	Folan, Dennis	COA	\$ 1,300.00	\$ -	\$ 1,300.00
TOWN	Hanifan, Sarah	COA	\$ 29,285.29	\$ -	\$ 29,285.29
TOWN	Hubbard, Mary	COA	\$ 2,332.82	\$ -	\$ 2,332.82
TOWN	Hunter, Ann	COA	\$ 7,605.64	\$ -	\$ 7,605.64
TOWN	Longmoore, Susan	COA	\$ 19,455.37	\$ -	\$ 19,455.37
TOWN	Lynch, Roberta	COA	\$ 95,470.46	\$ 1,652.42	\$ 97,122.88
TOWN	Owens, Elaine	COA	\$ 7,414.28	\$ -	\$ 7,414.28
TOWN	Pembroke, Patricia	COA	\$ 4,094.92	\$ -	\$ 4,094.92
TOWN	Powers, Kathleen	COA	\$ 9,725.10	\$ -	\$ 9,725.10
TOWN	Clancy, Diane	ASSESSORS	\$ 30,607.20	\$ -	\$ 30,607.20
TOWN	Manning, Kenneth	ASSESSORS	\$ 900.00	\$ -	\$ 900.00
TOWN	Mills, Katherine	ASSESSORS	\$ 57,388.50	\$ 900.00	\$ 58,288.50
TOWN	Remillard, Yvonne	ASSESSORS	\$ 114,607.11	\$ 3,052.45	\$ 117,659.56
TOWN	Rose, Michael	ASSESSORS	\$ 900.00	\$ -	\$ 900.00
TOWN	Skerry, Jeffrey	ASSESSORS	\$ 900.00	\$ -	\$ 900.00
TOWN	Drews, Marilyn	ACCOUNTING	\$ 11,404.54	\$ -	\$ 11,404.54
TOWN	Foster, Andrew	ACCOUNTING	\$ 85,627.51	\$ -	\$ 85,627.51
TOWN	McCullen, Ashley	ACCOUNTING	\$ 26,109.60	\$ -	\$ 26,109.60
TOWN	Ricciuto, Joy	ACCOUNTING	\$ 63,592.26	\$ 25,984.30	\$ 89,576.56
SCHOOL	Alberts, Karen	WLCK	\$ 104,137.02	\$ 500.00	\$ 104,637.02
SCHOOL	Babin, Tracey	WLCK	\$ 71,536.28	\$ 750.00	\$ 72,286.28
SCHOOL	Belsky, Jennifer	WLCK	\$ 74,582.98	\$ 2,934.57	\$ 77,517.55
SCHOOL	Bouzan, April	WLCK	\$ 28,619.64	\$ -	\$ 28,619.64
SCHOOL	Brown, Judith	WLCK	\$ 27,830.62	\$ 2,092.00	\$ 29,922.62
SCHOOL	Callahan, Emily	WLCK	\$ 101,392.65	\$ 1,240.00	\$ 102,632.65
SCHOOL	Callahan, Jamee	WLCK	\$ 100,748.97	\$ 8,514.35	\$ 109,263.32
SCHOOL	Carey, Ann	WLCK	\$ 85,352.14	\$ 2,000.00	\$ 87,352.14
SCHOOL	Caulfield, Holli	WLCK	\$ 150,318.61	\$ 814.28	\$ 151,132.89
SCHOOL	Cawley, Stacey	WLCK	\$ 101,392.65	\$ 240.00	\$ 101,632.65
SCHOOL	Connolly, Kimberly	WLCK	\$ 88,527.70	\$ 1,160.00	\$ 89,687.70
SCHOOL	Daly, Barbara	WLCK	\$ 8,615.61	\$ 8.00	\$ 8,623.61
SCHOOL	Digregorio, Elizabeth	WLCK	\$ 34,039.69	\$ 1,000.00	\$ 35,039.69
SCHOOL	Dion, Joan	WLCK	\$ 100,748.97	\$ 2,990.00	\$ 103,738.97
SCHOOL	Donato, Diane	WLCK	\$ 12,322.50	\$ 574.94	\$ 12,897.44
SCHOOL	Espenhain, Hasina	WLCK	\$ 11,636.07	\$ -	\$ 11,636.07
SCHOOL	Foley, Marissa	WLCK	\$ 92,351.53	\$ 740.00	\$ 93,091.53
SCHOOL	Garcia, Johanna	WLCK	\$ 60,292.07	\$ 230.00	\$ 60,522.07

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SCHOOL	Gillespie, Dillon	WLCK	\$ 46,104.56	\$ 3,045.81	\$ 49,150.37
SCHOOL	Goldner, Katherine	WLCK	\$ 32,851.65	\$ -	\$ 32,851.65
SCHOOL	Grover, Allyson	WLCK	\$ 9,799.29	\$ -	\$ 9,799.29
SCHOOL	Hall-Lynn, Rachel	WLCK	\$ 105,859.43	\$ 10,680.00	\$ 116,539.43
SCHOOL	Hevey, Sarah	WLCK	\$ 107,033.93	\$ 1,400.00	\$ 108,433.93
SCHOOL	Heylin, Jennifer	WLCK	\$ 100,748.97	\$ -	\$ 100,748.97
SCHOOL	Johnson, Jenna	WLCK	\$ 92,351.53	\$ -	\$ 92,351.53
SCHOOL	Joline, Kimberly	WLCK	\$ 20,838.27	\$ 706.00	\$ 21,544.27
SCHOOL	Keigan, Aimie	WLCK	\$ 63,434.08	\$ 2,980.00	\$ 66,414.08
SCHOOL	Keleher, Marissa	WLCK	\$ 75,826.61	\$ 160.00	\$ 75,986.61
SCHOOL	Kennedy, Kelley	WLCK	\$ 100,748.97	\$ -	\$ 100,748.97
SCHOOL	Kuehl, James	WLCK	\$ 107,033.93	\$ 1,500.00	\$ 108,533.93
SCHOOL	Laliberte, Kayla	WLCK	\$ 98,728.64	\$ 500.00	\$ 99,228.64
SCHOOL	Lichtenstein, Andrea	WLCK	\$ 12,100.26	\$ 68.00	\$ 12,168.26
SCHOOL	Lynch, Amanda	WLCK	\$ 22,240.93	\$ 2,445.43	\$ 24,686.36
SCHOOL	Maalouf, Carole	WLCK	\$ 8,104.14	\$ 124.00	\$ 8,228.14
SCHOOL	MacKay, Jennifer	WLCK	\$ 20,310.27	\$ -	\$ 20,310.27
SCHOOL	Melville, Shannon	WLCK	\$ 68,542.20	\$ 600.00	\$ 69,142.20
SCHOOL	Murphy, Jennifer	WLCK	\$ 75,063.69	\$ -	\$ 75,063.69
SCHOOL	Murphy, Marcia	WLCK	\$ 107,032.83	\$ 7,186.15	\$ 114,218.98
SCHOOL	Myers, Judith	WLCK	\$ 107,033.93	\$ 2,650.00	\$ 109,683.93
SCHOOL	Newton, Debra	WLCK	\$ 107,033.93	\$ 4,000.00	\$ 111,033.93
SCHOOL	O'Sullivan, Mary-Margaret	WLCK	\$ 107,033.93	\$ 2,250.00	\$ 109,283.93
SCHOOL	Parah, Olivia	WLCK	\$ 29,763.03	\$ 24.00	\$ 29,787.03
SCHOOL	Parker, Kelsey	WLCK	\$ 74,978.87	\$ 5,659.92	\$ 80,638.79
SCHOOL	Pedersen, Brendan	WLCK	\$ 29,502.09	\$ 3,500.00	\$ 33,002.09
SCHOOL	Plympton, Lauren	WLCK	\$ 65,471.86	\$ 840.00	\$ 66,311.86
SCHOOL	Previdi, Cynthia	WLCK	\$ 107,033.93	\$ 5,700.00	\$ 112,733.93
SCHOOL	Reddy, MaryBeth	WLCK	\$ 43,807.91	\$ 400.00	\$ 44,207.91
SCHOOL	Ryan, Alison	WLCK	\$ 60,825.63	\$ 7,734.21	\$ 68,559.84
SCHOOL	Schoenfeld, Erin	WLCK	\$ 18,054.25	\$ -	\$ 18,054.25
SCHOOL	Sheehan, Nicole	WLCK	\$ 107,033.93	\$ 2,240.00	\$ 109,273.93
SCHOOL	Simonds, Sarah	WLCK	\$ 14,369.73	\$ -	\$ 14,369.73
SCHOOL	Singer, Margaret	WLCK	\$ 64,220.40	\$ 1,500.00	\$ 65,720.40
SCHOOL	Spence, Ryan	WLCK	\$ 52,533.56	\$ 5,682.15	\$ 58,215.71
SCHOOL	Stanley, James	WLCK	\$ 53,371.24	\$ 3,492.99	\$ 56,864.23
SCHOOL	Stapleton, Kristin	WLCK	\$ 6,398.34	\$ -	\$ 6,398.34
SCHOOL	Stevens, Nicholas	WLCK	\$ 107,033.93	\$ 11,800.00	\$ 118,833.93
SCHOOL	Stover, Eithne	WLCK	\$ 91,085.74	\$ 3,400.00	\$ 94,485.74
SCHOOL	Tausek, Kimberly	WLCK	\$ 19,611.41	\$ 770.59	\$ 20,382.00
SCHOOL	Thomas, Ann	WLCK	\$ 25,534.62	\$ 800.00	\$ 26,334.62
SCHOOL	Tobin, Pamela	WLCK	\$ 84,713.23	\$ 4,542.23	\$ 89,255.46
SCHOOL	Trikoulis, Deborah	WLCK	\$ 94,783.20	\$ 1,240.00	\$ 96,023.20
SCHOOL	Visser, Lisa	WLCK	\$ 21,784.99	\$ 2,719.59	\$ 24,504.58
SCHOOL	Watson, Erin	WLCK	\$ 107,033.93	\$ 2,000.00	\$ 109,033.93
SCHOOL	Williams, Christina	WLCK	\$ 5,798.22	\$ -	\$ 5,798.22
SCHOOL	Abely, Brian	SUBS	\$ 2,160.00	\$ -	\$ 2,160.00
SCHOOL	Acosta, Anthony	SUBS	\$ 801.00	\$ -	\$ 801.00
SCHOOL	Al Kurdi, Magd	SUBS	\$ 2,130.00	\$ -	\$ 2,130.00
SCHOOL	Amnott, Anne	SUBS	\$ 1,170.00	\$ -	\$ 1,170.00
SCHOOL	Anderson, Kayla	SUBS	\$ 90.00	\$ -	\$ 90.00
SCHOOL	Anderson, Krista	SUBS	\$ 630.00	\$ -	\$ 630.00
SCHOOL	Andrews, Mark	SUBS	\$ 2,700.00	\$ -	\$ 2,700.00
SCHOOL	Barrett, Jack	SUBS	\$ 270.00	\$ -	\$ 270.00
SCHOOL	Barrett, Kathryn	SUBS	\$ 360.00	\$ -	\$ 360.00
SCHOOL	Bauer, Susan	SUBS	\$ 5,850.00	\$ -	\$ 5,850.00
SCHOOL	Benitez, Allison	SUBS	\$ 3,510.00	\$ -	\$ 3,510.00
SCHOOL	Bershad, Natalie	SUBS	\$ 1,710.00	\$ -	\$ 1,710.00
SCHOOL	Bird, Patty	SUBS	\$ 270.00	\$ -	\$ 270.00
SCHOOL	Bonfatti, Michela	SUBS	\$ 1,260.00	\$ -	\$ 1,260.00
SCHOOL	Bushinsky, Jennifer	SUBS	\$ 7,755.00	\$ -	\$ 7,755.00
SCHOOL	Cardell, Lois B	SUBS	\$ 2,850.00	\$ 1,360.00	\$ 4,210.00
SCHOOL	Casey, Jennifer	SUBS	\$ 2,970.00	\$ -	\$ 2,970.00
SCHOOL	Caterino, Deborah	SUBS	\$ 720.00	\$ -	\$ 720.00

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Caulfield, Clare	SUBS	\$ 2,340.00	\$ -	\$ 2,340.00
SCHOOL	Champagne, Ann	SUBS	\$ 8,462.31	\$ 100.00	\$ 8,562.31
SCHOOL	Chin, Casey	SUBS	\$ 1,800.00	\$ -	\$ 1,800.00
SCHOOL	Colivas, Paulina	SUBS	\$ 1,080.00	\$ -	\$ 1,080.00
SCHOOL	Costello, Andrea	SUBS	\$ 270.00	\$ -	\$ 270.00
SCHOOL	Cote, Lynn	SUBS	\$ -	\$ 2,890.00	\$ 2,890.00
SCHOOL	Crocker, Nicole	SUBS	\$ 6,225.00	\$ -	\$ 6,225.00
SCHOOL	Cronin, Matthew	SUBS	\$ 2,340.00	\$ -	\$ 2,340.00
SCHOOL	Crowell, Deirdre	SUBS	\$ 1,440.00	\$ -	\$ 1,440.00
SCHOOL	Deady, Nicole	SUBS	\$ 1,080.00	\$ -	\$ 1,080.00
SCHOOL	Desjardins, Jacob	SUBS	\$ 360.00	\$ -	\$ 360.00
SCHOOL	Devlin, Sofia	SUBS	\$ 810.00	\$ -	\$ 810.00
SCHOOL	Dunn, Jean	SUBS	\$ 7,828.97	\$ -	\$ 7,828.97
SCHOOL	Festa, Martha	SUBS	\$ 3,690.00	\$ -	\$ 3,690.00
SCHOOL	Fetter, Danielle	SUBS	\$ 360.00	\$ -	\$ 360.00
SCHOOL	Flannery, Meredith	SUBS	\$ 450.00	\$ -	\$ 450.00
SCHOOL	Fox, Alison	SUBS	\$ 5,234.52	\$ -	\$ 5,234.52
SCHOOL	Frey, Leigh	SUBS	\$ 180.00	\$ -	\$ 180.00
SCHOOL	Georgacopoulos, Margaret	SUBS	\$ 1,260.00	\$ -	\$ 1,260.00
SCHOOL	Glavin, Timothy	SUBS	\$ 6,881.91	\$ -	\$ 6,881.91
SCHOOL	Glenn, Meghan	SUBS	\$ 720.00	\$ -	\$ 720.00
SCHOOL	Guindon, Taylor	SUBS	\$ 180.00	\$ -	\$ 180.00
SCHOOL	Gustafson, Kathleen	SUBS	\$ 17,550.00	\$ -	\$ 17,550.00
SCHOOL	Harrington, Lauren	SUBS	\$ 1,800.00	\$ -	\$ 1,800.00
SCHOOL	Hawley, Megan	SUBS	\$ 1,170.00	\$ -	\$ 1,170.00
SCHOOL	Healey, Karyn	SUBS	\$ 7,516.59	\$ -	\$ 7,516.59
SCHOOL	Hissong, Alexander	SUBS	\$ 450.00	\$ -	\$ 450.00
SCHOOL	Hugo, Annie-May	SUBS	\$ 1,080.00	\$ -	\$ 1,080.00
SCHOOL	Irwin, Nancy	SUBS	\$ 540.00	\$ -	\$ 540.00
SCHOOL	Joline, Sydney	SUBS	\$ 6,298.84	\$ -	\$ 6,298.84
SCHOOL	Kay, Amy	SUBS	\$ 5,889.45	\$ 2,560.00	\$ 8,449.45
SCHOOL	Kelley, Devin	SUBS	\$ 270.00	\$ -	\$ 270.00
SCHOOL	Kiesel, Brett	SUBS	\$ 360.00	\$ -	\$ 360.00
SCHOOL	Kniffen, Nicole	SUBS	\$ 7,386.91	\$ -	\$ 7,386.91
SCHOOL	Kohler, Francoise	SUBS	\$ 35,871.10	\$ -	\$ 35,871.10
SCHOOL	Kourtis, Marianna	SUBS	\$ 2,340.00	\$ -	\$ 2,340.00
SCHOOL	Kuropatkin, Ashley	SUBS	\$ 1,350.00	\$ -	\$ 1,350.00
SCHOOL	Leahy, Charity	SUBS	\$ 360.00	\$ -	\$ 360.00
SCHOOL	Lussier, Emma	SUBS	\$ 90.00	\$ -	\$ 90.00
SCHOOL	Mackiewicz, Anne	SUBS	\$ 1,170.00	\$ -	\$ 1,170.00
SCHOOL	Marie, Charles	SUBS	\$ 450.00	\$ -	\$ 450.00
SCHOOL	McCabe, Leonesse	SUBS	\$ 990.00	\$ -	\$ 990.00
SCHOOL	McNeil, Kayla	SUBS	\$ 720.00	\$ -	\$ 720.00
SCHOOL	Morse, Audrey	SUBS	\$ 1,260.00	\$ -	\$ 1,260.00
SCHOOL	Nee, Caitlin	SUBS	\$ 90.00	\$ -	\$ 90.00
SCHOOL	O'Connor, Kaitlyn	SUBS	\$ 16,048.96	\$ 280.00	\$ 16,328.96
SCHOOL	Parker, Barbara	SUBS	\$ 9,630.00	\$ -	\$ 9,630.00
SCHOOL	Parker, Barry	SUBS	\$ 8,640.00	\$ -	\$ 8,640.00
SCHOOL	Paulik, Jessica	SUBS	\$ 28,641.60	\$ -	\$ 28,641.60
SCHOOL	Reynolds, Ian	SUBS	\$ 180.00	\$ -	\$ 180.00
SCHOOL	Roth, Colleen	SUBS	\$ 1,530.00	\$ -	\$ 1,530.00
SCHOOL	Sandeman, Elizabeth	SUBS	\$ 15,900.00	\$ -	\$ 15,900.00
SCHOOL	Seibel, Erin	SUBS	\$ 1,080.00	\$ -	\$ 1,080.00
SCHOOL	Shnaider, Nathaniel	SUBS	\$ 3,690.00	\$ -	\$ 3,690.00
SCHOOL	Smith, Lylah	SUBS	\$ 17,455.86	\$ -	\$ 17,455.86
SCHOOL	Stevens, Andrew	SUBS	\$ 900.00	\$ -	\$ 900.00
SCHOOL	Stoddard, Charlotte	SUBS	\$ 1,530.00	\$ -	\$ 1,530.00
SCHOOL	Sullivan, Danielle	SUBS	\$ 1,800.00	\$ -	\$ 1,800.00
SCHOOL	Sullivan, Maryjean	SUBS	\$ 150.00	\$ 300.00	\$ 450.00
SCHOOL	Szostak, Margaret	SUBS	\$ 41,863.08	\$ -	\$ 41,863.08
SCHOOL	Taillon, Karen	SUBS	\$ 450.00	\$ -	\$ 450.00
SCHOOL	Turner, Louisa	SUBS	\$ 14,575.37	\$ 400.00	\$ 14,975.37
SCHOOL	Vandenboom, Shane	SUBS	\$ 7,911.00	\$ -	\$ 7,911.00
SCHOOL	Viles, Edward	SUBS	\$ 802.50	\$ 236.25	\$ 1,038.75

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Viles, Patrick	SUBS	\$ 105.00	\$ 285.00	\$ 390.00
SCHOOL	Weafer, Ananda	SUBS	\$ 630.00	\$ -	\$ 630.00
SCHOOL	Wicks, Henry	SUBS	\$ 1,495.77	\$ -	\$ 1,495.77
SCHOOL	Alexson, Jordan	MHS	\$ 3,577.52	\$ 300.00	\$ 3,877.52
SCHOOL	Almeida, Michelle	MHS	\$ 12,916.23	\$ 2,611.66	\$ 15,527.89
SCHOOL	Anagnos, Paul	MHS	\$ 50,016.33	\$ 5,580.49	\$ 55,596.82
SCHOOL	Ballou, Katherine	MHS	\$ 107,033.93	\$ 3,000.00	\$ 110,033.93
SCHOOL	Barrows, Zachary	MHS	\$ 102,629.70	\$ 7,700.00	\$ 110,329.70
SCHOOL	Becker, Russell	MHS	\$ 77,928.63	\$ 2,987.31	\$ 80,915.94
SCHOOL	Bellinger, Brian	MHS	\$ 32,437.62	\$ -	\$ 32,437.62
SCHOOL	Bennett, Elizabeth	MHS	\$ 49,126.02	\$ 2,980.00	\$ 52,106.02
SCHOOL	Benoit, Matthew	MHS	\$ 50,500.06	\$ -	\$ 50,500.06
SCHOOL	Berkowitz, Marcia	MHS	\$ 120,097.26	\$ -	\$ 120,097.26
SCHOOL	Berry, Orla	MHS	\$ 107,033.93	\$ 9,560.08	\$ 116,594.01
SCHOOL	Beveridge, Sarah	MHS	\$ 25,855.54	\$ 118.00	\$ 25,973.54
SCHOOL	Bielik, Jason	MHS	\$ 92,918.68	\$ 14,163.96	\$ 107,082.64
SCHOOL	Bliss, Kelly	MHS	\$ 32,437.71	\$ 80.00	\$ 32,517.71
SCHOOL	Bon Tempo-Amato, Sofia	MHS	\$ 67,038.80	\$ 4,140.00	\$ 71,178.80
SCHOOL	Bookman, Leora	MHS	\$ 107,033.93	\$ 3,280.00	\$ 110,313.93
SCHOOL	Brenton, Kymberli	MHS	\$ 36,859.92	\$ 315.87	\$ 37,175.79
SCHOOL	Broks, Ksenija	MHS	\$ 88,671.57	\$ 1,320.00	\$ 89,991.57
SCHOOL	Brown, Philip	MHS	\$ 85,352.14	\$ 2,500.00	\$ 87,852.14
SCHOOL	Brown, Sarah	MHS	\$ 60,449.37	\$ 8,820.00	\$ 69,269.37
SCHOOL	Buckingham, Rachel	MHS	\$ 88,190.68	\$ 1,500.00	\$ 89,690.68
SCHOOL	Buckley, Ann	MHS	\$ 122,015.92	\$ 394.28	\$ 122,410.20
SCHOOL	Burke, Bailey	MHS	\$ 83,868.60	\$ 500.00	\$ 84,368.60
SCHOOL	Burke, Maria	MHS	\$ 15,695.40	\$ -	\$ 15,695.40
SCHOOL	Cambridge, Jeffrey	MHS	\$ 102,629.70	\$ 3,080.00	\$ 105,709.70
SCHOOL	Carlson, Meghan	MHS	\$ 23,339.25	\$ 3,574.92	\$ 26,914.17
SCHOOL	Cella, Samantha	MHS	\$ 11,267.94	\$ 260.00	\$ 11,527.94
SCHOOL	Chamberlain, Madeline	MHS	\$ 104,452.05	\$ 2,580.00	\$ 107,032.05
SCHOOL	Chilton, Susan	MHS	\$ 8,139.13	\$ 477.63	\$ 8,616.76
SCHOOL	Clark, Elena	MHS	\$ 18,663.30	\$ 4,160.00	\$ 22,823.30
SCHOOL	Cook, David	MHS	\$ 5,385.90	\$ 250.00	\$ 5,635.90
SCHOOL	Cotter, Michael	MHS	\$ 71,577.55	\$ 990.00	\$ 72,567.55
SCHOOL	Coutinho, Paul	MHS	\$ 107,033.93	\$ 13,658.00	\$ 120,691.93
SCHOOL	Cowell, Kerry	MHS	\$ 100,748.97	\$ 8,220.06	\$ 108,969.03
SCHOOL	Cowell, Michael	MHS	\$ 81,745.36	\$ -	\$ 81,745.36
SCHOOL	Curley, Karey	MHS	\$ 92,918.68	\$ 5,606.45	\$ 98,525.13
SCHOOL	Danielski, Meghan	MHS	\$ 71,536.28	\$ -	\$ 71,536.28
SCHOOL	D'Attanasio, Jennifer	MHS	\$ 33,846.18	\$ 287.00	\$ 34,133.18
SCHOOL	Davanage, Joseph	MHS	\$ 810.00	\$ -	\$ 810.00
SCHOOL	Deroche, Nancy	MHS	\$ 33,993.27	\$ 1,785.91	\$ 35,779.18
SCHOOL	DiLuzio, Alyse	MHS	\$ 91,065.68	\$ 2,681.42	\$ 93,747.10
SCHOOL	Drew, Meghan	MHS	\$ 107,033.93	\$ 3,000.00	\$ 110,033.93
SCHOOL	Dunn, Jonathan	MHS	\$ 104,137.02	\$ 1,400.00	\$ 105,537.02
SCHOOL	Emerson, Kathleen	MHS	\$ 107,033.93	\$ 11,059.98	\$ 118,093.91
SCHOOL	Fahy, Caitlin	MHS	\$ 63,357.32	\$ -	\$ 63,357.32
SCHOOL	Farrell, Paul	MHS	\$ 53,371.24	\$ 6,281.23	\$ 59,652.47
SCHOOL	Faust, Christopher	MHS	\$ 79,817.53	\$ 1,500.00	\$ 81,317.53
SCHOOL	Fitzgerald, Mary	MHS	\$ 100,748.88	\$ 8,800.08	\$ 109,548.96
SCHOOL	Fitzgerald, Maura	MHS	\$ 44,966.60	\$ 1,381.25	\$ 46,347.85
SCHOOL	Flanagan, Jacqueline	MHS	\$ 107,033.93	\$ 2,160.00	\$ 109,193.93
SCHOOL	Franco, Marlo	MHS	\$ 85,138.29	\$ 400.00	\$ 85,538.29
SCHOOL	Frasca, Blake	MHS	\$ 37,437.99	\$ 4,950.00	\$ 42,387.99
SCHOOL	Galt, Luanne	MHS	\$ 70,403.57	\$ 8,582.50	\$ 78,986.07
SCHOOL	Garcia-Rangel, Mary	MHS	\$ 102,629.70	\$ 5,160.00	\$ 107,789.70
SCHOOL	Garfinkle, Brittany	MHS	\$ 81,324.37	\$ 395.00	\$ 81,719.37
SCHOOL	Goodrow-Trach, Monique	MHS	\$ 100,748.97	\$ 4,080.00	\$ 104,828.97
SCHOOL	Goodwin, Jared	MHS	\$ 28,272.48	\$ -	\$ 28,272.48
SCHOOL	Grolnic, Linda	MHS	\$ 107,033.93	\$ 1,000.00	\$ 108,033.93
SCHOOL	Grossman, Stephanie	MHS	\$ 17,619.28	\$ 270.00	\$ 17,889.28
SCHOOL	Gusmini, Shannon	MHS	\$ 37,038.97	\$ 5,821.08	\$ 42,860.05
SCHOOL	Hagan, Brenda	MHS	\$ 127,259.99	\$ -	\$ 127,259.99

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Hamilton, Paula	MHS	\$ 107,033.93	\$ 990.00	\$ 108,023.93
SCHOOL	Hardiman, Brittany	MHS	\$ 58,856.42	\$ 7,230.00	\$ 66,086.42
SCHOOL	Henry, Katherine	MHS	\$ 26,455.97	\$ 250.00	\$ 26,705.97
SCHOOL	Higger, Sara	MHS	\$ 68,542.20	\$ 1,750.00	\$ 70,292.20
SCHOOL	Holms, Matthew	MHS	\$ 100,748.97	\$ 1,500.00	\$ 102,248.97
SCHOOL	Hutsick, Maria	MHS	\$ 70,403.70	\$ -	\$ 70,403.70
SCHOOL	Irwin, Ross J	MHS	\$ 66,269.61	\$ 8,872.50	\$ 75,142.11
SCHOOL	Isaac, Elizabeth	MHS	\$ 23,651.24	\$ 340.96	\$ 23,992.20
SCHOOL	Jacobson, Daniel	MHS	\$ 25,426.43	\$ 5,368.00	\$ 30,794.43
SCHOOL	Jones, Katherine	MHS	\$ 107,033.84	\$ 8,489.96	\$ 115,523.80
SCHOOL	Kaufman, Judith	MHS	\$ 9,454.50	\$ -	\$ 9,454.50
SCHOOL	Keene, Laura	MHS	\$ 74,346.29	\$ -	\$ 74,346.29
SCHOOL	Kennedy, Linnea	MHS	\$ 68,542.20	\$ 14,250.00	\$ 82,792.20
SCHOOL	Kiami, Becki	MHS	\$ 24,316.18	\$ 762.78	\$ 25,078.96
SCHOOL	Kincaid, Garland	MHS	\$ 101,392.65	\$ 2,900.00	\$ 104,292.65
SCHOOL	Kolek, Elizabeth	MHS	\$ 19,478.70	\$ -	\$ 19,478.70
SCHOOL	Kraemer, Michael	MHS	\$ 107,033.93	\$ 25,070.00	\$ 132,103.93
SCHOOL	Krah, Kerrie	MHS	\$ 92,953.64	\$ 10,320.00	\$ 103,273.64
SCHOOL	Lawler, Christopher	MHS	\$ 53,371.24	\$ 10,234.83	\$ 63,606.07
SCHOOL	Lee, Simone	MHS	\$ 32,602.95	\$ 1,296.52	\$ 33,899.47
SCHOOL	Leland, Stephanie	MHS	\$ 74,661.18	\$ -	\$ 74,661.18
SCHOOL	Lodge, Anne	MHS	\$ 102,629.70	\$ 7,492.08	\$ 110,121.78
SCHOOL	Lohan, Melinda	MHS	\$ 98,159.04	\$ 2,980.00	\$ 101,139.04
SCHOOL	Luce, Shawn	MHS	\$ 71,105.82	\$ 17,960.00	\$ 89,065.82
SCHOOL	Luczak, Alice	MHS	\$ 84,877.95	\$ 2,060.00	\$ 86,937.95
SCHOOL	Lynch, Kerry	MHS	\$ 92,351.53	\$ 4,700.00	\$ 97,051.53
SCHOOL	Lyon, Diane	MHS	\$ 107,033.93	\$ 20,500.00	\$ 127,533.93
SCHOOL	Lyons, Teresa	MHS	\$ 23,405.98	\$ 1,234.18	\$ 24,640.16
SCHOOL	Mandosa, Francis	MHS	\$ 107,033.93	\$ 5,230.00	\$ 112,263.93
SCHOOL	Mandosa, Heather	MHS	\$ 130,957.32	\$ 6,560.50	\$ 137,517.82
SCHOOL	Markowski, Karen	MHS	\$ 25,801.20	\$ 1,438.17	\$ 27,239.37
SCHOOL	McCoy, Andrea	MHS	\$ 2,757.33	\$ 10,500.00	\$ 13,257.33
SCHOOL	McCrossan, Kathleen	MHS	\$ 19,317.58	\$ 800.00	\$ 20,117.58
SCHOOL	McGrory, Gretchen	MHS	\$ 33,053.39	\$ 591.10	\$ 33,644.49
SCHOOL	Mioduszewski, Kathleen	MHS	\$ 92,351.53	\$ 400.00	\$ 92,751.53
SCHOOL	Morin, Thomas	MHS	\$ 81,375.15	\$ 1,000.00	\$ 82,375.15
SCHOOL	Northrup, Andrew	MHS	\$ 18,663.30	\$ -	\$ 18,663.30
SCHOOL	Oasis, Perry	MHS	\$ 76,494.27	\$ 9,610.00	\$ 86,104.27
SCHOOL	Ormberg, Erik	MHS	\$ 94,783.20	\$ 15,402.72	\$ 110,185.92
SCHOOL	Padden, Amanda	MHS	\$ 88,527.70	\$ 1,741.23	\$ 90,268.93
SCHOOL	Panchuk, Robin	MHS	\$ 86,617.00	\$ -	\$ 86,617.00
SCHOOL	Parga, Robert	MHS	\$ 177,380.32	\$ 2,500.00	\$ 179,880.32
SCHOOL	Penn, Mark	MHS	\$ 107,033.93	\$ 3,400.00	\$ 110,433.93
SCHOOL	Pollard, Stephanie	MHS	\$ 76,564.53	\$ 3,250.00	\$ 79,814.53
SCHOOL	Randolph, Elizabeth	MHS	\$ 100,748.97	\$ 2,660.00	\$ 103,408.97
SCHOOL	Reilly, Colby	MHS	\$ 84,713.14	\$ 1,770.00	\$ 86,483.14
SCHOOL	Reynolds, Morgan	MHS	\$ 74,661.18	\$ 2,330.00	\$ 76,991.18
SCHOOL	Rimbey, Ashley	MHS	\$ 83,208.90	\$ 1,750.00	\$ 84,958.90
SCHOOL	Rodenhi, Sarah	MHS	\$ 107,033.93	\$ 1,660.00	\$ 108,693.93
SCHOOL	Ryan, Bridget	MHS	\$ 74,661.18	\$ 4,460.00	\$ 79,121.18
SCHOOL	Ryan, Rebecca	MHS	\$ 62,345.49	\$ -	\$ 62,345.49
SCHOOL	Safer, Jessica	MHS	\$ 107,033.93	\$ 14,540.08	\$ 121,574.01
SCHOOL	Salka, Martin	MHS	\$ 14,667.12	\$ -	\$ 14,667.12
SCHOOL	Sancher, Bethan	MHS	\$ 107,033.93	\$ 16,629.98	\$ 123,663.91
SCHOOL	Sawtelle, Gwynne	MHS	\$ 107,033.93	\$ 4,540.00	\$ 111,573.93
SCHOOL	Sawyer Jr., Andrew	MHS	\$ 49,553.21	\$ 6,904.62	\$ 56,457.83
SCHOOL	Scott, Eric	MHS	\$ 142,514.32	\$ -	\$ 142,514.32
SCHOOL	Shaffer, Karen	MHS	\$ 78,487.40	\$ 2,740.00	\$ 81,227.40
SCHOOL	Sieber, Colleen	MHS	\$ 102,629.70	\$ 3,320.00	\$ 105,949.70
SCHOOL	Slason, Michael	MHS	\$ 540.00	\$ 5,950.00	\$ 6,490.00
SCHOOL	Smith, Kathleen	MHS	\$ 43,234.11	\$ 1,811.74	\$ 45,045.85
SCHOOL	Sonnenberg, Neal	MHS	\$ 104,539.50	\$ 15,062.67	\$ 119,602.17
SCHOOL	Spinello, Kayla	MHS	\$ 50,728.35	\$ 420.00	\$ 51,148.35
SCHOOL	Stewart, Hunter	MHS	\$ 1,184.69	\$ 40.00	\$ 1,224.69

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SCHOOL	Tasi, Tracy	MHS	\$ 94,783.20	\$ 1,580.00	\$ 96,363.20
SCHOOL	Tevis-Finn, Julie	MHS	\$ 62,345.49	\$ 7,630.00	\$ 69,975.49
SCHOOL	Thibeault, Kristen	MHS	\$ 104,452.05	\$ 2,000.00	\$ 106,452.05
SCHOOL	Tighe, Jamie	MHS	\$ 35,894.25	\$ 1,545.00	\$ 37,439.25
SCHOOL	Tilden, Susan	MHS	\$ -	\$ 1,620.00	\$ 1,620.00
SCHOOL	Tomera, Mona	MHS	\$ 14,991.73	\$ 350.00	\$ 15,341.73
SCHOOL	Toubman, Ellen	MHS	\$ 107,033.93	\$ 13,069.98	\$ 120,103.91
SCHOOL	Vogel, Keith	MHS	\$ 56,526.97	\$ 7,199.15	\$ 63,726.12
SCHOOL	Walker, Hannah	MHS	\$ 4,340.55	\$ 525.00	\$ 4,865.55
SCHOOL	Welling, Veronique	MHS	\$ 104,136.93	\$ 1,250.00	\$ 105,386.93
SCHOOL	Williamson, Holly	MHS	\$ 84,877.95	\$ -	\$ 84,877.95
SCHOOL	Worthley, David	MHS	\$ 120,378.96	\$ 9,270.00	\$ 129,648.96
SCHOOL	Worthley, Stephanie	MHS	\$ 100,748.97	\$ 14,335.02	\$ 115,083.99
SCHOOL	Wren-Burgess, Bonnie	MHS	\$ 107,033.93	\$ 4,255.00	\$ 111,288.93
SCHOOL	Zehme, Joanna	MHS	\$ 18,123.65	\$ 80.00	\$ 18,203.65
SCHOOL	Zhang, Xuguang	MHS	\$ 81,041.84	\$ 1,500.00	\$ 82,541.84
SCHOOL	Ackley, Jessica	MEML	\$ 25,614.62	\$ 106.00	\$ 25,720.62
SCHOOL	Aries, Kaitlin	MEML	\$ 70,119.97	\$ 2,640.00	\$ 72,759.97
SCHOOL	Becker, Leah	MEML	\$ 987.04	\$ -	\$ 987.04
SCHOOL	Bilsborough, Melissa	MEML	\$ 153,908.30	\$ 3,500.00	\$ 157,408.30
SCHOOL	Blake, Edward	MEML	\$ 50,500.06	\$ -	\$ 50,500.06
SCHOOL	Bockhorst, Kathleen	MEML	\$ 96,824.82	\$ 2,855.70	\$ 99,680.52
SCHOOL	Bond, Robert	MEML	\$ 54,039.91	\$ 16,463.49	\$ 70,503.40
SCHOOL	Brennan, Courtney	MEML	\$ 28,724.67	\$ -	\$ 28,724.67
SCHOOL	Carlow, Laura	MEML	\$ 24,131.53	\$ 76.00	\$ 24,207.53
SCHOOL	Castle, Claire	MEML	\$ 8,875.61	\$ 66.00	\$ 8,941.61
SCHOOL	Chen, Joy	MEML	\$ 85,627.10	\$ 2,400.00	\$ 88,027.10
SCHOOL	Clark, Kerry	MEML	\$ 11,278.24	\$ -	\$ 11,278.24
SCHOOL	Cliff, Rachel	MEML	\$ 14,050.67	\$ -	\$ 14,050.67
SCHOOL	Colantoni, Juliana	MEML	\$ 107,033.93	\$ 5,239.92	\$ 112,273.85
SCHOOL	Connors, Maureen	MEML	\$ 10,675.92	\$ -	\$ 10,675.92
SCHOOL	Dardia, Christine	MEML	\$ 53,822.41	\$ 660.00	\$ 54,482.41
SCHOOL	Degeorge, Sally	MEML	\$ 92,366.67	\$ 8,699.92	\$ 101,066.59
SCHOOL	Distefano, Amy	MEML	\$ 25,638.62	\$ 72.00	\$ 25,710.62
SCHOOL	Donahue, Megan	MEML	\$ 34,038.74	\$ -	\$ 34,038.74
SCHOOL	Dougherty, Kathryn	MEML	\$ -	\$ 2,890.00	\$ 2,890.00
SCHOOL	Drew, Sarah	MEML	\$ 62,925.19	\$ 160.00	\$ 63,085.19
SCHOOL	Dugan, Bettina	MEML	\$ 13,099.62	\$ -	\$ 13,099.62
SCHOOL	Elrick, Stefanie	MEML	\$ 94,783.20	\$ 1,240.00	\$ 96,023.20
SCHOOL	Estes, Caroline	MEML	\$ 21,535.02	\$ -	\$ 21,535.02
SCHOOL	Estes, Kimberly	MEML	\$ 25,494.62	\$ 1,242.00	\$ 26,736.62
SCHOOL	Fallon, Karen	MEML	\$ -	\$ 1,840.00	\$ 1,840.00
SCHOOL	Farrahar, Anne	MEML	\$ 107,033.93	\$ 660.00	\$ 107,693.93
SCHOOL	Foley, Patricia	MEML	\$ 44,311.32	\$ -	\$ 44,311.32
SCHOOL	Galvin, Marykate	MEML	\$ 63,536.49	\$ 320.00	\$ 63,856.49
SCHOOL	Gelinas, Ellen	MEML	\$ 26,474.67	\$ 5,200.00	\$ 31,674.67
SCHOOL	Giammarco, Nancy	MEML	\$ 70,403.66	\$ 9,454.51	\$ 79,858.17
SCHOOL	Grace, Herbert	MEML	\$ 107,033.93	\$ 24,230.86	\$ 131,264.79
SCHOOL	Grace, Paula	MEML	\$ 100,748.97	\$ 1,000.00	\$ 101,748.97
SCHOOL	Guilbert, Alison	MEML	\$ 93,556.69	\$ 1,500.00	\$ 95,056.69
SCHOOL	Handley, Jessie	MEML	\$ 15,581.24	\$ -	\$ 15,581.24
SCHOOL	Harrington, Tyler	MEML	\$ 2,947.79	\$ -	\$ 2,947.79
SCHOOL	Herring, Heather	MEML	\$ 92,918.68	\$ 1,740.00	\$ 94,658.68
SCHOOL	Hollowell, Kelly	MEML	\$ 12,749.53	\$ -	\$ 12,749.53
SCHOOL	Jablonski, Bethany	MEML	\$ 20,644.71	\$ -	\$ 20,644.71
SCHOOL	Johnson, Sherry	MEML	\$ 2,585.70	\$ -	\$ 2,585.70
SCHOOL	Keenan, Carina	MEML	\$ 77,928.63	\$ 160.00	\$ 78,088.63
SCHOOL	Kennedy, Joan	MEML	\$ 53,526.50	\$ -	\$ 53,526.50
SCHOOL	Kerkhoff, Laura	MEML	\$ 9,203.29	\$ -	\$ 9,203.29
SCHOOL	Kilroy, Michelle	MEML	\$ 20,294.66	\$ -	\$ 20,294.66
SCHOOL	Kourtis, Isabella	MEML	\$ 20,444.27	\$ 20.00	\$ 20,464.27
SCHOOL	Kristof, Kimberly	MEML	\$ 57,216.38	\$ -	\$ 57,216.38
SCHOOL	Ladouceur, Beth	MEML	\$ 73,692.84	\$ 300.00	\$ 73,992.84
SCHOOL	Lawson, Jennifer	MEML	\$ 4,563.99	\$ 84.00	\$ 4,647.99

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SCHOOL	Lorusso, Nancy	MEML	\$ 3,898.93	\$ -	\$ 3,898.93
SCHOOL	Lozano, Guillet	MEML	\$ 107,033.93	\$ 7,234.35	\$ 114,268.28
SCHOOL	Lynch, Terri	MEML	\$ 32,538.08	\$ 2,268.68	\$ 34,806.76
SCHOOL	Maalouf, Raymond	MEML	\$ 25,945.62	\$ 1,428.00	\$ 27,373.62
SCHOOL	Macaulay, Jaclyn	MEML	\$ 24,506.45	\$ -	\$ 24,506.45
SCHOOL	MacDonald, Colleen	MEML	\$ 73,004.64	\$ -	\$ 73,004.64
SCHOOL	Maguire, Kimberly	MEML	\$ 83,307.43	\$ 390.00	\$ 83,697.43
SCHOOL	Mahoney, Kelli	MEML	\$ 84,877.95	\$ 3,499.92	\$ 88,377.87
SCHOOL	Maira, Lisa	MEML	\$ 8,143.21	\$ -	\$ 8,143.21
SCHOOL	McCusker, Michelle	MEML	\$ 16,996.80	\$ 124.00	\$ 17,120.80
SCHOOL	McCusker, Tracey	MEML	\$ 4,147.86	\$ -	\$ 4,147.86
SCHOOL	McDonald, James	MEML	\$ 53,371.24	\$ 4,422.95	\$ 57,794.19
SCHOOL	McNeil, Irene	MEML	\$ 43,137.40	\$ 1,000.00	\$ 44,137.40
SCHOOL	McNeil, Janet	MEML	\$ 6,601.08	\$ -	\$ 6,601.08
SCHOOL	Mitteness, Madison	MEML	\$ 8,824.53	\$ 86.00	\$ 8,910.53
SCHOOL	Mulroy, Elizabeth	MEML	\$ 25,751.12	\$ 110.00	\$ 25,861.12
SCHOOL	Nazario, Carmen	MEML	\$ 906.54	\$ -	\$ 906.54
SCHOOL	Nelson, Margaret	MEML	\$ 52,704.73	\$ 2,486.97	\$ 55,191.70
SCHOOL	Newton, Melissa	MEML	\$ 57,768.00	\$ -	\$ 57,768.00
SCHOOL	Nickerson, Jeninne	MEML	\$ 100,748.97	\$ 1,500.00	\$ 102,248.97
SCHOOL	Nogueira, Lynn	MEML	\$ 74,440.93	\$ 660.00	\$ 75,100.93
SCHOOL	O'Connor-Fischer, Carol	MEML	\$ 14,819.46	\$ -	\$ 14,819.46
SCHOOL	Oppel, Heidi	MEML	\$ 7,510.78	\$ -	\$ 7,510.78
SCHOOL	Paget, Christine	MEML	\$ 107,033.93	\$ 4,740.00	\$ 111,773.93
SCHOOL	Pasini-Fredriksen, Jill	MEML	\$ 10,458.02	\$ 100.00	\$ 10,558.02
SCHOOL	Piersiak, Elaine	MEML	\$ 19,222.43	\$ -	\$ 19,222.43
SCHOOL	Pollock, Allison	MEML	\$ 107,033.93	\$ 2,000.00	\$ 109,033.93
SCHOOL	Rasmussen, Marie	MEML	\$ -	\$ 1,800.00	\$ 1,800.00
SCHOOL	Ravinski, Kathleen	MEML	\$ 94,783.20	\$ 2,490.00	\$ 97,273.20
SCHOOL	Redding, Dorothy	MEML	\$ 17,830.75	\$ 16.00	\$ 17,846.75
SCHOOL	Riccio, Julia	MEML	\$ 102,629.70	\$ 1,900.00	\$ 104,529.70
SCHOOL	Rossi, Rita	MEML	\$ 4,449.90	\$ 250.00	\$ 4,699.90
SCHOOL	Ruggiero, David	MEML	\$ 100,748.88	\$ 1,900.00	\$ 102,648.88
SCHOOL	Scier, Lesley	MEML	\$ 85,783.23	\$ 500.00	\$ 86,283.23
SCHOOL	Sedambi, Padmaja	MEML	\$ 23,862.53	\$ -	\$ 23,862.53
SCHOOL	Signore, Rebecca	MEML	\$ 10,238.86	\$ 38.00	\$ 10,276.86
SCHOOL	Singer, Laura	MEML	\$ 70,403.57	\$ 8,671.25	\$ 79,074.82
SCHOOL	Sklar, Kimberly	MEML	\$ 31,704.19	\$ 400.00	\$ 32,104.19
SCHOOL	Soldicich, Janine	MEML	\$ 14,120.07	\$ 914.47	\$ 15,034.54
SCHOOL	Sperling, Keri	MEML	\$ 107,033.93	\$ 1,900.00	\$ 108,933.93
SCHOOL	St. Cyr, Caitlin	MEML	\$ 36,952.40	\$ -	\$ 36,952.40
SCHOOL	St. Mary, Nicole	MEML	\$ 29,616.23	\$ -	\$ 29,616.23
SCHOOL	Stevenson, Monica	MEML	\$ 20,828.86	\$ -	\$ 20,828.86
SCHOOL	Sutherland, Donna	MEML	\$ 37,475.83	\$ -	\$ 37,475.83
SCHOOL	Swanson, Lillian	MEML	\$ 20,470.27	\$ 16.00	\$ 20,486.27
SCHOOL	Teany, Meredith	MEML	\$ 102,629.70	\$ 1,410.00	\$ 104,039.70
SCHOOL	Theodorou, Mariessa	MEML	\$ 74,241.15	\$ 1,855.71	\$ 76,096.86
SCHOOL	Tierney, Jill	MEML	\$ 7,354.84	\$ -	\$ 7,354.84
SCHOOL	Truchon, Janette	MEML	\$ 8,880.53	\$ 284.00	\$ 9,164.53
SCHOOL	Varnum, Danielle	MEML	\$ -	\$ 4,000.00	\$ 4,000.00
SCHOOL	Wallace, Melissa	MEML	\$ 94,783.20	\$ 400.00	\$ 95,183.20
SCHOOL	West, Jaclyn	MEML	\$ 69,474.94	\$ 400.00	\$ 69,874.94
SCHOOL	Wood, Katherine	MEML	\$ 65,043.07	\$ 160.00	\$ 65,203.07
SCHOOL	Colleran, Amy	FACILIITIES	\$ 129,882.48	\$ -	\$ 129,882.48
SCHOOL	Coughlin, Stephen	FACILIITIES	\$ 47,245.95	\$ 5,746.91	\$ 52,992.86
SCHOOL	Jackson, Michael	FACILIITIES	\$ 54,678.52	\$ 2,679.51	\$ 57,358.03
SCHOOL	Quayle, Thomas	FACILIITIES	\$ 28,759.35	\$ 10,358.95	\$ 39,118.30
SCHOOL	Robitaille, Shayn	FACILIITIES	\$ 53,989.78	\$ 6,180.68	\$ 60,170.46
SCHOOL	Langille, Wayne	FACILIITES	\$ 2,000.00	\$ -	\$ 2,000.00
SCHOOL	Ahern, Joseph	DALE	\$ 96,824.85	\$ -	\$ 96,824.85
SCHOOL	Bassett, Jennifer	DALE	\$ 100,748.97	\$ 1,000.00	\$ 101,748.97
SCHOOL	Boudreau, Kathleen	DALE	\$ 29,768.77	\$ 1,631.23	\$ 31,400.00
SCHOOL	Boulris, Jessica	DALE	\$ 33,880.41	\$ 16.00	\$ 33,896.41
SCHOOL	Bryson, Jennifer	DALE	\$ 8,184.81	\$ -	\$ 8,184.81

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Burnham, Elizabeth	DALE	\$ 100,748.97	\$ 1,500.00	\$ 102,248.97
SCHOOL	Callahan, Christina	DALE	\$ 92,918.68	\$ 500.00	\$ 93,418.68
SCHOOL	Callahan, Eileen	DALE	\$ 94,783.20	\$ -	\$ 94,783.20
SCHOOL	Chamblin, Kelly	DALE	\$ 79,817.53	\$ 5,499.92	\$ 85,317.45
SCHOOL	Collins, Kate	DALE	\$ 25,522.62	\$ 824.00	\$ 26,346.62
SCHOOL	Condon, Maura	DALE	\$ 85,352.87	\$ 1,840.00	\$ 87,192.87
SCHOOL	Cummings, Delaney	DALE	\$ 10,989.92	\$ -	\$ 10,989.92
SCHOOL	Day, Theresa	DALE	\$ 18,461.17	\$ -	\$ 18,461.17
SCHOOL	Delaney, Christina	DALE	\$ 94,783.20	\$ 1,640.00	\$ 96,423.20
SCHOOL	DellaMonica, Maria	DALE	\$ 31,932.59	\$ 6,540.00	\$ 38,472.59
SCHOOL	Dennehy, Siobhan	DALE	\$ 33,806.79	\$ 480.00	\$ 34,286.79
SCHOOL	Dexter, Ryan	DALE	\$ 100,749.02	\$ 10,594.00	\$ 111,343.02
SCHOOL	Dipesa, Leanne	DALE	\$ 90,552.15	\$ 3,499.92	\$ 94,052.07
SCHOOL	Douglas, Michael	DALE	\$ 100,748.97	\$ 80.00	\$ 100,828.97
SCHOOL	Dowd, Shannon	DALE	\$ 89,341.20	\$ -	\$ 89,341.20
SCHOOL	Evans, Brenna	DALE	\$ 70,961.10	\$ 3,500.00	\$ 74,461.10
SCHOOL	Flynn, Suzanne	DALE	\$ 100,748.97	\$ 1,000.00	\$ 101,748.97
SCHOOL	Frazier, Kimberly	DALE	\$ 25,568.62	\$ 4,824.00	\$ 30,392.62
SCHOOL	Gilberti, Anne	DALE	\$ 39,463.95	\$ 400.00	\$ 39,863.95
SCHOOL	Grenham, Stephen	DALE	\$ 159,264.43	\$ 2,750.00	\$ 162,014.43
SCHOOL	Hamilton, Susan	DALE	\$ 100,748.97	\$ 1,000.00	\$ 101,748.97
SCHOOL	Hauptman, Karin	DALE	\$ 35,688.70	\$ 600.00	\$ 36,288.70
SCHOOL	Hayes, Christine	DALE	\$ 47,876.57	\$ -	\$ 47,876.57
SCHOOL	Hayes, Margot	DALE	\$ 100,748.97	\$ 1,000.00	\$ 101,748.97
SCHOOL	Isaacson, Sara	DALE	\$ 76,546.27	\$ 9,080.00	\$ 85,626.27
SCHOOL	Johnson, Amanda	DALE	\$ 58,230.14	\$ 80.00	\$ 58,310.14
SCHOOL	Johnson, Michael	DALE	\$ 54,678.52	\$ 8,471.51	\$ 63,150.03
SCHOOL	Jones, Christina	DALE	\$ 14,167.36	\$ 418.75	\$ 14,586.11
SCHOOL	Kaplan, Leslie	DALE	\$ 24,615.18	\$ 594.00	\$ 25,209.18
SCHOOL	Kelly, Amy	DALE	\$ 22,144.68	\$ -	\$ 22,144.68
SCHOOL	Knott, Donna	DALE	\$ 10,873.92	\$ 292.00	\$ 11,165.92
SCHOOL	Laughna, Mary	DALE	\$ 69,474.94	\$ 15,200.00	\$ 84,674.94
SCHOOL	Le Vangie, Kristen	DALE	\$ 69,572.03	\$ 80.00	\$ 69,652.03
SCHOOL	Lowerre, Julie	DALE	\$ 20,330.01	\$ -	\$ 20,330.01
SCHOOL	MacDonnell, Shannon	DALE	\$ 65,674.62	\$ 280.00	\$ 65,954.62
SCHOOL	Malmquist, Lynne	DALE	\$ 26,829.94	\$ 5,440.93	\$ 32,270.87
SCHOOL	Martlin, Jean	DALE	\$ 24,796.22	\$ 600.00	\$ 25,396.22
SCHOOL	McGuinness-Tyer, Amy	DALE	\$ 23,330.45	\$ 440.00	\$ 23,770.45
SCHOOL	McKenzie, Kelsey	DALE	\$ 62,183.02	\$ 4,940.00	\$ 67,123.02
SCHOOL	Morello, Andrea	DALE	\$ 13,342.32	\$ -	\$ 13,342.32
SCHOOL	Mulligan, Jessica	DALE	\$ 76,564.36	\$ -	\$ 76,564.36
SCHOOL	Murphy-Harrison, Syranda	DALE	\$ 3,178.50	\$ -	\$ 3,178.50
SCHOOL	Nawrocki, Mairi	DALE	\$ 102,629.70	\$ 6,140.00	\$ 108,769.70
SCHOOL	Nee, Erin	DALE	\$ 68,099.34	\$ -	\$ 68,099.34
SCHOOL	Nee, Kathleen	DALE	\$ 9,881.62	\$ 280.00	\$ 10,161.62
SCHOOL	Orsogna-Muir, Constance	DALE	\$ 37,378.95	\$ 1,500.00	\$ 38,878.95
SCHOOL	Papadopoulos, Helen	DALE	\$ 7,820.84	\$ 182.89	\$ 8,003.73
SCHOOL	Perachi, Brenda	DALE	\$ 107,033.93	\$ 900.00	\$ 107,933.93
SCHOOL	Plympton, Nicole	DALE	\$ 75,311.16	\$ -	\$ 75,311.16
SCHOOL	Ross, Erica	DALE	\$ 101,392.65	\$ 480.00	\$ 101,872.65
SCHOOL	Sager, Bethany	DALE	\$ 107,033.93	\$ 2,480.00	\$ 109,513.93
SCHOOL	Scott, Amy	DALE	\$ 100,748.97	\$ 80.00	\$ 100,828.97
SCHOOL	Seaver, Jennifer	DALE	\$ 75,361.16	\$ 890.00	\$ 76,251.16
SCHOOL	Song, Xiaoqing	DALE	\$ 46,379.90	\$ -	\$ 46,379.90
SCHOOL	Spittel, Cassandra	DALE	\$ 17,078.49	\$ -	\$ 17,078.49
SCHOOL	Strelakovsky, Elisabeth	DALE	\$ 107,033.93	\$ 1,900.00	\$ 108,933.93
SCHOOL	Sullivan, Julia	DALE	\$ 37,167.54	\$ 1,750.00	\$ 38,917.54
SCHOOL	Sweeney, Marina	DALE	\$ 37,437.99	\$ 200.00	\$ 37,637.99
SCHOOL	Thompson, Kathleen	DALE	\$ 107,033.93	\$ 17,139.96	\$ 124,173.89
SCHOOL	Tumbleson, Amanda	DALE	\$ 62,927.95	\$ 3,405.00	\$ 66,332.95
SCHOOL	Vancura, Dorothy	DALE	\$ 102,629.70	\$ 4,780.00	\$ 107,409.70
SCHOOL	Warner, Lindsey	DALE	\$ 88,671.57	\$ 1,692.61	\$ 90,364.18
SCHOOL	Wilson, Christopher	DALE	\$ 51,921.34	\$ 6,496.69	\$ 58,418.03
SCHOOL	Wilson, Edith	DALE	\$ 75,855.20	\$ 500.00	\$ 76,355.20

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Woolley, Kimberly	DALE	\$ 17,107.60	\$ -	\$ 17,107.60
SCHOOL	Bird, Cameron	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Chung, George C.	COACH	\$ -	\$ 3,500.00	\$ 3,500.00
SCHOOL	Clifford, Joseph	COACH	\$ -	\$ 4,700.00	\$ 4,700.00
SCHOOL	Driscoll, Allison	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Eby, Beth	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Frazier, Brian	COACH	\$ -	\$ 2,000.00	\$ 2,000.00
SCHOOL	Gavaghan, Kevin	COACH	\$ -	\$ 5,500.00	\$ 5,500.00
SCHOOL	Geaney, Michael	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Goldfisher, Tammy	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Hagan, Tyler	COACH	\$ -	\$ 4,000.00	\$ 4,000.00
SCHOOL	Hartery, Michael	COACH	\$ -	\$ 4,700.00	\$ 4,700.00
SCHOOL	Isaf, John	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Landry, Michael	COACH	\$ -	\$ 3,500.00	\$ 3,500.00
SCHOOL	Libin, Jennifer	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Ludwig, Eric	COACH	\$ -	\$ 4,500.00	\$ 4,500.00
SCHOOL	Maguire, Mark	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Mazukina, William	COACH	\$ -	\$ 4,000.00	\$ 4,000.00
SCHOOL	McAuliffe, Kenneth	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Mei, Timothy	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Minsky, Joshua	COACH	\$ -	\$ 2,000.00	\$ 2,000.00
SCHOOL	Moon, Evan	COACH	\$ -	\$ 4,700.00	\$ 4,700.00
SCHOOL	O'Brien, Maura	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Oliverio, Frank M.	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	O'Neil, Jonathan	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Shu, Jerry	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Slason, Michael	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Small, Sarah	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Spolidoro, Mark	COACH	\$ -	\$ 4,000.00	\$ 4,000.00
SCHOOL	Summers, John	COACH	\$ -	\$ 4,700.00	\$ 4,700.00
SCHOOL	Tronson, Avery	COACH	\$ -	\$ 7,200.00	\$ 7,200.00
SCHOOL	Whittlesey, William W.	COACH	\$ -	\$ 4,300.00	\$ 4,300.00
SCHOOL	Barrett, Maureen	CENT.OFF	\$ 64,418.25	\$ 500.00	\$ 64,918.25
SCHOOL	Becker, Meredith	CENT.OFF	\$ 119,206.49	\$ 394.28	\$ 119,600.77
SCHOOL	Bruhl, Mary	CENT.OFF	\$ 155,200.27	\$ 7,621.88	\$ 162,822.15
SCHOOL	DePaolo, Krystal	CENT.OFF	\$ 47,389.15	\$ 900.00	\$ 48,289.15
SCHOOL	Hartley Lowd, Diane	CENT.OFF	\$ 4,395.00	\$ -	\$ 4,395.00
SCHOOL	Lafrancesca, Michael	CENT.OFF	\$ 170,893.41	\$ 14,623.00	\$ 185,516.41
SCHOOL	Marsden, Jeffrey	CENT.OFF	\$ 243,470.24	\$ 5,000.00	\$ 248,470.24
SCHOOL	Mitchell, Kim	CENT.OFF	\$ 35,405.00	\$ 2,751.12	\$ 38,156.12
SCHOOL	Montillo, Felicia	CENT.OFF	\$ 55,869.45	\$ 1,325.00	\$ 57,194.45
SCHOOL	Moores, Andrea	CENT.OFF	\$ 69,483.28	\$ 500.00	\$ 69,983.28
SCHOOL	Power, Christine	CENT.OFF	\$ 156,747.24	\$ 314.28	\$ 157,061.52
SCHOOL	Sullivan, Colleen	CENT.OFF	\$ 4,584.08	\$ 250.00	\$ 4,834.08
SCHOOL	VandenBoom, Kathleen	CENT.OFF	\$ 83,802.81	\$ 500.00	\$ 84,302.81
SCHOOL	Walker, Ellen	CENT.OFF	\$ 54,909.79	\$ 500.00	\$ 55,409.79
SCHOOL	Alkalay, Deborah	BLAKE	\$ 19,478.70	\$ 880.00	\$ 20,358.70
SCHOOL	Alland, Emily	BLAKE	\$ 102,629.70	\$ 1,240.00	\$ 103,869.70
SCHOOL	Allen, Tracy	BLAKE	\$ 107,033.93	\$ 11,066.16	\$ 118,100.09
SCHOOL	Avery, Deborah	BLAKE	\$ 30,690.55	\$ 1,225.00	\$ 31,915.55
SCHOOL	Bailey, Nicholas	BLAKE	\$ 51,921.34	\$ 5,542.61	\$ 57,463.95
SCHOOL	Balardini, Stacey	BLAKE	\$ 75,627.11	\$ 2,620.00	\$ 78,247.11
SCHOOL	Bassett-Markou, Melissa	BLAKE	\$ 25,743.54	\$ 36.00	\$ 25,779.54
SCHOOL	Batts, Maura	BLAKE	\$ 107,033.93	\$ 2,830.00	\$ 109,863.93
SCHOOL	Boulos, Susan	BLAKE	\$ 107,033.93	\$ 1,580.00	\$ 108,613.93
SCHOOL	Brown, Christopher	BLAKE	\$ 5,247.67	\$ 128.00	\$ 5,375.67
SCHOOL	Buley, Kristin	BLAKE	\$ 84,979.17	\$ 2,560.00	\$ 87,539.17
SCHOOL	Burke, Stephen	BLAKE	\$ 54,060.46	\$ 12,009.32	\$ 66,069.78
SCHOOL	Burns, Stacy	BLAKE	\$ 75,361.16	\$ 1,986.13	\$ 77,347.29
SCHOOL	Bycoff, Susan	BLAKE	\$ 107,033.93	\$ 3,460.00	\$ 110,493.93
SCHOOL	Campbell, Kelly	BLAKE	\$ 130,270.01	\$ 2,000.00	\$ 132,270.01
SCHOOL	Caprio, Kathleen	BLAKE	\$ 70,403.57	\$ 1,320.00	\$ 71,723.57
SCHOOL	Choukri, Houda	BLAKE	\$ 23,443.65	\$ -	\$ 23,443.65
SCHOOL	Cole, Kiersten	BLAKE	\$ 30,991.75	\$ 240.00	\$ 31,231.75

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SCHOOL	Colomey, Karyn	BLAKE	\$ 31,183.51	\$ 48.00	\$ 31,231.51
SCHOOL	Corcoran, Kristin	BLAKE	\$ 100,748.97	\$ 554.29	\$ 101,303.26
SCHOOL	Cuomo, Amy	BLAKE	\$ 87,027.02	\$ 160.00	\$ 87,187.02
SCHOOL	Dalzell, Julianne	BLAKE	\$ 107,033.93	\$ 1,200.00	\$ 108,233.93
SCHOOL	Deutsch, Cameron	BLAKE	\$ 4,052.39	\$ 60.00	\$ 4,112.39
SCHOOL	Doctoroff, Maureen	BLAKE	\$ 2,000.00	\$ 2,000.00	\$ 4,000.00
SCHOOL	Dondero, Jennifer	BLAKE	\$ 95,237.75	\$ 2,801.77	\$ 98,039.52
SCHOOL	Doolan, Constance	BLAKE	\$ 107,033.93	\$ 1,080.00	\$ 108,113.93
SCHOOL	Dubois, Mary	BLAKE	\$ 102,428.97	\$ 1,100.00	\$ 103,528.97
SCHOOL	Farinacci, Catherine	BLAKE	\$ 4,928.76	\$ -	\$ 4,928.76
SCHOOL	Farrahar, Kevin	BLAKE	\$ 37,391.00	\$ -	\$ 37,391.00
SCHOOL	Farrell, Kara	BLAKE	\$ 107,033.93	\$ 1,060.00	\$ 108,093.93
SCHOOL	Fratolillo, Ann	BLAKE	\$ 107,033.93	\$ 2,640.00	\$ 109,673.93
SCHOOL	Frazier, Matthew	BLAKE	\$ 54,678.52	\$ 27,880.42	\$ 82,558.94
SCHOOL	Friel, Kaylie	BLAKE	\$ 49,761.89	\$ -	\$ 49,761.89
SCHOOL	Gagne, Ian	BLAKE	\$ 102,629.70	\$ 1,660.00	\$ 104,289.70
SCHOOL	Gavaghan, Brian	BLAKE	\$ 92,918.68	\$ 9,899.92	\$ 102,818.60
SCHOOL	Gelormini, Kara	BLAKE	\$ 107,033.93	\$ 1,660.00	\$ 108,693.93
SCHOOL	Gerondeau-Duffy, Jean	BLAKE	\$ 107,033.93	\$ 1,990.00	\$ 109,023.93
SCHOOL	Gibbs, Michael	BLAKE	\$ 107,033.93	\$ 1,400.00	\$ 108,433.93
SCHOOL	Gonzalez, Heather	BLAKE	\$ 107,033.93	\$ 1,400.00	\$ 108,433.93
SCHOOL	Gow, Michael	BLAKE	\$ 107,170.29	\$ 2,590.88	\$ 109,761.17
SCHOOL	Graham, Patricia	BLAKE	\$ 35,886.25	\$ 7,678.00	\$ 43,564.25
SCHOOL	Gumas, Marissa	BLAKE	\$ 107,033.93	\$ 5,054.21	\$ 112,088.14
SCHOOL	Hatch, Misty	BLAKE	\$ 26,376.60	\$ 1,406.76	\$ 27,783.36
SCHOOL	Heafitz, Michael	BLAKE	\$ 100,748.97	\$ 1,400.00	\$ 102,148.97
SCHOOL	Heim, Jason	BLAKE	\$ 107,033.93	\$ 11,699.92	\$ 118,733.85
SCHOOL	Heim, Marjorie	BLAKE	\$ 107,033.93	\$ 3,999.92	\$ 111,033.85
SCHOOL	Hellerstein, Setheli	BLAKE	\$ 70,403.57	\$ 11,985.00	\$ 82,388.57
SCHOOL	Horvath, Diane	BLAKE	\$ 102,629.70	\$ 2,140.00	\$ 104,769.70
SCHOOL	Interrante, Maura	BLAKE	\$ 90,552.15	\$ 6.00	\$ 90,558.15
SCHOOL	Juhl, Katherine	BLAKE	\$ 33,733.68	\$ 3,088.69	\$ 36,822.37
SCHOOL	Kearney, Erin	BLAKE	\$ 107,033.93	\$ 7,979.92	\$ 115,013.85
SCHOOL	Keohan, Gregory	BLAKE	\$ 85,352.87	\$ 3,000.00	\$ 88,352.87
SCHOOL	Knaus, Joseph	BLAKE	\$ 77,796.72	\$ 2,580.00	\$ 80,376.72
SCHOOL	LoMonaco, Sarah	BLAKE	\$ 75,361.16	\$ 560.00	\$ 75,921.16
SCHOOL	Macfarlane, Brian	BLAKE	\$ 32,738.78	\$ 1,250.00	\$ 33,988.78
SCHOOL	Mahoney, Yiyu	BLAKE	\$ 88,527.70	\$ 900.00	\$ 89,427.70
SCHOOL	Malone, Elise	BLAKE	\$ 100,748.97	\$ 4,489.92	\$ 105,238.89
SCHOOL	Manning, Deborah	BLAKE	\$ 107,033.93	\$ 1,500.00	\$ 108,533.93
SCHOOL	Manning, Kristin	BLAKE	\$ 107,033.93	\$ 3,400.00	\$ 110,433.93
SCHOOL	Manuel, Tania	BLAKE	\$ 59,682.14	\$ -	\$ 59,682.14
SCHOOL	Marenghi, Matthew	BLAKE	\$ 102,629.70	\$ 8,087.78	\$ 110,717.48
SCHOOL	Marie, Barbara	BLAKE	\$ 25,862.41	\$ 1,290.00	\$ 27,152.41
SCHOOL	Matthews, Lisa	BLAKE	\$ 85,352.87	\$ 500.00	\$ 85,852.87
SCHOOL	McCarthy, Stephen	BLAKE	\$ 2,377.76	\$ -	\$ 2,377.76
SCHOOL	McClelland, Cynthia	BLAKE	\$ 107,033.93	\$ 5,270.00	\$ 112,303.93
SCHOOL	McCullough, Kathleen	BLAKE	\$ 91,822.15	\$ 500.00	\$ 92,322.15
SCHOOL	McLaughlin, Nancy	BLAKE	\$ 104,452.05	\$ 2,980.00	\$ 107,432.05
SCHOOL	McNaughton, Jacqueline	BLAKE	\$ 25,781.54	\$ 18.00	\$ 25,799.54
SCHOOL	McNulty, Tara	BLAKE	\$ 11,545.63	\$ 591.81	\$ 12,137.44
SCHOOL	Mileszko, Diana	BLAKE	\$ 35,796.23	\$ 975.00	\$ 36,771.23
SCHOOL	Millard, Matthew	BLAKE	\$ 100,748.97	\$ 1,840.00	\$ 102,588.97
SCHOOL	Miller, Julia	BLAKE	\$ 21,281.29	\$ 3,708.81	\$ 24,990.10
SCHOOL	Molinaro, Catherine	BLAKE	\$ 36,050.99	\$ 227.16	\$ 36,278.15
SCHOOL	Moore-Sawyer, Melissa	BLAKE	\$ 16,228.98	\$ 892.82	\$ 17,121.80
SCHOOL	Mulkern, Monica	BLAKE	\$ 13,661.20	\$ -	\$ 13,661.20
SCHOOL	Murray, Jeffrey	BLAKE	\$ 54,060.46	\$ 8,397.01	\$ 62,457.47
SCHOOL	Nickerson, Mark	BLAKE	\$ 107,033.93	\$ 13,900.00	\$ 120,933.93
SCHOOL	Nohos, Christina	BLAKE	\$ 11,072.34	\$ -	\$ 11,072.34
SCHOOL	O'Brien, Sharon	BLAKE	\$ 13,449.35	\$ 350.00	\$ 13,799.35
SCHOOL	O'Corcora, Eoin	BLAKE	\$ 151,471.06	\$ 7,000.00	\$ 158,471.06
SCHOOL	O'Donovan-Driscoll, Arlen	BLAKE	\$ 42,798.55	\$ 2,950.00	\$ 45,748.55
SCHOOL	Pratt, Sarah T.	BLAKE	\$ 27,264.06	\$ 1,920.00	\$ 29,184.06

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Division	Payroll Name	Department	Regular Earnings	Additional Earnings	Total Earnings
SCHOOL	Rensko, Amy	BLAKE	\$ 79,554.58	\$ 640.00	\$ 80,194.58
SCHOOL	Rosen, Michele	BLAKE	\$ 76,903.05	\$ -	\$ 76,903.05
SCHOOL	Ruminski, Kelly	BLAKE	\$ 107,033.93	\$ 4,159.04	\$ 111,192.97
SCHOOL	Salamone, Mary	BLAKE	\$ 107,033.93	\$ 11,737.20	\$ 118,771.13
SCHOOL	Scales, Kathleen	BLAKE	\$ 59,414.57	\$ -	\$ 59,414.57
SCHOOL	Shaw, Jillian	BLAKE	\$ 88,527.70	\$ 4,719.92	\$ 93,247.62
SCHOOL	Silva, Judith	BLAKE	\$ 102,629.70	\$ 1,160.00	\$ 103,789.70
SCHOOL	Skeerry, Sharon	BLAKE	\$ 48,396.69	\$ 1,760.00	\$ 50,156.69
SCHOOL	Stefanik, Lisa	BLAKE	\$ 38,411.16	\$ -	\$ 38,411.16
SCHOOL	Stevens, Geraldine	BLAKE	\$ 14,503.81	\$ 900.00	\$ 15,403.81
SCHOOL	Sullivan, John	BLAKE	\$ 107,033.93	\$ 1,320.00	\$ 108,353.93
SCHOOL	Taliaferro, Travis	BLAKE	\$ 107,033.93	\$ 13,800.00	\$ 120,833.93
SCHOOL	Theriault, Emily	BLAKE	\$ 34,660.83	\$ -	\$ 34,660.83
SCHOOL	Thress, Meghan	BLAKE	\$ 94,783.20	\$ 1,700.00	\$ 96,483.20
SCHOOL	Tremblay, Anne Marie	BLAKE	\$ 100,749.14	\$ 13,830.00	\$ 114,579.14
SCHOOL	Vaughn, Nathaniel	BLAKE	\$ 174,707.78	\$ 4,814.28	\$ 179,522.06
SCHOOL	Walkowicz, Nathan	BLAKE	\$ 77,921.46	\$ 3,779.92	\$ 81,701.38
SCHOOL	Walsh, James	BLAKE	\$ 1,350.00	\$ -	\$ 1,350.00
SCHOOL	Walton, Anita	BLAKE	\$ 25,584.53	\$ 18.00	\$ 25,602.53
SCHOOL	Williams, Patricia	BLAKE	\$ 102,629.70	\$ 3,980.00	\$ 106,609.70
SCHOOL	Woods, Thomas	BLAKE	\$ 99,444.31	\$ 5,350.00	\$ 104,794.31
SCHOOL	Young, Kirsten	BLAKE	\$ 11,939.85	\$ 180.00	\$ 12,119.85